



Blue Rock Springs Golf Course

ADOPTED BUDGET FOR THE FISCAL YEAR 2023-2024



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TABLE OF CONTENTS

INTRODUCTION

City Council District Map	1
City Council & Management.....	2
Budget Addendum	4
Budget Message	5
Budget Process	14
Awards & Commendations.....	17
History of Vallejo	19
City Profile	21
City Demographic	22
Vallejo in The News & Events	24

CITY ORGANIZATION

Citywide Organizational Chart.....	26
Personnel Summary	27
City Council Goals	42

CITYWIDE BUDGET

Citywide Total Revenue Budget	44
Citywide Total Revenues and Transfers in by Major Source	45
Citywide Total Revenues and Transfers in by Fund Type	46
Citywide Revenues and Transfers in by Fund.....	47
Citywide Total Expenditure Budget.....	49
Citywide Total Expenditure and Transfers out by Fund Type	50
Citywide Total Expenditure and Transfers out by Fund	51
Citywide Changes in Available Fund Balance by Fund.....	53

GENERAL FUND

Budget Summary	56
Five Year Financial Forecast	57
Five Year Assumptions	59
Salary & Benefit Assumptions	61
CalPERS Contribution Projections	62
General Fund Total Revenue Budget.....	64



TABLE OF CONTENTS

Five Year Revenue Forecast	65
Five Year Revenue Assumptions.....	67
Measure B/V Transaction Use Tax	72
Measure P Transaction Use Tax	74
American Rescue Plan Act (ARPA)	75
Expenditure by Classification	78
Expenditure by Department.....	79
Department	
City Attorney	80
City Clerk	84
City Manager	87
Citywide.....	91
Economic Development	92
Finance	96
Fire.....	102
Human Resources.....	109
Information Technology	113
Legislative / Board & Commissions	117
Planning & Development Services	120
Police	129
Public Works.....	139

ENTERPRISE FUNDS

Enterprise Funds Summary	152
Fiber	153
Golf.....	156
Marina	158
Vallejo Station Parking	160
Water	163

ECONOMIC DEVELOPMENT FUNDS

Economic Development Funds Summary	173
Successor Agency	177
Mare Island.....	178



TABLE OF CONTENTS

PUBLIC WORKS FUNDS

Public Works Summary	186
Solid Waste.....	186
Fleet Maintenance & Replacement.....	187
Gas Tax	189
Landscape Maintenance District.....	191

HOUSING AND OTHER FUNDS

Housing & Other Funds Summary	199
Administration.....	200
Hazmat	200
McCune Collection	200
Navigation Center.....	200
NLP Nuisance Abatement.....	200
Outside Funded Services	200
State Lands Commission.....	200
Housing.....	202
Debt Services.....	211
Police Grants	213
Self Insurance	215

CAPITAL AND MULTI-YEAR OPERATING PROJECTS

Capital and Multi-Year Operating Summary	221
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CITY COMPARISONS AND TRENDS

City Comparisons.....	226
Property Tax Dollar Breakdown	227
Property Sales Value History	228
Property Tax Growth by Use Category.....	229
Pending Appeals Impact Projections.....	231
Sales Tax Dollar Breakdown	232
Sales Tax by Category.....	233



TABLE OF CONTENTS

APPENDIX

Budget & Financial Policies	236
Basis of Accounting	238
Fund Description	239
Cost Allocation	245
GANN Limit.....	246
Debt Limit-Obligation	247
Acronyms.....	250
Glossary.....	265
Frequently Asked Questions (FAQ)	270
Authorized Positions Salary & Benefits Listing by Department	291

RESOLUTIONS

Reso. 23-115 Budget Adoption	302
Reso. 23-005 Housing Budget Adoption	306
Reso. 23-094 Fiscal Year 2023-24 Positions & Salaries	309
Personnel Summary	311
Salary Schedule	326
Reso. 23-097 Purchase of City Vehicle Equipment & Replacement.....	583
Reso. 23-095 Blue Rock Springs Golf Course Fees & Charges	586
Reso. 23-096 Marina Fees & Charges.....	589
Reso. 23-075 GANN Appropriation Limit	591



CITY OF VALLEJO

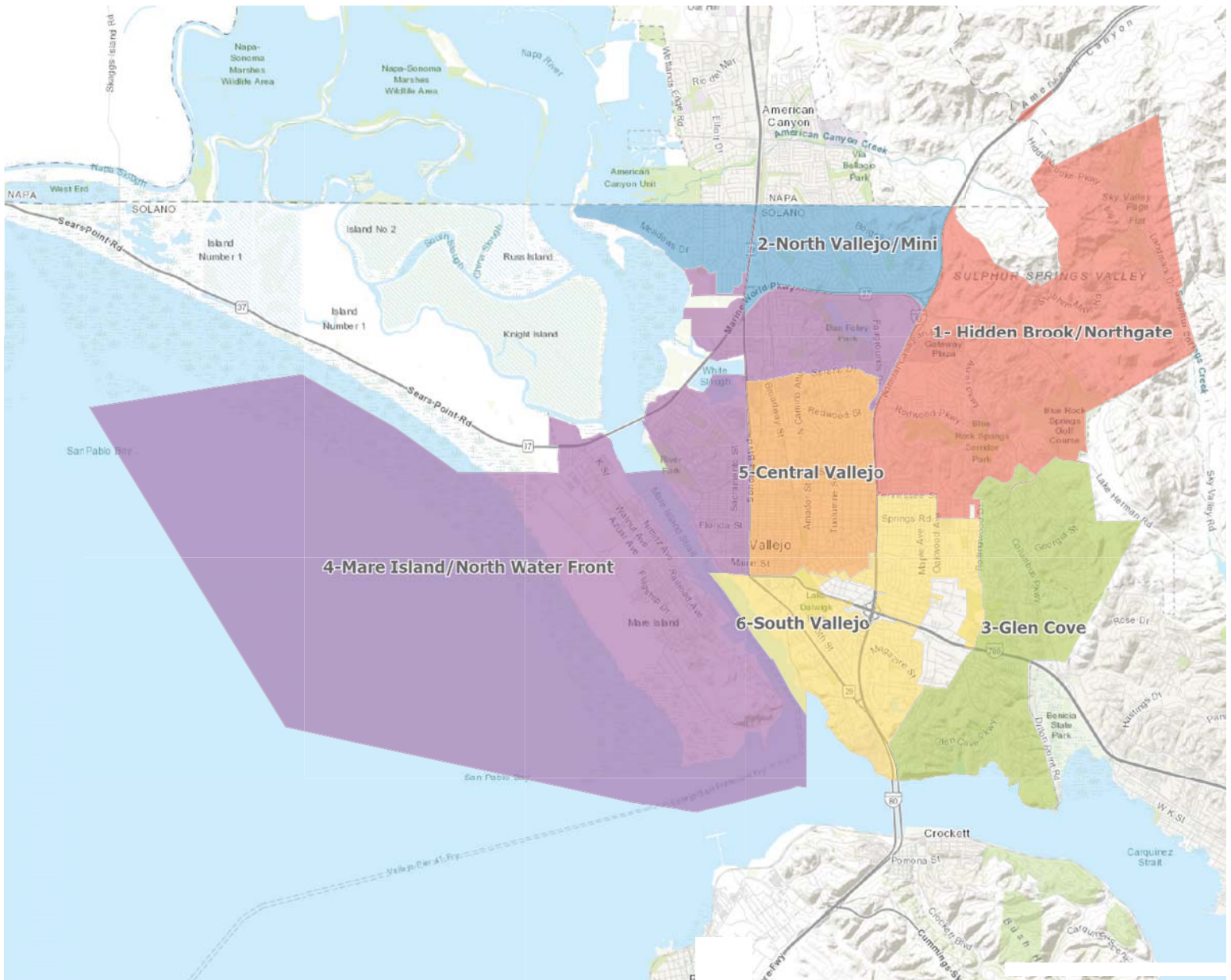
ADOPTED BUDGET

FISCAL YEAR
2023-2024

Prepared by:
Mike Malone, City Manager
Gillian Hayes, Assistant City Manager
Terrance Davis, Assistant City Manager
Rekha Nayar, Finance Director
Finance Department Staff



CITY COUNCIL DISTRICT MAP



Legend

-  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



CITY COUNCIL, ELECTED OFFICIALS AND MANAGEMENT



Robert H. McConnell
Mayor



Rozzana Verder-Aliga, EdD
**Vice Mayor
District 1**



Diosdado "JR" Matulac,
**Councilmember
District 2**



Mina Loera-Diaz,
**Councilmember
District 3**



Charles Palmares,
**Councilmember
District 4**



Peter Bregenzer,
**Councilmember
District 5**



Cristina Arriola,
**Councilmember
District 6**

MANAGEMENT

Mike Malone
City Manager

Veronica A.F. Nebb
City Attorney

Dawn G. Abrahamson
City Clerk

Gillian Hayes
Assistant City Manager

Terrance Davis
Assistant City Manager

Michael Nimon
Economic Development Director

Rekha Nayar
Finance Director

Kyle Long
Fire Chief

Stephanie Sifuentes
Human Resources Director

Naveed Ashraf
Chief Innovation Officer

Christina Ratcliffe
**Planning & Development
Services Director**

Jason Ta
Interim Police Chief

Melissa Tigbao
Public Works Director

Beth Schoenberger
Water Director





FY 2023-2024 BUDGET ADDENDUM

OVERVIEW

The City of Vallejo Proposed Budget for FY 2023-24 was provided to City Council on May 15, 2023 and published to the City's website. On June 27, 2023, the City Council held a public hearing on the proposed budget, and after review and deliberation, the City Council adopted and approved the budget.

PROPOSED CHANGES FROM ADOPTED BUDGET SINCE MAY 15, 2023

Citywide

- Vallejo Main Street, aka Vallejo First Corporation
- The Vallejo Naval and Historical Museum
- Police Department building design – Phase 1



FY 2023-2024 BUDGET MESSAGE



Office of the City Manager • 555 Santa Clara Street • Vallejo • CA • 94590

DATE: May 15th, 2023
TO: Mayor, City Council and Residents of the City of Vallejo
FROM: Michael Malone, City Manager
SUBJECT: City of Vallejo – Fiscal Year 2023-2024 Proposed Budget

It is with great pleasure that I present you with the Proposed Budget for Fiscal Year (FY) 2023-2024 for the City of Vallejo. This budget has been crafted with careful consideration for the needs and desires of the residents of our city, paired with the importance of overall operations and services the City provides. Our goal is to allocate funds in a way that maximizes the benefits for all members of our community, while also maintaining fiscal responsibility.

Over the last two years, we have allocated City's revenues including State and federal grants toward the City of Vallejo's economic recovery, to support innovative programs and initiatives, to provide aid to small businesses, and to support services to help our residents. Through the continued pursuit of grant opportunities, careful allocation, and utilization of the federal American Rescue Plan (ARPA) funds, we continue to supplement these services to maximize the benefits felt throughout our city.

The City continues to work on restoring service levels post-pandemic, to break ground on capital projects in the Public Works and Water Departments to spark economic development programs and projects citywide. We have targeted new spending on programs and equipment to assist our dedicated city staff in providing improved service levels to our residents, businesses, and visitors.

Overall Budget Trends

The total Citywide FY 2023-2024 budget is \$302.7 million. Of that, General Fund accounts for \$132.8 million in expenditures, with \$77.2 million in City Water Fund expenditures. The balance, \$92.7 million, is contained within the City's Housing Fund and over 80+ miscellaneous smaller funds that the City manages.

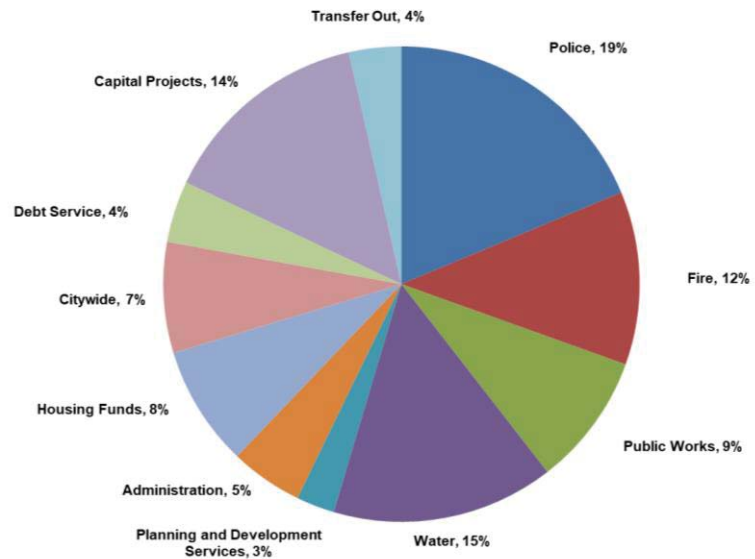


FY 2023-2024 BUDGET MESSAGE

Our major tax revenue, sales tax, is projected to decline compared to FY 2022-2023. As we prepare for this upcoming fiscal year, projected General Fund revenues without Measure P are \$132.8 million, which is an increase of 1.7% when compared to FY 2022-2023 Adopted Budget revenues.

Despite lower revenue from sales taxes, the City's overall revenues have remained stable. Measure P, the City's new tax was placed on the ballot and passed in 2022. Measure P revenues have begun being collected at local merchants and are expected to be approximately \$18.2 million in FY 2023-2024. The revenue from Measure P will be kept in a separate fund to ensure accurate accounting and reporting of the revenues received and expenditures made.

Overall, the fiscal health of the City is stable, and we are presenting you with a structurally balanced budget for the 10th consecutive year.



General Fund Five Year Financial Forecast

The City utilizes a five-year forecast to foresee potential challenges on the horizon and make course corrections via budget and operational adjustments.

Note: Five-year forecast is a single point in time snapshot that dynamically and continually changes; as new information is received, assumptions are changed, and City Council decisions are made.

General Fund Five Year Trends through Fiscal Year 2027-2028

(in Millions)

	FY 22-23	FY 23-24	FY 24-25	FY 25-26	FY 26-27	FY 27-28
Revenue/Transfers In	\$ 130.61	\$ 132.82	\$ 135.33	\$ 138.23	\$ 142.88	\$ 147.88
Expenditures/Transfers Out	129.69	132.78	133.68	138.03	142.99	148.15
(Deficit)/Surplus for Year	0.92	0.03	1.65	0.20	(0.11)	(0.26)
Available Ending Reserves excluding Measure P	21.50	24.34	25.99	26.19	26.08	25.82
% of Expenditures	17%	18%	19%	19%	18%	17%



FY 2023-2024 BUDGET MESSAGE

While we will operate with a structurally balanced budget again this year, our five-year budget outlook shows that we will face increasing cost pressures going forward that will need to be addressed in future years. The most pressing challenges in the forecast are familiar:

- Estimated increased health care costs of \$3.7 million (66%) over the next five years.
- Due to insurance and risk management challenges, staff estimate an increase in insurance costs of \$3.6 million (41%) over the next 5 years. Changes in claims experience could shift these estimates.

Overall, our five-year projection indicates that we will be facing deficits beginning in FY 2026-2027. This is not a new prospect, as each year we are forced to make difficult decisions to forgo or delay needed infrastructure projects or programs into future fiscal years; however, with prudent management these deficits are reasonably addressed.

General Fund Overview

Revenues

Fiscal year 2023-2024 revenues are currently projected to be 1.7% higher when compared to the prior fiscal year. Modest gains in some revenue sources are offset by slight reductions in other projected sources. Looking at the coming fiscal year, we project the following for the two major sources of revenue for the city:

Property & Sales Tax Trends





FY 2023-2024 BUDGET MESSAGE

Sales Tax:

Sales Tax revenues, without Measure P, are projected to decrease 2% during the next fiscal year for the first time in many years. This shrinkage has been anticipated based on current economic trends. Measure P has been implemented as of April 01st, 2023 and will be collected in full for the first full year fiscal year in 2023-2024.

Property Taxes and In-Lieu Vehicle License Fee:

Property taxes, which comprise 26% of the city's general fund revenues (now including Measure P), are still on the incline, with an expected 7% increase over FY 2022-2023 Adopted Budget revenues. This is consistent with the trend seen in prior years.

Medical Marijuana Tax (Measure C):

Measure C tax revenue projections are expected to decrease significantly, by 21%, when compared to last year. Growing competition in this industry within the surrounding areas has considerably reduced this tax revenue.

Expenditures

The General Fund proposed expenditures are increasing by 2.4% compared to FY 2022-2023 Adopted Budget. Some of the major impacts were as follows:

Self-Insurance Costs:

Self-Insurance costs are increasing approximately \$500 thousand over prior year budgeted values. The City is continuing to fund at 80% confidence level.

Projected Vacancy Savings:

This budgeted item reflects the "savings" the City sees from having unfilled/vacant positions. The City has increased the projected amount of vacancy savings from \$5.0 million to \$7.1 million for this fiscal year. Staffing shortages are a nationwide concern and about 3.5 million workers are "missing" from the workforce according to the Federal reserve.

Fleet Vehicles:

Historically, the city sets aside \$1.3 million annually toward fleet replacement, including specialized public safety vehicles. Beginning in 2023-2024, this amount will be increased by an additional \$943,000 to keep up with increasing fleet replacement costs.



City Council Goal Setting

The City Council's April 14th Goal Setting was, once again, a cooperative and collaborative event that set the tone and the course for the upcoming fiscal year. The City Council's ultimate decision was to remain on course: to continue with and further refine the prior fiscal year's goals.

By continuing these multi-year goals, the Council's decision reiterates to staff and the community that they are committed to working on the most important issues facing Vallejo, allowing staff to build upon prior-year successes, and to continue the momentum toward making Vallejo a more safe, prosperous, and vibrant city.

This Fiscal Year 2023-2024 Proposed Budget reflects our priorities and commitment to enhancing the well-being of our community and to the City Council's goals. By focusing on key areas such as public safety, housing and homelessness, economic development, and youth, we aim to create a better Vallejo.

Some key ongoing programs or spending identified in the Proposed Budget to address Council Goals and Priorities are as follows:

Public Safety

Public Safety plays an important role in providing a safe, prosperous, and vibrant City.

The Vallejo Police Department staff continues to make strides on implementing the OIR report and Department of Justice's recommendations, it is expected that recruitment and selection for the Police Oversight and Accountability Board will begin soon and will be operational later this year.

Replacing aging fleet vehicles and equipment is an important step in providing high-quality public safety responses. The need to replace fire apparatuses to support life-saving activities, or to provide state-of-the-art equipment and vehicles to police officers in the field are important concerns to the City. Staff are exploring financing options for large replacements for some fire apparatus to help rotate out aging fire trucks. In FY 2023-2024 budget, \$3.0 million in funding is earmarked toward fleet vehicle replacement, with an additional \$104,000 for in-car cameras for police vehicles.

There has been much planning for a new Police Headquarters (HQ) for the Vallejo Police Department. With recent Council direction, staff has allocated \$700,000 toward the design and development of the new VPD Headquarters. Once location and design are solidified, the City will explore options to finance the construction of VPD HQ.



Economic Development

Several exciting projects are underway and will continue in the new fiscal year that will expand economic development in Vallejo:

The Blue Rock Springs Golf Course area is undergoing a comprehensive redesign aimed at facilitating the development of new housing, while also enhancing the existing Golf Course infrastructure.

Partnering with the Yocha Dehe Wintun Nation, the Seka Hills project on the City's waterfront will offer a high-end restaurant, wine and olive oil tastings, and a cultural center adjacent to the San Francisco bound ferry. The Yocha Dehe Wintun Nation will also be funding up to \$10 Million for Waterfront History Park construction.

Work on the Mare Island Specific Plan update continues. Utilizing community input, the Specific Plan will establish a vision and set policies for the area to encourage achievable, relevant development. Additionally, Mare Island Company continues to make solid progress on improving Mare Island with their work on the Connolly Corridor Development site along the waterfront.

Concurrently, plans for a waterfront and downtown specific plan are moving forward.

Housing and Homelessness

The City Manager's Office established a city policy and operationalized Extreme Weather Centers beginning in the winter of 2022. These centers have provided more than 400 safe resting and sleeping opportunities for individuals seeking shelter from harsh winter weather and will continue to offer support during hot summer weather. In this fiscal year budget, staff has allocated \$75,000 to ensure the continued funding for these centers and to provide the necessary supplies and equipment to support their operation.

Two new permanent supporting housing projects are in progress. Blue Oak Landing, on Sacramento Street, is anticipated to begin moving in residents in Spring of 2023. Blue Oak Landing will provide 74 permanent supportive housing units. The Broadway Project will offer another 47 permanent supportive housing units with an anticipated move-in in Fall 2023. The permanent supportive housing units will assist those exiting homelessness to gain housing with wrap around supportive services.

The Vallejo Navigation Center construction is expected to begin later this year. In November 2022, the City Council approved the purchase of the Navigation Center, which will be located at 1937 Broadway Street. This is a 125 bed Navigation Center that will be a "one-stop-shop" for supportive services and shelter to help address the unhoused population in Vallejo.



Lastly, the City Manager's Office has hired dedicated staff to address the unhoused population in Vallejo. This team is working on creative and collaborative opportunities to bring housing and support services to the community.

Youth

The City Manager's Office celebrated the hiring of our Youth Coordinator this past year. An RFP process is currently underway to secure an outside consultant to assist with surveying the needs of the community and available resources through local organizations and non-profits. Once completed, the data collected will assist staff in fostering collaboration and coordination between existing service providers and identifying gaps to fill moving forward to build and deliver youth-oriented activities.

Broadband

With the City Council's commitment to closing the digital divide and making "broadband for all" a reality, Vallejo's municipal owned city-wide fiber network is in the process of a major revamp. The City has adopted a Digital Equity and Broadband Strategy in 2022 and selected a new (P3) Private public Partner through a competitive RFP process. With the infusion of the ARPA funds, the city staff is busy completing several high-profile broadband projects identified in its Broadband Strategy. The city is on its way to creating a fiber network that will benefit the non-profits, underserved communities, small/large businesses, anchor institutes, and new developments. The fiber enterprise fund has started to produce revenues and is projected to be producing a healthy revenue stream by the end of FY 2023-2024.



Addressing Citywide Challenges

We recognize that our city is facing significant challenges, both internally and externally. However, we believe that with smart financial planning and continuing to effectively use our resources, we can overcome these challenges and continue to thrive.

The global economy and rising inflationary pressures have resulted in escalated costs of goods and services, including those procured by the city. This has resulted in a cooling effect on public spending that affects incoming city revenues in some key areas. Additionally, supply-chain



FY 2023-2024 BUDGET MESSAGE

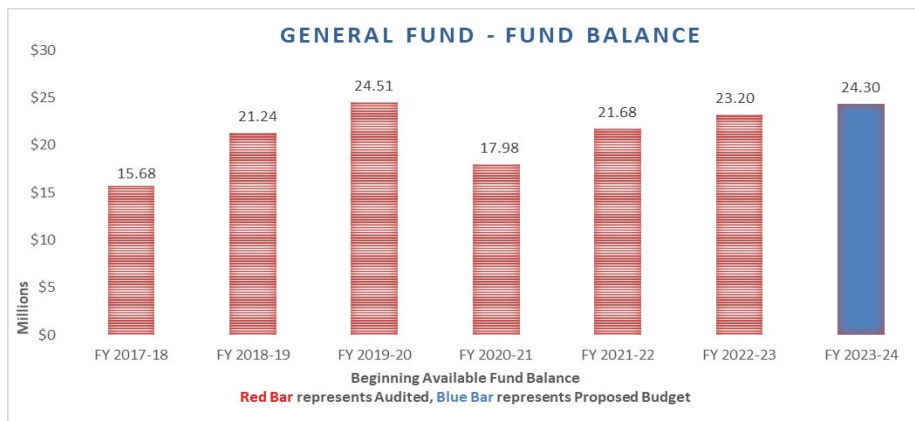
disruptions have caused unforeseen delays, creating a ripple effect that can further impede project rollouts and increase capital costs.

Historically, Vallejo has struggled to keep up with the needed repair and maintenance of our public roadways. This is a challenge we have prioritized this year, with \$4.1M in funding within the current budget for road repair and street resurfacing. This funding will lay the foundation for additional investments in future years and will significantly improve the quality of our city's streets, making them safer for travel and more accessible for all Vallejo residents.

Recruiting new city staff and retention of staff continues to be a primary challenge in the City of Vallejo. Recruitments for some key positions, including but not limited to Police Officers, Dispatchers, Engineers, Water Treatment Plant personnel, Housing Director, planners and more, continue to be extraordinarily challenging. Vallejo is competing with a busy Bay Area region and against other municipalities for the same limited pool of qualified and sought after employees.

Investing in our personnel is critical to delivering high-quality services to our residents and promoting inclusive work environments. We recognize that many of the City's positions are not competitive with other agencies throughout the region and have been taking steps to address this issue by increasing compensation in key positions to better align salaries with the current employment market. We acknowledge that there is still more work to be done and are committed to attracting and retaining talented individuals to serve our community members.

As we continue to recover from the Covid-19 pandemic and work to ensure the long-term financial stability of our city, it is important that we maintain a healthy level of reserves. We have been mindful to continue building our reserves over the years to ensure we can weather the event of an economic swing as well as maintain a good credit rating, which is a testament to our city's strong financial management.



For the FY 2023-2024, the City is proposing an available fund balance of \$24.3 million, which is 18.3% of total proposed expenditures, without considering Measure P.



In Closing

The City of Vallejo's FY 2023-2024 budget is optimistic about the future, yet conservative in its revenue estimates and spending. As has been the case for years, the City's long-term revenue growth remains tied to economic development, job creation and affordable housing.

The City Council's continued support and focus on building healthy, safe, and vibrant communities by improving economic development opportunities, retaining, and growing our local businesses, and continuing our commitment to affordable housing here in Vallejo remains key in building an efficient and robust tax base. That tax base, in turn, will generate the revenues needed to support the City's needs for future years.

Lastly, I would like to express my utmost appreciation and gratitude to the City of Vallejo staff. Despite facing resource constraints and staffing shortages, our staff members have consistently delivered outstanding service, implemented innovative initiatives and programs, and demonstrated an unwavering commitment to public service and to the City of Vallejo. Their dedication, resilience, commitment, and professionalism in the face of the many challenges is truly commendable.

Respectfully submitted,

A handwritten signature in blue ink that reads "Michael Malone".

Michael Malone
City Manager



BUDGET PROCESS

THE BUDGET DOCUMENT

A city budget is a financial plan that outlines how a city will spend its money for the upcoming fiscal year. The budget includes information on how much money the city expects to bring in from taxes, fees, and other sources, as well as how it will spend that money on things like public safety, education, and infrastructure.

Reading a city budget can be a daunting task, but it is important for citizens to understand how their tax dollars are being spent. Here is a guide to help you read and understand your city's budget:

1. Start with the City Manager's message. The message is a brief overview of the budget, the city's financial situation, its goals for the upcoming year, and how it plans to achieve those goals.
2. Read the budget narrative and budget frequently asked questions located in Appendix for a more detailed explanation of the budget. It includes information on the city's revenue sources, its expenditures, its departmental functions, and answers to budget questions.
3. Review the budget tables. The budget tables provide a detailed breakdown of the city's revenue and expenditures. These tables can be helpful for understanding how the city is spending its money and where it could make cuts or increase spending.

Each year the City must forecast the revenues it will receive and the expenditures it will incur for the upcoming fiscal year. Because the City is limited by the amount of resources available, the budget aids in determining which objectives have the highest priority, will meet the greatest needs, and produce the greatest positive impact in the community. The annual budget document serves as a plan for how the monies that come into the City of Vallejo will be spent to operate and maintain the City.

The adopted budget document includes information specific to each fund and each department. The City receives revenue from numerous sources, many of which have restrictions on how funds can be used. Separate funds are established to account for the different types of revenues and their allowable uses.

BUDGET SECTIONS

The City budget book consist of the following sections:

General Fund: This is the primary fund used to account for all the general revenues of the City (such as property tax, sales tax, transient occupancy, and utility user taxes). In general, these funds are allocated at the discretion of the City Council. This fund is used to support citywide services such as public safety, community services, planning and development services, and administrative support services.

Enterprise Funds: These funds are established to function as self-supporting operations wherein expenditures are entirely offset by fees or charges for services. For example, water fund. Revenues from fees or charges are accounted for in separate enterprise funds and can only be used to pay for expenses related to those services.

Economic Development Funds: This includes all the funds supporting the development and municipal services on Mare Island, and activities of the Successor Agency to the Former Vallejo Redevelopment Agency.

Public Works Funds: This is comprised of multiple funds used to account for the cost of managing the fleet program, Landscape Maintenance Districts, recycling and solid waste program and street maintenance primarily funded by gas tax.



BUDGET PROCESS

Housing and Other Funds: These are funds not listed above and the proceeds of revenues are designated for specific or restricted uses. These funds include Housing program grants from the federal government, Self-insurance (risk), Police special revenue funds and Debt Service Funds. Debt financing is occasionally undertaken for the purchase, replacement or rehabilitation of capital assets. Separate funds are established to account for these non-operating expenses.

Capital and Multi-Year Operating Projects: Revenues and expenses for capital and multi-year operating projects not associated with Enterprise or Internal Service activities are accounted for in separate Capital Improvement funds. Capital investments that are associated with Enterprise or Internal Service activities are reported and included in those fund types.

Comparison and Trends: This section provides comparison of Vallejo to neighboring cities, such as population, revenue & expenditures. Also, gives explanation and trends for City of Vallejo's property tax and sales tax.

Finally, the city **Budget Appendix** is a valuable resource that can help clarify fund descriptions, City's debt portfolio, budget terms and acronyms used in the budget. It also includes the lists of all full-time equivalent (FTE) positions and their respective salaries and benefits in a department based on their actual levels of compensation.

BUDGET PREPARATION

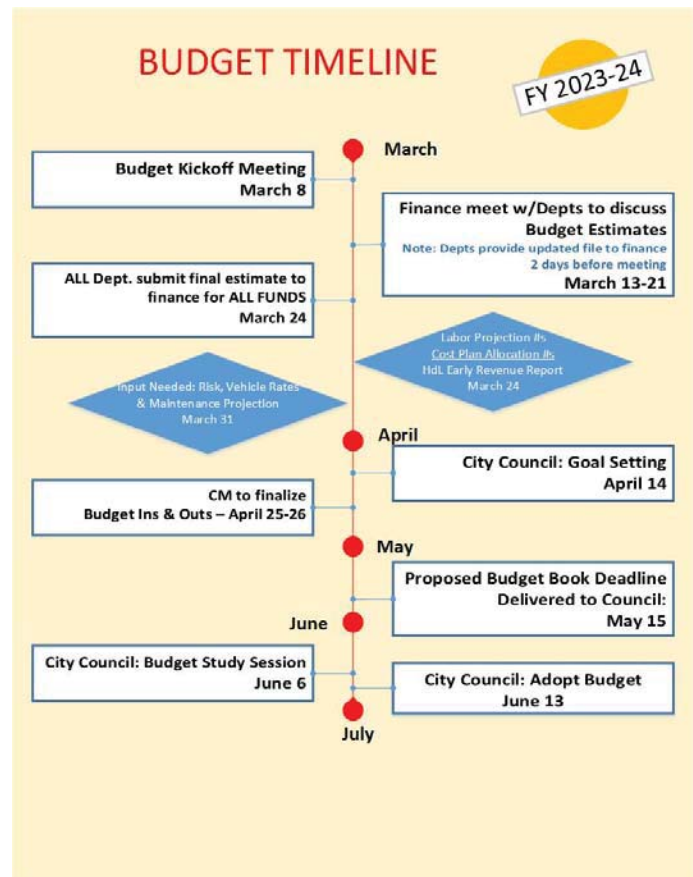
The City of Vallejo operates on a fiscal year basis that begins on July 1 of each year, and ends the following year on June 30. The City Manager's Office and Finance Department manage the budget process, with support from each of the operating departments. The preparation of the budget takes place between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

The City Manager and finance team proposes a five-year strategic and financial plan to be reviewed and updated annually by the city council.

The City Manager submits to the Council a budget of proposed expenditures and estimated revenues.

BUDGET CALENDAR

The calendar represents key milestones that took place during the FY2023-24 budget process.





BUDGET PROCESS

LEVEL OF BUDGETARY CONTROL

The City maintains budgetary controls through the City Council's adoption of an annual budget and by maintaining an encumbrance accounting system. The Vallejo Municipal Code requires the City Manager to present the Annual Budget to the City Council for approval 45 days prior to the start of the new fiscal year. Expenditures for City operations and other purposes identified in the annual budget cannot legally exceed the budgeted amounts approved by the City Council. The City Manager may transfer part or all of any unencumbered appropriation balance among programs within a department, office, or agency by resolution to the City Council.

Ultimate budgetary control resides at the fund level; however, the City has adopted several budgetary appropriation and transfer procedures to provide strong internal controls while encouraging improved accountability and administrative responsiveness. All budgetary transfers require the Finance Director's or designee's review and approval. All transfers of appropriations affecting salaries and benefits also require the City Manager's or designee's review and approval.

Budgetary control is established at the following levels: a) General Fund – Department level; b) Other Funds – Fund level; and Capital Projects – at Department level with City Manager signature approval. 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 budget resolution.

The City also uses encumbrance accounting as another technique for accomplishing budgetary control. An encumbrance is a commitment of a future expenditure earmarked for a particular purpose and reduces the amount of budget available for general spending. At the end of the fiscal year, encumbered appropriations, appropriations for uncompleted capital, Participatory Budgeting, and grant projects are carried forward and become part of the following year's budget while appropriations that have not been encumbered lapse.





AWARDS & COMMENDATIONS

GOVERNMENT FINANCE OFFICERS ASSOCIATION (GFOA)

The Government Finance Officers Association of the United States and Canada (GFOA) presented a Distinguished Budget Presentation Award to the City for its annual budget for the fiscal year beginning July 1, 2022. To receive this award, a governmental unit must publish a budget document that meets program criteria as a policy document, operations guide, financial plan and a communications device.

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



GOVERNMENT FINANCE OFFICERS ASSOCIATION

Distinguished Budget Presentation Award

PRESENTED TO

**City of Vallejo
California**

For the Fiscal Year Beginning

July 01, 2022

Christopher P. Morrell

Executive Director



AWARDS & COMMENDATIONS

CALIFORNIA SOCIETY OF MUNICIPAL FINANCE OFFICERS (CSMFO)

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) 2022-23 Adopted Budget. This is the seventh 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 2022-23 Budget was judged to meet the high standards of the CSMFO program.

The City is very proud of this achievement which 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.





HISTORY OF VALLEJO

THE RANCHERO OF MARIANO G. VALLEJO:

In **1775**, Spanish explorers found Carquinez Straits, which they christened “Puerto de la Asuncion de Nuestra Senora” ... Port of Our Heavenly Lady. No improvements were made to the site until it was deeded as part of Rancho Soscol to General Mariano Guadalupe Vallejo in **1844**. Vallejo named Mare Island in honor of his favorite horse that survived drowning in the Carquinez Strait by swimming to the island.

VALLEJO THE MAN BEHIND OUR CITY NAME:



General Mariano Guadalupe Vallejo; born on **July 7, 1808**. At the age of 15 he became the personal secretary to Governor Arguello. In early **1824**, Mariano Vallejo was a cadet in Monterey's military service and by **1829** became second lieutenant. In **1830**, he became military commandant of the San Francisco Presidio. In **March 6, 1832**, he married Francisca Benicia Carrillo and he died in Sonoma **January 18, 1890**, at the age of 82 and was buried in the Sonoma Mountain Cemetery.

BRIEF CITY OF VALLEJO EARLY HISTORY:

Prior to the 1830's, the City of Vallejo was inhabited by the Suisun and Karkin Indians. In **1835**, Mariano Guadalupe Vallejo established several land grants. One of these grants, the Rancho Suscol, included the area where the cities of Vallejo and Benicia are now located. Chief Solano, the leader of the Suisun Indians and General Vallejo formed an alliance which allowed the region to remain inhabited by Native Americans until the **1840's**. In **1843** Vallejo was part of the 84,000-acre Rancho Suscol Mexican land grant to General Mariano Guadalupe Vallejo. Vallejo served as home to several Native American tribes including the Coastal Miwoks, the Suisunes and other Patwin tribes. There are three confirmed Native American sites located on Sulphur Springs Mountain above Blue Rock Springs Park.

In late **1846**, General Vallejo granted Robert Semple 5 square miles on the Carquinez Straits to build a city, Benicia, named after the General's wife. In **1847**, Vallejo transferred Benicia to Thomas Larkin. In early **1849**, Vallejo, Semple, and a few others establish a legislative council in northern California. General Vallejo was elected to this council. Vallejo was chosen from the Sonoma district. Vallejo served on finance, elections, and translation committees. On **November 13, 1849**, the California voters approved the constitution of California and General Vallejo was voted one of the first state senators. On **September 9, 1850**, Congress accepted the constitution and California was admitted as the 31st state. General Vallejo donated 156 acres of his land and the sum of \$370,000 to create City of Vallejo. The City was founded in **1851** by John B. Frisbie. General Vallejo granted him power of attorney of the land grant after he married his daughter Epifania. In **1852** the City of Vallejo becomes the first permanent seat of the newly established state of California.

VALLEJO SERVED AS CAPITAL OF CALIFORNIA IN 1852 & 1853:

Vallejo served as California's state capital in **1852** for one week, and again in **1853** for one month. The capitol building was located near the corner of York and Sacramento Streets - today the location of the new downtown transportation facility. In **August 1859**, the old capitol building was destroyed by fire.



TRANSPORTATION

In **1867**, the California Pacific Railroad built a railroad from Vallejo to Sacramento, allowing passengers to travel via steamboat from San Francisco to Vallejo, then by rail to the state capitol and connection with the transcontinental line.



HISTORY OF VALLEJO

The world's largest train ferries ever built to carry passengers and freight trains across the bay, Solano and Contra Costa, operated across the Carquinez Straits from **1879 to 1930**.

CARQUINEZ BRIDGE

From **1923-1927** Carquinez Bridge was constructed. In **2003** a new westbound span opened, and the original **1927** bridge was demolished.

HOUSING

The City's population tripled from **1939 to 1945** from approximately 30,000 residents to nearly 90,000. By late **1944**, nearly 11,000 people were living at Chabot Terrace, located north of present-day Highway 37 and east of Broadway.

In **1894**, The city-owned waterworks began operation. George Wilson commissioned San Francisco architect Julia Morgan to design a home on Capitol Street (1909), while Vallejo architect William A. Jones built his home at 403 Alameda Street (1912). Eastern Georgia Street was home to professionals as doctors, lawyers, and businessmen. Western Georgia and the surrounding streets became Vallejo's downtown which included the Vallejo City Hall (1927), the Empress Theater (1911), the Masonic Temple (1917), and the Vallejo YMCA (1919).

FIRST NAVAL INSTALLATION ON THE WEST COAST



In **July 1852**, the U.S. Congress purchased Mare Island for \$83,410 for use as a naval shipyard, and on **September 16, 1854**, Mare Island became the first permanent U.S. naval installation on the West Coast. The *Saginaw* was the first of over 500 ships built at Mare Island Naval Shipyard during its 142-year history. In **1859**, The steam-powered sidewheeler was launched. In late **1910**, Mare Island built the first Navy aircraft landing deck. The collier *Jupiter* was launched at Mare Island in 1912 and was the first electrically driven ship in the U.S. Navy. The *USS Mariano G. Vallejo* launched on October 23, 1965. The shipyard went on to build

a total of 17 nuclear-powered submarines

During the Civil War Lincoln authorized \$50,000 for construction of Mare Island's first Marine Barracks and Hospital.

The Navy's first interdenominational chapel was built for \$5,000 and its first service on **October 6, 1901**. It is the oldest Naval Chapel in the Pacific. In the spring of **1996**, the shipyard officially closed its doors. Mare Island plans to become an industrial, commercial, and residential centerpiece for the city.

THE FUTURE...

As the city entered a new millennium, General Mariano Vallejo and John Frisbie and the contributions of Mare Island can still be seen in Vallejo today, along with twentieth-century development in downtown Vallejo of the Empress Theatre and new waterfront development. As Vallejo continues to move into the future, we must not forget our past.

A strong economy, affordable housing, input from residents and new redevelopment will continue to provide Vallejo with prosperity and a brighter future.

Reference: <https://vallejomuseum.net/vallejo-history/>, <https://www.visitvallejo.com/about-vallejo>, <http://vallejomuseum.blogspot.com/>

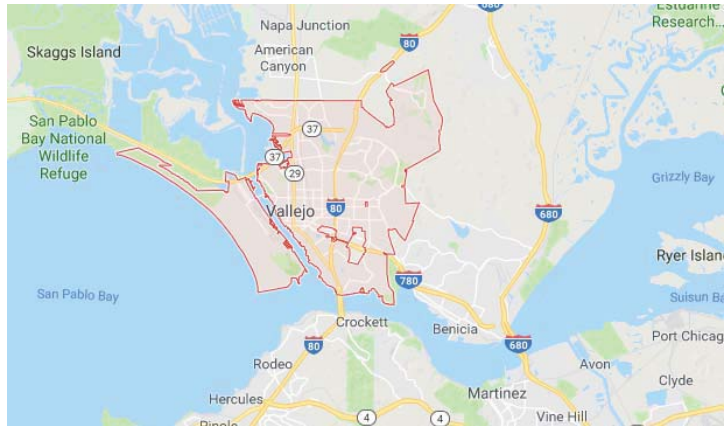


CITY PROFILE, STATISTIC & DEMOGRAPHIC

CITY PROFILE

The City of Vallejo is 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 under the laws of the State of California. Vallejo is 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 123,000 residents. Vallejo is home to the Mare Island Naval Shipyard, the first United States Naval base on the Pacific Ocean. The shipyard began building ships, 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.

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 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.



CITY PROFILE, STATISTIC & DEMOGRAPHIC

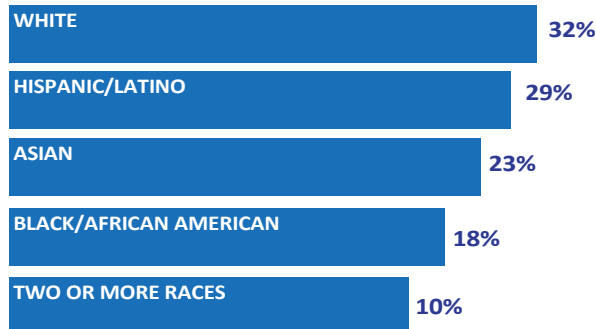
CITY STATISTIC & DEMOGRAPHIC

POPULATION: 123,564

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

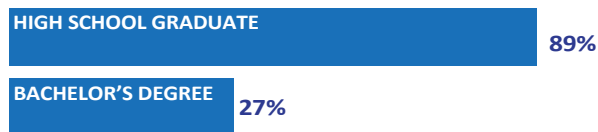
DIVERSITY:

City of Vallejo is the most diverse city in the bay area.



EDUCATION:

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



Colleges in Vallejo

- Cal Maritime University
- Touro University

Colleges nearby

- Napa Community College (13 miles)
- Solano Community College (15 miles)
- University of California, Berkeley (24 miles)
- Sonoma State University (34 miles)
- University of California, Davis (43 miles)

PUBLIC TRANSPORTATION:

Centrally located with easy access to airports, major highways and ports. Daily ferry service to and from San Francisco and minutes from Napa Valley.

- SolTrans
- San Francisco Bay Ferry
- The Vine Transit

Airports nearby:

- Oakland (OAK) 36 miles – Bridge Toll \$7
- San Francisco (SFO) 43 miles – Bridge Toll \$7
- Sacramento (SMF) 61 miles – No Bridge Toll

MEDIAN HOUSEHOLD INCOME

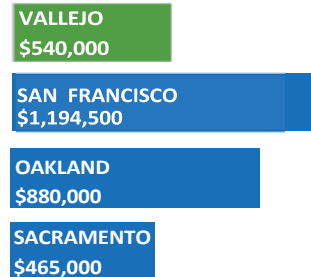
\$78,243

\$36,695 PER CAPITA INCOME
11.0% PERSONS IN POVERTY



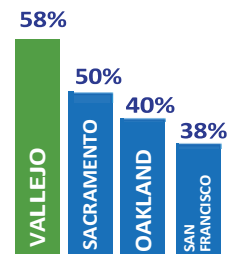
MEDIAN HOME PRICE

\$434,800



OWNER OCCUPIED HOMES

58%



MEDIAN GROSS RENT: \$1,688
MEDIAN MORTGAGE: \$2,229

Data Source:
U.S. Census Bureau 2022 QuickFacts Vallejo, California
Hdl Coren & Cone

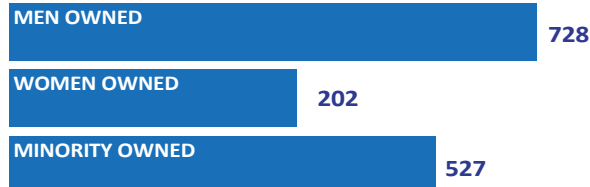


CITY PROFILE, STATISTIC & DEMOGRAPHIC

CITY STATISTIC & DEMOGRAPHIC

BUSINESS SECTORS:

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



OFFICE 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*

COMMERCIAL SPACE INVENTORY

- \$.50-\$2.50/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.

TOP 10 EMPLOYERS (2022)

- KAISER PERMANENTE MEDICAL CENTER
- SIX FLAGS DISCOVERY KINGDOM
- VALLEJO UNIFIED SCHOOL DISTRICT
- SUTTER SOLANO MEDICAL CENTER
- CITY OF VALLEJO
- TOURO UNIVERSITY CALIFORNIA
- SAFEWAY (3 LOCATIONS)
- COSTCO WHOLESALE
- CALIFORNIA MARITIME ACADEMY
- MEYER CORP

Data Source:
MuniService LLC / and Avenue Insight & Analytics Company



TOP 25 SALES TAX PRODUCERS (2022)

- ARCO AM PM
- AU ENERGY SHELL STATION
- AUTOLINX
- AVERY GREENE HONDA
- BEST BUY
- CHICK FIL A
- COSTCO WHOLESALE
- FACTORY OS
- FOSTER LUMBER
- HOME DEPOT
- LOWES
- MCDONALD'S
- ROSS
- SAFEWAY
- SAFEWAY FUEL
- SIX FLAGS DISCOVERY KINGDOM
- TARGET
- TEAM CHEVROLET
- CADILLAC MAZDA HYUNDAI
- TESLA MOTORS
- TEXACO POWER MARKET
- TOTYOTA VALLEJO
- TRIBUTARY POINT ARCO
- VALLEJO NISSAN
- WALMART
- NEIGHBORHOOD MARKET
- XKT/NESCO FABRICATORS

Data Source: HdL Companies





VALLEJO IN THE NEWS & EVENTS

VALLEJO IN THE NEWS

VALLEJO WEEKLY RECEIVES CAPIO AWARD

The city won 2023 California Association of Public Information Officials (CAPIO) Awards for the Vallejo Weekly in the category of Creative Marketing.

The award is to honor outstanding public agency information and communications programs. The award honor work that rises above innovation and craft work that makes a lasting impression.

Subscribe to Vallejo Weekly:

[Communications Subscription - Formstack](#)



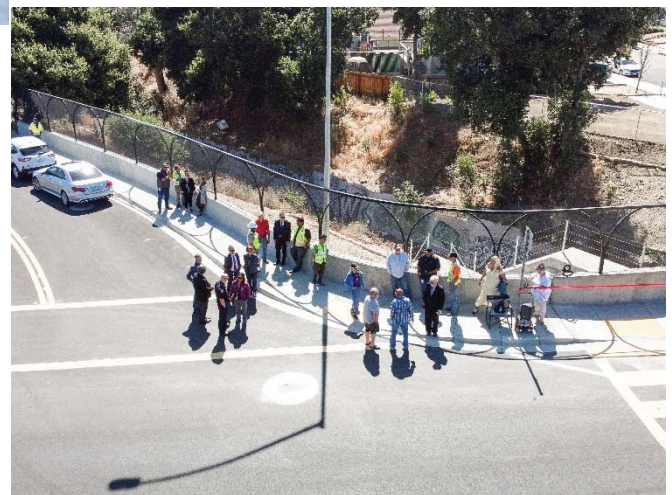
EARLY LEARNING CENTER IN VALLEJO

Senator Bill Dodd secured a \$5 million dollar allocation from the State budget for the County of Solano/First 5 Solano Children and Families Commission. The center will provide quality early care and education for 300 children, including infants, toddlers, & PreK.

The funding will be used to renovate the Beverly Hills Elementary School site.

SACRAMENTO STREET BRIDGE REOPEN

The official City of Vallejo ribbon cutting was held on Wednesday, June 29. The bridge, originally built in 1913 and modified in 1930, runs over Mare Island Railroad. The city received 88.5% grant from Caltrans Highway Bridge Program (HBP) with an 11.5% local matching funds.





VALLEJO IN THE NEWS & EVENTS

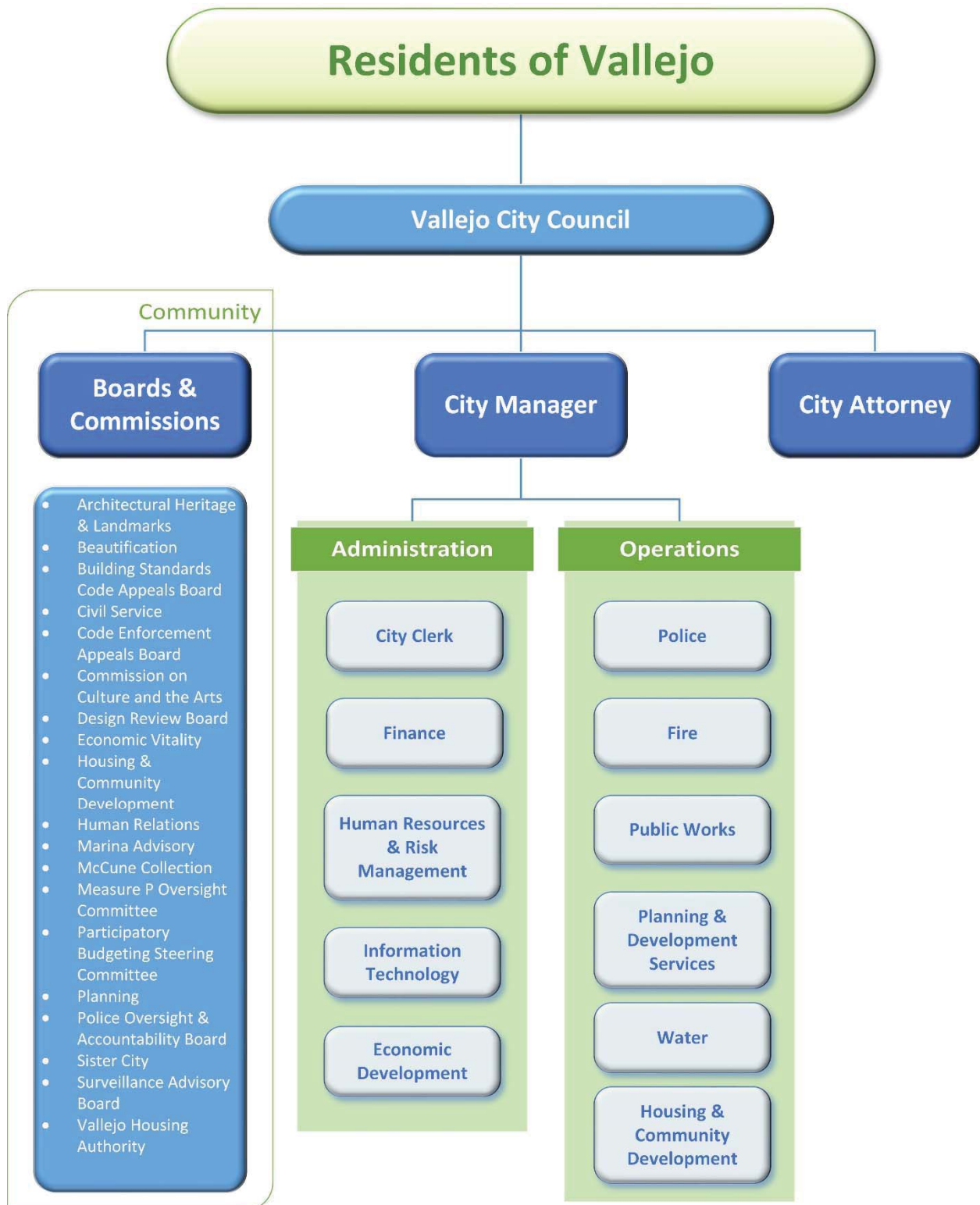
EVENTS

- 123rd Great Vallejo Race Launches
- 38th Annual California Coastal Cleanup
- 3rd Annual A.C.E.S. Awareness Community Resource Fair
- 3rd Annual Goth Day Festival
- 9/11 Memorial Ceremony
- Blood Drive Donation
- Coffee with a Cop
- Earth Day Cleanup
- Easter Egg-Stravaganza at The Vallejo People's Garden
- Fighting Back Calendar Art Contest
- Future Leadership Vallejo Youth Program Graduates
- Juneteenth Festival and Parade
- Mad Hatter Holiday Festival and Parade
- Mare Island Community Workshop
- Meet City Employees at The Farmer's Market
- Mermaid Series Marathon
- National Night Out (Crime Prevention)
- Opening of Warming Shelter at the Norman C. King Center
- Pista Sa Nasyon Festival
- Summer Reading Challenge at JFK Library
- The Mare Island Historic Park Foundation Hosted The Easter Choral Concert
- Universoul Circus City of Vallejo Family and Friends Night
- Vallejo Art Walk (Vendors, Music and Art)
- Vallejo City Unified School District Job Fair
- Vallejo Kid's Book Festival
- Vallejo Naval and Historical Museum Family Free Day
- Vallejo Restaurant Week
- Vallejo Sports Hall of Fame Ceremony
- Vallejo's 22nd Season of African American Culture Celebration
- Water Awareness Video Contest
- Wildfire Harm Reduction Program





CITYWIDE ORGANIZATION CHART





PERSONNEL SUMMARY

AUTHORIZED FULL-TIME EQUIVALENT (FTE) LISTING

	FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	Amended	Amended	Adopted	Amended	Changes	Adopted
General Fund						
Legislative	8.00	8.00	8.00	8.00	-	8.00
Executive						
City Manager	13.00	16.00	16.00	16.00	-	16.00
City Clerk	3.00	3.00	3.00	2.00	-	2.00
Information Technology	13.00	12.00	12.00	-	-	-
Economic Development	5.00	-	-	-	-	-
Legal	13.00	14.00	14.00	14.00	-	14.00
Finance	21.00	24.00	24.00	24.00	-	24.00
Human Resources	14.00	15.00	15.00	15.00	-	15.00
Information Technology	-	-	-	11.50	1.00	12.50
Planning & Development Services	24.00	31.00	31.00	35.00	-	35.00
Economic Development	-	-	-	7.00	-	7.00
Police	187.00	201.00	201.00	190.00	1.00	191.00
Fire	108.00	109.00	108.00	108.00	(12.00)	96.00
Public Works	73.50	74.00	73.00	73.50	-	73.50
	482.50	507.00	505.00	504.00	(10.00)	494.00
Enterprise Funds						
Water	107.50	120.00	121.00	121.00	-	121.00
Finance	17.00	17.00	17.00	18.00	-	18.00
Human Resources	-	1.00	1.00	1.00	-	1.00
Subtotal, Water	124.50	138.00	139.00	140.00	-	140.00
Marina	4.00	-	-	-	-	-
Parking	1.00	1.00	-	-	-	-
	129.50	139.00	139.00	140.00	-	140.00
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	9.00	9.00	-	9.00
	13.00	13.00	14.00	14.00	-	14.00
Other Funds						
Housing	15.00	15.00	15.00	15.00	1.00	16.00
Self Insurance	5.00	5.00	5.00	5.00	-	5.00
	20.00	20.00	20.00	20.00	1.00	21.00
TOTAL	647.00	681.00	680.00	680.00	(9.00)	671.00

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.



PERSONNEL SUMMARY

LEGISLATIVE, EXECUTIVE AND LEGAL DEPARTMENT

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		Amended	Amended	Adopted	Amended	Changes	Adopted
GENERAL FUND:							
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	2.00	2.00	2.00	-	2.00
Assistant to the City Manager	EXEC	2.00	2.00	2.00	2.00	-	2.00
Communication Operations Manager	EXEC				1.00	-	1.00
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	1.00	-	1.00
Real Property and Asset Manager	CAMP	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	3.00	4.00	3.00	-	3.00
Administrative Analyst II (Ltd term expires 6/30/25) (a)	CAMP	-	1.00	1.00	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	EXEC	1.00	1.00	-	-	-	-
		13.00	16.00	16.00	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	-	-	-
		3.00	3.00	3.00	2.00	-	2.00
INFORMATION TECHNOLOGY (b)							
Chief Innovation Officer	EXEC	1.00	1.00	1.00	-	-	-
IT Project Manager	CAMP	1.00	1.00	1.00	-	-	-
Information Systems Manager	CAMP	3.00	2.00	2.00	-	-	-
Network Administrator	CAMP	1.00	1.00	1.00	-	-	-
IS Services Specialist	IBEW	1.00	1.00	1.00	-	-	-
Media Services Specialist	CAMP	1.00	1.00	1.00	-	-	-
Asset Manager	CAMP				-	-	-
IS Support Technician II	IBEW	3.00	3.00	3.00	-	-	-
IS Support Technician I	IBEW	1.00	1.00	1.00	-	-	-
Secretary	IBEW	-	-	-	-	-	-
Administrative Clerk II	IBEW	1.00	1.00	1.00	-	-	-
		13.00	12.00	12.00	-	-	-
ECONOMIC DEVELOPMENT							
Economic Development Program Manager	CAMP	2.00	-	-	-	-	-
Sr. Comm. Development Analyst	IBEW	1.00	-	-	-	-	-
Administrative Analyst II	CAMP	1.00	-	-	-	-	-
Secretary	IBEW	1.00	-	-	-	-	-
		5.00	-	-	-	-	-
Subtotal Executive, General Fund		34.00	31.00	31.00	18.00	-	18.00

(a) Funded by ARPA expires 6/30/25.

(b) Information Technology Division moved to Information Technology Department in FY22-23 Midyear.



PERSONNEL SUMMARY

LEGISLATIVE, EXECUTIVE AND LEGAL DEPARTMENT (CONTINUED)

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		Amended	Amended	Adopted	Amended	Changes	Adopted
GENERAL FUND:							
EXECUTIVE (continued)							
HOUSING/SECTION 8 Fund 121 (a)							
Housing & Community Development Program Manager	CAMP	1.00	1.00	1.00	-	-	-
Housing Project Developer	CAMP	1.00	1.00	1.00	-	-	-
Housing Specialist Supervisor	IBEW	2.00	2.00	1.00	-	-	-
Housing Specialist I / II	IBEW	-	-	6.00	-	-	-
Sr. Housing Specialist	IBEW	6.00	6.00	1.00	-	-	-
Administrative Manager	CAMP	-	-	1.00	-	-	-
Administrative Analyst II	CAMP	2.00	2.00	1.00	-	-	-
Secretary	IBEW	1.00	1.00	1.00	-	-	-
Sr. Community Dev. Analyst	IBEW	-	-	-	-	-	-
Admin Clerk II	IBEW	2.00	2.00	2.00	-	-	-
		15.00	15.00	15.00	-	-	-
SELF INSURANCE Fund							
Risk Manager / Safety Officer	EXEC	1.00	-	-	-	-	-
Administrative Analyst II	CAMP	3.00	-	-	-	-	-
Admin Clerk II-C	CAMP	1.00	-	-	-	-	-
		5.00	-	-	-	-	-
Total Executive		54.00	46.00	46.00	18.00	-	18.00
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	2.00	3.00	3.00	3.00	-	3.00
Deputy City Attorney II	CAMP	2.00	2.00	2.00	2.00	-	2.00
Deputy City Attorney I	CAMP	1.00	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	-	1.00
Senior Administrative Clerk-C	CAMP	1.00	-	-	-	-	-
Paralegal	CAMP	3.00	3.00	3.00	3.00	-	3.00
Legal Secretary	CAMP	-	-	-	-	-	-
Total Legal		13.00	14.00	14.00	14.00	-	14.00
TOTAL LEGISLATIVE, EXECUTIVE AND LEGAL		75.00	68.00	68.00	40.00	0.00	40.00

(a) Housing Division moved to Housing Department in FY22-23 Midyear.



PERSONNEL SUMMARY

FINANCE DEPARTMENT

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		Amended	Amended	Adopted	Amended	Changes	Adopted
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	1.00	-	1.00
Auditor Controller	CAMP	-	-	-	-	-	-
Finance Manager (Ltd term expires 6/30/25) (a)	CAMP	-	1.00	1.00	1.00	-	1.00
Finance Manager	CAMP	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) (b)	CAMP	-	1.00	1.00	1.00	-	1.00
Senior Accountant	IBEW	4.00	5.00	5.00	5.00	-	5.00
Accountant	IBEW	4.00	5.00	5.00	6.00	-	6.00
Payroll Supervisor	IBEW	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	2.00	-	2.00
Accounting Clerk II	IBEW	-	-	-	-	-	-
		19.00	22.00	22.00	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	24.00	24.00	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	6.00	-	6.00
		9.00	9.00	9.00	10.00	-	10.00
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	18.00	-	18.00
TOTAL DEPARTMENT		38.00	41.00	41.00	42.00	-	42.00

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

(b) Funded by ARPA expires 6/30/25



PERSONNEL SUMMARY

HUMAN RESOURCES DEPARTMENT

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
Group		Amended	Amended	Adopted	Amended	Changes	Adopted
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	1.00	1.00	1.00	-	1.00
Employee and Labor Relations Officer	EXEC	-	1.00	1.00	1.00	-	1.00
Senior Personnel Analyst	CAMP	1.00	2.00	2.00	2.00	-	2.00
Administrative Analyst II	CAMP	-	1.00	1.00	1.00	-	1.00
HR Information System Analyst	CAMP	-	1.00	1.00	1.00	-	1.00
Personnel Analyst II	CAMP	3.00	3.00	3.00	3.00	-	3.00
Personnel Technician	CAMP	3.00	2.00	2.00	2.00	-	2.00
Personnel Analyst II (Ltd term expires 6/30/25) (a)	CAMP	-	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	-	1.00	1.00	1.00	-	1.00
Admin Clerk II-C	CAMP	1.00	-	-	-	-	-
Subtotal, General Fund		14.00	15.00	15.00	15.00	-	15.00
Water Fund 401							
Personnel Analyst II	CAMP	-	1.00	1.00	1.00	-	1.00
		-	1.00	1.00	1.00	-	1.00
SELF INSURANCE Fund							
Risk Manager / Safety Officer	EXEC	-	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	-	3.00	3.00	3.00	-	3.00
Admin Clerk II-C	CAMP	-	1.00	1.00	1.00	-	1.00
Subtotal, Self Insurance		-	5.00	5.00	5.00	-	5.00
TOTAL DEPARTMENT		14.00	21.00	21.00	21.00	-	21.00

(a) Funded by ARPA expires 6/30/25



PERSONNEL SUMMARY

INFORMATION TECHNOLOGY

		<u>FY 20-21</u>	<u>FY 21-22</u>	<u>FY 22-23</u>		<u>FY 23-24</u>	
	<u>Group</u>	<u>Amended</u>	<u>Amended</u>	<u>Adopted</u>	<u>Amended</u>	<u>Changes</u>	<u>Adopted</u>
GENERAL FUND:							
INFORMATION TECHNOLOGY (a)							
Chief Innovation Officer	EXEC	-	-	-	1.00	-	1.00
IT Project Manager	CAMP	-	-	-	1.00	-	1.00
Information Systems Manager	CAMP	-	-	-	2.00	-	2.00
Network Administrator	CAMP	-	-	-	1.00	-	1.00
IS Services Specialist	IBEW	-	-	-	-	-	-
Media Services Specialist	CAMP	-	-	-	1.00	-	1.00
Asset Manager	CAMP	-	-	-	0.50	-	0.50
IS Support Technician II	IBEW	-	-	-	4.00	1.00	5.00
IS Support Technician I	IBEW	-	-	-	-	-	-
Secretary	IBEW	-	-	-	1.00	-	1.00
Administrative Clerk II	IBEW	-	-	-	-	-	-
TOTAL DEPARTMENT		-	-	-	11.50	1.00	12.50

(a) Information Technology Division moved from City Manager Department in FY22-23 Midyear.



PERSONNEL SUMMARY

ECONOMIC DEVELOPMENT DEPARTMENT

		<u>FY 20-21</u>	<u>FY 21-22</u>	<u>FY 22-23</u>		<u>FY 23-24</u>	
	<u>Group</u>	<u>Amended</u>	<u>Amended</u>	<u>Adopted</u>	<u>Amended</u>	<u>Changes</u>	<u>Adopted</u>
GENERAL FUND:							
ECONOMIC DEVELOPMENT (a)							
Economic Development Director	EXEC	-	-	-	1.00	-	1.00
Economic Development Program Manager	CAMP	-	-	-	3.00	-	3.00
Sr. Comm. Development Analyst	IBEW	-	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	-	1.00	-	1.00
Secretary	IBEW	-	-	-	1.00	-	1.00
TOTAL DEPARTMENT		-	-	-	7.00	-	7.00

(a) Economic Development Division moved from Planning and Development Services Department in FY22-23 Midyear.



PERSONNEL SUMMARY

PLANNING & DEVELOPMENT SERVICES DEPARTMENT

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
Group		Amended	Amended	Adopted	Amended	Changes	Adopted
GENERAL FUND:							
ADMINISTRATION							
Community Development Director	EXEC	-	-	-	-	-	-
Planning & Development Services Director	EXEC	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
		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
CODE ENFORCEMENT (b)							
Code Enforcement Manager	CAMP	-	-	-	1.00	-	1.00
Sr. Code Enforcement Officer	IBEW	-	-	-	1.00	-	1.00
Code Enforcement Officer	IBEW	-	-	-	6.00	-	6.00
Accounting Clerk II	IBEW	-	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	-	1.00	-	1.00
Secretary	IBEW	-	-	-	1.00	-	1.00
		-	-	-	11.00	-	11.00
ECONOMIC DEVELOPMENT (c)							
Economic Development Manager	CAMP	-	1.00	1.00	-	-	-
Economic Development Program Manager	CAMP	-	3.00	3.00	-	-	-
Real Property and Asset Manager	CAMP	-	-	-	-	-	-
Sr. Comm. Development Analyst	IBEW	-	1.00	1.00	-	-	-
Administrative Analyst II	CAMP	-	1.00	1.00	-	-	-
Secretary	IBEW	-	1.00	1.00	-	-	-
		-	7.00	7.00	-	-	-
TOTAL DEPARTMENT		24.00	31.00	31.00	35.00	-	35.00

(a) One (1) Vacant Planning Technician position frozen since FY19-20.

(b) Code Enforcement Division moved from Police Department in FY22-23 Midyear.

(c) Economic Development Division moved to Economic Development Department in FY22-23 Midyear.



PERSONNEL SUMMARY

POLICE DEPARTMENT

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
Group		Amended	Amended	Adopted	Amended	Changes	Adopted
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	-	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	9.00	-	9.00
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 (d)	VPOA	84.00	84.00	84.00	84.00	-	84.00
Police Officer (Ltd 4-yr term) (e)	VPOA	8.00	8.00	8.00	8.00	-	8.00
		131.00	131.00	131.00	132.00	-	132.00
Administrative Manager	CAMP	1.00	1.00	1.00	1.00	1.00	2.00
Administrative Analyst II	CAMP	3.00	4.00	4.00	5.00	-	5.00
Administrative Analyst I	CAMP	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	2.00	2.00	2.00	-	2.00
Senior Police Assistant	IBEW	1.00	1.00	1.00	2.00	-	2.00
Police Assistant	IBEW	5.00	11.00	11.00	10.00	-	10.00
Police Assistant (Ltd term expires 6/30/25) (f)	IBEW	-	3.00	3.00	3.00	-	3.00
Forensic Analyst	IBEW	-	1.00	1.00	-	-	-
Police Clerk	IBEW	11.00	12.00	12.00	9.00	-	9.00
Police Records Supervisor	IBEW	1.00	-	-	1.00	-	1.00
Police Records Manager	CAMP	-	1.00	1.00	1.00	-	1.00
Crime Analyst	IBEW	1.00	2.00	2.00	2.00	-	2.00
		48.00	62.00	62.00	58.00	1.00	59.00
CODE ENFORCEMENT (g)							
Police Lieutenant	VPOA	1.00	1.00	1.00	-	-	-
Sr. Code Enforcement Officer	IBEW	1.00	1.00	1.00	-	-	-
Code Enforcement Officer	IBEW	4.00	4.00	4.00	-	-	-
Police Clerk	IBEW	1.00	1.00	1.00	-	-	-
Secretary	IBEW	1.00	1.00	1.00	-	-	-
		8.00	8.00	8.00	-	-	-
TOTAL DEPARTMENT		187.00	201.00	201.00	190.00	1.00	191.00

(a) One (1) Vacant Police Captain position frozen since FY22-23.

(b) Two (2) Vacant Police Lieutenant positions frozen, one (1) since FY21-22 & another since FY22-23.

(c) One (1) Vacant Police Corporal position frozen since FY22-23.

(d) One (1) Vacant Police Officer position frozen since FY23-24.

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

(f) Funded by ARPA expires 6/30/25

(g) Code Enforcement Division moved to Planning and Development Services Department in FY22-23 Midyear.

Staffing subtotals by type:

Sworn	132.00	132.00	132.00	132.00	-	132.00
Unsworn	55.00	69.00	69.00	58.00	-	59.00
Total	187.00	201.00	201.00	190.00	-	191.00



PERSONNEL SUMMARY

FIRE DEPARTMENT

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	Group	Amended	Amended	Adopted	Amended	Changes	Adopted
GENERAL FUND:							
ADMINISTRATION							
Fire Chief	EXEC	1.00	1.00	1.00	1.00	-	1.00
Deputy Fire Chief	EXEC	2.00	1.00	1.00	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	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	-	-	-	-	-
Administrative Clerk II	CAMP	-	1.00	1.00	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	24.00	24.00	24.00	-	24.00
Fire Engineer	IAFF	21.00	24.00	24.00	24.00	-	24.00
Firefighter	IAFF	31.00	25.00	24.00	24.00	-	24.00
Firefighter (Limited Term) (a)	IAFF	21.00	21.00	21.00	21.00	(12.00)	9.00
		97.00	97.00	96.00	96.00	(12.00)	84.00
PREVENTION							
Fire Prevention Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Fire Prevention Inspector	IBEW	2.00	3.00	3.00	3.00	-	3.00
Secretary	IBEW	1.00	1.00	1.00	1.00	-	1.00
		4.00	5.00	5.00	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	109.00	108.00	108.00	(12.00)	96.00
Staffing subtotals by type:							
Sworn		102.00	101.00	100.00	100.00	(12.00)	88.00
Unsworn		6.00	8.00	8.00	8.00	-	8.00
Total		108.00	109.00	108.00	108.00	(12.00)	96.00

- (a) Nine (9) Firefighter positions funded by 2020 SAFER grant expire February 26, 2025;
Twelve (12) Firefighter positions funded by 2018 SAFER grant expired March 10, 2023 (Removed from FTE)



PERSONNEL SUMMARY

PUBLIC WORKS DEPARTMENT

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	Group	Amended	Amended	Adopted	Amended	Changes	Adopted
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	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
Customer Service Representative	IBEW	-	-	-	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	1.00	-	1.00
Total Administration		6.00	8.00	8.00	9.00	-	9.00
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	2.00	2.00	2.00	-	2.00
Associate Eng/Associate Civil Engineer	IBEW	6.00	-	-	-	-	-
Assistant Eng/Associate Civil Engineer	IBEW	-	7.00	7.00	7.00	-	7.00
Assistant Eng/Assistant Civil Engineer	IBEW	2.00	-	-	-	-	-
Geographic Info Systems Specialist I/II/III	IBEW	0.50	-	-	-	-	-
Traffic Engineer	IBEW	-	1.00	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	-	-	-	-	-	-
Total Engineering		20.50	19.00	19.00	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	1.00	1.00	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	17.00	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	3.00	-	3.00
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 (a)	IBEW	1.00	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	0.50	-	0.50
Customer Service Representative	IBEW	-	1.00	1.00	1.00	-	1.00
Administrative Clerk I	IBEW	1.00	-	-	-	-	-
Total Maintenance		46.00	46.00	45.00	44.50	-	44.50
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	74.00	73.00	73.50	-	73.50

(a) One (1) Vacant Landscape Inspector position frozen since FY22-23; unfrozen during FY22-23 Midyear.



PERSONNEL SUMMARY

PUBLIC WORKS DEPARTMENT (CONTINUED)

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	Group	Amended	Amended	Adopted	Amended	Changes	Adopted
OTHER FUNDS:							
MARE ISLAND COMMUNITY							
FACILITIES DISTRICT Fund 112							
Maintenance Worker I/II	IBEW	1.00	2.00	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
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	5.00	5.00	-	5.00
Parts Specialist	IBEW	1.00	1.00	1.00	1.00	-	1.00
Accounting Clerk II	IBEW	-	-	-	1.00	-	1.00
Administrative Clerk II	IBEW	1.00	1.00	1.00	-	-	-
Total Corporation Shop Fund		8.00	8.00	9.00	9.00	-	9.00
TOTAL DEPARTMENT		93.50	90.00	89.00	89.50	-	89.50



PERSONNEL SUMMARY

HOUSING DEPARTMENT

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	Group	Amended	Amended	Adopted	Amended	Changes	Adopted
OTHER FUNDS:							
HOUSING/SECTION 8 Fund 121 (a)							
Housing Director	EXEC	-	-	-	1.00	-	1.00
Housing & Community Development Program Mgr	CAMP	-	-	-	-	-	-
Housing Project Developer	CAMP	-	-	-	1.00	-	1.00
Housing Specialist Supervisor	IBEW	-	-	-	1.00	-	1.00
Housing Specialist I / II	IBEW	-	-	-	6.00	1.00	7.00
Sr. Housing Specialist	IBEW	-	-	-	1.00	-	1.00
Administrative Manager	CAMP	-	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	-	1.00	-	1.00
Secretary	IBEW	-	-	-	1.00	-	1.00
Sr. Community Dev. Analyst	IBEW	-	-	-	-	-	-
Admin Clerk II	IBEW	-	-	-	2.00	-	2.00
TOTAL DEPARTMENT		-	-	-	15.00	1.00	16.00

(a) Housing Division moved from City Manager Department in FY22-23 Midyear.



PERSONNEL SUMMARY

WATER DEPARTMENT

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	Group	Amended	Amended	Adopted	Amended	Changes	Adopted
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
Water Resource Manager	CAMP	-	-	-	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	1.00	-	1.00
IT Project Manager	CAMP	-	1.00	1.00	1.00	-	1.00
Information System Manager	CAMP	-	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	4.00	4.00	5.00	5.00	-	5.00
Sr. Civil Engineer	IBEW	2.00	3.00	3.00	3.00	-	3.00
Associate Civil Engineer	IBEW	4.00	-	-	-	-	-
Assistant Civil Engineer	IBEW	2.00	-	-	-	-	-
Assistant Eng/Associate Civil Engineer	IBEW	-	10.00	9.00	8.00	-	8.00
Geographic Info Systems Specialist I/II/III	IBEW	0.50	1.00	1.00	1.00	-	1.00
Secretary	IBEW	-	-	1.00	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	-	-	-	-
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
		24.50	34.00	34.00	34.00	-	34.00
WATER QUALITY							
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	-	1.00
Plant Maintenance Supervisor	CAMP	2.00	2.00	2.00	2.00	-	2.00
Facilities Maintenance Supervisor	CAMP	-	-	-	1.00	-	1.00
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	-	-	-	-	-
Instrument Technician II	IBEW	1.00	-	-	-	-	-
Instrument Technician I/II	IBEW	-	3.00	3.00	3.00	-	3.00
Water Maintenance Worker I/II	IBEW	4.00	4.00	4.00	4.00	-	4.00
		17.00	19.00	19.00	19.00	-	19.00



PERSONNEL SUMMARY

WATER DEPARTMENT (CONTINUED)

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	Group	Amended	Amended	Adopted	Amended	Changes	Adopted
TREATMENT OPERATIONS							
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	11.00	11.00	12.00	12.00	-	12.00
Advanced WTPO	IBEW	7.00	-	-	-	-	-
Senior WTPO	IBEW	-	7.00	7.00	7.00	-	7.00
		23.00	23.00	24.00	24.00	-	24.00
DISTRIBUTION MAINT							
Water Distribution Superintendent	CAMP	1.00	1.00	1.00	1.00	-	1.00
Assistant Water Distribution Superintenden	CAMP	1.00	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	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	14.00	14.00	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	5.00	5.00	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	35.00	35.00	35.00	-	35.00
WAREHOUSE							
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		107.50	120.00	121.00	121.00	-	121.00



CITY COUNCIL PRIORITY SETTING

The Vallejo City Council held an all day goal-setting workshop on April 14, 2023 at the California State Maritime Academy campus in Vallejo. This meeting was open to the public by in person participation and via Zoom. The workshop was facilitated by consultants from Baker Tilly, and provided an opportunity for Councilmembers to review governance roles, discuss Council protocols, participate in team-building exercises and to outline goals and priorities for Fiscal Year 2023-2024 as well as multiyear goals.

The Council adopted their Multiyear Community Goals and priorities for Fiscal Year 2023-2024 on September 26, 2023.

The Council Fiscal Year 2023-2024 Multiyear Community Goals and priorities:



CCG-1

Public Safety

Goal: Vallejo is a safe environment for living, working and playing

Critical Focus: Rebuilding the police department and public trust in the police

- Street calming safety
- Fully staffed police, fire & city staff



CCG-2

Efficient, Effective, and Responsive Government

Goal: Vallejo has the capacity and resources to effectively implement Community and Council goals in a way that is sustainable over the long term

Critical Focus: Increased efforts in communication, outreach, and strengthening organizational principles

- Quarterly city strategic planning for large issues too big to discuss at Council meetings with a set date each quarter
- Improve communication of the status of properties, development and businesses
- Provide training and workshops to Council & the Community on how to use an indexing system to view staff reports
- Community input, increase community attendance/participation



CCG-3

Economic Development Strategy

Goal: Vallejo has a supportive infrastructure for retaining and attracting businesses and a stable local economy to the benefit of all

- Adopt ordinance restricting commercial vacancies with increasing costs for failure to comply overtime
- Ordinance for short term rentals / Air B&B
- Retain and attract business in neighborhood commercial areas



CCG-4

Housing / Unhoused Response

Goal: Vallejo has adequate housing and resources for all

Critical focus: Addressing homelessness

- Develop safe camping area for unhoused people, cars, RVs & tents
- Access grant funding: explore shared housing models and tiny homes concept
- Cooperation with County Programs

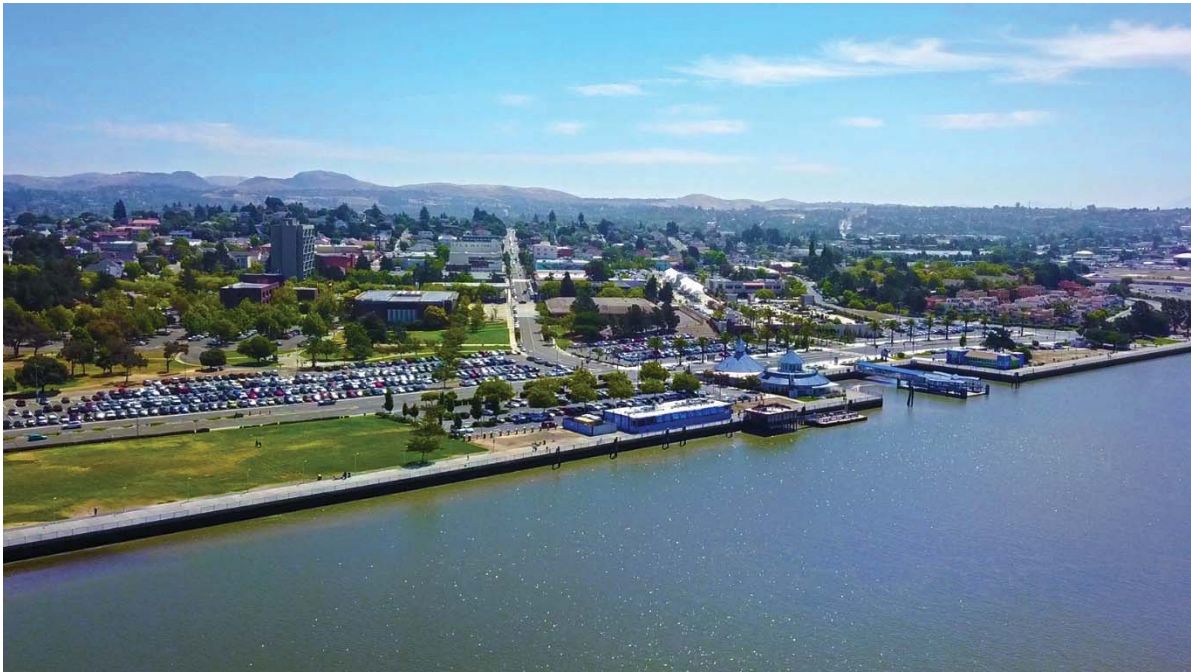
Youth Development

Goal: Vallejo is a City where young people thrive

- Partner with regional success programs
- City will assist with identifying and partnering to create accessible and sustainable resources and programs for mental health, social emotional learning, and academic achievements
- Collaborate and support efforts to provide arts, trade & vocational schools in Vallejo



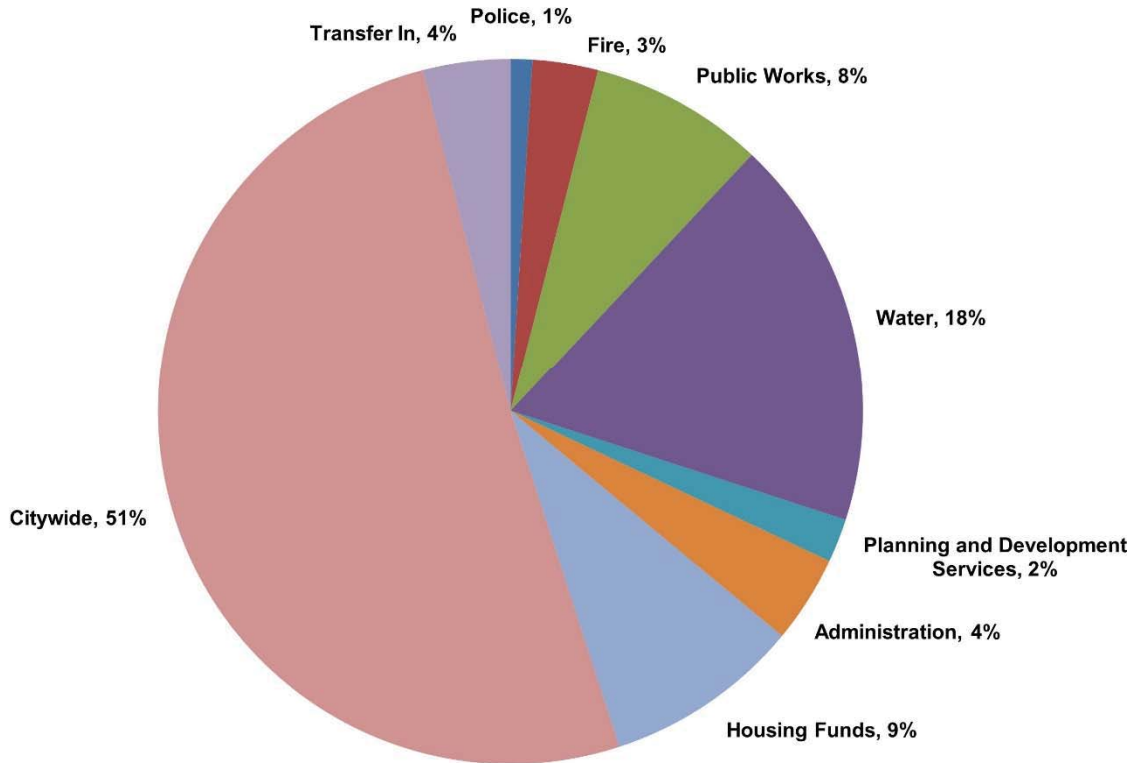
CCG-5





CITYWIDE BUDGET

TOTAL REVENUE - \$298,122,868

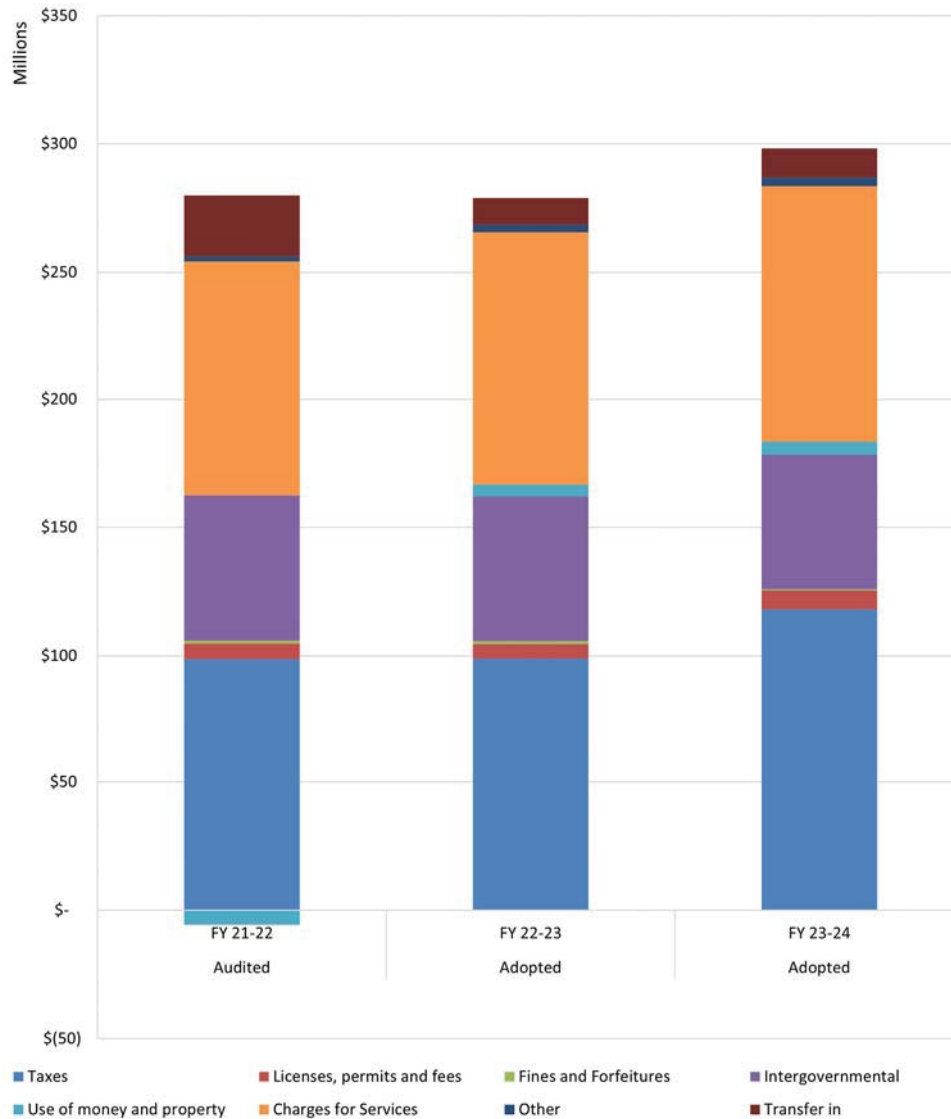


	General Fund	Enterprise Funds	Economic Development Funds	Public Works Funds	Other Program Funds	Capital Projects	Total	% of Total
Police	\$ 2,662,961	\$ -	\$ -	\$ -	\$ 260,000	\$ -	\$ 2,922,961	1%
Fire	7,495,045	-	-	-	-	-	7,495,045	3%
Public Works	2,409,616	2,339,450	-	18,090,393	146,224	-	22,985,683	8%
Water	-	54,940,456	-	-	-	-	54,940,456	18%
Planning and Development Services	5,428,127	-	-	-	811,171	-	6,239,298	2%
Administration	655,940	4,764,645	5,559,243	-	527,000	-	11,506,828	4%
Housing Funds	-	-	-	-	25,622,387	-	25,622,387	9%
Citywide	131,751,457	-	-	-	15,769,788	7,095,220	154,616,465	51%
Debt Service	-	-	-	-	535,059	-	535,059	0%
Transfer In	576,295	700,000	100,000	-	1,302,565	8,579,826	11,258,686	4%
Total	\$ 150,979,441	\$ 62,744,551	\$ 5,659,243	\$ 18,090,393	\$ 44,974,194	\$ 15,675,046	\$ 298,122,868	100%
Fund Uses:								
Cover FY 23-24 Appropriations	133,415,441	62,744,551	5,659,243	16,116,169	44,974,194	15,675,046	278,584,644	
Build-up Reserves	-	-	-	1,974,224	-	-	1,974,224	
Measure P appropriations	17,564,000	-	-	-	-	-	17,564,000	
Total	\$ 150,979,441	\$ 62,744,551	\$ 5,659,243	\$ 18,090,393	\$ 44,974,194	\$ 15,675,046	\$ 298,122,868	



CITYWIDE BUDGET

TOTAL REVENUES AND TRANSFERS IN BY MAJOR SOURCE

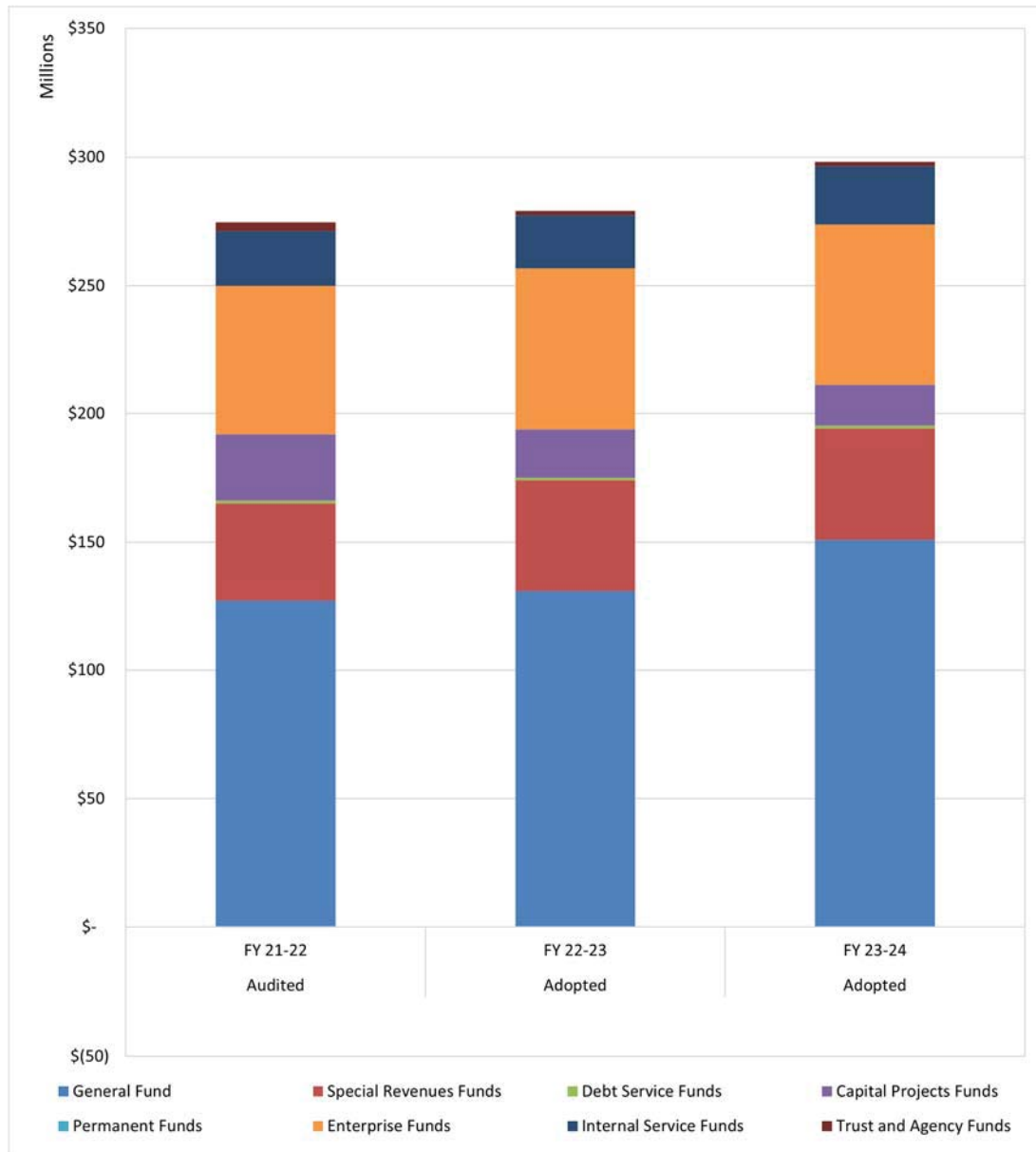


	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	% of Total
Taxes	\$ 98,659,045	\$ 98,905,464	\$ 118,276,627	39%
Licenses, permits and fees	6,174,463	5,757,864	7,236,352	2%
Fines and Forfeitures	1,099,718	1,129,730	599,309	0%
Intergovernmental	56,604,931	56,289,243	52,227,436	18%
Use of money and property	(5,551,729)	4,660,561	5,090,530	2%
Charges for Services	91,679,974	98,975,873	99,951,562	34%
Other	2,043,600	2,954,388	3,482,366	1%
Transfer in	23,892,319	10,349,168	11,258,686	4%
Total	\$ 274,602,321	\$ 279,022,291	\$ 298,122,868	100%



CITYWIDE BUDGET

TOTAL REVENUES AND TRANSFERS IN BY FUND TYPE



	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	% of Total
General Fund	\$ 126,952,248	\$ 130,606,274	\$ 150,979,441	51%
Special Revenues Funds	38,158,189	43,426,653	43,216,412	14%
Debt Service Funds	1,182,205	1,149,232	1,142,565	0%
Capital Projects Funds	25,589,364	18,655,326	15,775,046	5%
Permanent Funds	(2,972)	500	2,500	0%
Enterprise Funds	58,176,587	62,895,543	62,744,551	21%
Internal Service Funds	21,291,195	20,677,647	22,679,298	8%
Trust and Agency Funds	3,255,505	1,611,116	1,583,055	1%
Total	\$ 274,602,321	\$ 279,022,291	\$ 298,122,868	100%



CITYWIDE BUDGET

REVENUES AND TRANSFERS IN BY FUND

	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
<u>General Fund</u>			
General Fund/Unappropriated Reserves	\$ 126,952,248	\$ 130,606,274	\$ 150,979,441
Subtotal, General Fund	126,952,248	130,606,274	150,979,441
<u>Special Revenue Funds</u>			
Mare Island Base Reuse	224,950	116,000	144,636
Mare Island CFD 2002-1	3,720,834	4,103,356	4,085,042
Mare Island CFD 2005-1A (State)	273,124	281,569	281,569
Mare Island CFD 2005-1B (Local)	(38,822)	-	-
Landscape Maintenance Districts	4,306,677	4,907,996	4,997,715
Gas Tax	4,409,194	4,693,865	4,560,988
Solid Waste Disposal	1,339,807	1,541,880	1,504,297
Section 8 Voucher Program	18,658,874	21,712,453	21,712,453
Section 8 Admin Program	2,604,415	2,011,877	2,183,133
Housing Development	18,429	26,000	16,600
Affordable Housing	206,502	131,000	160,000
CDBG Program	992,742	1,019,533	1,040,447
Home Program	232,844	778,061	661,954
NSP Program	7,048	7,000	7,800
Asset Seizure Program	(487)	20,000	20,000
Traffic Offender VETO	18,234	20,000	20,000
Office of Traffic Safety Grant	80,815	102,000	-
Justice Assistance Grant	60,026	134,285	-
Supplemental Law Enforcement Grant	291,379	200,000	200,000
Outside Funded Services	314,828	1,060,383	1,060,383
State Lands Commission	410,304	311,171	311,171
Hazmat	44,070	46,224	46,224
NLP Nuisance Abatement	113,601	107,000	107,000
Navigation Center	(143,419)	50,000	50,000
Administrative	12,220	45,000	45,000
Subtotal, Special Revenue Funds	38,158,189	43,426,653	43,216,412
<u>Debt Service</u>			
1999 COPS	367,767	334,794	328,126
UBOC Reimbursement Obligations	814,438	814,438	814,439
Subtotal, Debt Service Funds	1,182,205	1,149,232	1,142,565



CITYWIDE BUDGET

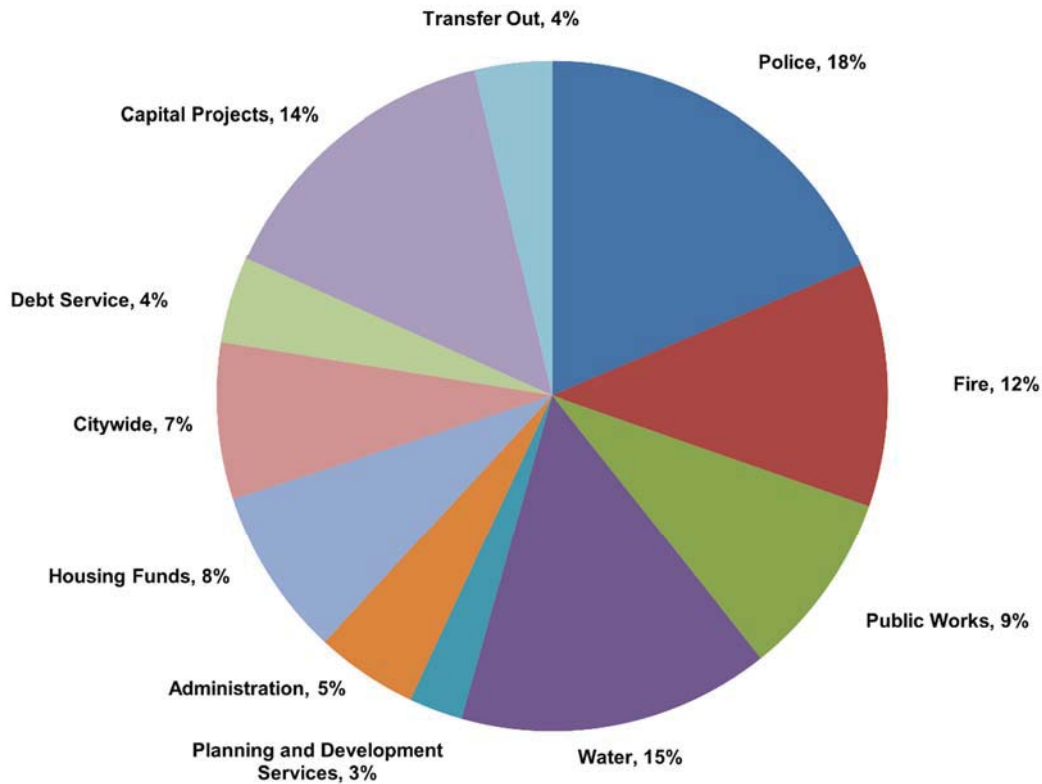
REVENUES AND TRANSFERS IN BY FUND (CONTINUED)

	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
<u>Capital Projects</u>			
Mare Island CFD 2005-1A (Facilities)	52,802	100,002	100,000
Mare Island Conversion	(12,565)	-	-
Capital Outlay	13,266,970	6,823,869	8,631,288
Transportation Impact Fee	434,162	75,000	75,000
Bridge Construction	(5,329)	65,720	85,880
Arts and Convention Center	(2,218)	480,480	640,140
Northgate Fee District	(6,834)	5,000	5,000
Hiddenbrooke Sky Valley Overpass	(214,174)	200,300	220,480
Traffic Congestion Relief	2,000,000	1,610,000	779,000
Capital Grants/Contributions	6,904,949	6,483,995	2,427,298
Long Term Maintenance	(13,419)	13,000	13,000
Columbus Parkway Improvement	(57,143)	30,000	30,000
Empress Theater	39,006	31,500	31,500
Road Maintenance/Rehab Act	2,415,267	2,706,260	2,706,260
Waterfront History Park	(2,802)	200	200
Neighborhood Park/Development Fee	790,692	30,000	30,000
Subtotal, Capital Project Funds	25,589,364	18,655,326	15,775,046
<u>Permanent Funds</u>			
McCune Collection	(2,972)	500	2,500
Subtotal, Permanent Funds	(2,972)	500	2,500
<u>Enterprise Funds</u>			
Water	50,156,739	55,243,891	54,940,456
Marina	2,390,437	2,192,250	2,189,450
Golf	4,685,105	4,759,402	4,614,645
Parking	613,972	700,000	850,000
Fiber	330,334	-	150,000
Subtotal, Enterprise Funds	58,176,587	62,895,543	62,744,551
<u>Internal Service Funds</u>			
Fleet Maintenance	3,423,890	3,740,799	4,155,945
Fleet Replacement	2,097,993	1,910,644	2,871,448
Self Insurance	15,769,312	15,026,204	15,651,905
Subtotal, Internal Service Funds	21,291,195	20,677,647	22,679,298
<u>Trust and Agency Funds</u>			
Successor Agency	1,154,173	1,076,057	1,047,996
Hiddenbrooke 1998	1,669,796	(32,315)	(32,315)
Hiddenbrooke 2004A	(83,969)	30,000	30,000
NE Quadrant 2003-1	515,505	537,374	537,374
Subtotal, Trust and Agency Funds	3,255,505	1,611,116	1,583,055
Total, All Budgeted Funds	\$ 274,602,321	\$ 279,022,291	\$ 298,122,868



CITYWIDE BUDGET

TOTAL EXPENDITURES - \$303,995,335

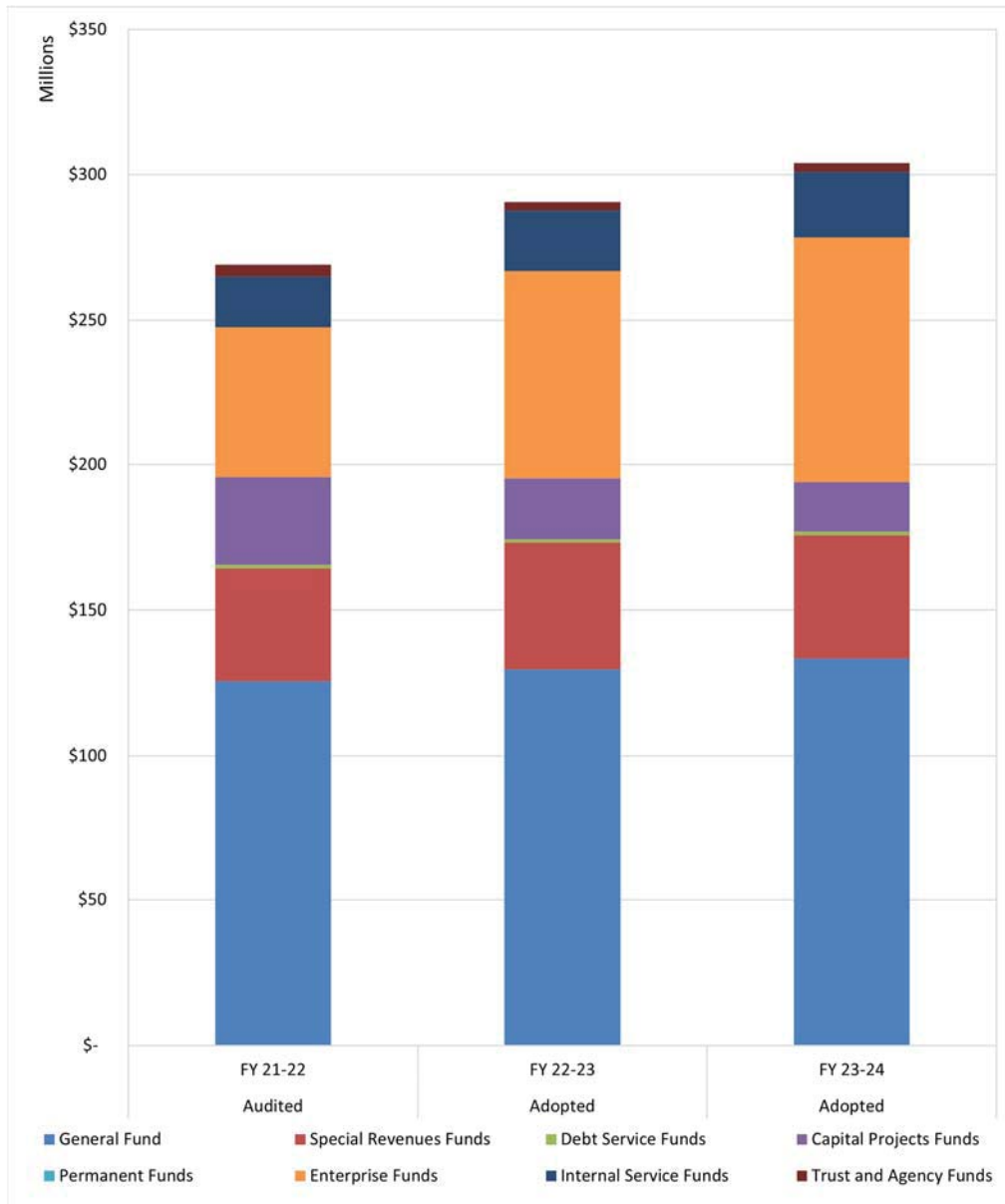


	General Fund	Enterprise Funds	Economic Development Funds	Public Works Funds	Other Program Funds	Capital Projects	Total	% of Total
Police	\$ 57,821,656	\$ -	\$ 835,000	\$ -	\$ 422,624	\$ -	\$ 59,079,280	18%
Fire	32,845,610	-	2,459,000	-	-	-	35,304,610	12%
Public Works	10,366,766	1,766,631	1,399,407	12,730,927	761,224	-	27,024,955	9%
Water	-	45,229,857	-	-	-	-	45,229,857	15%
Planning and Development Services	6,353,901	-	609,858	-	820,000	-	7,783,759	3%
Administration	14,657,915	11,550	-	-	100,000	-	14,769,465	5%
Housing Funds	-	-	-	-	24,577,226	-	24,577,226	8%
Citywide	1,634,089	4,002,064	290,773	-	16,678,361	-	22,605,287	7%
Debt Service	-	7,610,399	1,129,050	850,000	2,932,323	-	12,521,772	4%
Capital Projects	-	25,911,100	-	1,766,242	-	16,163,096	43,840,438	14%
Transfer Out	9,753,391	-	-	769,000	65,383	670,912	11,258,686	4%
Total	\$ 133,433,328	\$ 84,531,601	\$ 6,723,088	\$ 16,116,169	\$ 46,357,141	\$ 16,834,008	\$ 303,995,335	100%
Funding Sources:								
FY 23-24 Revenues	133,415,441	62,744,551	5,659,243	16,116,169	44,974,194	15,675,046	278,584,644	
Beginning Fund Balance	17,887	21,787,050	1,063,845	-	1,382,947	1,158,962	25,410,691	
Total	\$ 133,433,328	\$ 84,531,601	\$ 6,723,088	\$ 16,116,169	\$ 46,357,141	\$ 16,834,008	\$ 303,995,335	



CITYWIDE BUDGET

TOTAL EXPENDITURES AND TRANSFERS OUT BY FUND TYPE



	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	% of Total
General Fund	\$ 125,626,424	\$ 129,690,628	\$ 133,433,328	44%
Special Revenues Funds	38,674,757	43,422,697	42,285,870	14%
Debt Service Funds	1,179,038	1,139,744	1,138,471	0%
Capital Projects Funds	30,201,345	20,935,538	17,150,943	6%
Permanent Funds	195	2,500	2,500	0%
Enterprise Funds	51,946,548	71,829,071	84,531,601	28%
Internal Service Funds	17,481,441	20,487,176	22,387,980	7%
Trust and Agency Funds	3,958,285	3,044,994	3,064,642	1%
Total	\$ 269,068,033	\$ 290,552,348	\$ 303,995,335	100%



CITYWIDE BUDGET

TOTAL EXPENDITURES AND TRANSFERS OUT BY FUND

	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
<u>General Fund</u>			
General Fund/Unappropriated Reserves	\$ 125,626,424	\$ 129,690,628	\$ 133,433,328
Subtotal, General Fund	125,626,424	129,690,628	133,433,328
<u>Special Revenue Funds</u>			
Mare Island Base Reuse	194,141	234,395	324,538
Mare Island CFD 2002-1	3,892,667	4,535,791	4,445,831
Mare Island CFD 2005-1A (State)	200,069	203,517	201,476
Mare Island CFD 2005-1B (Local)	175,605	340,529	259,258
Landscape Maintenance Districts	3,490,876	4,224,531	3,947,933
Gas Tax	5,511,666	5,218,911	4,584,831
Solid Waste Disposal	1,580,198	1,554,715	1,491,462
Section 8 Voucher Program	18,775,305	20,236,924	19,886,924
Section 8 Admin Program	2,528,467	2,646,561	2,954,401
Affordable Housing	638	25,000	25,700
CDBG Program	1,033,407	1,019,533	1,040,447
Home Program	73,554	778,061	661,954
NSP Program	1,179	7,000	7,800
Asset Seizure Program	(0)	82,132	23,199
Traffic Offender VETO	14,675	115,000	24,425
Office of Traffic Safety Grant	80,815	102,000	-
Justice Assistance Grant	60,026	134,285	-
Supplemental Law Enforcement Grant	213,924	292,000	355,000
Outside Funded Services	541,616	1,060,383	1,060,383
State Lands Commission	275,115	311,171	690,050
Hazmat	18,595	46,224	46,224
NLP Nuisance Abatement	-	209,034	209,034
Administrative	12,220	45,000	45,000
Subtotal, Special Revenue Funds	38,674,757	43,422,697	42,285,870
<u>Debt Service Funds</u>			
1999 COPS	364,600	325,306	324,032
UBOC Reimbursement Obligations	814,438	814,438	814,439
Subtotal, Debt Service Funds	1,179,038	1,139,744	1,138,471
<u>Capital Projects Funds</u>			
Mare Island CFD 2005-1A (Facilities)	10,733	141,000	21,590
Mare Island Conversion	2,019,606	295,248	295,345
Capital Outlay	20,095,872	6,578,369	8,385,878
Transportation Impact Fee	51,862	4,500	4,590
Bridge Construction	18,682	16,644	20,766
Arts Convention Center	558,880	478,980	638,640
Northgate Fee District	4,500	4,500	4,590
Hiddenbrooke Sky Valley Overpass	18,542	516,560	1,220,686
Traffic Congestion Relief	1,915,740	1,600,000	769,000
Capital Grants/Contributions	2,590,112	6,491,480	2,414,498
Columbus Parkway Improvement	4,500	2,081,497	4,590
Empress Theater	78,016	31,500	31,590
Road Maintenance/Rehab Act	2,590,112	2,690,760	3,334,590
Waterfront History Park	4,500	4,500	4,590
Neighborhood Park/Development Fee	239,690	-	-
Subtotal, Capital Projects Funds	30,201,345	20,935,538	17,150,943



CITYWIDE BUDGET

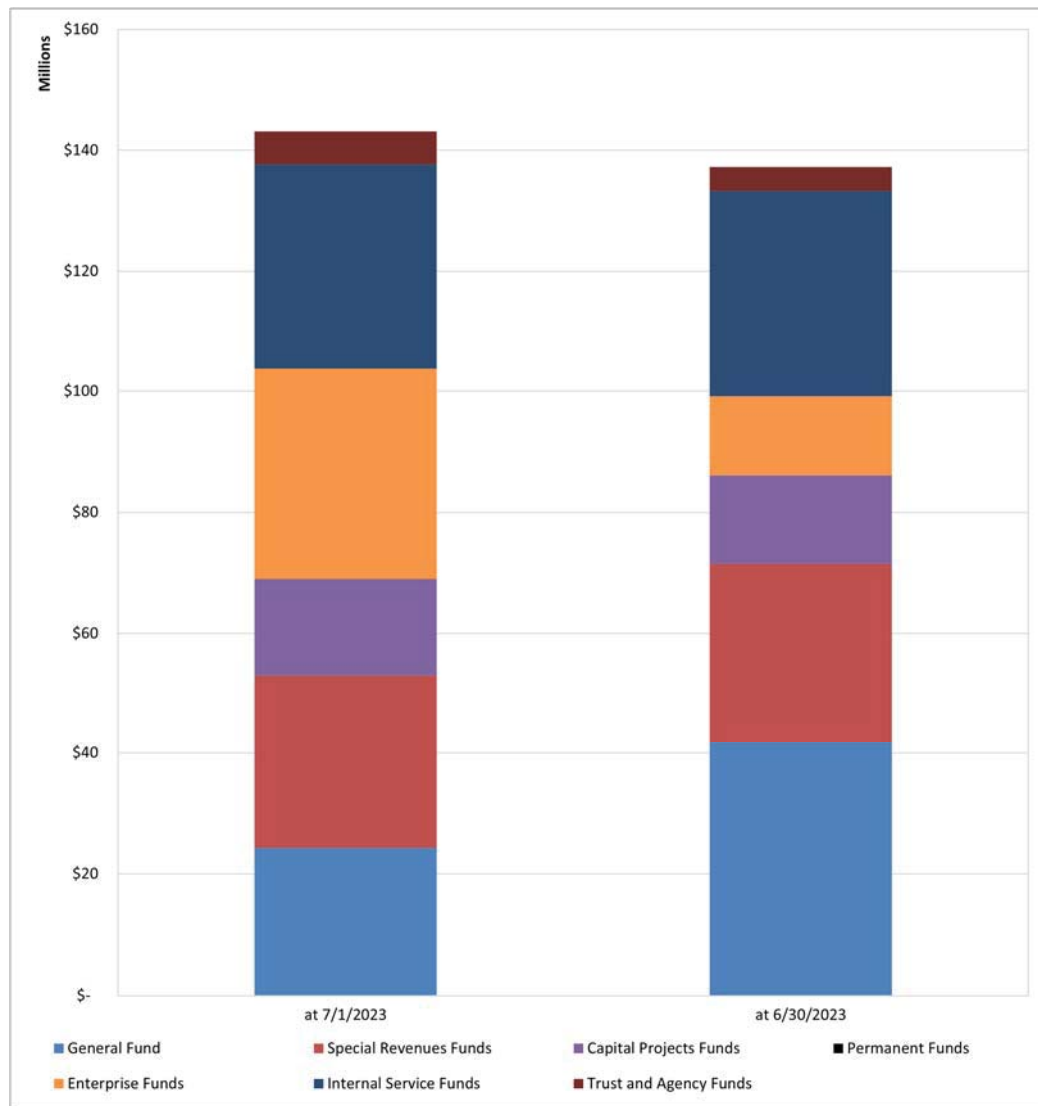
TOTAL EXPENDITURES AND TRANSFERS OUT BY FUND (CONTINUED)

	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
<u>Permanent Funds</u>			
McCune Collection	195	2,500	2,500
Subtotal, Permanent Funds	195	2,500	2,500
<u>Enterprise Funds</u>			
Water	43,622,050	64,763,104	77,232,528
Marina	2,641,924	2,146,251	2,178,375
Golf	4,520,867	4,742,531	4,818,731
Parking	846,120	165,666	290,417
Fiber	315,587	11,519	11,550
Subtotal, Enterprise Funds	51,946,548	71,829,071	84,531,601
<u>Internal Service Funds</u>			
Fleet Maintenance	3,015,130	3,320,498	3,475,701
Fleet Replacement	1,783,090	1,886,690	2,616,242
Self Insurance	12,683,221	15,279,988	16,296,037
Subtotal, Internal Service Funds	17,481,441	20,487,176	22,387,980
<u>Trust and Agency Funds</u>			
Successor Agency	330,343	1,119,275	1,175,050
Hiddenbrooke 1998	42,548	58,677	58,677
Hiddenbrooke 2004A	3,115,483	1,349,110	1,312,533
NE Quadrant 2003-1	469,912	517,932	518,382
Subtotal, Trust and Agency Funds	3,958,285	3,044,994	3,064,642
Total, All Budgeted Funds	\$ 269,068,033	\$ 290,552,348	\$ 303,995,335



CITYWIDE BUDGET

CHANGES IN AVAILABLE FUND BALANCE BY FUND TYPE



	Beginning Available Fund Balance at 7/1/2023	Increases	Decreases	Ending Available Fund Balance at 6/30/2023	% of Total
General Fund	\$ 24,304,634	\$ 150,979,441	\$ (133,433,328)	\$ 41,850,747	25%
Special Revenues Funds	28,730,037	43,216,412	(42,285,870)	29,660,580	29%
Debt Service Funds	-	1,142,565	(1,138,471)	4,094	0%
Capital Projects Funds	15,953,041	15,775,046	(17,150,943)	14,577,144	20%
Permanent Funds	37,955	2,500	(2,500)	37,955	0%
Enterprise Funds	34,844,862	62,744,551	(84,531,601)	13,057,812	11%
Internal Service Funds	33,827,760	22,679,298	(22,387,980)	34,119,078	7%
Trust and Agency Funds	5,460,965	1,583,055	(3,064,642)	3,979,378	8%
Total	\$ 143,159,255	\$ 298,122,868	\$ (303,995,335)	\$ 137,286,788	100%



CITYWIDE BUDGET

CHANGES IN AVAILABLE FUND BALANCE BY FUND

	Beginning Available Fund Balance at 7/1/2023	Increases	Decreases	Ending Available Fund Balance at 6/30/2023
General Fund				
General Fund	\$ 24,304,634	\$ 132,815,441	\$ (133,433,328)	\$ 23,686,747
Unappropriated Reserves	-	18,164,000	-	18,164,000
Measure B/V	-	-	-	-
Subtotal, General Fund	24,304,634	150,979,441	(133,433,328)	41,850,747
Special Revenue Funds				
Mare Island Base Reuse	179,902	144,636	(324,538)	0
Mare Island CFD 2002-1	1,640,257	4,085,042	(4,445,831)	1,279,468
Mare Island CFD 2005-1A (State)	414,644	281,569	(201,476)	494,737
Mare Island CFD 2005-1B (Local)	875,409	-	(259,258)	616,151
Landscape Maintenance Districts	20,449,616	4,997,715	(3,947,933)	21,499,398
Gas Tax	24,051	4,560,988	(4,584,831)	208
Solid Waste Disposal	-	1,504,297	(1,491,462)	12,835
Section 8 Voucher Program	-	21,712,453	(19,886,924)	1,825,529
Section 8 Admin Program	2,119,979	2,183,133	(2,954,401)	1,348,711
Section 8 Operating Reserve	-	-	-	-
Housing Development	362,406	16,600	-	379,006
Affordable Housing	1,892,271	160,000	(25,700)	2,026,571
CDBG Program	-	1,040,447	(1,040,447)	-
Home Program	-	661,954	(661,954)	-
NSP Program	-	7,800	(7,800)	-
Asset Seizure Program	3,199	20,000	(23,199)	-
Traffic Offender VETO	4,425	20,000	(24,425)	-
Office of Traffic Safety Grant	-	-	-	-
Justice Assistance Grant	-	-	-	-
Supplemental Law Enforcement Grant	174,294	200,000	(355,000)	19,294
Police Grants	181,918	240,000	(402,624)	19,294
Outside Funded Services	-	1,060,383	(1,060,383)	-
State Lands Commission	378,879	311,171	(690,050)	-
Hazmat	54,103	46,224	(46,224)	54,103
NLP Nuisance Abatement	156,602	107,000	(209,034)	54,568
Navigation Center	-	50,000	-	50,000
Administrative	-	45,000	(45,000)	-
Subtotal, Special Revenue Funds	28,730,037	43,216,412	(42,285,870)	29,660,580
Debt Service Funds				
1999 COPS	-	328,126	(324,032)	4,094
UBOC Reimbursement Obligations	-	814,439	(814,439)	-
Subtotal, Debt Service Funds	-	1,142,565	(1,138,471)	4,094
Capital Projects Funds				
Mare Island CFD 2005-1A (Facilities)	1,652,392	100,000	(21,590)	1,730,802
Mare Island Conversion	912,156	-	(295,345)	616,811
Capital Outlay	896,034	8,631,288	(8,385,878)	1,141,444
Transportation Impact Fee	1,972,530	75,000	(4,590)	2,042,940
Bridge Construction	228,300	85,880	(20,766)	293,414
Arts and Convention Center	79,600	640,140	(638,640)	81,100
Northgate Fee District	146,734	5,000	(4,590)	147,144
Hiddenbrooke Sky Valley Overpass	7,150,909	220,480	(1,220,686)	6,150,703
Traffic Congestion Relief	-	779,000	(769,000)	10,000
Capital Grants/Contributions	35,504	2,427,298	(2,414,498)	48,304
Vallejo Station	-	-	-	-
Long Term Maintenance	153,383	13,000	-	166,383
Columbus Parkway Improvement	4,577	30,000	(4,590)	29,987
Empress Theater	2,154	31,500	(31,590)	2,064
Road Maintenance/Rehab Act	656,276	2,706,260	(3,334,590)	27,946
Waterfront History Park	14,131	200	(4,590)	9,741
Neighborhood Park/Development Fee	2,048,361	30,000	-	2,078,361
Subtotal, Capital Projects Funds	15,953,041	15,775,046	(17,150,943)	14,577,144



CITYWIDE BUDGET

CHANGES IN AVAILABLE FUND BALANCE BY FUND (CONTINUED)

	Beginning Available Fund Balance at 7/1/2023	Increases	Decreases	Ending Available Fund Balance at 6/30/2023
<u>Permanent Funds</u>				
McCune Collection	37,955	2,500	(2,500)	37,955
Subtotal, Permanent Funds	37,955	2,500	(2,500)	37,955
<u>Enterprise Funds</u>				
Water	32,596,883	54,940,456	(77,232,528)	10,304,811
Fiber	50,831	150,000	(11,550)	189,281
Marina	303,585	2,189,450	(2,178,375)	314,660
Golf	1,801,037	4,614,645	(4,818,731)	1,596,951
Parking	92,526	850,000	(290,417)	652,109
Subtotal, Enterprise Funds	34,844,862	62,744,551	(84,531,601)	13,057,812
<u>Internal Service Funds</u>				
Fleet Maintenance	688,895	4,155,945	(3,475,701)	1,369,139
Fleet Replacement	2,452,173	2,871,448	(2,616,242)	2,707,379
Self Insurance	30,686,692	15,651,905	(16,296,037)	30,042,560
Subtotal, Internal Service Funds	33,827,760	22,679,298	(22,387,980)	34,119,078
<u>Trust and Agency Funds</u>				
Successor Agency	127,054	1,047,996	(1,175,050)	-
Hiddenbrooke 1998	-	(32,315)	32,315	-
Hiddenbrooke 2004A	5,156,586	30,000	(1,403,525)	3,783,061
NE Quadrant 2003-1	177,325	537,374	(518,382)	196,317
NE Quadrant 2003-B	-	-	-	-
Subtotal, Trust and Agency Funds	5,460,965	1,583,055	(3,064,642)	3,979,378
Total, All Budgeted Funds	\$ 143,159,255	\$ 298,122,868	\$ (303,995,335)	\$ 137,286,788



GENERAL FUND – BUDGET SUMMARY

	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Beginning Available Balance	<u>\$ 21,682,816</u>	<u>\$ 20,584,682</u>	<u>\$ 24,304,634</u>
Annual Operating Activity:			
Revenues	<u>126,952,248</u>	<u>130,606,274</u>	<u>132,815,441</u>
Expenditures			
Salaries and benefits	93,376,827	105,385,255	103,853,237
Service and supplies, Utilities, Vehicles, etc	27,831,113	26,891,900	29,872,464
Transfers, including debt	12,260,667	7,940,601	9,733,391
Interfund allocations	(10,312,665)	(10,527,128)	(10,025,764)
ARPA Expenditures	2,470,482		
Subtotal, Expenditures	<u>125,626,424</u>	<u>129,690,628</u>	<u>133,433,328</u>
Net Annual operating results	<u>1,325,824</u>	<u>915,646</u>	<u>(617,887)</u>
Year end ACFR Adjustments	163,529		
Measure P Revenue			18,164,000
Ending Available Balance/Unappropriated Reserves	<u>\$ 23,172,169</u>	<u>\$ 21,500,328</u>	<u>\$ 23,686,747</u>
% annual expenditures	18.4%	16.6%	17.8%



GENERAL FUND FIVE YEAR FINANCIAL FORECAST (IN THE THOUSAND)

	FY 22-23 Adopted	FY 23-24 Adopted	FY 24-25 Projected
Beginning Available Balance (a)	\$ 20,585	\$ 24,305	\$ 23,687
Revenues			
Tax and other unrestricted revenues	110,894	114,171	117,012
Program revenues	19,712	18,645	18,323
Subtotal, revenues	130,606	132,815	135,334
Expenditures			
Salaries and Benefits			
Salaries	60,505	61,301	59,969
Normal Cost	8,426	9,024	8,463
Unfunded Liability	22,317	21,905	22,054
Workers Compensation	5,406	5,580	5,422
Health benefits	7,081	5,612	5,834
Retiree health benefits (normal cost and unfunded liability)	2,105	2,070	2,023
Social security/other benefits	2,329	2,353	2,411
Leave Payouts	1,500	1,100	1,500
Projected Vacancy Savings	(5,000)	(7,100)	(5,750)
Anticipated Compensation Increases	715	2,009	4,242
Subtotal, salaries and benefits	105,385	103,853	106,167
Vehicle Maintenance	2,995	2,995	3,145
Vehicle Replacement	2,206	2,206	2,316
Vehicle maintenance/replacement	4,010	5,201	5,461
Utilities	2,297	2,339	2,456
Service and supplies	12,502	14,308	12,396
Bonds, leases and other costs	1,512	1,844	1,674
Infrastructure/capital maintenance, including streets	6,128	7,780	6,655
Subtotal, service and supplies	26,449	31,473	28,642
Subtotal, before reimbursements	131,834	135,326	134,809
Interfund reimbursements			
General Liability	8,384	8,843	9,639
Citywide Overhead	(10,527)	(10,736)	(10,950)
Subtotal, interfund reimbursements	(2,143)	(1,893)	(1,312)
Subtotal, expenditures	129,691	133,433	133,498
Net Revenue/Expenditures	916	(618)	1,837
Ending Available Balance excluding Measure P	21,500	23,687	25,523
Measure P Revenue (b) & (c)	4,556	18,164	18,460
As a percentage of annual expenditures excluding Measure P	17%	18%	19%

(a) FY 23-24 Beginning balance is based on FY 22-23 projections

(b) FY 22-23 Adopted budget includes Midyear approved Measure P

(c) At a later time, City will appropriate Measure P funds towards nine priorities that were established by the Council on December 20, 2022.



GENERAL FUND FIVE YEAR FINANCIAL FORECAST (IN THE THOUSAND)

	<u>FY 25-26 Projected</u>	<u>FY 26-27 Projected</u>	<u>FY 27-28 Projected</u>
Beginning Available Balance (a)	<u>\$ 25,523</u>	<u>\$ 25,909</u>	<u>25,986</u>
Revenues			
Tax and other unrestricted revenues	120,437	124,435	128,663
Program revenues	17,793	18,447	19,221
Subtotal, revenues	<u>138,230</u>	<u>142,882</u>	<u>147,884</u>
Expenditures			
Salaries and Benefits			
Salaries	59,612	59,612	59,612
Normal Cost	8,161	7,897	7,686
Unfunded Liability	21,881	21,608	21,098
Workers Compensation	5,477	5,576	5,690
Health benefits	6,377	7,510	9,340
Retiree health benefits (normal cost and unfunded liability)	2,041	2,041	2,041
Social security/other benefits	2,405	2,407	2,408
Leave Payouts	1,500	1,500	1,500
Projected Vacancy Savings	(5,750)	(5,750)	(5,750)
Anticipated Compensation Increases	8,126	11,082	14,146
Subtotal, salaries and benefits	<u>109,830</u>	<u>113,483</u>	<u>117,771</u>
Vehicle Maintenance	3,302	3,467	3,640
Vehicle Replacement	2,431	2,552	2,678
Vehicle maintenance/replacement	5,733	6,019	6,319
Utilities	2,579	2,708	2,843
Service and supplies	12,018	12,137	11,755
Bonds, leases and other costs	1,676	1,711	1,711
Infrastructure/capital maintenance, including streets	6,671	6,689	6,706
Subtotal, service and supplies	<u>28,677</u>	<u>29,264</u>	<u>29,333</u>
Subtotal, before reimbursements	<u>138,507</u>	<u>142,747</u>	<u>147,104</u>
Interfund reimbursements			
General Liability	10,506	11,452	12,482
Citywide Overhead	(11,169)	(11,393)	(11,621)
Subtotal, interfund reimbursements	<u>(663)</u>	<u>59</u>	<u>862</u>
Subtotal, expenditures	<u>137,844</u>	<u>142,806</u>	<u>147,966</u>
Net Revenue/Expenditures	<u>386</u>	<u>77</u>	<u>(82)</u>
Ending Available Balance excluding Measure P	<u>25,909</u>	<u>25,986</u>	<u>25,904</u>
Measure P Revenue (b) & (c)	18,998	19,564	20,148
As a percentage of annual expenditures excluding Measure P	19%	18%	18%

(a) FY 23-24 Beginning balance is based on FY 22-23 projections

(b) FY 22-23 Adopted budget includes Midyear approved Measure P

(c) At a later time, City will appropriate Measure P funds towards nine priorities that were established by the Council on December 20, 2022.



GENERAL FUND FIVE YEAR ASSUMPTIONS

OVERVIEW

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.

Measure P, an additional transaction tax of 0.875%, is the main influencer of the city's revenue. The projected revenue from Measure P for FY 23-24 is \$18.2 million. However, the sales tax revenue, excluding Measure P, is anticipated to decrease by 2% in comparison to the adopted budget for fiscal year 2022-2023, with the auto, business, food, fuel, and general consumer goods industries being the contributors to this decline. The growth rate for sales tax revenue is expected to continue to increase around 2%-3% in the out years.

Property tax was forecasted to increase by 7% when compared to FY 22-23 Adopted budget. The increase is primarily driven by buyers seeking more living space, and a perennial shortage of housing supply. The forecast for out-years assumed 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, 2021 CalPERS Annual Valuation Reports for the Safety and Miscellaneous plans. 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.

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%.



GENERAL FUND FIVE YEAR ASSUMPTIONS

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 (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 vary 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 an 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 9% in out years. This increase is primarily due to an 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	86	297	115	37
Salary, including various differential pays	\$ 147,862	\$ 169,739	\$ 82,419	\$ 119,163	\$ 189,263
CalPERS pension (normal cost and UAL)	96,573	108,808	26,566	37,853	74,601
Health/Welfare Benefits	11,337	12,461	11,517	11,340	12,501
Retire Health (normal cost and UAL)	6,714	5,858	2,708	2,730	2,983
Workers' Compensation	26,095	21,055	1,811	558	6,728
Other (including federal payroll taxes)	2,100	2,412	6,062	8,815	10,897
Subtotal	290,680	320,332	131,083	180,458	296,974
Overtime	26,589	26,895	-	-	-
Total	317,269	347,227	131,083	180,458	296,974
Salary - COLA					
Salary Increase	0.00%	1.00% +	3.00% *	3.00% *	3.00% *
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 (Net of Employee-paid)	80.553%	76.153%	31.903%	31.903%	31.903%
Contribution Rate - City (paid by Employee) (a)	-	4.400%	1.000%	1.000%	1.000%
Contribution Rate - Employee (a)	9.000%	9.000%	8.000%	8.000%	8.000%
Total	89.553%	89.553%	40.903%	40.903%	40.903%
2nd Tier for Classic Members	-	2.0% @ 50	-	-	-
Contribution Rate - City	-	80.553%	-	-	-
Contribution Rate - Employee (a)	-	9.000%	-	-	-
Total	-	89.553%	-	-	-
3rd Tier for New Members (PEPRA)	2.7% @ 57	2.7% @ 57	2.0% @ 62	2.0% @ 62	2.0% @ 62
Contribution Rate - City	80.553%	80.553%	32.903%	32.903%	32.903%
Contribution Rate - Employee (a)	13.250%	13.250%	7.000%	7.000%	7.000%
Total	93.803%	93.803%	39.903%	39.903%	39.903%
Health and Welfare Benefits					
Medical (Share of Kaiser rate, including Cafeteria Plan)	75%	75%	75%	75%	75%
Average cost per employee (varies with dependents)	9,964	10,954	10,073	9,701	10,741
Vision/Dental	100%	100%	100%	100%	100%
Average cost per employee	1,199	1,171	1,154	1,349	965
Other - Life, ADD, and/or LTD (varies by group)	175	337	291	290	795
	\$ 11,337	\$ 12,461	\$ 11,517	\$ 11,340	\$ 12,501
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 salary)	1.50%	-	1.50%	1.50%	-
Contribution Rate (% of payroll):					
Normal Cost	2.00%	1.00%	1.70%	1.40%	0.70%
Amortization of Unfunded Liability	3.60%	3.20%	1.60%	0.90%	0.90%
	5.60%	4.20%	3.30%	2.30%	1.60%
Workers' Comp Rate					
Workers' Comp rate	21.45%	14.70%	0.5% - 9.8%	0.48%	0.48%

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

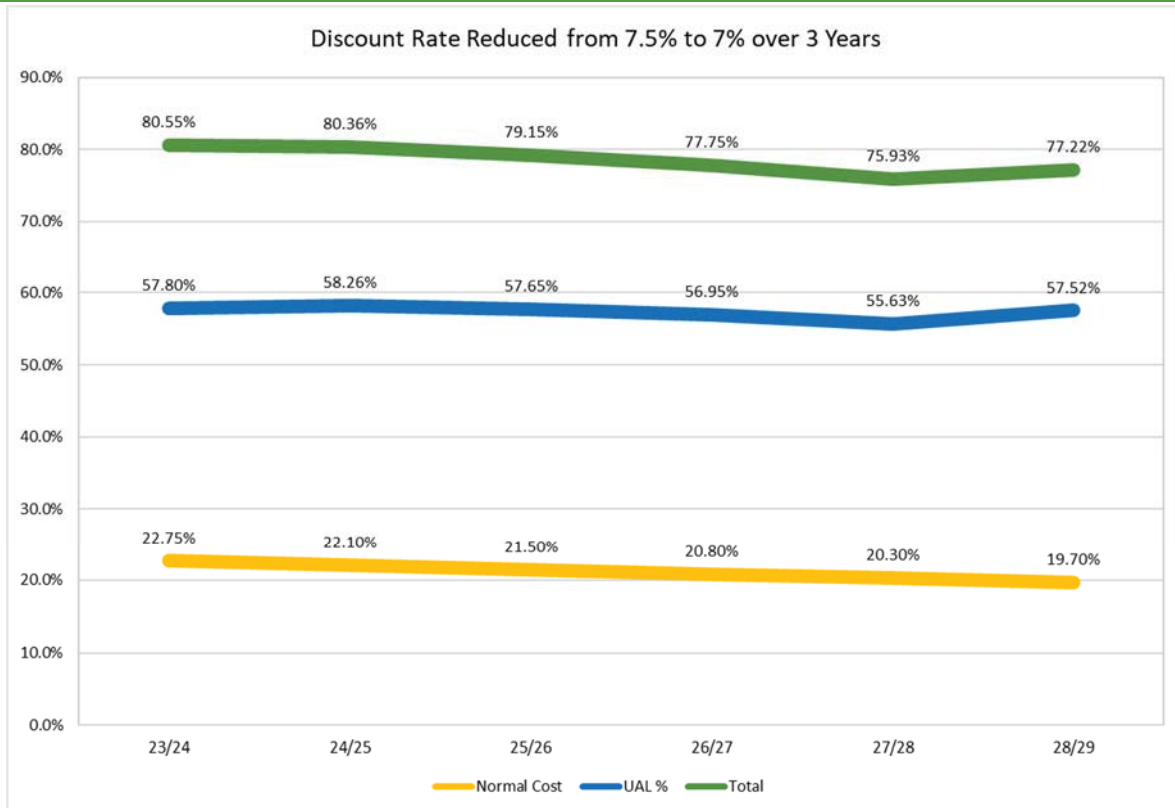
+ Effective rate - 4% COLA increase effective annually every April through FY 24-25

* 3% COLA increase effective July 1, 2023 for IBEW, CAMP, and Executive



CALPERS CONTRIBUTION PROJECTION

CONTRIBUTION PROJECTIONS - SAFETY



CONTRIBUTION PROJECTIONS - MISCELLANEOUS

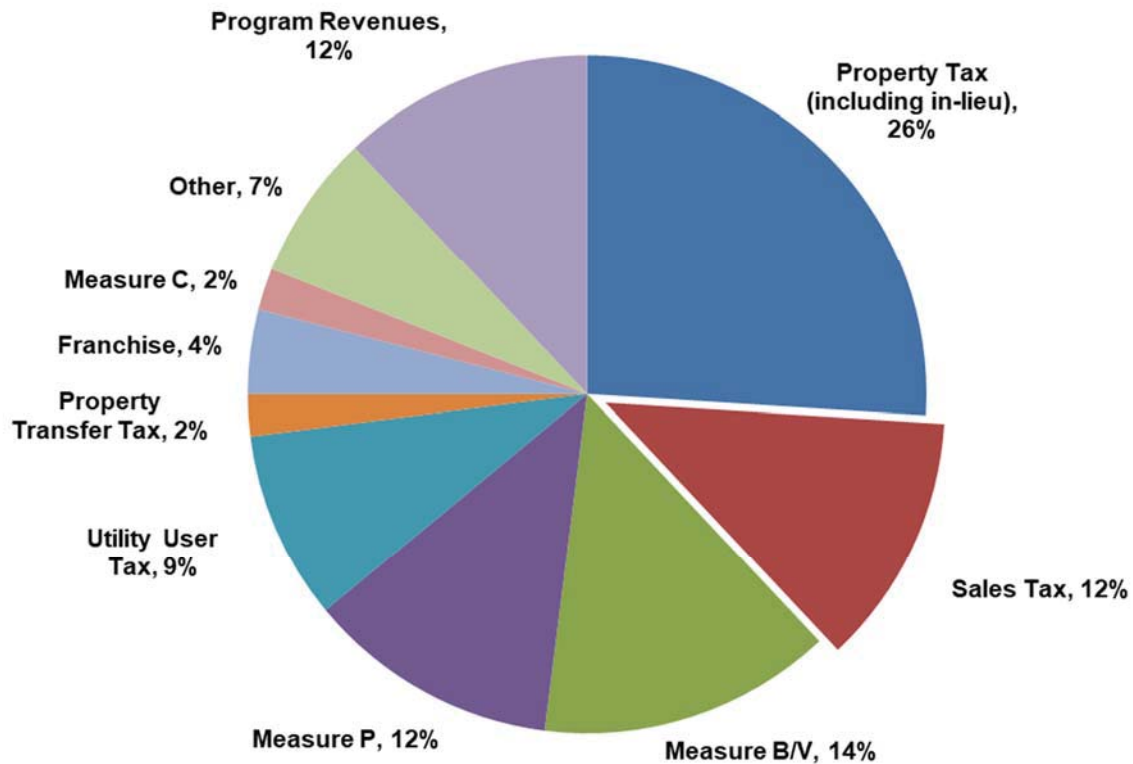




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GENERAL FUND – TOTAL REVENUE (NET OF MARE ISLAND GENERAL TAX REVENUE SHARE)



	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	% vs. PY	% of Total FY 23-24
Property Tax	\$ 21,811,294	\$ 23,112,840	\$ 24,516,132	\$ 25,827,489	5.3%	17%
Property Tax in-lieu (MVLV)	11,480,266	11,959,681	12,679,654	14,117,454	11.3%	9%
	<u>33,291,560</u>	<u>35,072,521</u>	<u>37,195,786</u>	<u>39,944,943</u>	<u>7.4%</u>	<u>26%</u>
Sales Tax	17,406,893	18,244,588	19,080,670	18,216,238	(4.5%)	12%
Measure B/V	19,756,493	21,319,454	20,851,889	20,759,022	(0.4%)	14%
Measure P	-	-	-	18,164,000	-	12%
Utility User Tax	12,493,127	12,870,253	12,655,005	13,373,134	5.7%	9%
Property Transfer Tax	2,829,464	3,781,409	2,606,043	2,818,024	8.1%	2%
Franchise	5,520,516	5,855,837	5,623,142	5,869,245	4.4%	4%
Measure C	4,106,659	3,041,502	3,040,000	2,400,000	(21.1%)	2%
Other	8,815,218	6,528,791	9,841,570	10,783,146	9.6%	7%
Subtotal, General Unrestricted Revenues	<u>104,219,930</u>	<u>106,714,354</u>	<u>110,894,105</u>	<u>132,327,752</u>	<u>19.3%</u>	<u>88%</u>
Program Revenues	16,812,905	17,767,412	19,712,169	18,651,689	(5.4%)	12%
ARPA Revenues	-	2,470,482	-	-	-	-
Total	<u>\$ 121,032,835</u>	<u>\$ 126,952,248</u>	<u>\$ 130,606,274</u>	<u>\$ 150,979,441</u>	<u>15.6%</u>	<u>100%</u>



GENERAL FUND FIVE YEAR FINANCIAL FORECAST

	FY 22-23	FY 23-24	FY 24-25	FY 25-26	FY 26-27	FY 27-28
	Adopted Budget	Adopted Budget	Projected Budget	Projected Budget	Projected Budget	Projected Budget
General Revenues						
Property Taxes						
Current Secured Taxes	21,725,520	23,127,706	23,705,993	24,327,179	25,128,576	26,167,810
Current Unsecured Taxes	942,325	1,021,143	1,047,187	1,075,418	1,111,733	1,157,861
Homeowners Exemption Tax	149,779	149,491	149,235	149,127	149,194	149,077
Unitary Taxes	581,995	594,004	594,004	594,004	594,004	594,004
Supplemental Taxes	446,628	457,106	462,153	422,615	420,324	452,244
Tax Increment Surplus/Pass-Through	669,885	478,039	476,558	504,113	506,005	648,935
	24,516,132	25,827,489	26,435,130	27,072,456	27,909,836	29,169,931
Vehicle License Fee (Incl. In Lieu)	12,679,654	14,117,454	14,476,037	14,865,443	15,364,922	15,999,493
	37,195,786	39,944,943	40,911,167	41,937,899	43,274,758	45,169,424
Sales Tax						
Sales Tax	19,080,670	18,216,238	18,576,998	19,144,926	19,741,604	20,358,100
Transaction and Use Tax - Measure B/V	20,851,889	20,759,022	21,097,083	21,712,555	22,358,850	23,026,025
	39,932,559	38,975,260	39,674,081	40,857,481	42,100,454	43,384,125
Transient Occupancy Tax	2,398,740	2,234,794	2,330,175	2,429,628	2,533,325	2,641,448
Real Property Excise Tax	525,000	945,000	992,000	1,040,000	1,094,000	1,148,000
Franchise Tax	5,623,142	5,869,245	6,046,157	6,235,839	6,438,750	6,655,378
Utility Users Tax	12,655,005	13,373,134	14,039,164	14,824,569	15,695,562	16,656,053
Property Transfer Tax	2,606,043	2,818,024	2,824,537	2,818,024	2,818,024	2,818,024
Cannabis Tax	3,040,000	2,400,000	2,400,000	2,400,000	2,400,000	2,400,000
Business License Tax	1,660,000	1,669,634	1,740,445	1,813,226	1,882,851	1,954,708
Subtotal, Taxes	105,636,275	108,230,034	110,957,726	114,356,666	118,237,724	122,827,160
Revenue From Use of Assets						
Rentals	1,239,253	1,722,866	1,743,190	1,764,375	1,786,488	1,809,576
Investment Income (Expense)	440,000	440,000	440,000	440,000	440,000	440,000
	1,679,253	2,162,866	2,183,190	2,204,375	2,226,488	2,249,576
Misc.						
Water Rights	1,578,776	1,626,139	1,674,923	1,725,171	1,776,926	1,830,234
Discovery Kingdom/Park Fee	1,248,254	1,248,254	1,248,254	1,248,254	1,248,254	1,248,254
Motor Vehicle Fees	64,878	87,542	87,542	87,542	87,542	87,542
Other Misc.	238,102	232,622	232,622	232,622	232,622	232,622
	3,130,010	3,194,557	3,243,341	3,293,589	3,345,344	3,398,652
Transfers						
Redevelopment/Loan Repayment	383,184	510,912	562,000	517,000	560,000	122,000
Other Funds	65,383	65,383	65,383	65,383	65,383	65,383
	448,567	576,295	627,383	582,383	625,383	187,383
Subtotal, General Unrestricted Revenues	110,894,105	114,163,752	117,011,640	120,437,013	124,434,939	128,662,771



GENERAL FUND FIVE YEAR FINANCIAL FORECAST

	FY 22-23	FY 23-24	FY 24-25	FY 25-26	FY 26-27	FY 27-28
	Adopted Budget	Adopted Budget	Projected Budget	Projected Budget	Projected Budget	Projected Budget
Program Revenues						
Planning and Development						
Building Fees	3,267,061	4,198,143	4,324,088	4,453,810	4,631,962	4,817,240
Planning Fees	673,580	687,051	707,662	728,894	758,048	788,370
Code Enforcement Fees	-	542,933	559,221	575,998	599,038	622,999
	3,940,641	5,428,127	5,590,971	5,758,702	5,989,048	6,228,609
Economic Development						
Downtown Management District	240,139	262,408	270,280	278,389	286,740	295,343
Tourism Business Imp District	494,737	393,532	410,328	427,840	446,101	465,141
	734,876	655,940	680,608	706,229	732,841	760,484
Fire						
Prop 172 - Sales Tax Fire	384,063	391,355	396,821	409,122	422,214	435,725
First Responder Fee	300,000	420,000	428,400	436,968	445,707	454,622
Mare Island Allocation	2,498,000	2,459,000	2,459,000	2,459,000	2,459,000	2,459,000
East Vallejo Fire Dist.	685,000	774,552	794,225	815,590	842,994	877,809
Federal SAFER Grant	1,620,215	1,564,298	1,042,865	-	-	-
Reimbursements	200,000	-	-	-	-	-
Ambulance Savings-Solano County	1,385,895	1,506,840	1,255,700	1,255,700	1,255,700	1,255,700
Plan Review & Inspection Fees	446,000	375,000	445,753	556,554	730,072	1,001,804
Other Fire Revenues	5,200	4,000	4,000	4,000	4,000	4,000
	7,524,373	7,495,045	6,826,764	5,936,934	6,159,687	6,488,660
Police						
Prop 172 - Sales Tax Police	384,063	391,355	396,821	409,122	422,214	435,725
Mare Island- Police	833,000	835,000	851,700	868,734	886,109	903,831
POST Reimbursements	-	100,000	102,000	104,040	106,121	108,243
Overtime Reimbursement	350,000	350,000	357,000	364,140	371,423	378,851
Vehicle Fines - City	105,366	105,000	107,100	109,242	111,427	113,655
Parking Fines	105,245	105,000	107,100	109,242	111,427	113,655
Abandoned Vehicles	100,000	100,000	127,936	163,676	209,400	267,898
Police Impound Fees	204,750	200,000	204,000	208,080	212,242	216,486
False Alarm Fees	105,000	75,000	76,500	78,030	79,591	81,182
Federal COPS Grant	1,368,262	-	-	-	-	-
Code Enforcement Fees (a)	498,687	-	-	-	-	-
Other Police Revenues	370,115	401,606	410,000	410,000	410,000	410,000
	4,424,488	2,662,961	2,740,157	2,824,306	2,919,954	3,029,526
Public Works						
Engineering Fees	1,018,500	685,000	709,800	735,195	761,200	772,358
Grading Permit Fees	388,500	350,000	360,500	371,315	382,454	393,928
Excavation Fees	693,000	485,007	494,707	509,548	524,835	540,580
Recycle Waste Management	203,563	198,500	204,455	210,589	216,906	223,413
Ground Waste Management	529,499	514,100	529,523	545,409	561,771	578,624
Misc. Leases & Rentals	154,439	102,009	104,049	107,170	110,385	113,697
Other Public Works Revenues	100,290	75,000	81,050	87,132	88,245	91,599
	3,087,791	2,409,616	2,484,084	2,566,358	2,645,796	2,714,199
Subtotal, Program Revenues	19,712,169	18,651,689	18,322,584	17,792,529	18,447,326	19,221,478
Total excluding Measure P	130,606,274	132,815,441	135,334,224	138,229,542	142,882,265	147,884,249
Transaction and Use Tax - Measure P	-	18,164,000	18,460,000	18,998,000	19,564,000	20,148,000
Total including Measure P	\$ 130,606,274	\$ 150,979,441	\$ 153,794,224	\$ 157,227,542	\$ 162,446,265	\$ 168,032,249

(a) Code Enforcement Division moved to Planning & Development Services



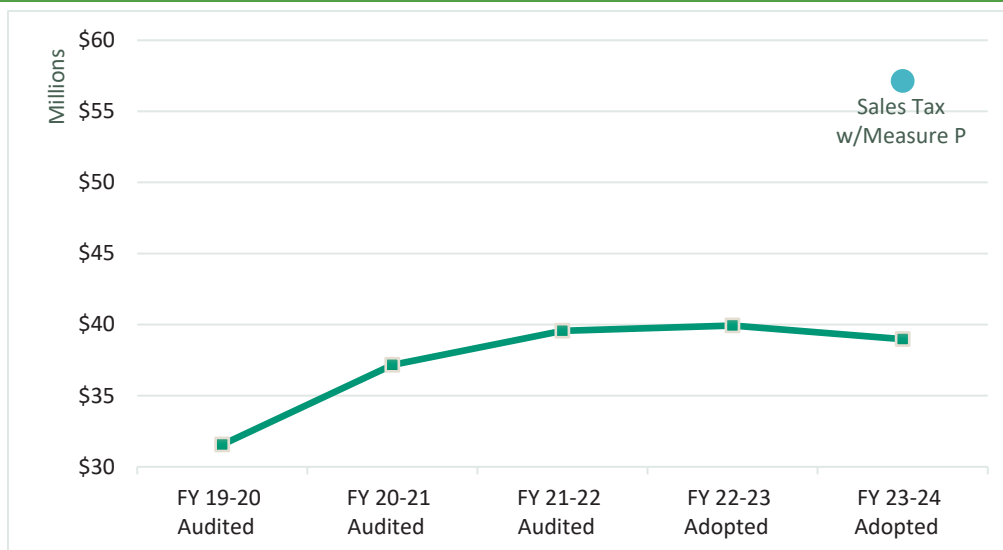
GENERAL FUND REVENUE DESCRIPTION / ASSUMPTIONS

OVERVIEW

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, makes up 81% of the total General Fund revenue budget.

SALES TAX



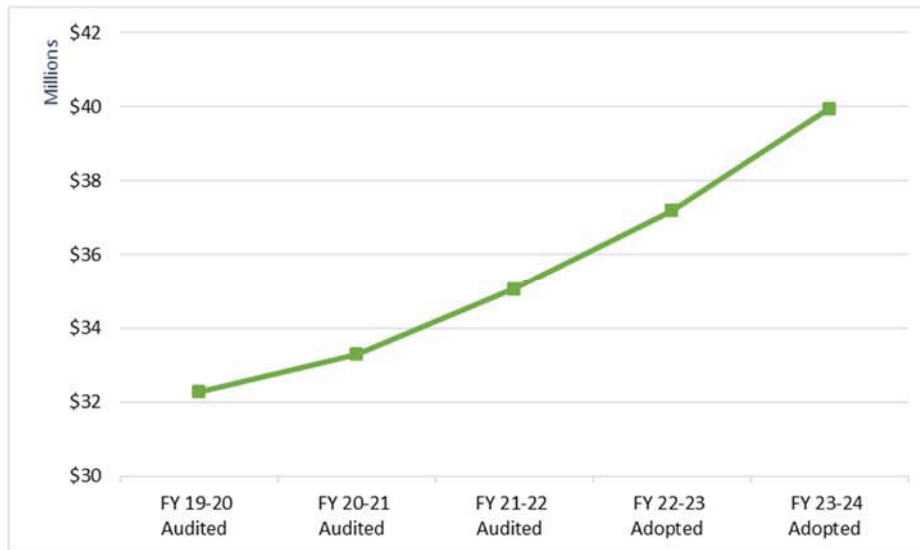
Sales tax revenue is the largest General Fund's revenue source when including Measure P and is highly variable depending upon the economy. Sales tax growth continues to be the catalyst for revenue growth within the City. The sales tax forecast is provided by the City's sales tax consultant (HDL). On April 1, 2023 the City implemented Measure P to help address community priorities for maintaining critical city services. A 0.875% (less than a penny on the dollar) would add a projected revenue of \$18.16 million for the FY 2023-24 proposed budget.

The decrease of Sales tax without Measure P is anticipated to be \$957,000 or 2% for Sales Tax and Use Tax Measure B/V, as we are seeing brick and mortar retailer's sales starting to slow down. Households have tightened discretionary spending due to continued hikes in the Federal fund rates, high inflation moderating downward, and wavering consumer confidence.



GENERAL FUND REVENUE DESCRIPTION / ASSUMPTIONS

PROPERTY TAX (INCLUDING IN LIEU)



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 property tax that the City will receive for FY 2023-24 is based on the property's assessed value as of January 1, 2023. Our property tax estimates reflect the flattening of median sales price, higher-interest rates, sales, and construction activity over the past several months. Vallejo's median sales price for single-family residential homes increased 4.81% from \$520,000 in 2021 to \$545,000 in 2022 due to these factors. Throughout the 2022 calendar year we have seen an interest rate hike that has caused a reduction in home purchases. As we move into 2023, the sales prices of single-family residential properties in Vallejo are down by 0.55% in comparison with last year. As the lending rate continues to increase, we anticipate a steady reduction in home prices to help improve demand.

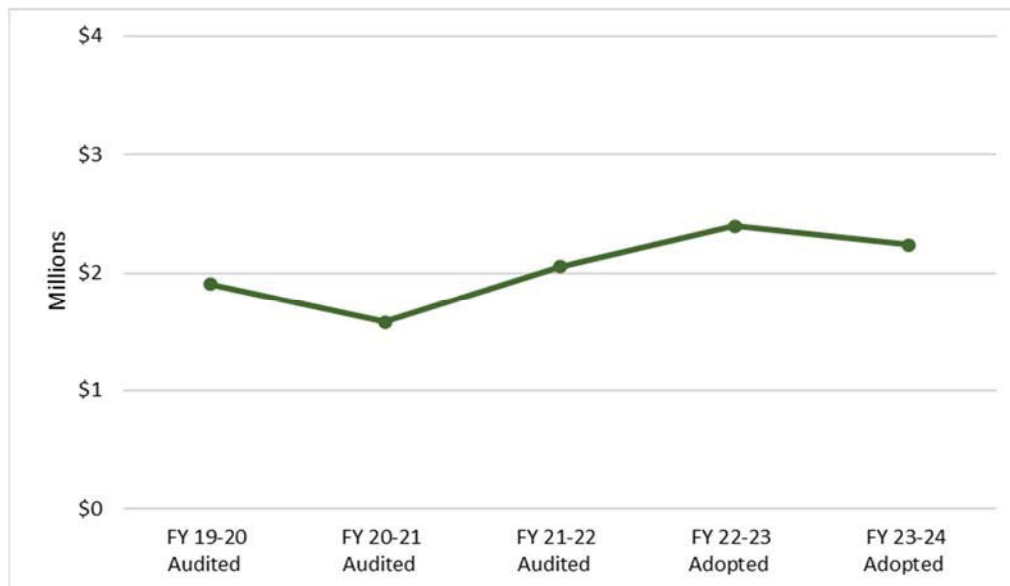
Included in Property tax, the Legislature approved a Vehicle License Fee (VLF) for property tax swap in 2004, as a part of a state-local budget agreement that also brought Proposition 1A to the ballot. Under the 2004 VLF-Property Tax Swap, the VLF rate was reduced from 2% to 0.65%, its effective rate 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. After 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 \$14.12M a \$1.44M or 11% increase in 2023-24 versus 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.



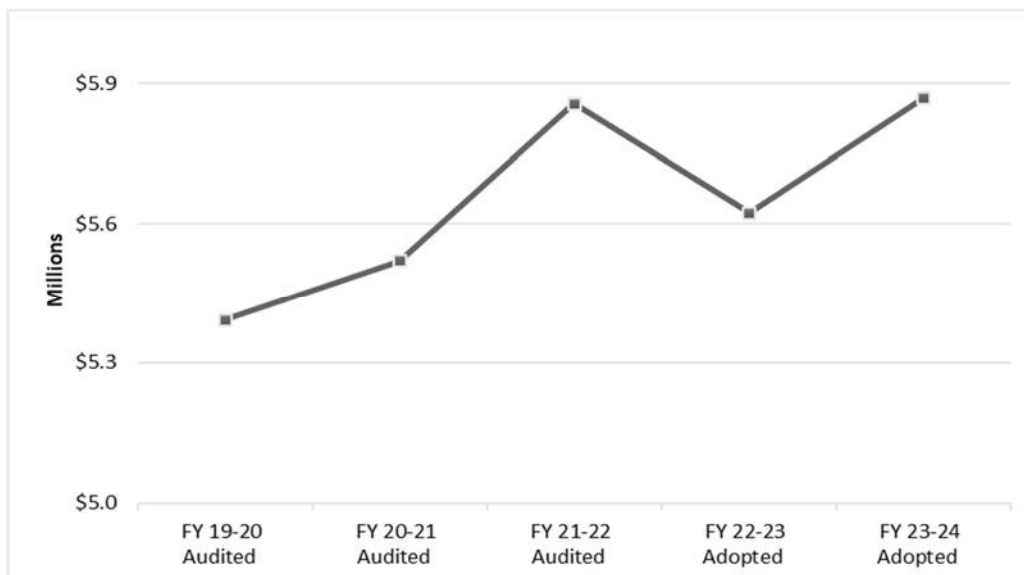
GENERAL FUND REVENUE DESCRIPTION / ASSUMPTIONS

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. Revenue will be closely monitored as many factors contribute to the fluctuations in tourism activity.

FRANCHISE TAX

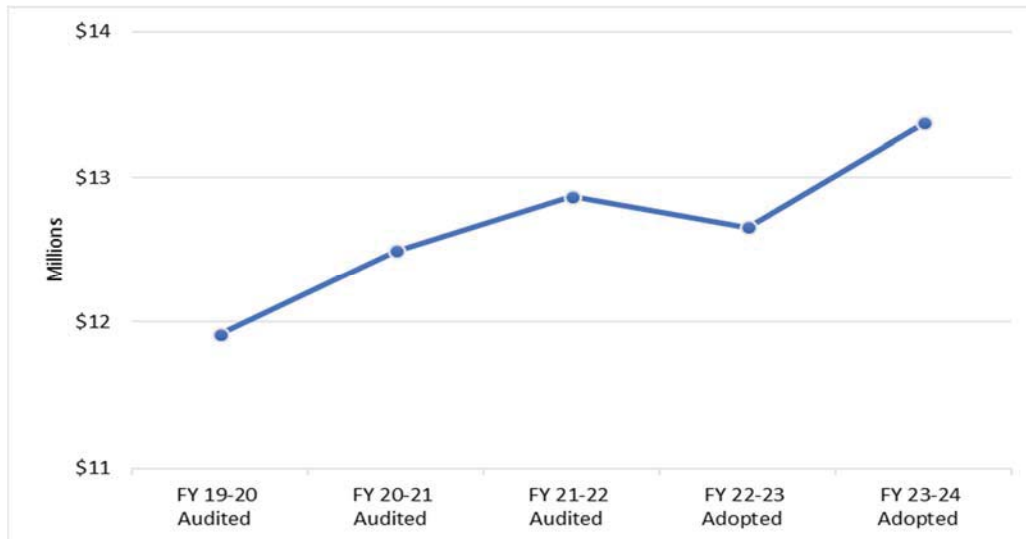


The City imposes franchise charges on cable television, electricity, gas, and garbage services for “rental” of the City streets and rights-of-way. These taxes are collected by the franchise holders based on revenues and remitted to the City. Franchise fees can change when the customer base expands, when 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.



GENERAL FUND REVENUE DESCRIPTION / ASSUMPTIONS

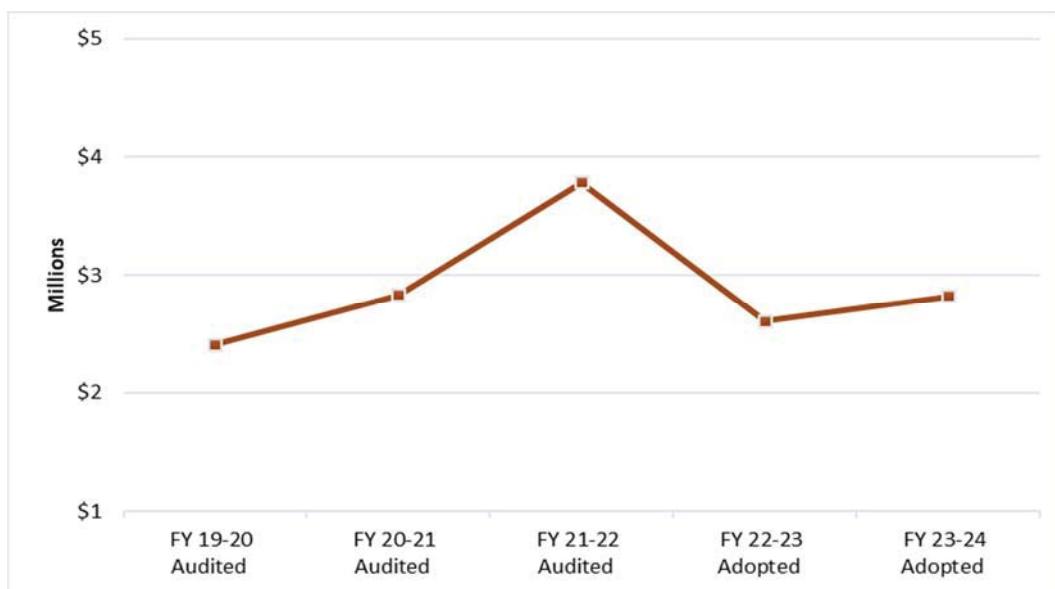
UTILITY USER TAX



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.

This revenue is projected to increase by \$718,000 in FY 2023-24 versus FY 2022-23 based on an average of past actuals. Factors that affect the revenue generated by UUT include: the use of online streaming, telephone and cable bundle packages and weather conditions.

PROPERTY TRANSFER TAX

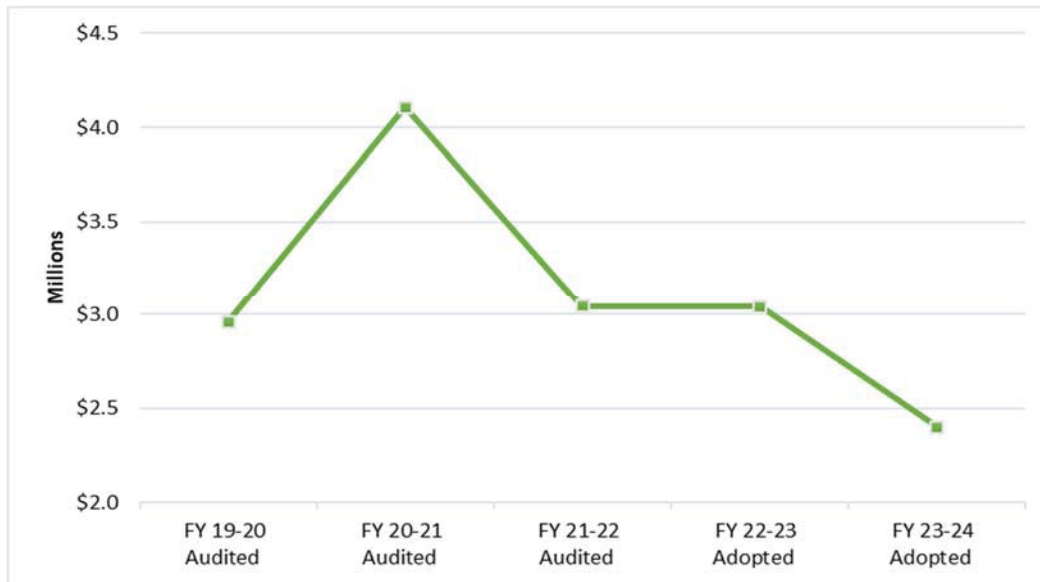


The property transfer tax is collected when there is a transfer of ownership of real estate. The City shares in the \$3.30 tax per \$1,000 of sale price that is collected by the County. This revenue is directly tied to real property, and as the volume and pricing increases in local real estate, so does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



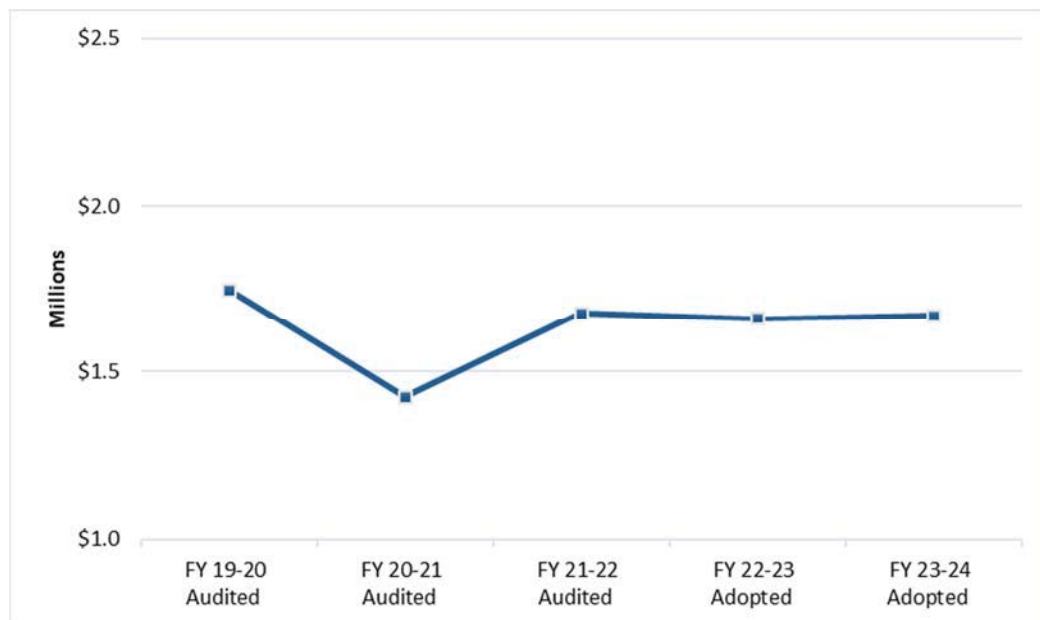
GENERAL FUND REVENUE DESCRIPTION / ASSUMPTIONS

CANNABIS 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 projects a decline in FY 23-24 as competition from neighboring cities increases.

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.



GENERAL FUND MEASURE B/V – TRANSACTION USE TAX

MEASURE B

On July 12, 2011, the City Council approved Ordinance No. 1651 N.C. (2d) which brought Measure B to the ballot. November 8, 2011 a yes vote by citizens changed City's sales tax from 7.375% to 8.375%. This 1% change took effect on April 1, 2012 and was set to sunset in 10 years. Revenue generated from this would fund police, firefighters, paramedic services, youth and senior programs, street repairs, economic development, and general City services.

On July 26, 2016, the City Council approved Ordinance No. 1738 N.C. (2d) which brought Measure V to the ballot. This removed the sunset date of March 31, 2022 for Measure B and resulted in Measure V taking into effect April 1, 2017. Bringing continued revenue for the City.

Ballot Language

THE VALLEJO SALES TAX MEASURE	
To enhance funding for 9-1-1 response, police patrols, firefighter and paramedic services, youth and senior programs, street and pothole repairs, graffiti removal, economic development, and general City services, shall the sales tax be raised one cent, expiring after ten years, with all revenue and expenditures subject to annual independent audits and all revenue legally required to stay in Vallejo?	YES
	NO

MEASURE V

Ballot Language

THE VALLEJO SALES TAX MEASURE	
Shall an "Ordinance Amending Vallejo Municipal Code to Maintain Enhanced Funding for 911 Response, Police Patrols, Firefighter and Emergency Medical Services, Youth Programs, Street and Pothole Repair, Graffiti Removal, Economic Development, and Other General City Services, Renewing the Existing, Voter-Approved, One Percent Transactions and Use (Sales) Tax (Measure B) to Provide approximately \$14 Million Yearly with all Revenues Independently Audited and Expenditures Publicly Reviewed and Locally Controlled" be adopted?	YES
	NO

Council expenditure direction

The city Council hereby directs staff to prioritize the following uses of Measure B/V revenue as follows:

1. Rebuilding Reserves
2. Preserving and Enhancing Public Safety and the Quality of Life in Vallejo
3. Enhancing and Reconstructing Infrastructure
4. Improving Community Aesthetics
5. Setting the Table for Future Economic Development
6. Generating New Revenue & Enhancing Efficiency of Government
7. Leveraging City Assets



GENERAL FUND MEASURE B/V – TRANSACTION USE TAX

	Adopted FY 22-23	Adopted FY 23-24
Revenue	\$20,851,889	\$20,759,022
Appropriations		
Measure B/V Funded Positions (a)	12,528,445	12,688,699
Public Safety Preservation/Enhancement		
Public Safety Preservation - Police	193,372	207,372
Public Safety Preservation - Fire	80,000	80,000
	273,372	287,372
Quality of Life Preservation/Enhancement		
North Mare Island Security	50,000	-
Animal Service	1,665,000	1,765,000
	1,715,000	1,765,000
Infrastructure Enhancement		
Streets Maintenance	1,200,000	1,200,000
Facilities Maintenance	1,250,000	1,250,000
Causaway Bridge maintenance	250,000	250,000
	2,700,000	2,700,000
Community Aesthetics Improvements		
Graffiti Abatement	50,000	100,000
	50,000	100,000
Planning and Development Services		
Economic Development Strategy	76,000	76,000
Community Event Coordination	92,000	462,000
Community Event Fee Waiver	15,000	5,000
	183,000	543,000
Government Efficiency		
Technology Repairs / Upgrades	2,300,000	2,345,000
	2,300,000	2,345,000
Participatory Budgeting Projects		
Participatory Budget	500,000	500,000
Project Administration	75,000	65,000
	575,000	565,000
Total Measure B/V Appropriations	20,324,817	20,994,071
Net Activity	\$ 527,072	\$ (235,049)

- This page is for informational purpose. Budget for Measure V is part of the General Fund budget and is incorporated with it.
- Measure V sales tax measure was approved on November 8, 2016, which removes the sunset date (March 31, 2022) of Measure B.

(a) **Authorized Positions**

Sworn personnel	33	33
Non-sworn personnel	17	17
	50	50



GENERAL FUND MEASURE P – TRANSACTION USE TAX

MEASURE P

On July 12, 2022, the City Council approved Ordinance No. 1866 N.C.(2d) amending the City Municipal Code and providing for a local transaction and use tax.

Voter Approval and Effective Date

Election was held on November 8, 2022, adding an additional 0.875% transaction tax to the current tax rate of 8.375%, which will result in City of Vallejo sales tax of 9.25% effective April 1, 2023.

The city will begin receiving funds from the California Department of Tax and Fee Administration (CDTFA) beginning June 2023.

Ballot Language

CITY OF VALLEJO SAFE STREETS AND ESSENTIAL SERVICES MEASURE	
City of Vallejo Safe Streets and Essential Services Measure. To maintain critical city services, such as keeping public spaces healthy/safe/clean; maintaining fire protection/emergency medical response/crime prevention; addressing homelessness/blight/dumping; repairing deteriorating neighborhood streets/roads/sidewalks; and for general government use; shall the City of Vallejo adopt a measure establishing a 0.875% sales tax, providing \$18,000,000 annually until ended by voters, requiring audits, independent citizen oversight, and all funds legally required to be spent locally?	YES
	NO

Council expenditure direction

On December 20, 2022 per Resolution No. 22-222 N.C. the City Council hereby directs staff to prioritize the following uses of Measure P revenue:

1. Maintain critical city services such as keeping public spaces healthy, safe and clean
2. Maintain fire protection
3. Maintain emergency medical response
4. Maintain crime prevention
5. Address homelessness
6. Address blight
7. Address dumping
8. Repair deteriorating neighborhood streets, roads and sidewalks; and
9. Youth priorities.

FIVE YEAR FORECAST

	Adopted FY 22-23	Adopted FY 23-24	Projected FY 24-25	Projected FY 25-26	Projected FY 26-27	Projected FY 26-27
Revenue (a)	-	18,164,000	18,460,000	18,998,000	19,564,000	20,148,000
Expenditure (b)	-	-	-	-	-	-

(a) Projected revenue for FY 22-23 is \$4,556,000, which was adopted at FY 22-23 Midyear.

(b) At a later time, City will appropriate Measure P funds towards nine priorities that were established by the Council on December 20, 2022.



GENERAL FUND AMERICAN RESCUE PLAN ACT (ARPA)

Effective Date

On March 11, 2021 President Joe Biden signed American Rescue Plan Act (ARPA) into law allocating \$1.9 trillion dollar to provide continued relief from the COVID-19 Pandemic.

City of Vallejo total funding of \$25,727,736 was received in two tranches.

Council Expenditure direction

On September 14, 2021 per Resolution No. 21-107 N.C. the City Council allocated \$12,863,868 from the first tranche of the Rescue Plan into 12 general projects. The City Council authorized the use of the second half of the Rescue Plan for 20 additional projects on December 13, 2022, per Resolution No. 22-213 N.C.

In total, Council approved 32 staff-recommended projects to combat citywide issues compounded by the COVID-19 pandemic. These projects are intended to assist the City in a multitude of areas. For City operations, there are projects that address public health expenses and workforce capacity to ensure City Staff maintains functionality. Vallejo's community is also directly addressed with assistance to non-profits for vital needs, violence interventions by hiring specialists, providing preschool vouchers to working parents, homeless response with hotel vouchers for those in need, and much more. Finally, there are projects that support the City's long-term viability, such as beautification efforts, projects that provide big-picture planning for economic development, and funding for Vallejo's broadband infrastructure.

ARPA's Final Rule was passed on April 1, 2022. The Rule mandates that funds must be obligated by December 31, 2024 and expended by December 31, 2026.



GENERAL FUND AMERICAN RESCUE PLAN ACT (ARPA)

No.	Project	Council appropriated budget
1	Homeless Response Efforts Hotel and Housing Voucher Program Homekey Project (Broadway)	\$ 400,000
2	Navigation Center	2,000,000
3	Sideshow Deterrence	700,000
4	Advance Peace Program	700,000
5	Community Violence Intervention Includes \$105k for (3) vehicles for Police assistance	600,000
6	Broadband Buildouts	2,500,000
7	Station Tone Alerting System	2,000,000
8	Economic Development Efforts	1,300,000
9	Planning Support Housing Safety Environmental Justice Elements Climate Planning Supplement Food Desert Analysis Grocery Recruitment Plan	500,000
10	Grant Software and ARPA Support Staff	1,288,478
11	COVID-19 Delta Variant Coordination	517,437
12	Glen Cove Fire Station Reopening Including: Type I Apparatus - \$800k Including: Type III Wildland Apparatus - \$450k	1,650,000
13	Purchase of Type 1 Fire Engine	875,000
14	Purchase of Type VI Brush Truck	250,000
15	Communication Operations Equipment (9-1-1)	1,500,000
16	Central Core Restoration Corp (CCRC) Downtown Project	100,000
17	Early Learning Center First 5 Solano Opening new school/daycare center	450,000

- This page is for informational purposes. Council appropriated projects on September 14, 2021 and December 13, 2022.



GENERAL FUND AMERICAN RESCUE PLAN ACT (ARPA)

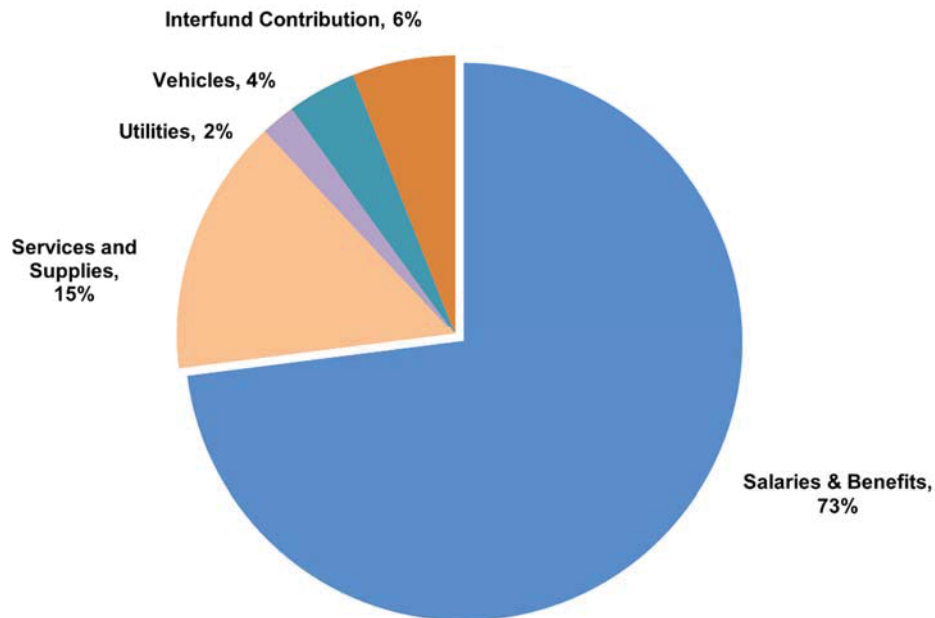
No.	Project	Council appropriated budget
18	School Property Maintenance	1,000,000
19	Preschool Vouchers for Working Parents	100,000
20	New Beds at Christian Help Center/Transformation Villiage	48,000
21	Mural Program & Downtown clean-up	340,000
22	Vallejo Community Access Television (VCAT)	100,000
23	Art Walk	25,000
24	Art Grants - Culture and Art Commission	100,000
	7 Generations Intertribal Council	
	Mira Theatre Guild	
	Solano AIDS Coalition	
	Vallejo Center for the Arts	
	Vallejo Project (VASA Educational Services) Vallejo Teaching Artists Inc.	
	Filipino Community of Solano	
	On the Fringe Visual & Performing Arts	
	Solano County Arts Council	
	Vallejo Choral Society	
	Vallejo Symphony Association	
25	Waterfront & Downtown Specific Update	500,000
26	Community Gift Cards - Vallejo Specific	200,000
27	Broadband	500,000
28	Retention Program (Incentives)	1,500,000
29	Marina bathrooms ADA	516,000
30	Sacramento Street Apartments	2,154,058
31	Parking	1,263,383
32	Costar Software Subscription	50,380
	Grand Total of ARPA Allocation	\$ 25,727,736
Authorized Positions (a)		
	Sworn Personnel	0
	Non-sworn personnel	6
		6

- This page is for informational purposes. Council appropriated projects on September 14, 2021 and December 13, 2022.

(a) Additional information located under Appendix - Personnel Summary



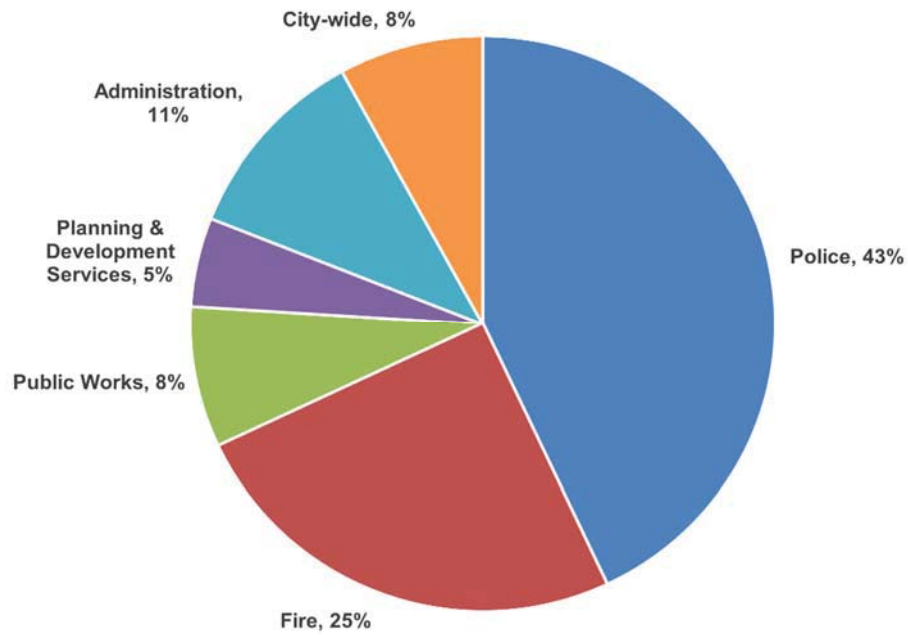
GENERAL FUND –EXPENDITURE BY CLASSIFICATION



	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	% vs. PY	% of Total FY 23-24
General Fund Expenditures						
Salaries & Benefits	\$ 90,506,469	\$ 91,165,910	\$ 103,885,255	\$ 102,753,237	(1%)	72%
Compensated Absences	1,968,977	2,210,917	1,500,000	1,100,000	(27%)	1%
Subtotal	92,475,446	93,376,827	105,385,255	103,853,237	(28%)	73%
Services and Supplies	17,958,376	20,653,102	20,252,435	21,839,857	8%	15%
Utilities	2,138,051	2,304,246	2,296,693	2,339,254	2%	2%
Vehicles	3,010,428	3,100,588	4,009,572	5,201,353	30%	4%
Contribution to other agencies	-	352,000	333,200	492,000	48%	0%
Encumbrances	846,798	1,421,176	-	-	0%	0%
ARPA Expenditures	-	2,470,482	-	-	0%	0%
Subtotal	23,953,653	30,301,595	26,891,900	29,872,464	11%	21%
Interfund Contributions:						
Infrastructure/Maintenance	597,693	2,950,000	1,250,000	2,550,000	104%	2%
Participatory Budget	500,000	547,000	500,000	500,000	0%	0%
Debt Service	1,184,052	1,182,137	1,149,232	1,142,565	(1%)	1%
Debt Service-Marina	-	700,000	361,500	700,000	94%	0%
Subsidy Golf Course	354,666	-	-	-	0%	0%
Subsidy Mare Island Base Reuse	-	175,000	75,000	100,000	33%	0%
Risk Fund Reserve	-	3,000,000	-	-	0%	0%
Streets Maintenance	515,000	1,200,000	1,200,000	1,200,000	0%	1%
Technology	1,225,637	1,925,000	2,600,000	2,645,000	2%	1%
Capital	533,975	540,530	773,869	864,826	12%	1%
Other	130,994	41,000	31,000	31,000	0%	0%
Subtotal	5,042,017	12,260,667	7,940,601	9,733,391	23%	6%
Subtotal, before Allocations	121,471,116	135,939,089	140,217,756	143,459,092	2%	100%
Interfund Allocations	(11,655,232)	(10,312,665)	(10,527,128)	(10,025,764)	(5%)	
	<u>\$ 109,815,884</u>	<u>\$ 125,626,424</u>	<u>\$ 129,690,628</u>	<u>\$ 133,433,328</u>	<u>3%</u>	



GENERAL FUND –EXPENDITURE BY DEPARTMENT



	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	% vs. PY	% of Total FY 23-24
General Fund Expenditures						
Police	\$ 49,167,603	\$ 47,569,421	\$ 57,957,290	\$ 57,889,656	0%	43%
Fire	28,965,649	31,659,383	33,448,925	32,938,106	(2%)	25%
Public Works	6,280,558	7,091,652	10,039,261	10,427,639	4%	8%
Planning & Development Services	3,739,468	4,810,845	6,586,632	6,618,358	0%	5%
Administration	9,832,335	11,033,515	12,479,032	14,786,915	18%	11%
Citywide	10,983,473	22,040,432	9,179,488	10,772,654	17%	8%
Encumbrances	846,798	1,421,176	-	-	0%	0%
	\$ 109,815,884	\$ 125,626,424	\$ 129,690,628	\$ 133,433,328	3%	100%



CITY ATTORNEY'S OFFICE

OVERVIEW

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 courts. 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 and Citizens/Residents of Vallejo.

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 and State/Federal Grants.

PROPOSED CHANGES FROM ADOPTED FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$44,000 higher than FY 2022-23 adopted budget.

Services and Supplies

Services and Supplies will remain status quo \$589,000, based on last fiscal year's adopted budget.

FY 22-23 ACCOMPLISHMENTS

- Settled or achieved dismissals in 13 litigation cases
- Through our Neighborhood Law Program, filed approximately 6 criminal misdemeanor cases for illegal dumping, several nuisance abatement/receivership cases relating to code violations on private property and were awarded or collected \$112,368.86 in fines, penalties, costs and sanctions
- Brought forward a police oversight model and ordinance adopted by City Council following extensive community engagement and information gathering from other entities



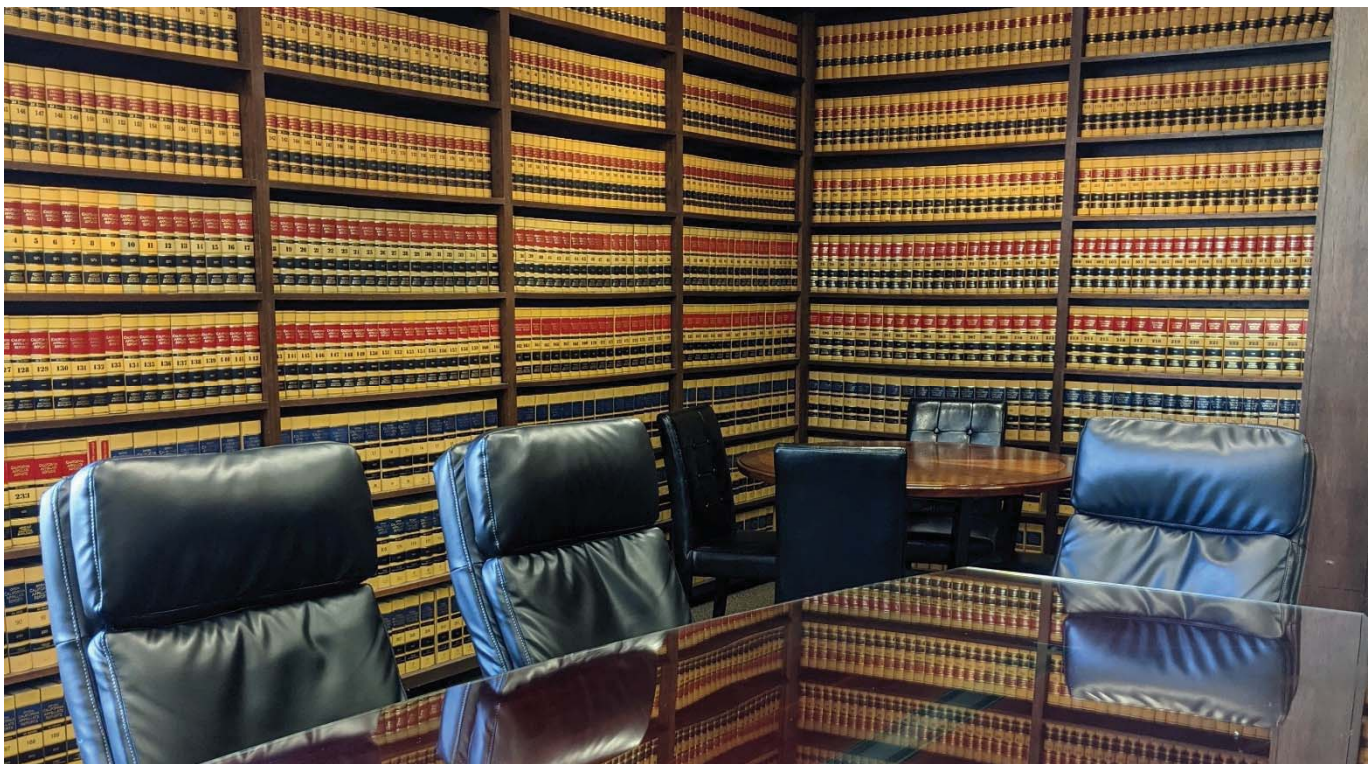
CITY ATTORNEY'S OFFICE

FY 23-24 DEPARTMENT GOALS

- **CCG-1:** Continue to engage in police reform efforts including working closely with CalDOJ, policy reviews and updates, police oversight research, training and community engagement
- **CCG-3:** Work with City Manager's Office, Police Department and Public Works on illegal dumping, property nuisance and cleanup strategies
- **CCG-3:** Work with Planning, City Manager's Office, and Economic Development on key economic development projects in the pipeline
- **CCG-2:** Continue to update ordinances, policies and contracts

PERFORMANCE INDICATOR

Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Adopted Ordinances	10	5	8
Litigation - Defense Cases Filed & Served	10	15	19
Litigation - Defense Cases Dismissed or Settled	25	13	17
Litigation - Affirmative Cases Initiated	7	6	8
Litigation - Affirmative & Defense Funds Awarded or Collected	\$147,744	\$112,369	\$50,000
Pitchess Motions Defended	27	12	20
PRAs – Processed	1267	1191	1300

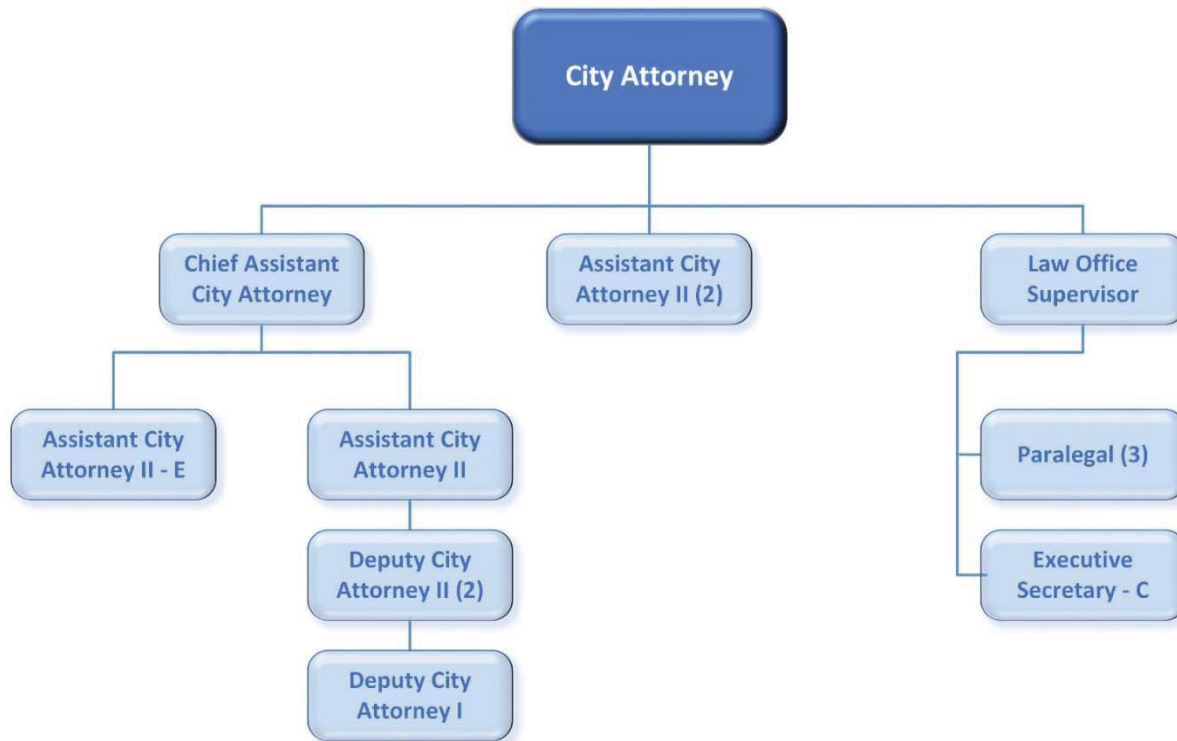


Law Library in City Hall



CITY ATTORNEY'S OFFICE

ORGANIZATIONAL CHART



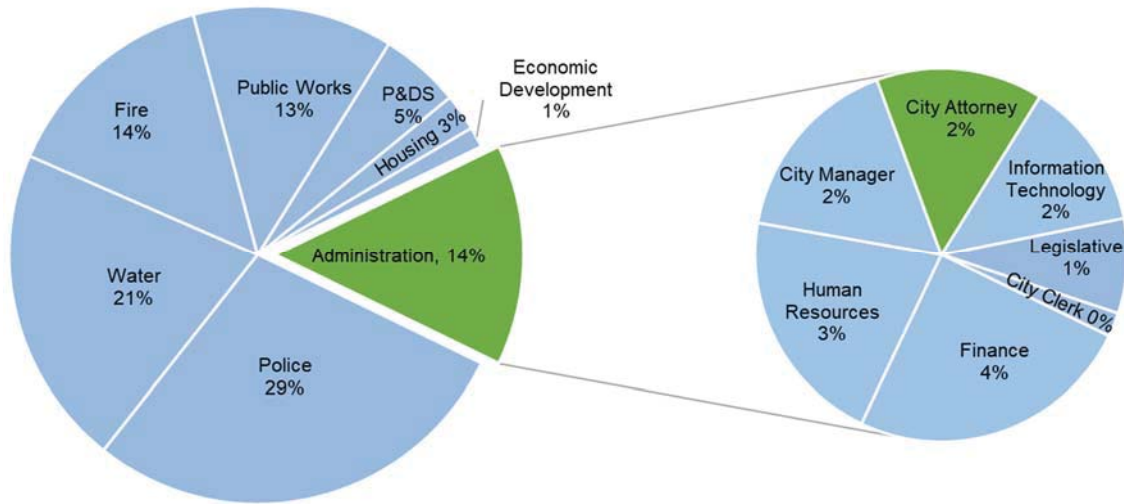
FULL-TIME PERSONNEL BY POSITION

	FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Amended	Amended	Amended	Changes	Adopted
City Attorney	1.00	1.00	1.00	-	1.00
Chief Assistant City Attorney	1.00	1.00	1.00	-	1.00
Asst. City Attorney II-E	1.00	1.00	1.00	-	1.00
Asst. City Attorney II	2.00	3.00	3.00	-	3.00
Deputy City Attorney II	2.00	2.00	2.00	-	2.00
Deputy City Attorney I	1.00	1.00	1.00	-	1.00
Law Office Supervisor	1.00	1.00	1.00	-	1.00
Executive Secretary-C	-	1.00	1.00	-	1.00
Senior Administrative Clerk-C	1.00	-	-	-	-
Paralegal	3.00	3.00	3.00	-	3.00
Total Legal	13.00	14.00	14.00	-	14.00

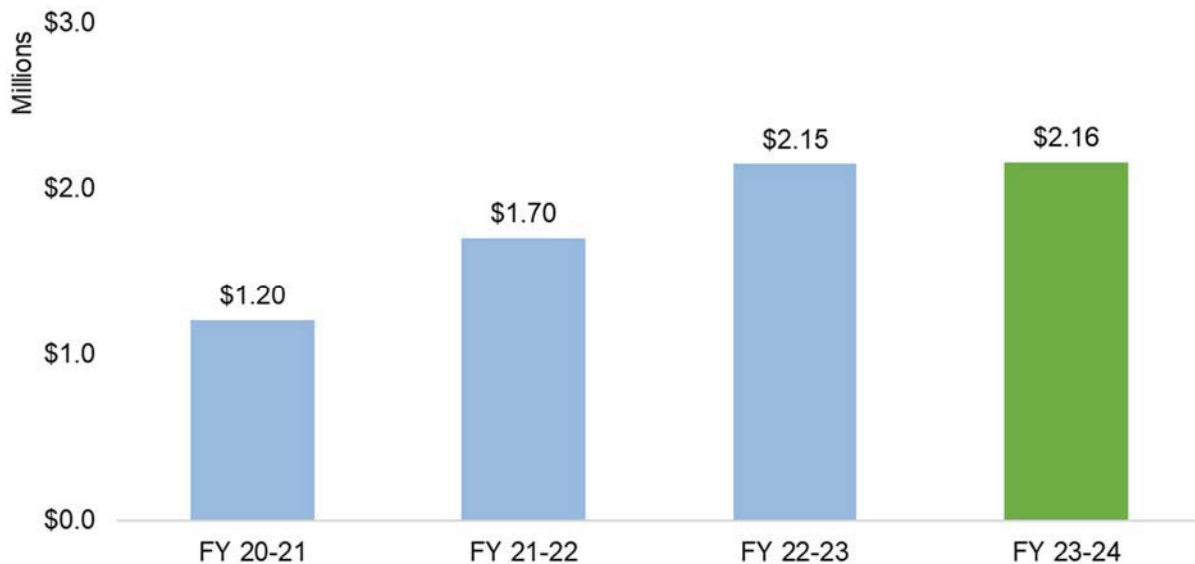


CITY ATTORNEY'S OFFICE

FULL-TIME PERSONNEL BY DEPARTMENT



EXPENSES BY FISCAL YEAR (\$ MILLIONS)



FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Salaries and benefits	\$ 2,082,113	\$ 2,495,369	\$ 3,069,810	\$ 3,113,923
Services and supplies	687,611	510,973	588,585	588,585
Interfund - General Liability Allocation	24,468	24,468	23,601	19,537
Interfund allocation	(1,590,690)	(1,328,513)	(1,533,961)	(1,564,640)
ARPA Expenditures	-	-	-	-
Total City Attorney	\$ 1,203,502	\$ 1,702,297	\$ 2,148,035	\$ 2,157,405



CITY CLERK'S OFFICE

OVERVIEW

The 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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$123 thousand decrease than FY 2022-23 adopted budget due to removing Contracts & Record Technician in midyear FY 2022-2023 to help fund Customer Services Representative in Public Works.

Services and Supplies

There is a decrease of \$250 thousand in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget as elections are held bi-annually every even year.

FY 22-23 ACCOMPLISHMENTS

- In coordination with all Departments, managed the Public Records Act process and closed 1203 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
- Opened the public portal of Revver, the City's Electronic Document Management System (EDMS) to allow community members/ Public Records Act requestors to quickly search and access records, such as city council agenda packets, minutes, resolutions, and ordinances. This new enhanced technology offers a more robust archival system for long-term document storage.

FY 23-24 DEPARTMENT GOALS

- **CCG-2:** Add contracts and board and commission legislative history (agenda packets, minutes and resolutions) records to the City's online Electronic Document Management System public portal, Revver to allow members of the public/Public Records Act (PRA) requestors access to search for and retrieve these records, commonly requested under a PRA.
- **CCG-2:** Administer the November 5, 2024 General Municipal Election process for the mayoral seat and Councilmember Districts 1, 3 and 6.
- **CCG-2:** Continue work on updating 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
- **CCG-2:** 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)
- **CCG-2:** Provided external and internal customers with information and service that was helpful, solutions-oriented, courteous, timely, and accurate



CITY CLERK'S OFFICE

PERFORMANCE INDICATOR

Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Average time to respond to public records requests (days)	4	3	3
Average time to fulfill public records requests (days)	10	7	7
Total number of Public records requests	1,283	1,196	1,190

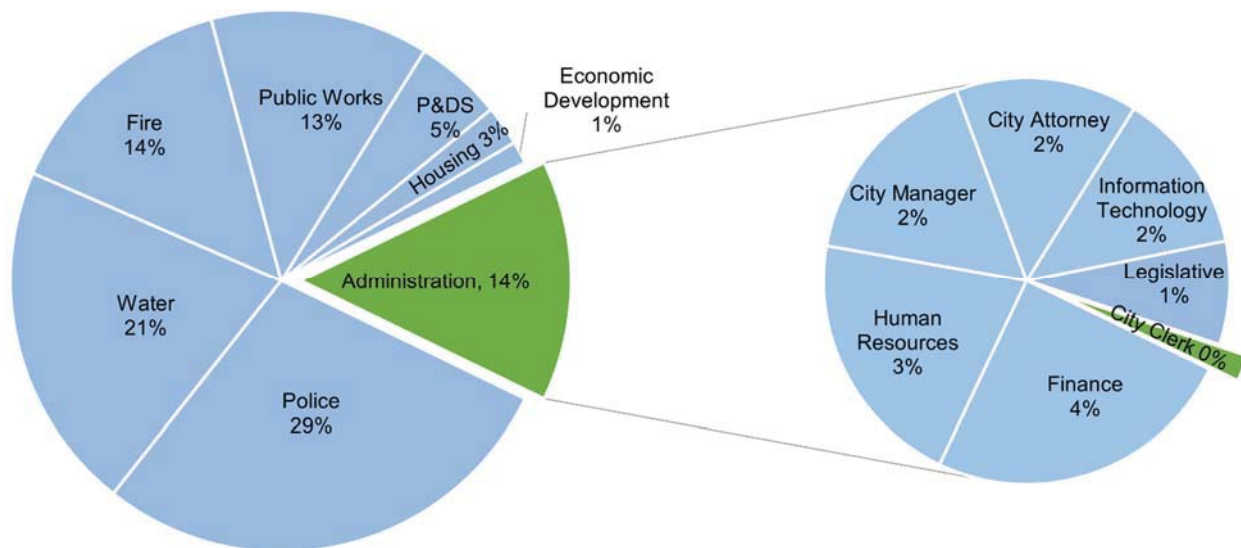
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FULL-TIME PERSONNEL BY POSITION

	FY 20-21 Amended	FY 21-22 Amended	FY 22-23 Amended	FY 23-24	
				Changes	Adopted
City Clerk	1.00	1.00	1.00	-	1.00
Deputy City Clerk	1.00	1.00	1.00	-	1.00
Contracts & Records Technician	1.00	1.00	-	-	-
Total City Clerk	3.00	3.00	2.00	-	2.00

FULL-TIME PERSONNEL BY DEPARTMENT





CITY CLERK'S OFFICE

EXPENSES BY FISCAL YEAR (\$ MILLIONS)



FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Salaries and benefits	\$ 410,641	\$ 420,110	\$ 495,060	\$ 371,752
Services and supplies	18,620	22,159	53,800	53,800
Elections	182,921	70,553	250,000	-
Interfund - General Liability Allocation	4,356	4,356	3,698	2,304
Interfund allocation	(174,767)	(168,843)	(174,242)	(177,727)
Total City Clerk	\$ 441,771	\$ 348,336	\$ 628,316	\$ 250,129



CITY MANAGER'S OFFICE

OVERVIEW

The City Manager's Office 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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$239,000 higher than the FY 2022-23 adopted budget due to an upgrade of Administration Analyst II to Communication Operations Manager.

This position was created to improve communications within City departments and provide cohesive communication with the public on complex issues. In FY 2022-23 a second Assistant to the City Manager position was added to provide better and more efficient community service on complex tasks and projects and additionally a special assignment for Assistant to the City Manager was created to help focus on addressing homelessness in the City. These position additions and special assignments were recommended by Council that the City Manager implemented to address the various needs of the City.

Services and Supplies

There is a decrease of \$95 thousand in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget. The decrease was reallocated to the Citywide budget to be used for community events through the newly established Event Planning process.

FY 22-23 ACCOMPLISHMENTS

- Successful organization of FY 2022-23 council goal setting
- North Mare Island DDA
- Started initiative for the unhoused
 - Opened & managed 25 Extreme Weather Events
- Youth Coordination
 - Hired Youth Coordinator
 - City of Vallejo Youth Delegation
- Organized 53 cleanups by volunteers
- Increased community engagement
 - 400 MI (with CAO)
 - Police oversight (with CAO)
 - Town Halls
 - Farmer's Markets
 - Community Events
- Event Planning RFP Completed

FY 23-24 DEPARTMENT GOALS

Multi-Year Goals

CCG-5: Youth Programming

- Community Wide Youth Needs Assessment and Strategic Plan
- Support the development of the Early Learning Center
- Implement youth initiatives



CITY MANAGER'S OFFICE

Additional Goals

- **CCG-2 & 3:** Expand Community Engagement / Outreach
- **CCG-3:** Continue to support Farmer's Markets
- **CCG-2:** Explore new initiatives
- **CCG-3:** Economic Development Projects
- **CCG-3:** Complete Seka Hills development entitlements
- **CCG-3:** Complete Blue Rock performance and participation contracts for the project
- **CCG-3:** Strategic Plan for 5 year Roadmap
- **CCG-1:** Update on Police Headquarters
- **CCG-4:** Coordinate projects for Homelessness

PERFORMANCE INDICATOR

Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Number of homeless assisted through Navigation Center	N/A	N/A	N/A*
Number of volunteers utilized	1248	1900	1900
Number of volunteer hours	3744	5700	5700
Hourly value of volunteer hours	\$29.95	\$31.80	\$35.00
Value of volunteer hours	\$82,363	\$181,260	\$199,500
Number of community Events permitted	11	32	50
Public Events Attended	N/A	67	70
Public Outreach Events	N/A	35	39
Council Meetings	72	76	72

*Construction for the Navigation Center will not be completed and ready for move-ins until FY24/25

Performance Indicator - Participatory Budget	PB Cycle 9		PB Cycle 10
	FY 21/22	FY 22/23	FY 23/24
	Actuals*	Estimated	Projected
Number of Projects on ballot	N/A	10	12
Number of projects funded	N/A	6	8
Allocation towards Program & Service Projects	N/A	\$198,971	\$200,000
Allocation towards Capital Infrastructure Projects	N/A	\$819,991	\$300,000
Number of Adult Volunteer Budget Delegates	N/A	20	20
Number of Youth Budget Delegates	N/A	5	5
Number of Ideas Collected	N/A	386	400
Number of Total Votes Collected	N/A	2,553	3,500
Number of Youth Voters	N/A	576	1,000

*No vote was conducted in FY21/22 due to the COVID-19 Pandemic



CITY MANAGER'S OFFICE

ORGANIZATIONAL CHART



*Limited (2) Year Term, expires 6/30/23

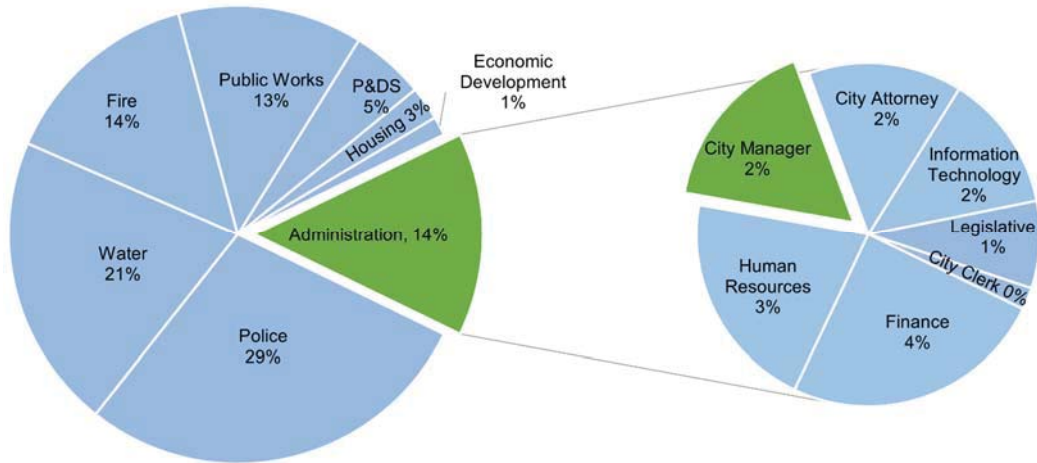
FULL-TIME PERSONNEL BY POSITION

	FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Amended	Amended	Amended	Changes	Adopted
City Manager	1.00	1.00	1.00	-	1.00
Assistant City Manager	1.00	2.00	2.00	-	2.00
Assistant to the City Manager	2.00	2.00	2.00	-	2.00
Communication Operations Manager			1.00	-	1.00
Executive Assistant to the City Manager	1.00	1.00	1.00	-	1.00
Organizational Development Manager	-	1.00	1.00	-	1.00
Real Property and Asset Manager	1.00	-	-	-	-
Administrative Clerk II-C	1.00	1.00	1.00	-	1.00
Executive Secretary-C	1.00	1.00	1.00	-	1.00
Administrative Analyst II	2.00	3.00	3.00	-	3.00
Administrative Analyst II (Ltd term expires 6/30/25) (a)	-	1.00	1.00	-	1.00
Community and Volunteer Coordinator	1.00	1.00	1.00	-	1.00
Communications and Public Information Officer	1.00	1.00	1.00	-	1.00
Special Advisor to the City Manager	1.00	1.00	-	-	-
Total City Manager	13.00	16.00	16.00	-	16.00



CITY MANAGER'S OFFICE

FULL-TIME PERSONNEL BY DEPARTMENT



EXPENSES BY FISCAL YEAR (\$ MILLIONS)



FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Salaries and benefits	\$ 2,260,059	\$ 2,738,291	\$ 3,147,060	\$ 3,385,912
Services and supplies	287,813	271,967	336,350	241,850
Vehicle maintenance & replacement	-	-	-	10,000
Transfer out - Capital Funds	-	-	2,000	2,000
Interfund - General Liability Allocation	25,980	25,980	23,796	22,196
Interfund allocation	(784,791)	(639,026)	(741,828)	(756,665)
ARPA Expenditures	-	894,417	-	-
Total City Manager	\$ 1,789,061	\$ 3,291,630	\$ 2,767,378	\$ 2,905,293



GENERAL FUND - CITYWIDE

FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
General Fund Expenditures				
Humane Society of the North Bay	\$ 254,191	\$ 292,229	\$ 300,000	\$ 300,000
County of Solano - Animal Sheltering	661,740	706,759	710,000	665,000
County of Solano - Animal Control	596,906	648,198	655,000	800,000
Contributions to other agencies	165,519	39,781	36,800	30,000
Programs to Support Community	-	352,000	333,200	462,000
Leave Payouts	1,968,977	2,210,917	1,500,000	1,100,000
Services and supplies	2,432,096	4,418,023	2,430,842	3,258,808
Interfund allocations	64,836	13,644	9,417	6,899
Payroll Benefits	81,166	88,744	72,000	72,000
Anticipated Compensation Increases	-	-	715,497	2,009,382
Staff vacancy assumption	-	-	(5,000,000)	(7,100,000)
Transfer out				
Participatory Budget	500,000	547,000	500,000	500,000
Debt Service	1,184,052	1,182,137	1,149,232	1,142,565
Subsidy - Marina	-	700,000	361,500	700,000
Subsidy - Golf Course	354,666	-	-	-
Subsidy - Mare Island Base Reuse	-	175,000	75,000	100,000
Risk Fund Reserve	-	3,000,000	-	-
Emergency Disaster Fund	-	500,000	-	-
Equipment Replacement Fund	-	800,000	-	-
Streets Maintenance	515,000	1,200,000	1,200,000	1,200,000
Building Maintenance	597,693	2,950,000	1,250,000	2,550,000
Marina Dredging	-	-	-	-
Naval Museum				20,000
Mare Island Historic Park Foundation	39,000	-	-	-
Technology	1,225,637	1,925,000	2,600,000	2,645,000
Empress Theatre	91,994	41,000	31,000	31,000
Causeway Bridge	250,000	250,000	250,000	250,000
Net Expenditures	10,983,473	22,040,432	9,179,488	10,772,654
Program Revenues	-	-	-	-
Net Program Budget	\$ 10,983,473	\$ 22,040,432	\$ 9,179,488	\$ 10,772,654



ECONOMIC DEVELOPMENT DEPARTMENT

OVERVIEW

The Economic Development Department focuses on new business recruitment, business retention, site selection assistance for new and existing businesses, and facilitation of development on catalyst sites including Mare Island and the Waterfront.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$134,000 higher than the FY 2022-23 adopted budget due to the change detailed below:

- Economic Development Manager position was upgraded to Director in FY 2022-23 Midyear

Services and Supplies

There is a decrease of \$79,000 in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget primarily due to Vallejo Tourism Business Improvement District Assessment. This expense has a matching revenue and funds are transferred directly to Vallejo Convention & Visitors Bureau.

FY 22-23 ACCOMPLISHMENTS

- Executed North Mare Island Disposition and Development Agreement
- Central Waterfront – Cleared Title for Future Use and signed LOI with Yocha Dehe Wintun Nation at Sekha Hills to negotiate a lease extension at 285 Mare Island Way
- Deployed \$440,000 in small business micro grant program to over 80 eligible applicants and \$100,000 in restaurant resiliency program to cover 4,000 meals.
- Awarded \$960,000 for the Economic Development Admin (EDA) Mare Island infrastructure assessment.
- Awarded \$600,000 from the Environmental Protection Agency (EPA) for Brownfields Assessment projects.
- Awarded \$4.8M from Caltrans Clean CA grant program for Lake Dalwigk Park Improvement Project
- Processed additional \$1.3M for cleanup from the NAVY for Mare Island via the ESCA 8th amendment executed in September 2022.
- 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



ECONOMIC DEVELOPMENT DEPARTMENT

FY 23-24 DEPARTMENT GOALS

CCG-3 Economic Development Strategy:

- 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 an 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

CCG-3 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.

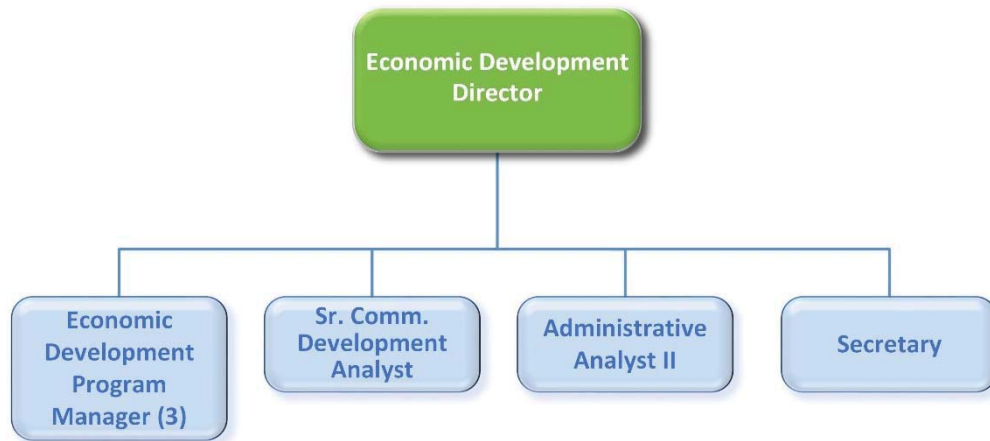
PERFORMANCE INDICATOR

Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Employment	48,300	50,600	51,200
Unemployment rate	10.7%	6.4%	4.9%
Sales tax	\$384M	\$402M	\$406M
Median home value	\$425,500	\$520,000	\$550,000
Grant funding deployed	43	14	80
Residential vacancies	4.4%	4.9%	4.9%
Retail vacancies	6.2%	5.1%	4.9%
Office vacancies	9.7%	9.3%	9.7%



ECONOMIC DEVELOPMENT DEPARTMENT

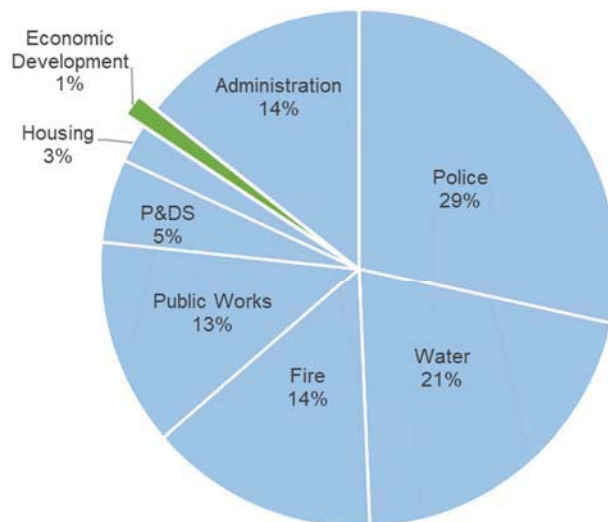
ORGANIZATIONAL CHART



FULL-TIME PERSONNEL BY POSITION

	Group	FY 20-21	FY 21-22	FY 22-23	FY 23-24	
		Amended	Amended	Amended	Changes	Adopted
Economic Development Director	EXEC	-	1.00	1.00	-	1.00
Economic Development Program Manager	CAMP	2.00	3.00	3.00	-	3.00
Sr. Comm. Development Analyst	IBEW	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	-	1.00
Secretary	IBEW	1.00	1.00	1.00	-	1.00
Total Economic Development		5.00	7.00	7.00	-	7.00

FULL-TIME PERSONNEL BY DEPARTMENT





ECONOMIC DEVELOPMENT DEPARTMENT

EXPENSES BY FISCAL YEAR (\$ MILLIONS)



FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Salary and benefits	\$ 715,037	\$ 717,982	\$ 1,286,491	\$ 1,420,197
Services and supplies	711,935	697,326	910,326	831,390
Transfer out - Capital Funds	-	-	5,000	5,000
Interfund - General Liability Allocation	7,452	7,452	9,658	8,842
Interfund allocation	(136,040)	(215,165)	(136,530)	(138,553)
Total Economic Development	\$ 1,298,384	\$ 1,207,595	\$ 2,074,945	\$ 2,126,876



FINANCE DEPARTMENT

OVERVIEW

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 and the administration of special projects and analyses. The department assists various stakeholders to brainstorm solutions for fiscal and administrative problems.

PROPOSED CHANGES FROM ADOPTED FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$100,000 higher than the FY 2022-23 adopted budget due to the change detailed below:

- Upgraded an Accountant Technician to Accountant in Midyear FY2022-23
- Added Customer Service Representative under Water Fund in Midyear FY2022-23

Services and Supplies

There is a decrease of \$35,000 in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget.

FY 22-23 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 2022-23
- Submitted and received GFOA and CSFMO awards for Distinguished Budget Presentation, Operating Budget Excellence and Excellence in Financial Reporting for the seventh consecutive year
- Successful Audit with Unmodified Audit Opinion
- Implemented revenue audit for transient occupancy tax



FINANCE DEPARTMENT

FY 23-24 DEPARTMENT GOALS

- **CCG-2:** 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, 2023 and June 30, 2024, after 15 days of live operations in a production environment without any urgent or critical error codes being recorded.
- **CCG-3:** Conduct Short-Term Rental audits
- **CCG-3:** Update Business License Ordinance

PERFORMANCE INDICATOR

Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Funds Monitored	100	100	101
Cash & Investments (millions)	\$298	\$341	\$360
Journal Entries Posted Annually	1,631	1,642	1,680
Monthly Utility Bills Issued	22,000	22,250	22,300
Monthly AP Invoices Processed	1,815	1,848	1,911
Payroll Checks Issued Bi-Weekly	13,795	13,364	13,380
New & renewing Business Licenses Issued	7055	7078	7059
Business Closures	347	255	300

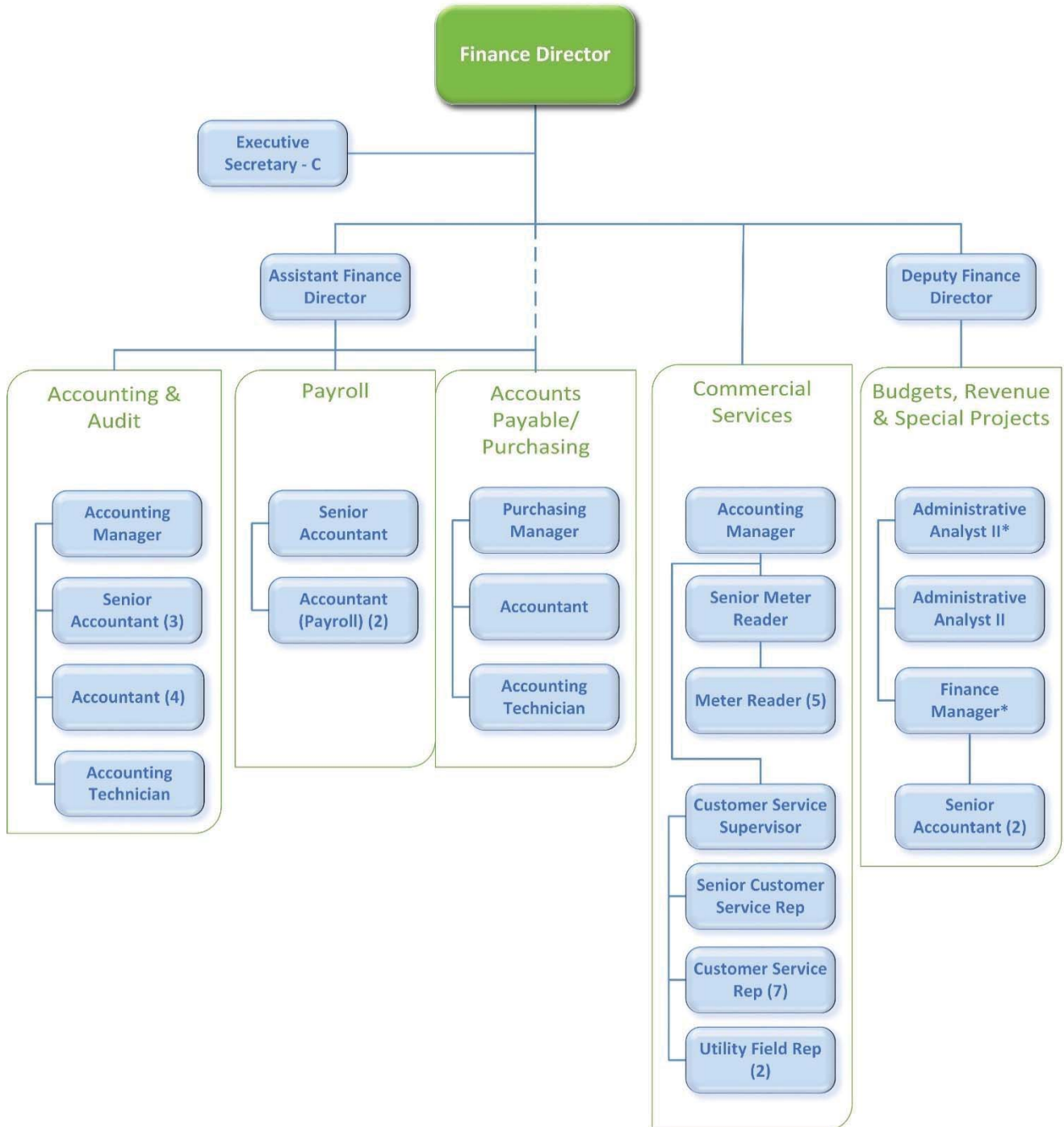


Finance after hour Annual Food Bank Volunteer



FINANCE DEPARTMENT

ORGANIZATIONAL CHART



*Limited (3) Year Term, position funded by ERP Project will expire 6/30/25



FINANCE DEPARTMENT

FULL-TIME PERSONNEL BY POSITION

		FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Group	Amended	Amended	Amended	Changes	Adopted
ACCOUNTING						
Finance Director	EXEC	1.00	1.00	1.00	-	1.00
Assistant Finance Director	EXEC	1.00	1.00	1.00	-	1.00
Deputy Finance Director	EXEC	-	1.00	1.00	-	1.00
Finance Manager (Ltd term expires 6/30/25) (a)	CAMP	-	1.00	1.00	-	1.00
Finance Manager	CAMP	1.00	-	-	-	-
Purchasing Manager	CAMP	1.00	1.00	1.00	-	1.00
Accounting Manager	CAMP	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	-	1.00
Administrative Analyst II (Ltd term expires 6/30/25) (b)	CAMP	-	1.00	1.00	-	1.00
Senior Accountant	IBEW	4.00	5.00	5.00	-	5.00
Accountant	IBEW	4.00	5.00	6.00	-	6.00
Payroll Supervisor	IBEW	1.00	-	-	-	-
Executive Secretary-C	CAMP	1.00	1.00	1.00	-	1.00
Accounting Technician	IBEW	3.00	3.00	2.00	-	2.00
		19.00	22.00	22.00	-	22.00
COMMERCIAL SERVICES						
Senior Accountant	IBEW	1.00	1.00	1.00	-	1.00
Customer Service Representative	IBEW	1.00	1.00	1.00	-	1.00
		2.00	2.00	2.00	-	2.00
Subtotal, General Fund		21.00	24.00	24.00	-	24.00
WATER FUND:						
WATER BILLING & COLLECTION						
Customer Service Supervisor	IBEW	1.00	1.00	1.00	-	1.00
Accounting Manager	CAMP	1.00	1.00	1.00	-	1.00
Accountant	IBEW	1.00	1.00	1.00	-	1.00
Sr. Customer Service Representative	IBEW	1.00	1.00	1.00	-	1.00
Customer Service Representative	IBEW	5.00	5.00	6.00	-	6.00
		9.00	9.00	10.00	-	10.00
WATER METER READING						
Meter Reader	IBEW	5.00	5.00	5.00	-	5.00
Sr.Meter Reader	IBEW	1.00	1.00	1.00	-	1.00
Utility Field Representative	IBEW	2.00	2.00	2.00	-	2.00
		8.00	8.00	8.00	-	8.00
Subtotal, Water Fund		17.00	17.00	18.00	-	18.00
TOTAL DEPARTMENT		38.00	41.00	42.00	-	42.00

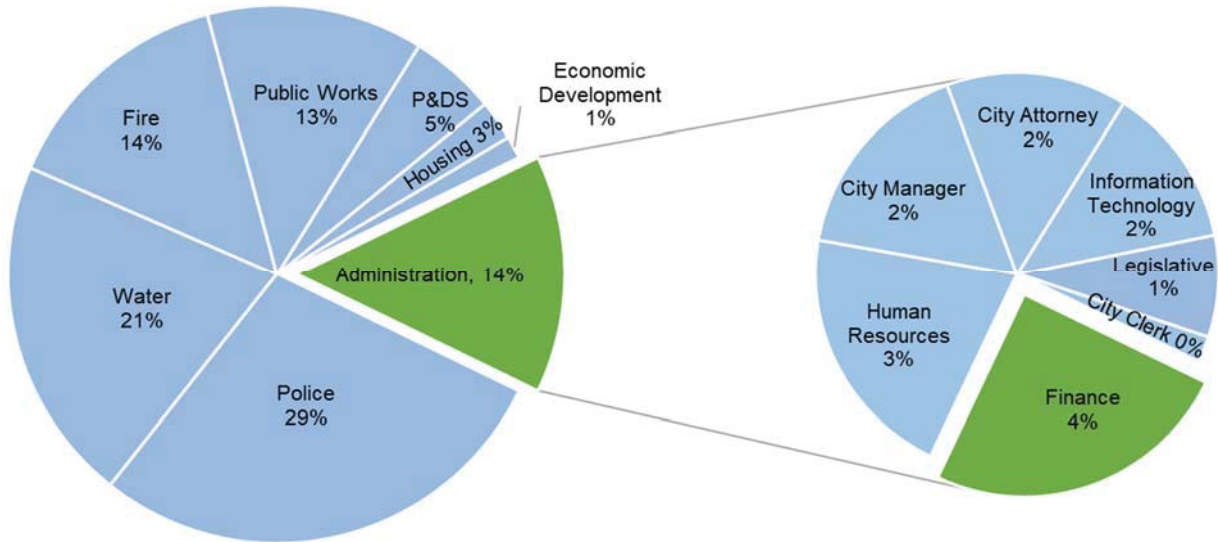
(a) Funded by ERP Project expires 6/30/25

(b) Funded by ARPA expires 6/30/25



FINANCE DEPARTMENT

FULL-TIME PERSONNEL BY DEPARTMENT



EXPENSES BY FISCAL YEAR (\$ MILLIONS)





FINANCE DEPARTMENT

FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Accounting/Administration				
Salaries and benefits	\$ 2,563,835	\$ 2,711,658	\$ 3,467,023	\$ 3,561,803
Services and supplies	249,677	265,111	252,000	211,500
Transfer out - Capital Funds	-	-	5,000	20,000
Interfund - General Liability Allocation	27,300	27,300	27,064	22,820
Interfund allocation	(1,499,519)	(1,548,798)	(1,483,293)	(1,510,404)
ARPA Expenditures	-	87,148	-	-
Total Accounting	<u>1,341,293</u>	<u>1,542,420</u>	<u>2,267,794</u>	<u>2,305,719</u>
Commercial Services				
Salaries and benefits	238,507	231,822	258,611	263,625
Services and supplies	59,198	67,714	157,500	163,000
Interfund - General Liability Allocation	2,088	2,088	1,860	1,569
Interfund allocation	(47,701)	(38,394)	(88,502)	(90,179)
ARPA Expenditures	-	-	-	-
Total Commercial Services	<u>252,092</u>	<u>263,229</u>	<u>329,469</u>	<u>358,015</u>
Total Finance				
Salaries and benefits	2,802,342	2,943,480	3,725,634	3,825,428
Services and supplies	308,875	332,825	409,500	374,500
Transfer out - Capital Funds (a)	-	-	5,000	40,000
Interfund - General Liability Allocation	29,388	29,388	28,924	24,389
Interfund allocation	(1,547,220)	(1,587,192)	(1,571,795)	(1,600,583)
ARPA Expenditures	-	87,148	-	-
Total Finance	<u>\$ 1,593,385</u>	<u>\$ 1,805,649</u>	<u>\$ 2,597,263</u>	<u>\$ 2,663,734</u>

(a) Transfer of computer hardware and software cost to capital outlay fund



FIRE DEPARTMENT

OVERVIEW

The primary mission of the Fire Department is to ensure a safe community through exceptional, professional fire services. The Department conducts ongoing recruitment and in-service training and manages internal organizational programs.

The Fire Department responds to emergency calls within the City of Vallejo, provides mutual aid to surrounding jurisdictions and throughout the State of California, conducts fire life safety inspections of businesses and multi-tenant housing, and oversees weed abatement of vacant parcels.

The City of Vallejo Fire Department is comprised of four Divisions: Administration, Prevention, Suppression, and Training.

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 the weed abatement of empty parcels.

Fire Suppression Division

Responsible for providing emergency response and incident organization at structure and wildland fires, earthquakes, floods, environmental emergencies, and rescue operations. Fire Suppression Division also provides advanced life support for all types of trauma and medical emergencies. 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 recruitment training efforts. In addition, the Training Division ensures members maintain required or necessary fire suppression and emergency medical services-based certifications in accordance with local, State, and Federal agencies and regulations.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$1.16 million lower than the FY 2022-23 adopted budget due to the changes detailed below:

- Twelve (12) 2018 Staffing for Adequate Fire and Emergency Response (SAFER) positions expired on March 10, 2023

Services and Supplies

There is an increase of \$177,000 in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget primarily due to the following:

- Post-traumatic stress disorder Counseling Services
- Personal protective equipment for current firefighters and new hire.



FIRE DEPARTMENT

FY 22-23 ACCOMPLISHMENTS

- Completion of two Fire Academies (total 17 Firefighters)
- Implemented Tone Alert System (ARPA)
- Provided CPR-certified training for City staff
- Firefighter and Spousal Peer Support Group
- Youth Fire Academy (SFARY)

FY 23-24 DEPARTMENT GOALS

CCG-1 Public Safety:

- Pursue SAFER 2022 grant
- Countywide Ambulance Service Contract
- Compliance with Personal Protective Equipment (PPE) Requirements per OSHA
- Reopen Station 28 (Mare Island)
- Fireground Training
- Captain's Academy

PERFORMANCE INDICATOR

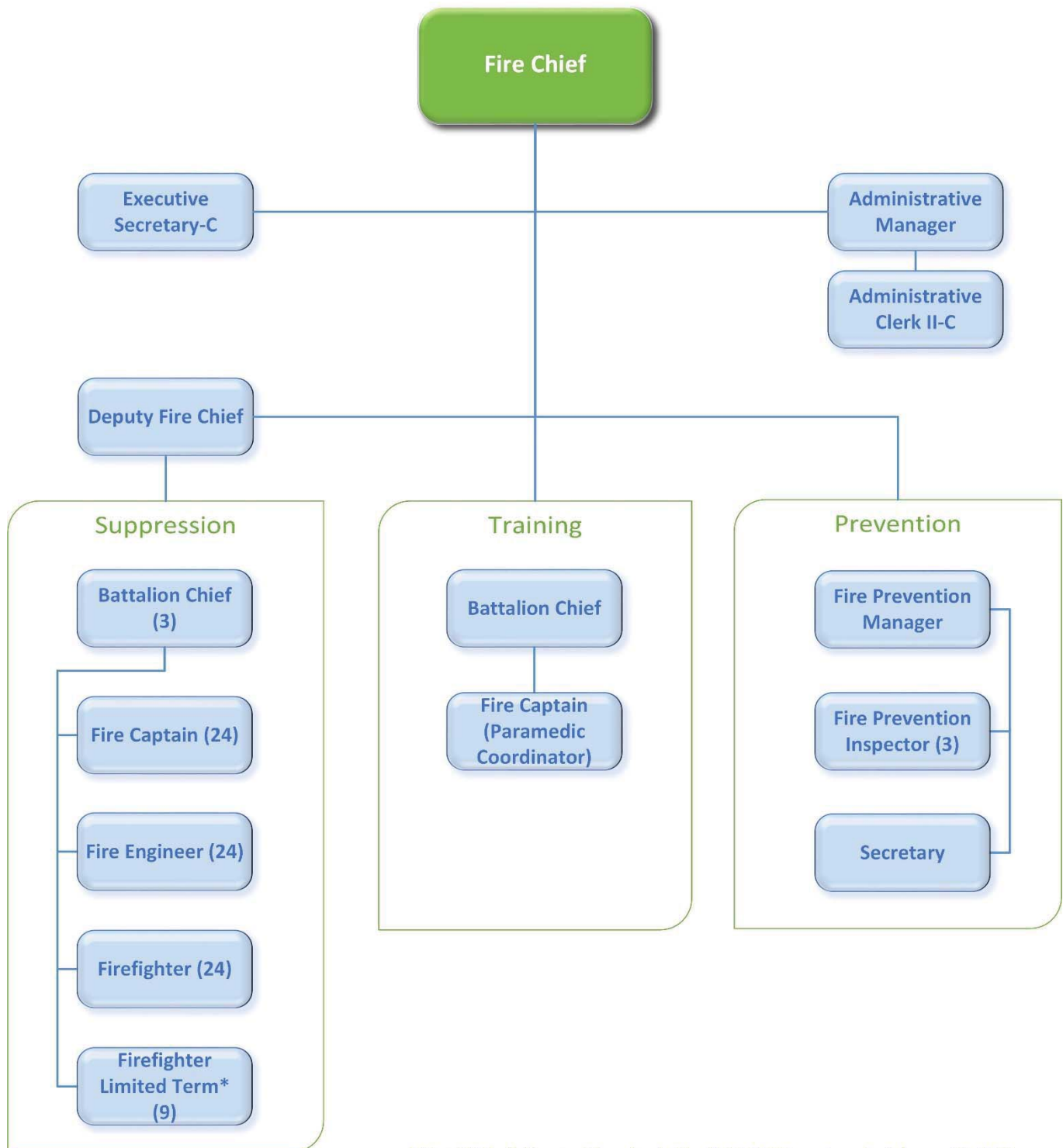
Performance Indicator	FY 21/22	FY 22/23
	Actuals	Estimated
Building Fire	90	108
Brush/vegetation fire	145	76
Outside fire	466	533
Other fires	251	177
Medical Service Calls	11,927	12,263
Calls for Service	803	836
Total Fire Suppression Calls	16,796	17,770
Fire Prevention Business License Inspections	172	176
Fire Prevention Annual Safety Inspections	1,187	1,411
Fire Prevention Weed Abatement Inspections	265	350
Fire Prevention Complaint-Based Inspections	117	146





FIRE DEPARTMENT

ORGANIZATIONAL CHART



* Nine (9) Firefighter positions funded by 2020 SAFER grant expire February 26, 2025



FIRE DEPARTMENT

FULL-TIME PERSONNEL BY POSITION

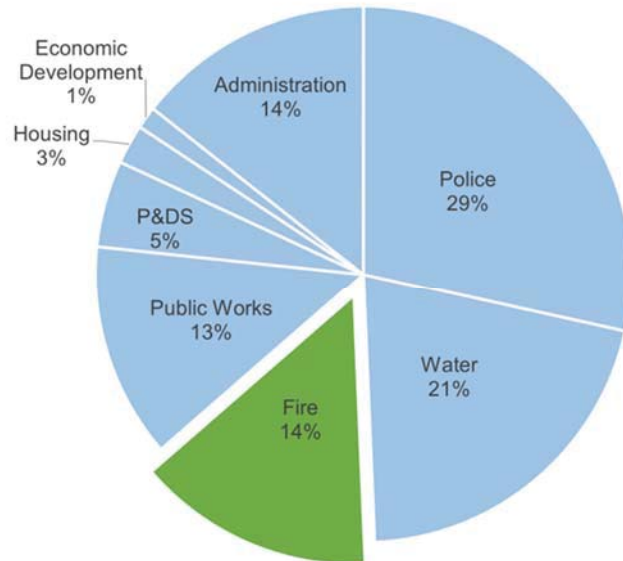
		FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Group	Amended	Amended	Amended	Changes	Adopted
ADMINISTRATION						
Fire Chief	EXEC	1.00	1.00	1.00	-	1.00
Deputy Fire Chief	EXEC	2.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	-	1.00
Administrative Manager	CAMP	-	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	-	-	-	-
Administrative Clerk II	CAMP	-	1.00	1.00	-	1.00
		5.00	5.00	5.00	-	5.00
SUPPRESSION						
Battalion Chief	IAFF	3.00	3.00	3.00	-	3.00
Fire Captain	IAFF	21.00	24.00	24.00	-	24.00
Fire Engineer	IAFF	21.00	24.00	24.00	-	24.00
Firefighter	IAFF	31.00	25.00	24.00	-	24.00
Firefighter (Limited Term) (a)	IAFF	21.00	21.00	21.00	(12.00)	9.00
		97.00	97.00	96.00	(12.00)	84.00
PREVENTION						
Fire Prevention Manager	CAMP	1.00	1.00	1.00	-	1.00
Fire Prevention Inspector	IBEW	2.00	3.00	3.00	-	3.00
Secretary	IBEW	1.00	1.00	1.00	-	1.00
		4.00	5.00	5.00	-	5.00
TRAINING						
Battalion Chief	IAFF	1.00	1.00	1.00	-	1.00
		1.00	1.00	1.00	-	1.00
EMERGENCY MEDICAL SERVICES						
Fire Captain	IAFF	1.00	1.00	1.00	-	1.00
		1.00	1.00	1.00	-	1.00
TOTAL DEPARTMENT		108.00	109.00	108.00	(12.00)	96.00
Staffing subtotals by type:						
Sworn		102.00	101.00	100.00	(12.00)	88.00
Unsworn		6.00	8.00	8.00	-	8.00
Total		108.00	109.00	108.00	(12.00)	96.00

(a) Nine (9) Firefighter positions funded by 2020 SAFER grant expire February 26, 2025;
Twelve (12) Firefighter positions funded by 2018 SAFER grant expired March 10, 2023 (Removed from FTE)



FIRE DEPARTMENT

FULL-TIME PERSONNEL BY DEPARTMENT



EXPENSES BY FISCAL YEAR (\$ MILLIONS)





FIRE DEPARTMENT

FY 23-24 ADOPTED BUDGET SUMMARY

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	FY 22-23 vs. FY 23-24
General Fund Expenditures					
Salaries and benefits	\$ 26,400,148	\$ 27,989,901	\$ 30,743,690	\$ 29,580,913	\$ (1,162,777)
Services and supplies	1,992,274	1,469,040	1,344,513	1,521,513	177,000
Vehicle maintenance & replacement	689,820	1,007,772	1,188,924	1,675,208	486,284
Transfer out - Capital Funds (a)	-	-	92,496	92,496	-
Interfund - General Liability Allocation	139,092	139,092	58,344	47,018	(11,326)
Interfund allocations	(255,685)	14,292	20,958	20,958	-
ARPA Expenditures	-	1,039,286	-	-	-
Net Expenditures	28,965,649	31,659,383	33,448,925	32,938,106	(510,819)
Program Revenues	7,252,268	6,894,288	7,524,373	7,495,045	(29,328)
Net Program Budget	\$ 21,713,381	\$ 24,765,095	\$ 25,924,552	\$ 25,443,061	\$ (481,491)

Authorized Positions

	Amended FY 20-21	Amended FY 21-22	Adopted FY 22-23	Adopted FY 23-24	FY 22-23 vs. FY 23-24
Sworn personnel	102.00	101.00	100.00	88.00 (b)	(12.00)
Non-sworn personnel	6.00	8.00	8.00	8.00	-
	108.00	109.00	108.00	96.00	(12.00)

(a) Transfer of funds to IT for computer hardware and software cost

(b) (12) 2018 SAFER expired on 3/10/23 and 9 Firefighter positions funded by 2020 SAFER grant will expire 2/26/25





FIRE DEPARTMENT

FY 23-24 ADOPTED BUDGET BY DIVISION

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
General Fund Expenditures				
Salaries and Benefits	\$ 26,400,148	\$ 27,989,901	\$ 30,743,690	\$ 29,580,913
Net, Salaries and benefits	26,400,148	27,989,901	30,743,690	29,580,913
 ADMINISTRATION				
Services and supplies	691,158	851,586	674,491	734,491
Vehicle maintenance & replacement	13,140	10,116	6,156	3,364
Transfer out - Capital Funds (a)	-	-	92,496	92,496
Interfund - General Liability Allocation	139,092	139,092	53,115	42,654
Interfund allocation	(255,685)	14,292	20,958	20,958
Total Administration	587,705	1,015,087	847,216	893,963
 SUPPRESSION				
Services and supplies	940,478	279,303	309,122	309,122
Vehicle maintenance & replacement	649,452	857,064	1,144,392	1,626,968
Total Suppression	1,589,930	1,136,367	1,453,514	1,936,090
 PREVENTION				
Services and supplies	65,554	64,119	72,000	72,000
Vehicle maintenance & replacement	19,884	70,728	18,912	20,048
Total Prevention	85,438	134,847	90,912	92,048
 TRAINING				
Services and supplies	131,184	163,905	170,400	287,400
Vehicle maintenance & replacement	7,344	9,864	19,464	24,828
Interfund - General Liability Allocation	-	-	5,229	4,364
Total Training	138,528	173,769	195,093	316,592
 PARAMEDIC PROGRAM				
Services and supplies	163,900	110,126	118,500	118,500
Vehicle maintenance & replacement	-	60,000	-	-
Total Paramedic Program	163,900	170,126	118,500	118,500
 ARPA Expenditures	-	1,039,286	-	-
 Net Expenditures	\$ 28,965,649	\$ 31,659,383	\$ 33,448,925	\$ 32,938,106

(a) Transfer of funds to IT for computer hardware and software cost



HUMAN RESOURCE DEPARTMENT

OVERVIEW

The Human Resources Department & Risk Management 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 resource 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 and Risk Management. 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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$43,000 higher than the FY 2022-23 adopted budget.

Services and Supplies

There is an increase of \$110,000 in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget primarily due to additional cost for Professional Services.



HUMAN RESOURCE DEPARTMENT

FY 22-23 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.

FY 23-24 DEPARTMENT GOALS

CCG-2: Efficient, Effective, and Responsive Government

- 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 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.

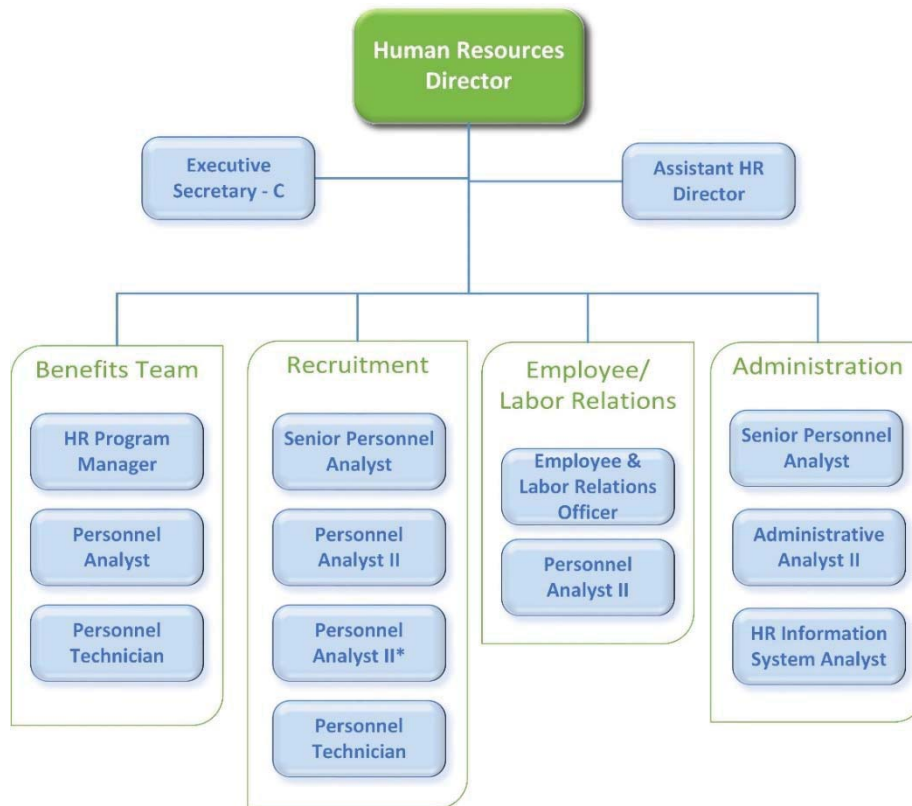
PERFORMANCE INDICATOR

Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Number of job applications processed	3,537	4,449	4,000
Number of people hired or promoted	96	136	145
Turnover Rate year over year (Terminations)	109	118	150



HUMAN RESOURCE DEPARTMENT

ORGANIZATIONAL CHART



* Limited Term, positions funded by ARPA will expire 6/30/2025

FULL-TIME PERSONNEL BY POSITION

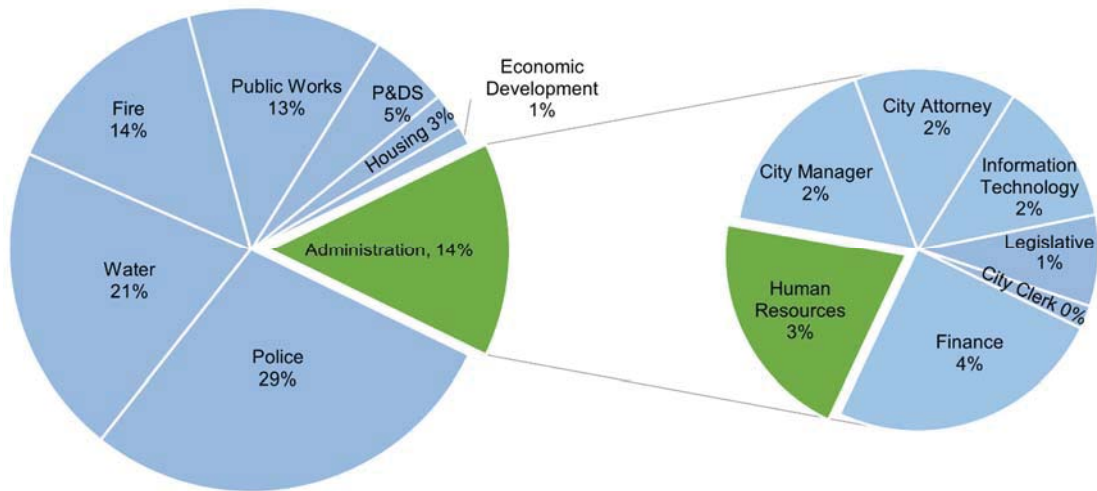
	Group	FY 20-21	FY 21-22	FY 22-23	FY 23-24	
		Amended	Amended	Amended	Changes	Adopted
Human Resources Director	EXEC	1.00	1.00	1.00	-	1.00
Assistant Human Resources Director	EXEC	1.00	1.00	1.00	-	1.00
HR Program Manager	EXEC	4.00	1.00	1.00	-	1.00
Employee and Labor Relations Officer	EXEC	-	1.00	1.00	-	1.00
Senior Personnel Analyst	CAMP	1.00	2.00	2.00	-	2.00
Administrative Analyst II	CAMP	-	1.00	1.00	-	1.00
HR Information System Analyst	CAMP	-	1.00	1.00	-	1.00
Personnel Analyst II	CAMP	3.00	3.00	3.00	-	3.00
Personnel Technician	CAMP	3.00	2.00	2.00	-	2.00
Personnel Analyst II (Ltd term expires 6/30/25) (a)	CAMP	-	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	-	1.00	1.00	-	1.00
Admin Clerk II-C	CAMP	1.00	-	-	-	-
Subtotal, General Fund		14.00	15.00	15.00	-	15.00
Water Fund 401						
Personnel Analyst II	CAMP	-	1.00	1.00	-	1.00
Total Human Resources		14.00	16.00	16.00	-	16.00

(a) Limited Term position funded by ARPA will expire 6/30/2025



HUMAN RESOURCE DEPARTMENT

FULL-TIME PERSONNEL BY DEPARTMENT



EXPENSES BY FISCAL YEAR (\$ MILLIONS)



FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Salaries and benefits	\$ 2,137,132	\$ 1,977,858	\$ 2,587,822	\$ 2,630,963
Services and supplies	608,831	553,923	537,180	647,180
Transfer out - Capital Funds (a)	-	-	65,000	65,000
Interfund - General Liability Allocation	22,464	22,464	20,739	17,312
Interfund allocation	(777,323)	(802,838)	(757,487)	(772,637)
ARPA Expenditures	-	45,504	-	-
Total Human Resources	\$ 1,991,104	\$ 1,796,910	\$ 2,453,254	\$ 2,587,818

(a) Transfer of computer hardware and software cost to capital outlay fund



INFORMATION TECHNOLOGY DEPARTMENT

OVERVIEW

Information Technology (IT) Department 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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$142,000 higher than the FY 2022-23 adopted budget due to the change detailed below:

- Added (1) one IS Support Technician II

Services and Supplies

There is an increase of \$39,000 in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget primarily due to additional cost for Training & Conference

FY 22-23 ACCOMPLISHMENTS

- 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. Additional fire trucks and several public safety vehicles were fitted with the new radio system in 2022.
- New City website Launched in March 2022 in collaboration with communication team.
- Launched a new citizen engagement tool (www.MyVallejo.com). This tool documents all city projects and allows our citizens to submit comments and valuable feedback through this platform.
- Data Centers consolidation and telecom audit, City Hall, Amador, and Fleming Hill data centers were equipped with more green virtualized technology, and backup systems.
- Fire Tone Alert project was completed in December 2022. As part of this project 7 fire stations and Vallejo PD Dispatch were retrofitted with WestNet's new Tone Alert System.
- Broadband Fiber Optic Plan of 2016 was refreshed, and the newly created Broadband & Digital Equity Strategy was adopted by the City Council in 2022.
- As part of the city-wide broadband project a new Internet Service Provider P3 (public-private-partnership) contractor Smart Fiber Networks was selected to manage and maintain the city's vast municipal fiber network.
- In close partnership with Planning and Building Departments the existing permitting system (TrakIT) was upgraded to a new cloud-based Community Development and Land Management System.
- The City Council Chamber was upgraded with closed caption and translation equipment, along with a new queuing system for making public comments. Many enhancements were made to streamline the remote participation of citizens in public meetings.
- Launched a new spam filter platform. Switched from Barracuda to Proof Point Spam Filter in March 2023.



INFORMATION TECHNOLOGY DEPARTMENT

FY 23-24 DEPARTMENT GOALS

- **CCG-2:** Working in close partnership with Finance and several other key departments in completing the upgrade of city's enterprise resource planning financial system. The current financial system install over 25 years ago will be replaced by state-of-the-art cloud-based Finance Enterprise software from Central Square. The upgrade is expected to be completed in January 2024.
- **CCG-3:** Continue to build and expand the city-wide broadband infrastructure by expanding the city fiber in new developments and key strategic locations in the city. Several municipal buildings will be connected to the city's fiber. This will eliminate the monthly recurring cost to the telecom companies.
- **CCG-3:** Public Wi-Fi will be installed in Vallejo Downtown, Barbara Kondylis Waterfront Park, Ferry Building, Blue Rock Springs Park, and Dan Foley Cultural Center.
- **CCG-2:** Continue to enhance city's cybersecurity footprint to ensure city's data is protected and the network remains safe and protected.
- **CCG-1:** Move public safety answering point (PSAP) dispatch to a new location as per City's Council's direction.

PERFORMANCE INDICATOR

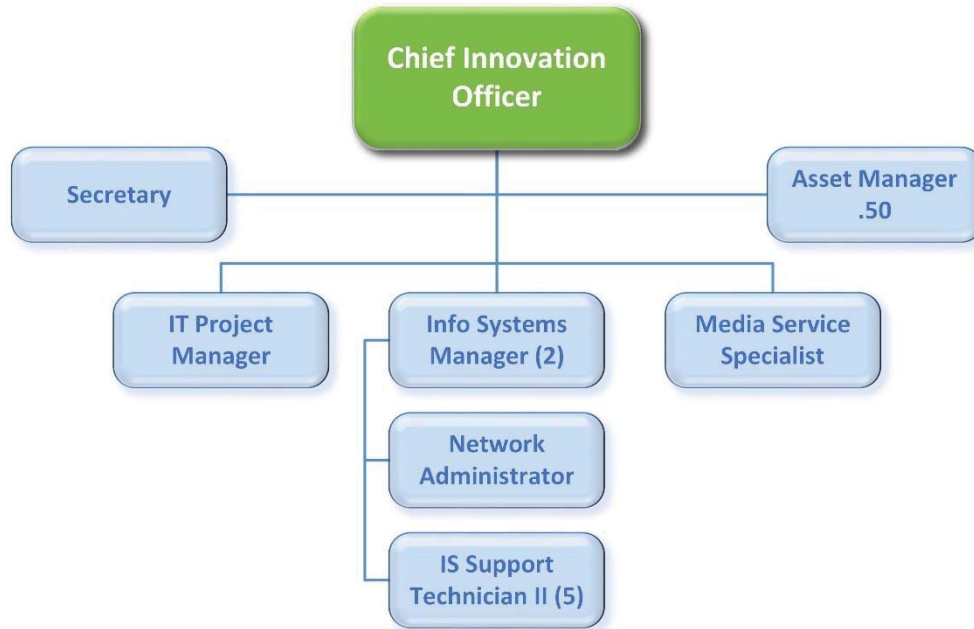
Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Closed Circuit Cameras Supported	163	163	200
Desktops / Laptops Supported	688	688	800
Technology Service Calls	6156	6535	6900
Management Prioritized IT Projects	75	90	120
GIS Layers maintained	162	162	200
Servers maintained	102	102	102
Business Applications	50	70	100





INFORMATION TECHNOLOGY DEPARTMENT

ORGANIZATIONAL CHART



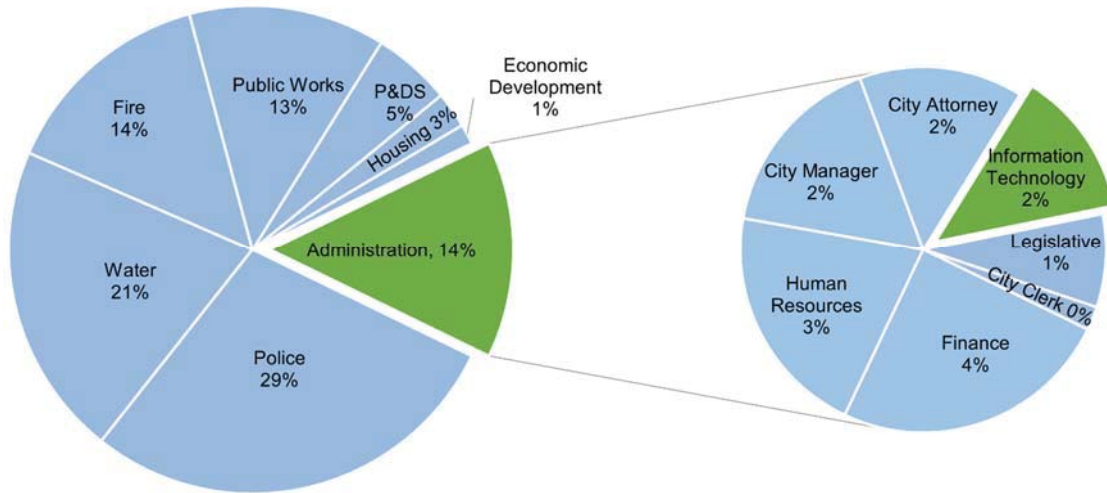
FULL-TIME PERSONNEL BY POSITION

	Group	FY 20-21	FY 21-22	FY 22-23	FY 23-24	
		Amended	Amended	Amended	Changes	Adopted
Chief Innovation Officer	EXEC	1.00	1.00	1.00	-	1.00
IT Project Manager	CAMP	1.00	1.00	1.00	-	1.00
Information Systems Manager	CAMP	3.00	2.00	2.00	-	2.00
Network Administrator	CAMP	1.00	1.00	1.00	-	1.00
IS Services Specialist	IBEW	1.00	1.00	-	-	-
Media Services Specialist	CAMP	1.00	1.00	1.00	-	1.00
Asset Manager	CAMP	-	-	0.50	-	0.50
IS Support Technician II	IBEW	3.00	3.00	4.00	1.00	5.00
IS Support Technician I	IBEW	1.00	1.00	-	-	-
Secretary	IBEW	-	-	1.00	-	1.00
Administrative Clerk II	IBEW	1.00	1.00	-	-	-
Total Information Technology		13.00	12.00	11.50	1.00	12.50



INFORMATION TECHNOLOGY DEPARTMENT

FULL-TIME PERSONNEL BY DEPARTMENT



EXPENSES BY FISCAL YEAR (\$ MILLIONS)



FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Salaries and benefits	\$ 1,579,413	\$ 1,798,678	\$ 1,901,927	\$ 2,043,870
Services and supplies	275,264	233,840	245,950	285,200
Vehicle maintenance & replacement	1,344	1,452	3,792	772
Interfund - General Liability Allocation	18,216	18,216	14,098	11,912
Interfund allocation	(582,922)	(561,553)	(560,170)	(571,373)
ARPA Expenditures	-	352,369	-	-
Total Information Technology	\$ 1,291,315	\$ 1,490,634	\$ 1,605,597	\$ 1,770,381



LEGISLATIVE/BOARD & COMMISSIONS

OVERVIEW

The Legislative is comprised of the Vallejo City Council and its Boards and Commissions. These groups help develop legislation and policies to direct the City. The Vallejo City Council is composed of 6 Councilmembers who are elected by-district and a directly elected Mayor. There are 16 Boards and Commissions in Vallejo that advise Council on a variety of topics. The City Council appoint Board Members and Commissioners to their seats and for several of the Boards and Commissioners their representatives are appointed to align with the district that they reside in.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$51,000 increase than FY 2022-23 adopted budget due to salary increase for Councilmembers and the Mayor that was approved in January 2023.

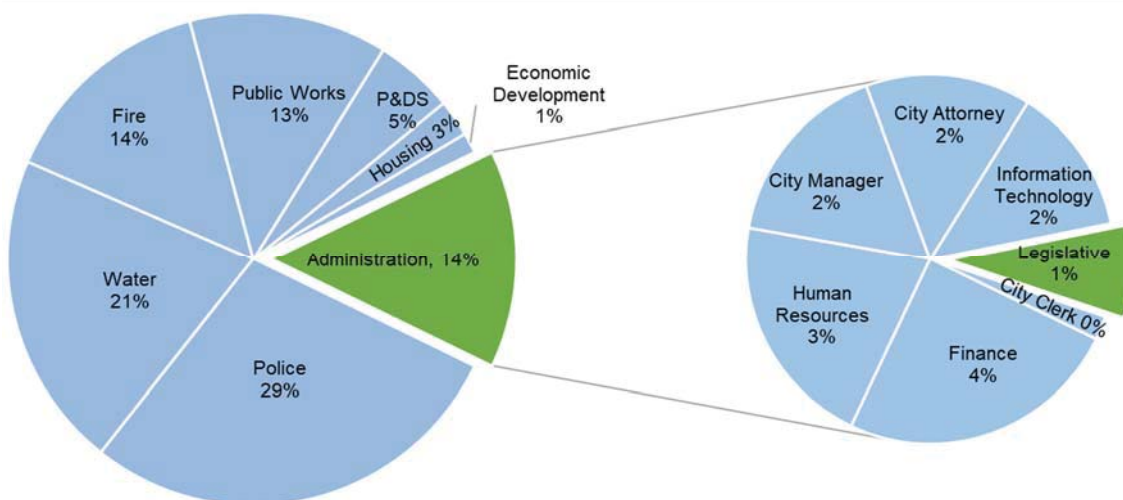
Services and Supplies

Services and Supplies will remain status quo for the Legislative/Boards and Commissions and was based on last fiscal year's adopted budget.

FULL-TIME PERSONNEL BY POSITION

	FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Amended	Amended	Amended	Changes	Adopted
MAYOR & COUNCIL					
Mayor	1.00	1.00	1.00	-	1.00
City Council	6.00	6.00	6.00	-	6.00
Executive Assistant to the Mayor	1.00	1.00	1.00	-	1.00
Executive Assistant to the Mayor	-	-	-	-	-
Total Legislative	8.00	8.00	8.00	-	8.00

FULL-TIME PERSONNEL BY DEPARTMENT





LEGISLATIVE/BOARD & COMMISSIONS

EXPENSES BY FISCAL YEAR (\$ MILLIONS)



FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Salaries and benefits	\$ 374,412	\$ 387,746	\$ 387,179	\$ 438,168
Services and supplies	87,846	57,542	72,150	72,150
Boards and Commissions	9,182	8,289	51,100	51,100
Transfer out - Capital Funds (a)	-	-	17,000	17,000
Interfund - General Liability Allocation	3,096	3,096	2,483	2,598
Interfund allocation	(250,723)	(210,984)	(250,723)	(255,737)
Total Legislative	\$ 223,813	\$ 245,690	\$ 279,189	\$ 325,279

(a) Transfer of computer hardware and software cost to capital outlay fund



Photos (Left to Right): Councilmember Peter Bregenzer (District 5), Councilmember Mina Loera-Diaz (District 3), Vice Mayor Rozzana Verder-Aliga (District 1), Mayor Robert H. McConnell, Councilmember Cristina Arriola (District 6), Councilmember Diosdado "JR" Matulac (District 2), and Councilmember Charles Palmares (District 4)



LEGISLATIVE/BOARD & COMMISSIONS

FY 23-24 ADOPTED BUDGET – BOARD AND COMMISSIONS

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Boards and Commissions				
Architectural Heritage & Landmark	-	-	3,000	3,000
Beautification	-	400	400	400
Civil Service	225	550	1,200	1,200
Planning	3,830	3,040	10,000	10,000
Sister City	3,121	1,683	16,000	16,000
Human Relations	-	176	400	400
Commissions on Culture and the Arts	-	-	400	400
Building Standards Code Appeals Board	-	-	400	400
McCune Collection	2,006	2,441	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
Police Oversight & Accountability Board	-	-	-	400
Measure P Oversight Committee	-	-	-	400
Training & Technology (a)	-	-	28,400	27,600
Total	\$ 9,182	\$ 8,289	\$ 65,100	\$ 65,100

(a) Transfer of funds to IT for computer hardware and software cost



PLANNING & DEVELOPMENT SERVICES DEPARTMENT

OVERVIEW

promote quality development citywide and increase investment in the community which then increases the tax base and job opportunities for residence of Vallejo. 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.

The Planning and Development Services Department consists of Department Administration and three divisions: the Planning Division, Building Division and the Code Enforcement Division.

Department Administration

Responsible for overall departmental management of the three 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, abandoned shopping cart enforcement efforts 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. Building 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).

Code Enforcement Division

On private properties, Code Enforcement manages and coordinates the City's property maintenance ordinance, vacant real property registration, inoperative/inoperable/dismantled/wrecked vehicles, shopping cart ordinance, proactive and public nuisance property inspections, and other interested parties of noted code violations. Works with other city departments and outside agencies to address distressed and dangerous properties.



PLANNING & DEVELOPMENT SERVICES DEPARTMENT

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$217 thousand higher than the FY 2022-23 adopted budget due to the changes detailed below:

- Economic Development Division was moved from Planning & Development Services to a separate department.
- Code Enforcement was moved from Police to Planning & Development Services in FY 2022-23 Midyear

Services and Supplies

There is a decrease of \$403,000 in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget primarily due to the following:

- Economic Development Division was moved from Planning & Development Services to a separate department.

FY 22-23 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 4,084 building permits and processed 401 Planning entitlements
- All while working with reduced staffing levels

FY 23-24 DEPARTMENT GOALS

Multi-Year

- **CCG-4:** Community involvement, prepare and adopt the updated Housing, Safety and Environmental Justice elements of the General Plan
- **CCG-3:** This meets State mandates, as well as creating improved goals and policies to protect all of Vallejo
- **CCG-3:** Phase 2 of Zoning Code Update
- **CCG-3:** Inclusionary Ordinance, clean up items
- **CCG-3:** Adopt and enact 2022 California Building Code Update



PLANNING & DEVELOPMENT SERVICES DEPARTMENT

PERFORMANCE INDICATOR

Performance Indicator Planning & Development Services	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Public Hearings Held for Projects	4	11	15
Staff-level discretionary Planning decisions	284	390	450
Development Entitlements Applications submitted	44	67	75
Number of Building Permits Issued	3,052	4,084	5,600
Valuation of Building Permits Issued (millions)	\$84.53	\$138,275	\$150,000
Number of New Residential Unit Building Permits Submitted	11	63	1,000
Number of New Residential Unit Building Permits Issued	2	38	950
Number of ADU/JADU projects completed	21	28	50

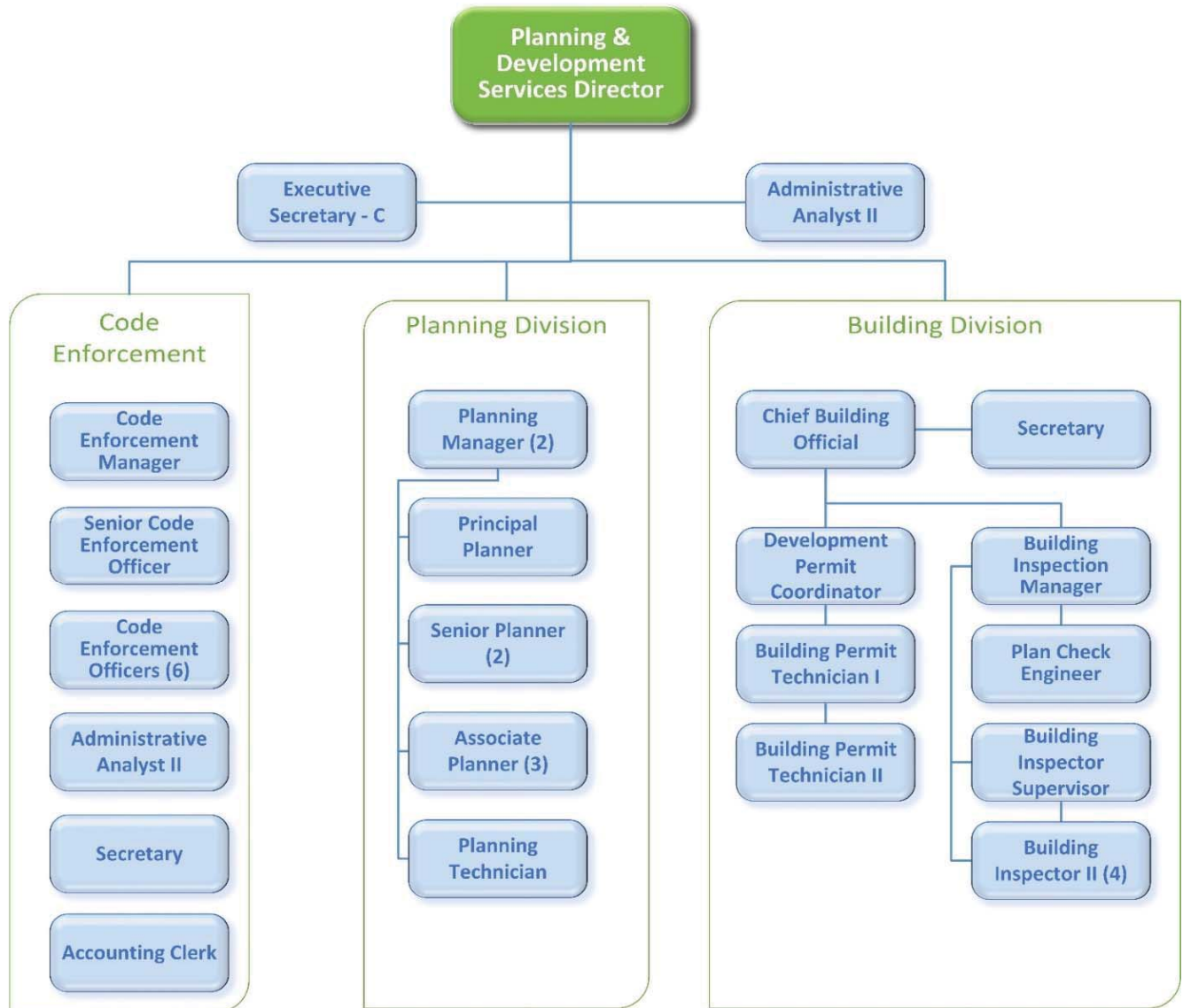
Performance Indicator Code Enforcement	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Open Cases	1,507	1,395	2,000
Closed Cases	1,637	1,208	1,500





PLANNING & DEVELOPMENT SERVICES DEPARTMENT

ORGANIZATIONAL CHART



(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.

* One (1) Vacant Planning Technician position frozen since FY19-20



PLANNING & DEVELOPMENT SERVICES DEPARTMENT

FULL-TIME PERSONNEL BY POSITION

		FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Group	Amended	Amended	Amended	Changes	Adopted
ADMINISTRATION						
Community Development Director	EXEC	-	-	-	-	-
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
Administrative Analyst II	CAMP	1.00	1.00	1.00	-	1.00
		3.00	3.00	3.00	-	3.00
BUILDING						
Chief Building Official	CAMP	1.00	1.00	1.00	-	1.00
Building Inspection Manager	CAMP	1.00	1.00	1.00	-	1.00
Building Inspection Supervisor	IBEW	1.00	1.00	1.00	-	1.00
Building Inspector II	IBEW	4.00	4.00	4.00	-	4.00
Development Permit Coordinator	CAMP	1.00	1.00	1.00	-	1.00
Plan Check Engineer	IBEW	1.00	1.00	1.00	-	1.00
Building Permit Technician I	IBEW	1.00	1.00	1.00	-	1.00
Building Permit Technician II	IBEW	1.00	1.00	1.00	-	1.00
Secretary	IBEW	1.00	1.00	1.00	-	1.00
		12.00	12.00	12.00	-	12.00
PLANNING						
Planning Manager	CAMP	2.00	2.00	2.00	-	2.00
Principal Planner	CAMP	1.00	1.00	1.00	-	1.00
Senior Planner	CAMP	2.00	2.00	2.00	-	2.00
Associate Planner	IBEW	3.00	3.00	3.00	-	3.00
Planning Technician (a)	IBEW	1.00	1.00	1.00	-	1.00
		9.00	9.00	9.00	-	9.00
CODE ENFORCEMENT (b)						
Code Enforcement Manager	CAMP	-	-	1.00	-	1.00
Sr. Code Enforcement Officer	IBEW	-	-	1.00	-	1.00
Code Enforcement Officer	IBEW	-	-	6.00	-	6.00
Accounting Clerk II	IBEW	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	1.00	-	1.00
Secretary	IBEW	-	-	1.00	-	1.00
		-	-	11.00	-	11.00
ECONOMIC DEVELOPMENT (c)						
Economic Development Manager	CAMP	-	1.00	-	-	-
Economic Development Program Manager	CAMP	-	3.00	-	-	-
Real Property and Asset Manager	CAMP	-	-	-	-	-
Sr. Comm. Development Analyst	IBEW	-	1.00	-	-	-
Administrative Analyst II	CAMP	-	1.00	-	-	-
Secretary	IBEW	-	1.00	-	-	-
		-	7.00	-	-	-
TOTAL DEPARTMENT		24.00	31.00	35.00	-	35.00

(a) One (1) Vacant Planning Technician position frozen since FY19-20.

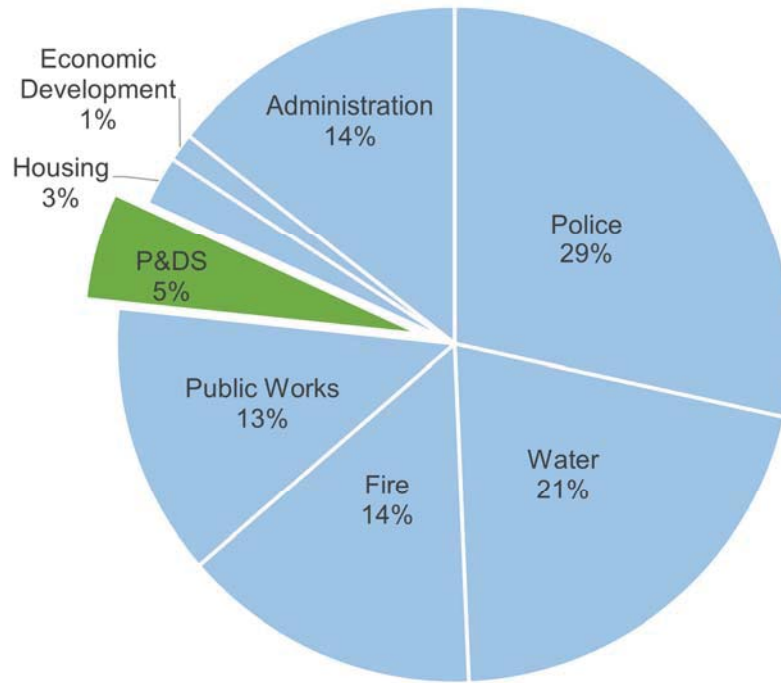
(b) Code Enforcement Division moved from Police Department in FY22-23 Midyear.

(c) Economic Development Division moved to Economic Development Department in FY22-23 Midyear.



PLANNING & DEVELOPMENT SERVICES DEPARTMENT

FULL-TIME PERSONNEL BY DEPARTMENT



EXPENSES BY FISCAL YEAR (\$ MILLIONS)





PLANNING & DEVELOPMENT SERVICES DEPARTMENT

FY 23-24 ADOPTED BUDGET SUMMARY

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	FY 22-23 vs. FY 23-24
General Fund Expenditures				(a)	
Salaries and benefits	\$ 3,230,582	\$ 3,751,461	\$ 5,292,222	\$ 5,508,728	\$ 216,506
Services and supplies	192,707	959,926	1,123,888	720,662	(403,226)
Vehicle maintenance & replacement	30,408	18,108	21,852	90,968	69,116
Transfer out - Capital Funds (b)	253,380	254,047	247,000	264,457	17,457
Interfund - General Liability Allocation	35,016	42,468	38,200	33,543	(4,657)
Interfund allocations	(2,625)	(215,165)	(136,530)	-	136,530
ARPA Expenditures	-	-	-	-	-
Net Expenditures	3,739,468	4,810,845	6,586,632	6,618,358	31,726
Program Revenues	2,767,900	3,406,683	4,675,517	5,428,127	752,610
Net Program Budget	\$ 971,568	\$ 1,404,162	\$ 1,911,115	\$ 1,190,231	\$ (720,884)

	Amended FY 20-21	Amended FY 21-22	Adopted FY 22-23	Adopted FY 23-24	FY 22-23 vs. FY 23-24
Authorized Positions	24.00	31.00	31.00	35.00	4.00

- (a) Economic Development Division was moved from Planning & Development Services to a separate department and Code Enforcement was moved from Police to Planning and Development Services in FY 22-23 Midyear
- (b) Transfer restricted technology, permit coordination and general plan update fees to capital outlay fund and IT for computer hardware and software cost



PLANNING & DEVELOPMENT SERVICES DEPARTMENT

FY 23-24 ADOPTED BUDGET BY DIVISION

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
General Fund				
Building				
Salary and benefits	\$ 1,607,867	\$ 1,521,599	\$ 1,940,921	\$ 1,902,000
Services and supplies	80,833	173,415	105,000	465,500
Vehicle maintenance & replacement	29,592	17,940	21,108	62,124
Transfer out - Capital Funds	44,893	56,825	45,000	58,677
Interfund - General Liability Allocation	16,488	16,488	12,902	11,568
Interfund allocation	(2,625)	-	-	-
Subtotal Building	<u>1,777,048</u>	<u>1,786,267</u>	<u>2,124,931</u>	<u>2,499,869</u>
Planning				
Salary and benefits	1,043,272	1,000,074	1,464,969	1,585,440
Services and supplies	103,173	67,092	72,302	72,302
Vehicle maintenance & replacement	816	168	744	1,971
Transfer out - Capital Funds	208,487	197,222	195,000	198,780
Interfund - General Liability Allocation	13,080	13,080	11,008	9,747
Subtotal Planning	<u>1,368,828</u>	<u>1,277,635</u>	<u>1,744,023</u>	<u>1,868,240</u>
Economic Development (a)				
Salary and benefits	-	717,982	1,286,491	-
Services and supplies	-	697,326	910,326	-
Transfer out - Capital Funds	-	-	5,000	-
Interfund - General Liability Allocation	-	7,452	9,658	-
Interfund allocation	-	(215,165)	(136,530)	-
Subtotal Economic Development	<u>-</u>	<u>1,207,595</u>	<u>2,074,945</u>	<u>-</u>
Code Enforcement (b)				
Salaries and benefits	-	-	-	1,427,616
Services and supplies	-	-	-	146,600
Vehicle maintenance & replacement	-	-	-	26,873
Transfer out - Capital Funds	-	-	-	5,000
Interfund - General Liability Allocation	-	-	-	8,526
Total Code Enforcement	<u>-</u>	<u>-</u>	<u>-</u>	<u>1,614,615</u>
Administration				
Salary and benefits	579,443	511,807	599,841	593,672
Services and supplies	8,701	22,092	36,260	36,260
Transfer out - Capital Funds	-	-	2,000	2,000
Interfund - General Liability Allocation	5,448	5,448	4,632	3,702
Subtotal Administration	<u>593,592</u>	<u>539,347</u>	<u>642,733</u>	<u>635,634</u>

(a) Economic Development Division was moved from Planning & Development Services to a separate department

(b) Code Enforcement Division was moved from Police Department to Planning & Development Services



PLANNING & DEVELOPMENT SERVICES DEPARTMENT

FY 23-24 ADOPTED BUDGET BY DIVISION (CONTINUED)

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Total Planning & Development Services				
Salary and benefits	3,230,582	3,751,461	5,292,222	5,508,728
Services and supplies	192,707	959,926	1,123,888	720,662
Vehicle maintenance & replacement	30,408	18,108	21,852	90,968
Transfer out - Capital Funds (a)	253,380	254,047	247,000	264,457
Interfund - General Liability Allocation	35,016	42,468	38,200	33,543
Interfund allocation	(2,625)	(215,165)	(136,530)	-
ARPA Expenditures	-	-	-	-
Net Expenditures	\$ 3,739,468	\$ 4,810,845	\$ 6,586,632	\$ 6,618,358

(a) Transfer restricted technology, permit coordination and general plan update fees to capital outlay fund and IT for computer hardware and software cost



POLICE DEPARTMENT

OVERVIEW

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.

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 signoffs, 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 patrolling 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.

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, FBI Federal Task Force Officers, 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.



POLICE DEPARTMENT

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$1.24 million lower than the FY 2022-23 adopted budget due to the changes detailed below:

- Eight (8) 2020 COPS grant positions expired on June 30, 2023
- Code Enforcement Division moved to Planning & Development Department in FY 22-23 Midyear

Services and Supplies

There is an increase of \$281,000 in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget primarily due to the following:

- Increase cost of Evidence Vehicle Storage
- Increase cost of Forensic Lab Processing Fees
- Range Supplies/Ammunition related to training
- Leadership Training
- In-Car Cameras
- Replacement of simulation training equipment (VirTra)

FY 22-23 ACCOMPLISHMENTS

- Expanded Automated License Plate Readers (ALPR) coverage throughout city and added CCTV cameras.
- In-car cameras are deployed in all patrol vehicles
- Use-of-Force policy and dashboard updated.
- Drafted ordinances as a result of community concerns regarding sideshowes, ghost guns and catalytic converter thefts.
- Received grant funds in excess of \$2,000,000.
- Service area command / relational policing implemented.
- 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.



POLICE DEPARTMENT

FY 23-24 DEPARTMENT GOALS

CCG-1: Public Safety

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 (IHART).
- 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.

PERFORMANCE INDICATOR

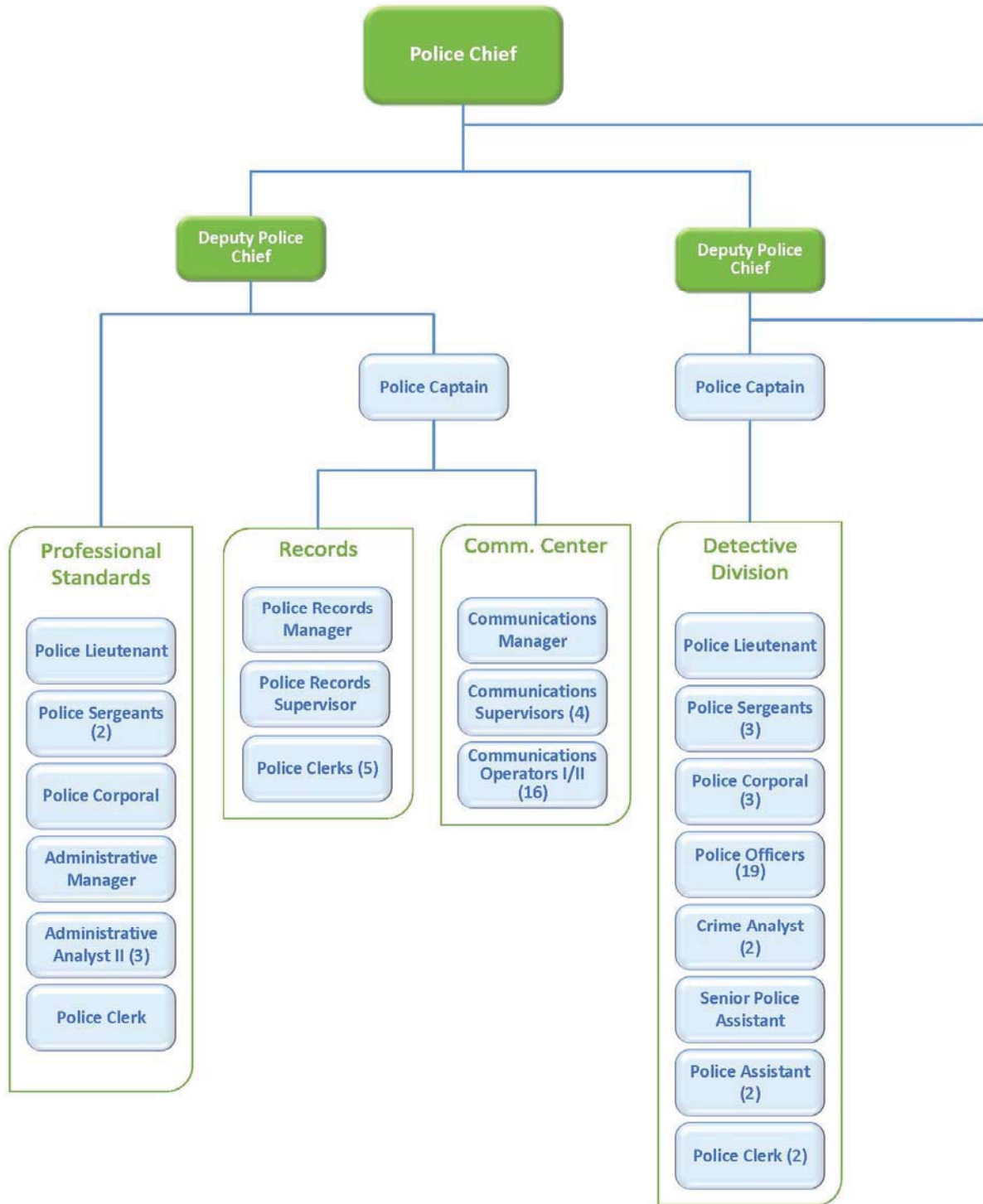
Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Physical Arrests	1,133	1,167	1,201
Traffic Citations	474	205	250
Community Outreach Events	5	8	12
Vehicles Towed	1,845	832	500
Average Response Time (Priority 1)	9:20	12:20	15:20
Priority 1 calls for service	1,427	1,357	1,287
Non-Priority calls for service	50,397	47,894	45,391
Reports Processed	14,273	13,680	14,879
Chief Advisory Board Meetings	10	11	11
Public Records Act Requests	673	572	600





POLICE DEPARTMENT

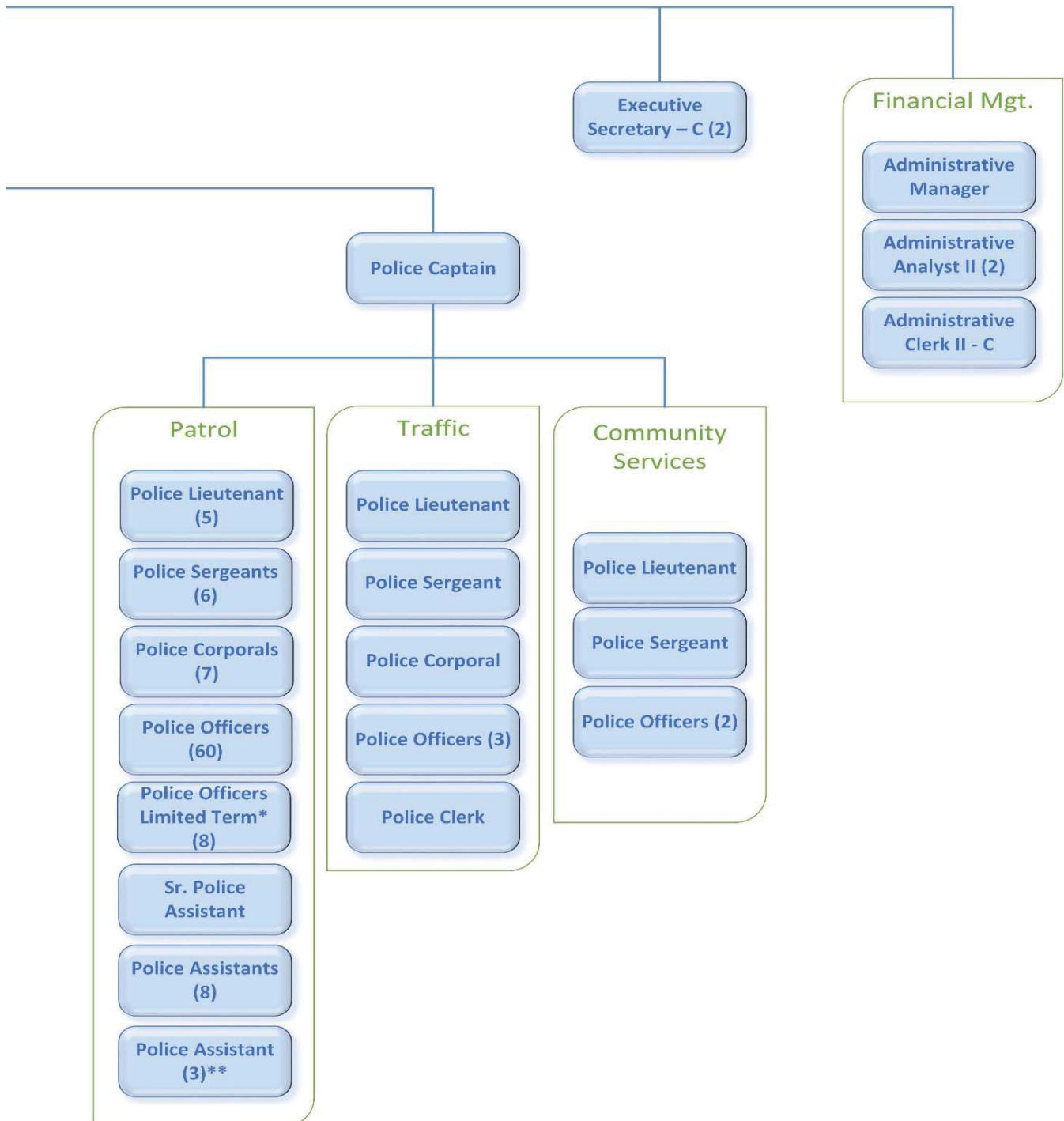
ORGANIZATIONAL CHART





POLICE DEPARTMENT

ORGANIZATIONAL CHART



*Limited (4) Year Term, positions funded by 2020 COPS grant will expire 1 year after the award for the position (3 years) ends.

** Limited Term, positions funded by ARPA will expire 6/30/2025



POLICE DEPARTMENT

FULL-TIME PERSONNEL BY POSITION

		FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Group	Amended	Amended	Amended	Changes	Adopted
PUBLIC SAFETY						
Police Chief	EXEC	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
Police Lieutenant (b)	VPOA	8.00	8.00	9.00	-	9.00
Police Sergeant	VPOA	13.00	13.00	13.00	-	13.00
Police Corporal (c)	VPOA	12.00	12.00	12.00	-	12.00
Police Officer (d)	VPOA	84.00	84.00	84.00	-	84.00
Police Officer (Ltd 4-yr term) (e)	VPOA	8.00	8.00	8.00	-	8.00
		131.00	131.00	132.00	-	132.00
Administrative Manager	CAMP	1.00	1.00	1.00	1.00	2.00
Administrative Analyst II	CAMP	3.00	4.00	5.00	-	5.00
Administrative Analyst I	CAMP	2.00	2.00	-	-	-
Administrative Clerk II-C	CAMP	1.00	1.00	1.00	-	1.00
Communications Manager	CAMP	1.00	1.00	1.00	-	1.00
Communications Supervisor	IBEW	4.00	4.00	4.00	-	4.00
Communications Operator I/II	IBEW	16.00	16.00	16.00	-	16.00
Executive Secretary-C	CAMP	1.00	2.00	2.00	-	2.00
Senior Police Assistant	IBEW	1.00	1.00	2.00	-	2.00
Police Assistant	IBEW	5.00	11.00	10.00	-	10.00
Police Assistant (Ltd term expires 6/30/25) (f)	IBEW	-	3.00	3.00	-	3.00
Forensic Analyst	IBEW	-	1.00	-	-	-
Police Clerk	IBEW	11.00	12.00	9.00	-	9.00
Police Records Supervisor	IBEW	1.00	-	1.00	-	1.00
Police Records Manager	CAMP	-	1.00	1.00	-	1.00
Crime Analyst	IBEW	1.00	2.00	2.00	-	2.00
		48.00	62.00	58.00	1.00	59.00
CODE ENFORCEMENT (g)						
Police Lieutenant	VPOA	1.00	1.00	-	-	-
Sr. Code Enforcement Officer	IBEW	1.00	1.00	-	-	-
Code Enforcement Officer	IBEW	4.00	4.00	-	-	-
Police Clerk	IBEW	1.00	1.00	-	-	-
Secretary	IBEW	1.00	1.00	-	-	-
		8.00	8.00	-	-	-
TOTAL DEPARTMENT						
		187.00	201.00	190.00	1.00	191.00

(a) One (1) Vacant Police Captain position frozen since FY22-23.

(b) Two (2) Vacant Police Lieutenant positions frozen, one (1) since FY21-22 & another since FY22-23.

(c) One (1) Vacant Police Corporal position frozen since FY22-23.

(d) One (1) Vacant Police Officer position frozen since FY23-24.

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

(f) Funded by ARPA expires 6/30/25

(g) Code Enforcement Division moved to Planning and Development Services Department in FY22-23

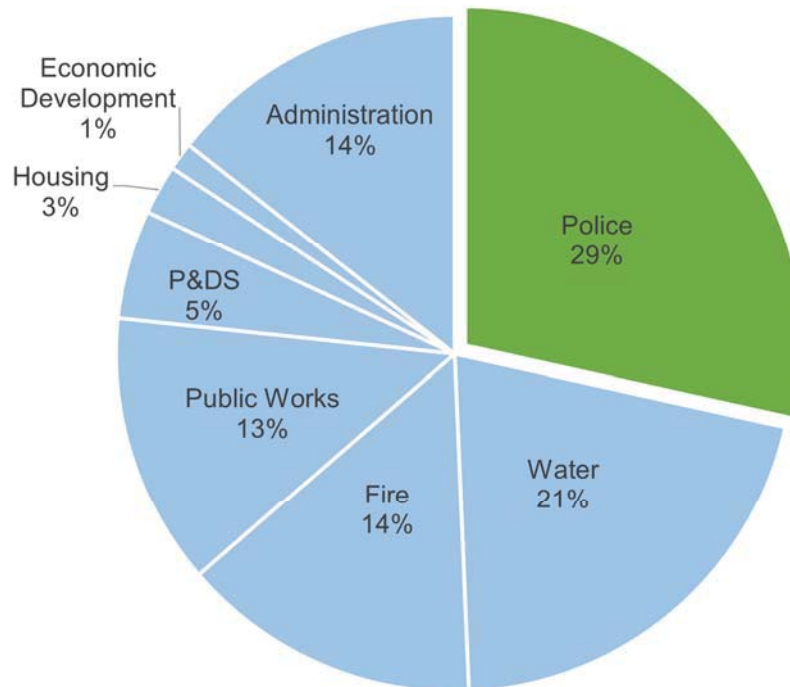
Staffing subtotals by type:

Sworn	132.00	132.00	132.00	-	132.00
Unsworn	55.00	69.00	58.00	-	59.00
Total	187.00	201.00	190.00	-	191.00



POLICE DEPARTMENT

FULL-TIME PERSONNEL BY DEPARTMENT



EXPENSES BY FISCAL YEAR (\$ MILLIONS)





POLICE DEPARTMENT

FY 23-24 ADOPTED BUDGET BY SUMMARY

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	FY 22-23 vs. FY 23-24
General Fund Expenditures				(a)	
Salaries and benefits	\$ 40,408,881	\$ 38,550,134	\$ 46,285,833	\$ 45,044,294	\$ (1,241,539)
Services and supplies	2,842,060	3,006,144	2,539,172	2,820,672	281,500
Vehicle maintenance & replacement	1,877,988	1,657,528	1,963,488	2,293,882	330,394
Transfer out - Capital Funds (b)	-	-	-	68,000	68,000
Interfund - General Liability Allocation	4,415,796	4,415,796	7,239,769	7,643,780	404,011
Interfund allocations	(377,122)	(60,182)	(70,972)	19,028	90,000
ARPA Expenditures	-	-	-	-	-
Net Expenditures	49,167,603	47,569,421	57,957,290	57,889,656	(67,634)
Program Revenues	4,187,782	4,606,027	4,424,488	2,662,961	(1,761,527)
Net Program Budget	\$ 44,979,821	\$ 42,963,394	\$ 53,532,802	\$ 55,226,695	\$ 1,693,893

Authorized Positions

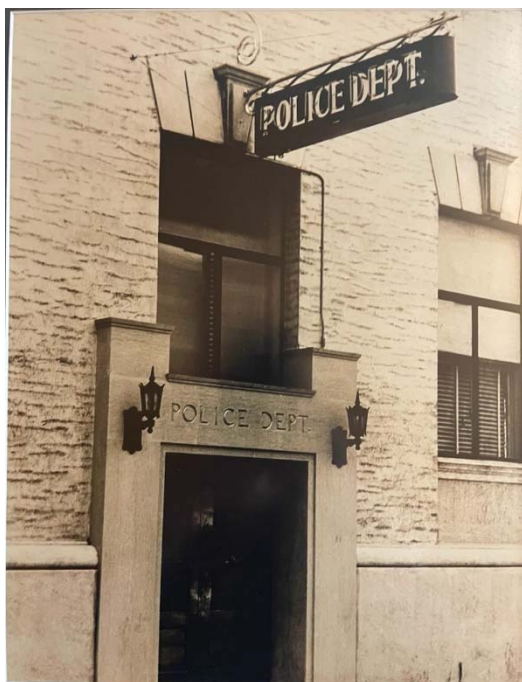
	Amended FY 20-21	Amended FY 21-22	Adopted FY 22-23	Adopted FY 23-24	FY 22-23 vs. FY 23-24
Sworn personnel	132.00	132.00	132.00	132.00 (c)	-
Non-sworn personnel	55.00	69.00	69.00	59.00 (a/d)	(10.00)
	187.00	201.00	201.00	191.00	(10.00)

(a) Code Enforcement Division moved to Planning & Development Services Department in FY22-23 Midyear

(b) Transfer of funds to IT for computer hardware and software cost

(c) 8 Police Officer positions funded by 2020 COPS grant expired 6/30/23, the City is obligated to keep limited term position for an additional 1 year after grant expires.

(d) 3 Police Assistant positions funded by ARPA will expire 6/30/25



1942-1945 Police Department located at
734 Marin Street (currently the Navel Museum)



Current Police Department located at
111 Amador Street



POLICE DEPARTMENT

FY 23-24 ADOPTED BUDGET BY DIVISION

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
General Fund Expenditures				
Salaries and Benefits	\$ 40,408,881	\$ 38,550,134	\$ 46,285,833	\$ 45,044,294
Net, Salaries and benefits	40,408,881	38,550,134	46,285,833	45,044,294
Administration				
Services and supplies	1,204,271	1,182,985	1,020,872	929,422
Interfund - General Liability Allocation	4,353,516	4,353,516	7,153,892	7,643,780
Interfund allocations	(377,122)	(63,071)	(70,972)	19,028
Total Administration	5,180,665	5,473,430	8,103,792	8,608,230
Office of the Chief				
Services and supplies	-	-	-	98,000
Total Office of the Chief	-	-	-	98,000
Professional Standards				
Services and supplies	1,024	-	-	142,700
Total Professional Standards	1,024	-	-	142,700
Communications				
Services and supplies	-	-	-	16,500
Total Communications	-	-	-	16,500
Support Service				
Services and supplies	230,851	347,583	270,250	21,500
Total Support Service	230,851	347,583	270,250	21,500
Operations				
Services and supplies	581,447	718,267	584,000	883,000
Vehicle maintenance & replacement	1,873,572	1,652,164	1,908,216	2,267,731
Transfer out - Capital Funds (a)	-	-	-	65,000
Total Operations	2,455,019	2,370,431	2,492,216	3,215,731
Traffic				
Services and supplies	-	-	-	38,000
Total Traffic	-	-	-	38,000
Investigation				
Services and supplies	736,431	683,641	533,550	691,550
Transfer out - Capital Funds (a)	-	-	-	3,000
Total Investigation	736,431	683,641	533,550	694,550

(a) Transfer of funds to IT for computer hardware and software cost

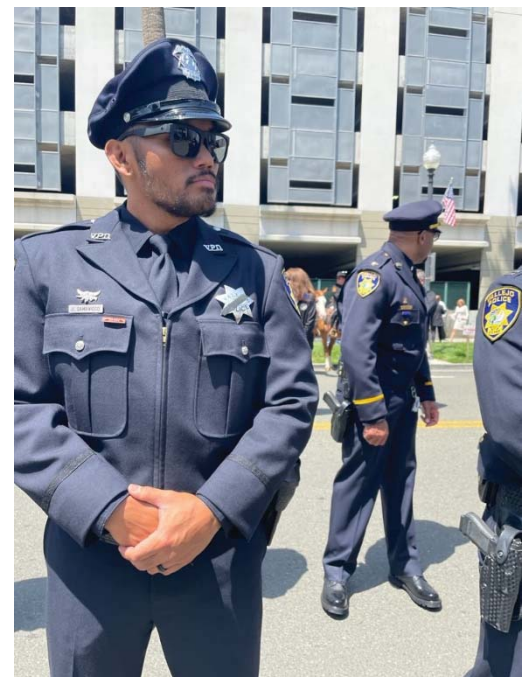


POLICE DEPARTMENT

FY 23-24 ADOPTED BUDGET BY DIVISION

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Non-departmental				
Services and supplies	39,458	-	-	-
Vehicle maintenance & replacement	3,456	4,476	7,836	10,151
Total Non-departmental	42,914	4,476	7,836	10,151
Code Enforcement (a)				
Services and supplies	48,578	63,095	130,500	-
Vehicle maintenance & replacement	960	888	47,436	-
Interfund - General Liability Allocation	62,280	62,280	85,877	-
Total Code Enforcement	111,818	126,263	263,813	-
Community Relations Grant				
Services and supplies	-	10,572	-	-
Interfund allocations	-	2,889	-	-
Total Community Relation Grant	-	13,461	-	-
Net Expenditures	\$ 49,167,603	\$ 47,569,421	\$ 57,957,290	\$ 57,889,656

(a) Code Enforcement Division moved to Planning & Development Services Department in FY22-23 Midyear





PUBLIC WORKS

OVERVIEW

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

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.

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.

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.
- Traffic Engineering Section: Maintains traffic records, evaluates traffic signal operation, administers traffic safety improvement projects and reviews private development projects for necessary street and traffic improvements.

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.
- Landscape Maintenance Districts: addressed separately in this document.

Maintenance Division

Overseen by the Assistant PW Director / Maintenance

- Building/Facilities Section: Performs repair and maintenance services at 56 City-owned buildings.
- Streets Section: Maintains roadway systems; assists other Public Works sections and Recology with illegal dumping clean up.
- Grounds Section: 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 street trees.
- Traffic Section: Maintains streetlights, traffic signals, traffic signal intersections, 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; open and close the Mare Island Preserve every weekend. Fleet: addressed separately in this document.
- Fleet Section: Addressed separately in this document.



PUBLIC WORKS

- Marina: addressed separately in this document.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The FY 2023-24 Budget for salaries and benefits is approximately \$54 thousand lower than the FY 2022-23 adopted budget due to the changes detailed below:

Services and Supplies

- There is an increase of \$283,000 in the FY 2023-24 Budget for services and supplies as compared to the FY 2022-23 adopted budget primarily due to the following:
 - Solano Transportation Authority (STA) Board Membership Dues & Lobbyist Fees
 - National Pollutant Discharge Elimination System (NPDES) Permit & Stormwater Alliance for environmental services.
 - Increase security cost at City Hall
 - Increase janitorial cost at City Hall
 - Recycling per AB1985/SB1383 to procure specific quantities of recovered organic waste products to comply with mandate.
 - John F Kennedy Library Fire Alarm Monitoring

FY 22-23 ACCOMPLISHMENTS

- Secured over \$1.4M in grant funding for Projects
 - Sacramento Street Road Diet; Guard Rails Replacement; Downtown Parking Management Plan, Marina Abandoned Vessel Disposal
- Construction completion of the Sacramento Street Road Diet project
- Worked in conjunction with Recology, Caltrans, Wotha Dabora 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
- Pavement repairs
 - Entered into multi-year contract with Jetpatcher for pothole repair services
 - Maintenance staff performing on-going pavement repairs on local residential and collector streets
- Street Sweeping Pilot Program
 - Contract executed with RouteSmart to identify most efficient routes for street cleaning
 - Pilot program initiated
- Negotiated agreement with Recology for citywide illegal dumping pick-up services

FY 23-24 DEPARTMENT GOALS

CCG-3: Economic Development Strategy

- Continued Pothole Repair Program
- Sidewalk Repair Program implementation in collaboration with Code Enforcement
- Completion of Safe Routes to Schools projects
- Construction and opening of the Bay Trail / Vine Trail Gap Closure Project
- Completion of the Community Based Transportation Projects (CBTP)
- Completion of Fleet EV Charging Station projects
- Continued implementation of programs and outreach to comply with SB1383 CalRecycle's Organics Waste Recycling Requirement



PUBLIC WORKS

PERFORMANCE INDICATOR

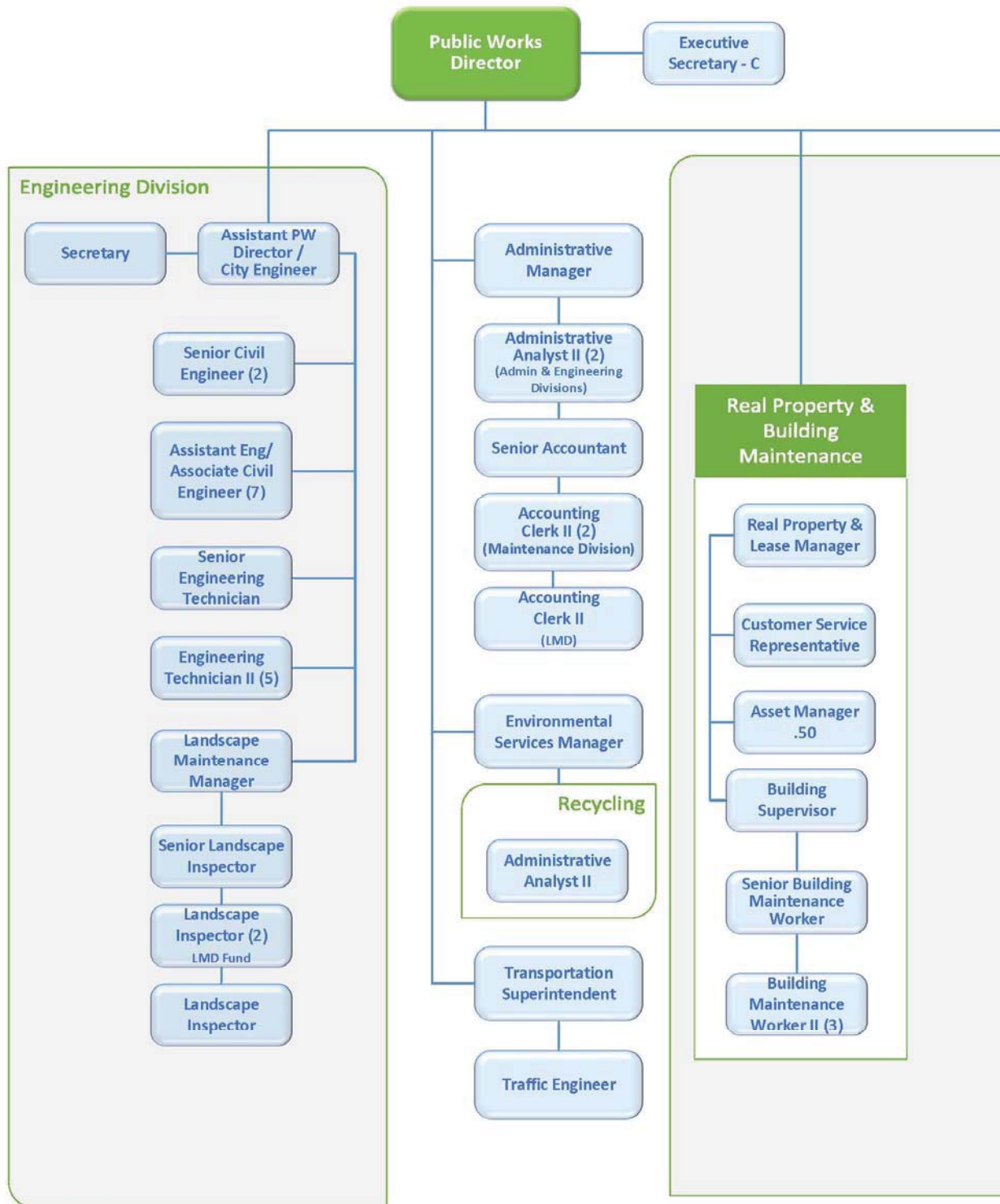
Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Capital Projects in Design - Count	15	17	15
Capital Projects in Construction - Count	6	6	17
Encroachment Permits	446	384	400
Landscape Maintenance Districts Managed	26	26	26
Community Facilities Districts Managed	1	1	1
Lane Miles of Public Streets	711	711	711
Number of Traffic Signals Maintained	150	150	150
Number of Street Lights Maintained	7500	7500	7500
PW Work Orders Completed (Total for the year)	6,523	8,411	8,700
PW Work Orders Completed for Graffiti Abated	556	261	300
PW Work Orders Completed for Homeless Encampments Abated	50	243	250
PW Work Orders Completed for Potholes Filled	534	715	1,000
Number of City Fleet Vehicles Maintained	478	480	485
Number of City Fleet Work Orders Processed	1,543	2,302	3,000





PUBLIC WORKS

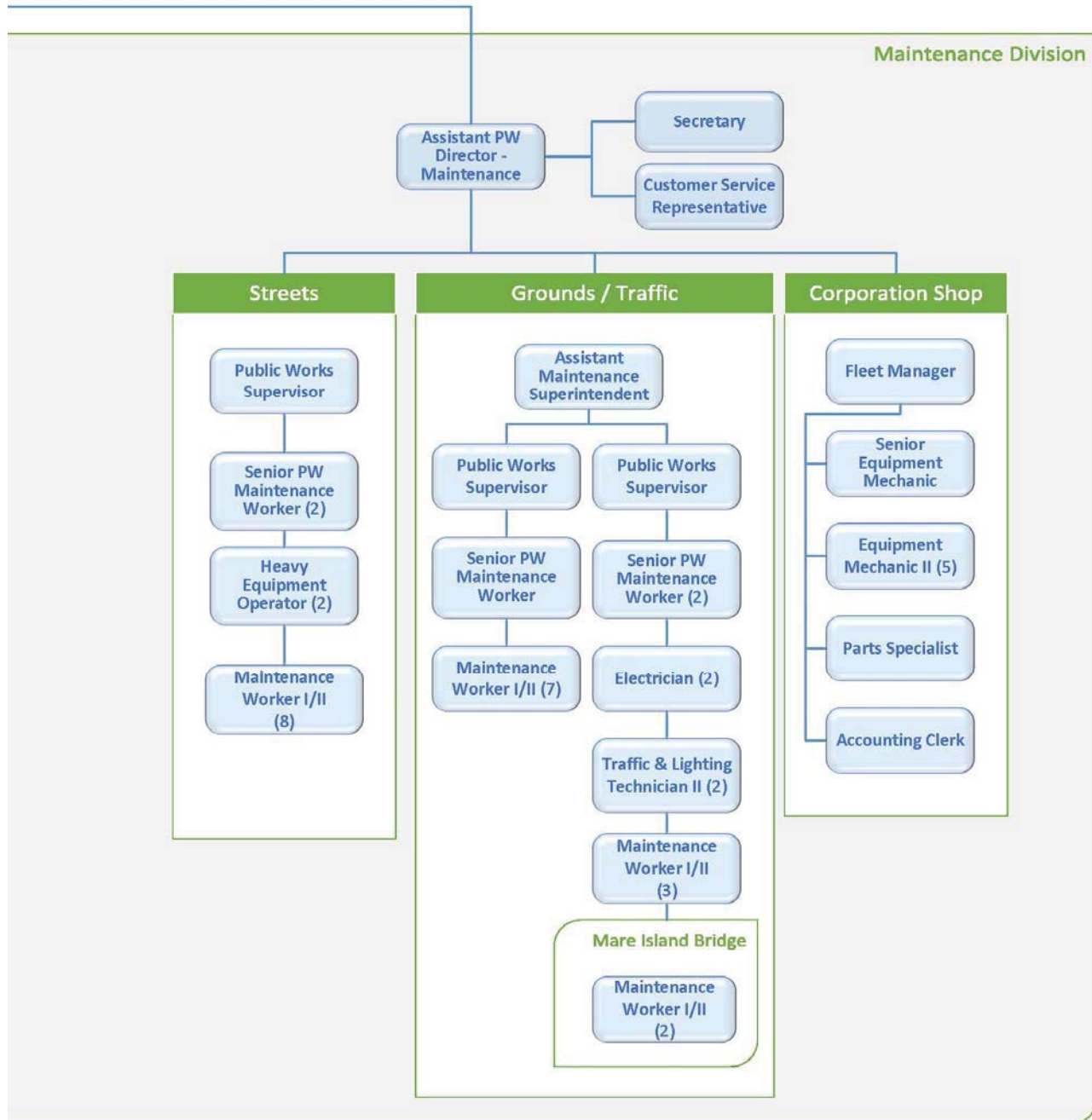
ORGANIZATIONAL CHART





PUBLIC WORKS

ORGANIZATIONAL CHART





PUBLIC WORKS

FULL-TIME PERSONNEL BY POSITION (GENERAL FUND)

		FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Group	Amended	Amended	Amended	Changes	Adopted
ADMINISTRATION						
Public Works Director	EXEC	1.00	1.00	1.00	-	1.00
Administrative Manager	CAMP	1.00	1.00	1.00	-	1.00
Real Property & Lease Manager	CAMP	-	1.00	1.00	-	1.00
Environmental Services Manager	CAMP	1.00	1.00	1.00	-	1.00
Transportation Superintendent	CAMP	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	-	1.00
Customer Service Representative	IBEW	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	-	1.00
Senior Accountant	IBEW	-	1.00	1.00	-	1.00
Total Administration		6.00	8.00	9.00	-	9.00
ENGINEERING						
Assistant PW Director - City Engineer	EXEC	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	1.00	1.00	-	1.00
Senior Civil Engineer	IBEW	3.00	2.00	2.00	-	2.00
Associate Eng/Associate Civil Engineer	IBEW	6.00	-	-	-	-
Assistant Eng/Associate Civil Engineer	IBEW	-	7.00	7.00	-	7.00
Assistant Eng/Assistant Civil Engineer	IBEW	2.00	-	-	-	-
Geographic Info Systems Specialist I/II/III	IBEW	0.50	-	-	-	-
Traffic Engineer	IBEW	-	1.00	1.00	-	1.00
Senior Engineering Technician	IBEW	1.00	1.00	1.00	-	1.00
Secretary	IBEW	1.00	1.00	1.00	-	1.00
Engineering Technician II	IBEW	5.00	5.00	5.00	-	5.00
Public Works Supervisor	IBEW	-	-	-	-	-
Total Engineering		20.50	19.00	19.00	-	19.00



PUBLIC WORKS

FULL-TIME PERSONNEL BY POSITION (GENERAL FUND)

		FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Group	Amended	Amended	Amended	Changes	Adopted
MAINTENANCE ADMINISTRATION						
Assistant PW Director - Maintenance	EXEC	1.00	1.00	1.00	-	1.00
Assistant Maintenance Superintendent	CAMP	2.00	1.00	1.00	-	1.00
Building Supervisor	IBEW	1.00	1.00	1.00	-	1.00
Public Works Supervisor	IBEW	3.00	3.00	3.00	-	3.00
Senior Public Works Maintenance Worker	IBEW	5.00	5.00	5.00	-	5.00
Maintenance Worker I/II	IBEW	18.00	18.00	18.00	-	18.00
Senior Building Maintenance Worker	IBEW	1.00	1.00	1.00	-	1.00
Building Maintenance Worker II	IBEW	4.00	4.00	3.00	-	3.00
Heavy Equipment Operator	IBEW	2.00	2.00	2.00	-	2.00
Electrician	IBEW	2.00	2.00	2.00	-	2.00
Traffic & Lighting Tech II	IBEW	2.00	2.00	2.00	-	2.00
Secretary	IBEW	1.00	1.00	1.00	-	1.00
Landscape Inspector (a)	IBEW	1.00	1.00	1.00	-	1.00
Accounting Clerk II	IBEW	2.00	2.00	2.00	-	2.00
Asset Manager	CAMP	-	1.00	0.50	-	0.50
Customer Service Representative	IBEW	-	1.00	1.00	-	1.00
Administrative Clerk I	IBEW	1.00	-	-	-	-
Total Maintenance		46.00	46.00	44.50	-	44.50
RECYCLING PROGRAM						
Administrative Analyst II	CAMP	1.00	1.00	1.00	-	1.00
Total Recycling Program		1.00	1.00	1.00	-	1.00
Total Public Works (General Fund)		73.50	74.00	73.50	-	73.50

(a) One (1) Vacant Landscape Inspector position frozen since FY22-23; unfrozen during FY22-23 Midyear.



PUBLIC WORKS

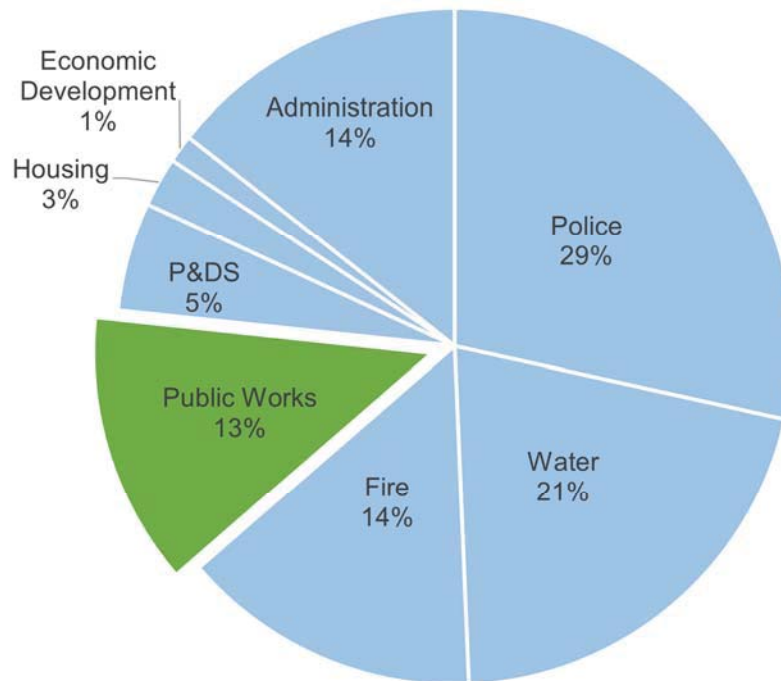
FULL-TIME PERSONNEL BY POSITION (OTHER FUNDS)

		FY 20-21	FY 21-22	FY 22-23	FY 23-24	
	Group	Amended	Amended	Amended	Changes	Adopted
OTHER FUNDS:						
MARE ISLAND COMMUNITY						
FACILITIES DISTRICT Fund 112						
Bridge Operator	IBEW	1.00	-	-	-	-
Maintenance Worker I/II	IBEW	1.00	2.00	2.00	-	2.00
Total Mare Island		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
Sr. Landscape Inspector	IBEW	1.00	1.00	1.00	-	1.00
Landscape Inspector	IBEW	2.00	2.00	2.00	-	2.00
Accounting Clerk II	IBEW	1.00	1.00	1.00	-	1.00
Total Landscape Maint. Districts		5.00	5.00	5.00	-	5.00
MARINA MAINTENANCE Fund 415						
Marina Supervisor (Limited Term)	IBEW	1.00	-	-	-	-
Senior Building Maintenance Worker	IBEW	1.00	-	-	-	-
Building Maintenance Worker II	IBEW	1.00	-	-	-	-
Marina Office Attendant (Ltd Term expires 6/30/22)	IBEW	1.00	-	-	-	-
Total Marina Maintenance		4.00	-	-	-	-
PARKING Fund 431						
Administrative Analyst II	CAMP	1.00	1.00	-	-	-
Total Parking Fund		1.00	1.00	-	-	-
CORPORATION SHOP Fund 501						
Fleet Manager	CAMP	1.00	1.00	1.00	-	1.00
Senior Equipment Mechanic	IBEW	1.00	1.00	1.00	-	1.00
Equipment Mechanic II	IBEW	4.00	4.00	5.00	-	5.00
Parts Specialist	IBEW	1.00	1.00	1.00	-	1.00
Accounting Clerk II	IBEW	-	-	1.00	-	1.00
Administrative Clerk II	IBEW	1.00	1.00	-	-	-
Total Corporation Shop Fund		8.00	8.00	9.00	-	9.00
TOTAL DEPARTMENT		93.50	90.00	89.50	-	89.50



PUBLIC WORKS

FULL-TIME PERSONNEL BY POSITION



EXPENSES BY FISCAL YEAR (\$ MILLIONS)





PUBLIC WORKS

FY 23-24 ADOPTED BUDGET SUMMARY

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24	FY 22-23 vs. FY 23-24
General Fund Expenditures					
Salaries and benefits	\$ 7,883,858	\$ 8,024,139	\$ 10,461,521	\$ 10,407,707	\$ (53,814)
Services and supplies	2,269,969	2,404,424	2,480,487	2,763,717	283,230
Vehicle maintenance & replacement	410,868	415,728	831,516	1,130,523	299,007
Transfer out - Capital Funds (a)	30,595	36,482	95,373	60,873	(34,500)
Interfund - General Liability Allocation	925,428	925,428	930,159	1,009,479	79,320
Interfund - Other Allocations	(5,240,160)	(4,766,306)	(4,759,795)	(4,944,660)	(184,865)
ARPA Expenditures	-	51,757	-	-	(51,757)
Net Expenditures	6,280,558	7,091,652	10,039,261	10,427,639	336,621
 Program Revenues	 2,031,377	 2,261,527	 3,087,791	 2,409,616	 (678,175)
Net Program Budget	\$ 4,249,181	\$ 4,830,125	\$ 6,951,470	\$ 8,018,023	\$ 1,014,796

	Amended FY 20-21	Amended FY 21-22	Adopted FY 22-23	Adopted FY 23-24	FY 22-23 vs. FY 23-24
Authorized Positions	73.50	74.00	73.00	73.50	0.50

(a) Transfer restricted technology fees to capital outlay fund, and Transfer of funds to IT for computer hardware and software cost





PUBLIC WORKS

FY 23-24 ADOPTED BUDGT BY DIVISION

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
General Fund Expenditures				
ADMINISTRATION				
Salaries and benefits	\$ 1,079,701	\$ 1,014,624	\$ 1,559,434	\$ 1,703,788
Services and supplies	34,721	77,137	87,347	87,347
Vehicle maintenance & replacement	10,608	8,244	2,088	7,058
Interfund - General Liability Allocation	11,280	11,280	11,813	10,554
Interfund allocations	(689,250)	(675,795)	(523,592)	(534,064)
Total Administration	447,060	435,491	1,137,090	1,274,683
RECYCLING				
Salaries and benefits	177,462	190,618	183,039	184,135
Services and supplies	-	-	-	127,920
Interfund - General Liability Allocation	1,608	1,608	1,383	1,144
Interfund allocations	-	-	(20,440)	(20,440)
Total Recycling	179,070	192,226	163,982	292,759
ENVIRONMENTAL SERVICES				
Services and supplies	-	35,000	1,500	195,500
Total Environmental Services	-	35,000	1,500	195,500
TRANSPORTATION				
Services and supplies	-	45	1,500	1,500
Total Transportation	-	45	1,500	1,500
ENGINEERING				
Salaries and benefits	2,518,750	2,387,706	3,255,131	3,231,345
Services and supplies	522,211	625,485	361,500	357,500
Vehicle maintenance & replacement	37,308	42,300	168,336	103,616
Transfer out - Capital Funds (a)	30,595	36,482	75,873	60,873
Interfund - General Liability Allocation	30,420	30,420	24,240	19,750
Interfund allocation	(1,016,444)	(713,895)	(890,108)	(905,138)
Total Engineering	2,122,840	2,408,499	2,994,972	2,867,946
Total	2,748,970	3,071,261	4,299,044	4,632,388
MAINTENANCE				
ADMINISTRATION				
Salaries and benefits	4,107,945	4,431,190	5,463,917	5,288,439
Services and supplies	48,573	62,098	52,700	62,200
Vehicle maintenance & replacement	1,020	6,648	7,056	9,585
Transfer out - Capital Funds	-	-	19,500	-
Interfund - General Liability Allocation	882,120	882,120	892,723	978,031
Interfund allocation	(4,389,104)	(4,665,435)	(585,801)	(723,978)
Total Maintenance-Administration	650,554	716,622	5,850,095	5,614,277

(a) Transfer of funds to IT for computer hardware and software cost



PUBLIC WORKS

FY 23-24 ADOPTED BUDGT BY DIVISION

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
PUBLIC BUILDINGS				
Services and supplies	\$ 849,937	\$ 831,379	\$ 1,072,690	\$ 950,500
Vehicle maintenance & replacement	19,308	28,356	30,636	81,438
Interfund allocation	410,309	618,483	(171,691)	(179,428)
Total Public Building	1,279,554	1,478,219	931,635	852,510
ELECTRICAL MAINTENANCE				
Services and supplies	(7,200)	(3,600)	-	-
Total Electrical Maintenance	(7,200)	(3,600)	-	-
STREET MAINTENANCE				
Services and supplies	152,923	160,253	152,700	167,700
Vehicle maintenance & replacement	208,728	211,692	296,388	345,428
Interfund allocation	(254,668)	28,043	(1,427,768)	(1,448,862)
Total Street Maintenance	106,983	399,988	(978,680)	(935,734)
GROUNDS MAINTENANCE				
Services and supplies	174,653	135,899	171,500	186,500
Vehicle maintenance & replacement	92,400	89,904	282,612	401,048
Interfund allocation	854,615	804,318	(25,092)	(32,729)
Total Grounds Maintenance	1,121,668	1,030,120	429,020	554,819
TRAFFIC				
Services and supplies	145,285	123,979	140,850	200,850
Vehicle maintenance & replacement	41,496	28,584	44,400	175,350
Interfund allocation	(206,329)	(219,758)	(1,189,967)	(1,176,525)
Total Traffic	(19,548)	(67,195)	(1,004,717)	(800,325)
LIBRARY MAINTENANCE				
Services and supplies	33,054	47,455	53,000	56,000
Vehicle maintenance & replacement	-	-	-	7,000
Interfund allocation	50,711	57,734	74,664	76,504
Total Library Maintenance	83,765	105,188	127,664	139,504
COMMUNITY FACILITIES				
Services and supplies	-	3,204	20,000	5,000
Total Community Facilities	-	3,204	20,000	5,000
FERRY FACILITY MAINTENANCE				
Services and supplies	134,028	153,312	197,500	197,500
Total Ferry Facility	134,028	153,312	197,500	197,500
LANDSCAPE MAINTENANCE DIST.				
Services and supplies	181,784	152,776	167,700	167,700
Total Landscape Maint. District	181,784	152,776	167,700	167,700



PUBLIC WORKS

FY 23-24 ADOPTED BUDGT BY DIVISION

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
TOTAL MAINTENANCE				
Salaries and benefits	\$ 4,107,945	\$ 4,431,190	\$ 5,463,917	\$ 5,288,439
Services and supplies	1,713,037	1,666,755	2,028,640	1,993,950
Vehicle maintenance & replacement	362,952	365,184	661,092	1,019,849
Transfer out - Capital Funds (a)	-	-	19,500	-
Interfund - General Liability Allocation	882,120	882,120	892,723	978,031
Interfund allocation	(3,534,466)	(3,376,616)	(3,325,655)	(3,485,018)
Total Maintenance	3,531,588	3,968,634	5,740,217	5,795,251
ARPA Expenditures	-	51,757	-	-
Net Expenditures	\$ 6,280,558	\$ 7,091,652	\$ 10,039,261	\$ 10,427,639

(a) Transfer of funds to IT for computer hardware and software cost





ENTERPRISE FUNDS - SUMMARY

	Fiber	Golf Course	Marina	Vallejo Station Parking	Water	Total
Beginning Available Fund Balance (a)						
Operating	\$ 50,831	\$ 1,801,037	\$ 303,585	\$ 92,526	\$ 13,382,842	\$ 13,382,842
Capital	-	-	-	-	19,214,041	-
	<u>50,831</u>	<u>1,801,037</u>	<u>303,585</u>	<u>92,526</u>	<u>32,596,883</u>	<u>13,382,842</u>
Annual Activity						
Revenues						
Operating						
Charges for Services	150,000	4,310,446	1,489,450	850,000	53,506,456	53,506,456
Other	-	304,199	-	-	-	-
Capital Contribution	-	-	-	-	1,434,000	1,434,000
	<u>150,000</u>	<u>4,614,645</u>	<u>1,489,450</u>	<u>850,000</u>	<u>54,940,456</u>	<u>54,940,456</u>
Expenditures						
Public Works	-	-	1,476,214	290,417	-	-
Water	-	-	-	-	45,229,857	45,229,857
Nondepartmental	-	4,002,064	-	-	-	-
Debt service	-	355,567	702,161	-	6,552,671	6,552,671
Equipment Capital Outlay	-	-	-	-	1,003,000	1,003,000
Capital Outlay	-	461,100	-	-	24,447,000	24,447,000
Administration	11,550	-	-	-	-	-
	<u>11,550</u>	<u>4,818,731</u>	<u>2,178,375</u>	<u>290,417</u>	<u>77,232,528</u>	<u>77,232,528</u>
Other Sources/(Uses)						
Transfers in	-	-	700,000	-	-	-
Transfer from operating reserve	-	-	-	-	3,798,959	3,798,959
Transfer to capital reserve	-	-	-	-	(3,798,959)	(3,798,959)
Transfer to Rate Reserve	-	-	-	-	-	-
	<u>-</u>	<u>-</u>	<u>700,000</u>	<u>-</u>	<u>-</u>	<u>-</u>
Net Annual Activity						
Operating	138,450	(204,086)	11,075	559,583	(3,078,031)	(3,078,031)
Capital	-	-	-	-	(19,214,041)	-
	<u>138,450</u>	<u>(204,086)</u>	<u>11,075</u>	<u>559,583</u>	<u>(22,292,072)</u>	<u>(3,078,031)</u>
Ending Available Fund Balance						
Operating	189,281	1,596,951	314,660	652,109	10,304,811	10,304,811
Capital	-	-	-	-	-	-
	<u>\$ 189,281</u>	<u>\$ 1,596,951</u>	<u>\$ 314,660</u>	<u>\$ 652,109</u>	<u>\$ 10,304,811</u>	<u>\$ 10,304,811</u>
Authorized Positions	-	-	-	-	140.00	140.00
Remaining Project Balances						
(estimated April 2023)	-	-	133,500	20,285	40,096,580	40,096,580
FY 23-24 Appropriations	-	-	-	-	-	-
Total Project Balances	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 133,500</u>	<u>\$ 20,285</u>	<u>\$ 40,096,580</u>	<u>\$ 40,096,580</u>

(a) FY 23-24 beginning balance is based on FY 22-23 projections



ENTERPRISE FUNDS – FIBER

OVERVIEW

The Fiber 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, low-income housing, and non-profit organizations. Under a Private-Public Partnership (P3) 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 40 percent of all gross revenues generated through the City fiber infrastructure asset starting in FY 2023-24.

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. The need for bandwidth and reliable internet came to the forefront during the pandemic. During the pandemic the households and neighborhoods with reliable internet fared well, as underserved, and low-income communities due to the digital divide did not do well. Low-income and underserved communities did not have access to tele-health, remote learning, and remote work due to the digital divide that exists in our community. The Vallejo fiber and broadband initiative is trying to address these important issues for our community as we make broadband for all a reality.

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.

The City of Vallejo has a robust underground conduit/fiber infrastructure. The underground conduit/fiber infrastructure spans over 44 linear miles connecting all major intersections and traffic signals throughout the city. The network was installed in the mid-nineties. Since 2014 the City of Vallejo has been actively engaged in converting this asset to a municipal fiber network to create a public benefit network. In 2016 Fiber Optic Master plan was developed and adopted by the City Council. Between 2017 and 2022 the city of Vallejo established a fiber enterprise fund to enhance and expand the underground municipal network. Multiple POPs (point of presence) were created to distribute the municipal broadband to residents and businesses. Between 2021 – 2022 the city refreshed its broadband master plan of the 2016 and created a new Broadband & Digital Equity Strategy. The Broadband strategy was adopted by the city council in 2022. Through a competitive RFP process City selected a new P3 (public-private-partner) Smart Fiber Networks to manage its municipal fiber work. Through its new P3 partnership and infusion of ARPA (American Rescue Plan Act) funding the city's desire is to expand the underground conduit/fiber network over the next several years to create a robust network that can serve Vallejo large/small businesses, non-profits, anchor institutions, low-income housing, and underserved communities. Through this investment in broadband, the goal of the City Council is to create competition in the internet market and create a network that is used for the public benefit of the citizens of Vallejo.



ENTERPRISE FUNDS – FIBER

Vallejo's Information Technology Department is responsible for the building of the broadband infrastructure and executing the Broadband Digital Equity Strategy 2022. The following projects have been completed in the FY22-2023:

- The Broadband & Digital Equity Strategy 2022 was adopted by the City Council.
- Through a competitive RFP process selected a new P3 (private-public-partner) Smart Fiber Networks to manage city's fiber infrastructure and provide ISP (internet services) to residents and businesses. Smart Fiber Network is a certified CLEC (competitive local exchange carrier) vendor.
- Rebranded from Vallejo-Net to VIP (Vallejo Internet Provider).
- Launched a new retail informational website www.VIPFiber.com
- Setup multiple POP (point of presence) network locations to bring Zayo, and AT&T high speed connections to create a distribution network.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The Fiber Fund does not have any full or part-time authorized City staff positions. The fund is being managed by Information Technology Department.

Services and Supplies

The FY 2023-24 Fiber Fund services and supplies budget remains status quo. The operation and capital expenses are budgeted through ARPA. The following capital projects are scheduled for FY 2023-24:

- 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



ENTERPRISE FUNDS – FIBER

FY 23-24 ADOPTED BUDGET

	<u>Audited FY 20-21</u>	<u>Audited FY 21-22</u>	<u>Adopted FY 22-23</u>	<u>Adopted FY 23-24</u>
Beginning Available Fund Balance (a)	\$ 195,021	\$ 52,856	\$ 35,030	\$ 50,831
REVENUES				
Charges for services	27,016	24,973	-	150,000
Investment Income	(100)	(199)	-	-
Transfers in- General Fund Recovery (ARPA)	-	305,559	-	-
	<u>26,916</u>	<u>330,333</u>	<u>-</u>	<u>150,000</u>
EXPENDITURES				
Operating				
Maintenance	3,843	305,559	-	-
Utilities	13,717	8,970	10,000	10,000
Others	1,521	1,058	1,519	1,550
Debt Payment	150,000	-	-	-
	<u>169,081</u>	<u>315,587</u>	<u>11,519</u>	<u>11,550</u>
Net Annual Activity	<u>(142,165)</u>	<u>14,746</u>	<u>(11,519)</u>	<u>138,450</u>
Ending Available Fund Balance	<u>\$ 52,856</u>	<u>\$ 67,602</u>	<u>\$ 23,511</u>	<u>\$ 189,281</u>

(a) FY 23-24 beginning balance is based on FY 22-23 projections



VIP (Vallejo Internet Provider) formerly known as Vallejo Net
www.VIPFiber.com
www.MyVallejo.com/Broadband



ENTERPRISE FUNDS – GOLF COURSE

OVERVIEW

The Blue Rock Springs Golf Course 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 January 1, 2018, the City entered into a 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. 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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The operations and management of the Vallejo Municipal Golf Courses is managed by an outside firm.

Services and Supplies

The FY 2023-24 Marina services and supplies budget increased mainly due to management fee and water irrigation cost. There is currently a no General Fund subsidy being provided to Blue Rocks Springs Golf Course

EXPENSES BY FISCAL YEAR (\$ MILLIONS)





ENTERPRISE FUNDS – GOLF COURSE

FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Beginning Available Fund Balance (a)				
Operating	\$ 831,892	\$ 1,619,928	\$ 1,350,942	\$ 1,801,037
Total	831,892	1,619,928	1,350,942	1,801,037
REVENUES				
Charges for services	4,064,601	4,155,858	4,494,121	4,310,446
Investment income	(514)	(27,053)	-	-
Other Income	373,664	556,300	265,281	304,199
	4,437,751	4,685,105	4,759,402	4,614,645
EXPENDITURES				
Operating				
Services and supplies	2,373,710	2,950,434	3,110,231	3,127,464
Water	853,312	840,397	871,733	874,600
Debt service				
Principal	541,684	326,184	326,186	342,699
Interest	32,458	33,505	28,481	11,968
Fees and legal costs	-	-	900	900
Capital outlay	203,217	370,347	405,000	461,100
	4,004,381	4,520,867	4,742,531	4,818,731
Other Sources/(Uses)				
Transfers in - General Fund	354,666	-	-	-
	354,666	-	-	-
Net Annual Activity	788,036	164,238	16,871	(204,086)
Ending Available Fund Balance				
Operating	1,619,928	1,784,166	1,367,813	1,596,951
	\$ 1,619,928	\$ 1,784,166	\$ 1,367,813	\$ 1,596,951

(a) FY 23-24 beginning balance is based on FY 22-23 projections





ENTERPRISE FUNDS - MARINA

OVERVIEW

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

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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The operations and management of the Vallejo Municipal Marina is managed by an outside firm since FY 2022-23.

Services and Supplies

The FY 2023-24 Marina services and supplies budget increased mainly due to rise in utilities, software update and equipment. There is currently a \$700,000 General Fund subsidy being provided to cover debt service.

EXPENSES BY FISCAL YEAR (\$ MILLIONS)





ENTERPRISE FUNDS - MARINA

FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Beginning Available Fund Balance (a)	\$ 1,261,349	\$ 511,373	\$ 22,320	\$ 303,585
REVENUES				
Operations				
Berth Rentals	1,113,644	1,117,657	1,250,000	1,150,000
Live-aboard Fees	89,190	82,668	90,000	89,100
Other Operating Revenues	167,362	222,066	250,750	247,850
Investment Income	(896)	(27,160)	-	-
State Grant	59,791	186,844	-	-
Other Revenues	15,858	390	-	2,500
	<u>1,444,949</u>	<u>1,582,465</u>	<u>1,590,750</u>	<u>1,489,450</u>
Transfers In				
Fleet Fund	-	-	140,000	-
State Lands - Operations	237,913	107,972	100,000	-
General Fund	(300,000)	700,000	361,500	700,000
General Fund- Measure B/V	300,000	-	-	-
	<u>237,913</u>	<u>807,972</u>	<u>601,500</u>	<u>700,000</u>
Total Revenues	<u>1,682,862</u>	<u>2,390,437</u>	<u>2,192,250</u>	<u>2,189,450</u>
EXPENDITURES				
Operations				
Salaries and Benefits	518,113	20,207	-	-
Gasoline for Resale	68,696	125,442	126,000	126,000
Utilities	153,881	178,228	188,500	196,500
Other	691,967	1,219,604	1,129,590	1,153,714
	<u>1,432,657</u>	<u>1,543,481</u>	<u>1,444,090</u>	<u>1,476,214</u>
Debt Service	700,181	710,702	702,161	702,161
Capital Outlay	300,000	387,741	-	-
	<u>2,432,838</u>	<u>2,641,924</u>	<u>2,146,251</u>	<u>2,178,375</u>
Net Annual Activity	<u>(749,976)</u>	<u>(251,487)</u>	<u>45,999</u>	<u>11,075</u>
Ending Available Fund Balance	<u>\$ 511,373</u>	<u>\$ 259,886</u>	<u>\$ 68,319</u>	<u>\$ 314,660</u>

(a) FY 23-24 beginning balance is based on FY 22-23 projections



ENTERPRISE FUNDS – VALLEJO STATION PARKING

OVERVIEW

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.

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.

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, as well as contracted Parking Enforcement services.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The Vallejo Station Parking Fund does not have any full or part-time authorized City staff positions. The fund is being managed by Public Works.

Services and Supplies

The FY 2023-24 Vallejo Station Parking services and supplies budget increased by \$145 thousand mainly due to computer hardware maintenance, Gas & Electricity and Building Repair and Maintenance Services.

EXPENSES BY FISCAL YEAR (\$ MILLIONS)





ENTERPRISE FUNDS – VALLEJO STATION PARKING

FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Beginning Available Fund Balance (a)	\$ 410,587	\$ (325,410)	\$ (929,795)	\$ 92,526
REVENUES				
Charges for services	221,982	613,972	700,000	850,000
Others	(108)	-	-	-
	<u>221,874</u>	<u>613,972</u>	<u>700,000</u>	<u>850,000</u>
EXPENDITURES				
Salaries and Benefits	172,653	178,899	-	-
Operating				
Maintenance	261,458	288,306	95,581	142,417
Utilities	47,848	38,067	4,450	64,000
Others	375,912	340,848	45,350	84,000
	<u>857,871</u>	<u>846,120</u>	<u>145,381</u>	<u>290,417</u>
Capital Outlay	100,000	-	20,285	-
	<u>957,871</u>	<u>846,120</u>	<u>165,666</u>	<u>290,417</u>
Net Annual Activity	<u>(735,997)</u>	<u>(232,148)</u>	<u>534,334</u>	<u>559,583</u>
Ending Available Fund Balance	<u>\$ (325,410)</u>	<u>\$ (557,558)</u>	<u>\$ (395,461)</u>	<u>\$ 652,109</u>

(a) FY 23-24 beginning balance is based on FY 22-23 projections





ENTERPRISE FUNDS – VALLEJO STATION PARKING

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 FUND - WATER

OVERVIEW

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 Department and Water system infrastructure 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.

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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The budget book includes updated budget information for a total of 140 funded positions. Of the authorized positions, 121 work in the Water Department, 18 positions report to Finance for Water Billing Services, and 1 position reports to the Human Resources Department (Please see "Authorized Positions")

The budget for salaries and benefits is \$19.6 million, which is 1.9% lower than the FY 22-23 adopted budget of \$20.0 million (including staff vacancies). While updated labor agreements in FY 23-24 resulted in COLA increases, continued and increased staff vacancies created a net decrease to salaries and benefits.

Services and Supplies

The services and supplies expenditures budget increased by a net 2.5%. Due to inflation and supply chain issues, there has been a continued rise in the cost of chemicals, power, replacement equipment, and services provided by outside vendors and consultants.

FY 23-24 CAPITAL PROJECTS AND EQUIPMENT

The total FY 23-24 capital improvement budget allocation is \$24.4 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)
- Pump and pressure station projects
- Treatment plant projects – all plants
- Operational technology projects
- Water storage projects – Skyview Tank
- Facilities renovation and upgrade projects

Capital equipment allocations of \$1.0 million increased by \$668,500, in large part to fund \$410,000 in Multi-Year Operational Projects (MYOPs) for facilities and pump repairs.



ENTERPRISE FUND - WATER

FY 22-23 ACCOMPLISHMENTS

- In response to multiple challenges including major new projects and drastically reduced staffing levels, the Water Senior Management Team created a strategic “Waypoint Strategy” to focus efforts on top priorities, aiming to put our staff first and mission always, and to reduce pressure where possible on the smaller but strong and dedicated Water team.
- 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
- The Water Quality Laboratory successfully passed their Laboratory Audit and renewal from the California State Environmental Laboratory Accreditation Program (ELAP) and are accredited until 2025 for drinking water analysis.
- Infrastructure Improvement Plan - To address aging infrastructure and deferred maintenance, implementation of bond-funded capital improvements: watermain replacements, plant improvements, tank replacement, and metering
- Utilize 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
- 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 to increase protection of infrastructure
- Processed and disposed of 1922 tons of water sludge created through water treatment
- 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
- 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
 - Planning for the replacement of 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 5 miles/26,000 linear feet of water main to continue to move towards a pipe replacement cycle of less than 100 years
 - Begin the design for the demolition and replacement 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



ENTERPRISE FUND - WATER

FY 23-24 DEPARTMENT GOALS

- **CCG-2:** Community Engagement - Launch community engagement initiatives to ensure robust public outreach, conversation, and input on key Water projects impacting neighborhoods and the community overall
- **CCG-3:** Adapt water management strategy to respond to the above normal wet year to maximize beneficial use of current water supplies and strategic implementation of long term supply planning
- **CCG-3:** Complete long term water supply planning projects for the Cache Slough Pumping Plant Reactivation Feasibility Study and the Lake Curry Rehabilitation Project
- **CCG-3:** Strengthen and Support Water Team by prioritizing recruitment, retention, morale-building, and team-building efforts
- **CCG-3:** Successfully implement the 2016 TNI-2 program on or before January 1, 2024 in the Water Quality Laboratory in order to meet new State Water Quality requirements.
- **CCG-3:** 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
 - Implement replacement of 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 5 miles/26,000 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





ENTERPRISE FUND - WATER

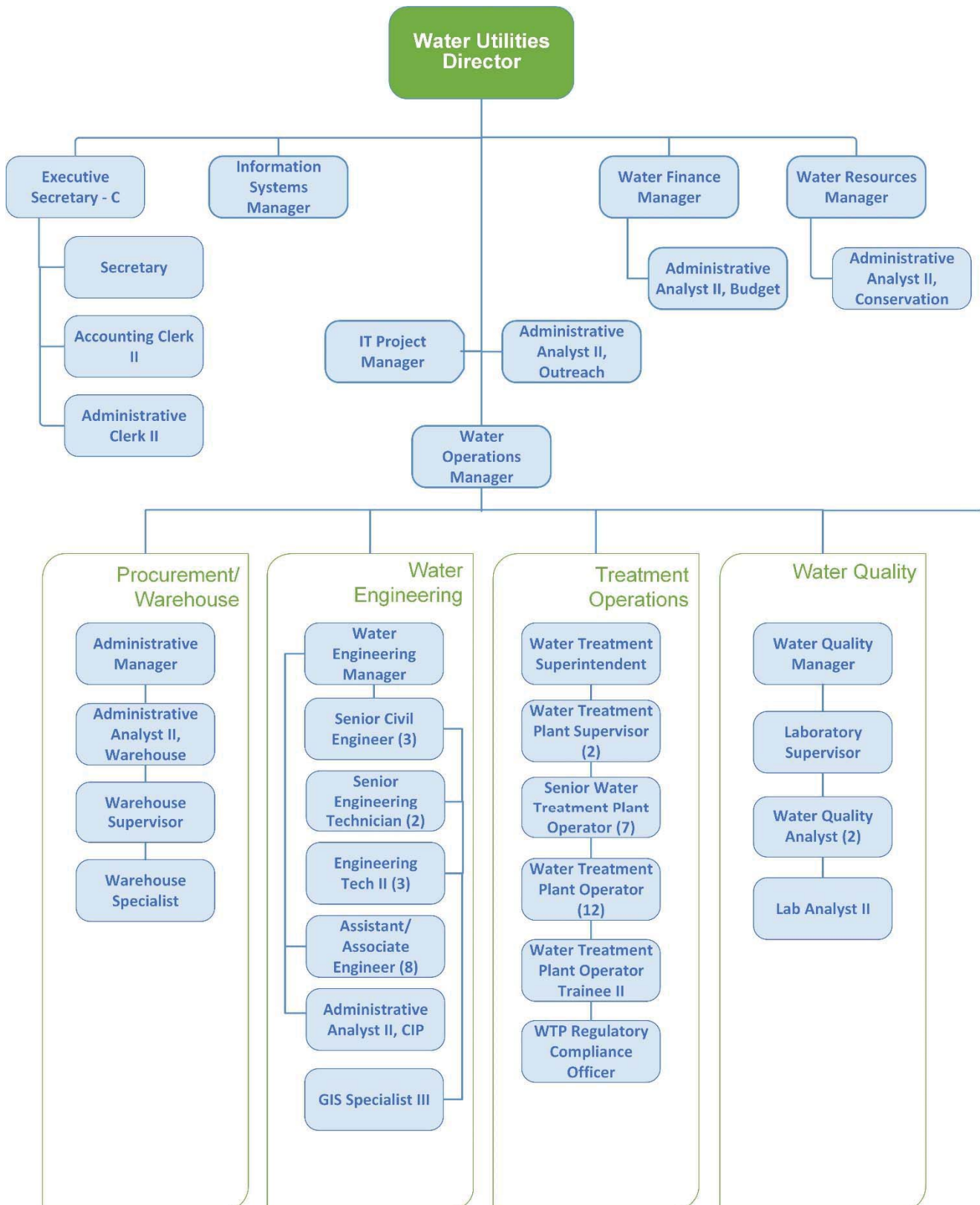
PERFORMANCE INDICATOR

Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Billions of Gallons of Drinking Water Produced at Fleming Hill Water Treatment Plant	5.13242	4.92067	5.05401
Number of Days All Water Production Was in Compliance	365	365	365
Number of Microbiological Samples Collected and Analyzed	4097	3956	3821
Number of Non-Microbiological Samples Collected and Analyzed	8839	8613	8639
Number of Capital Projects in Design	10	20	13
Number of Capital Projects in Construction	3	7	13
Development Reviews	658	920	850
Total Facilities Maintenance After-Hours Callouts	45	50	50
Total Instrumentation Calibrations Completed	2744	2551	3242
Total Facilities Planned Maintenance Work Orders Performed	2794	2596	3054
Total Grounds Locations Maintained	610	541	575
Total Distribution After-Hours Callouts	501	561	618
Distribution Repair Teamwork Orders Completed	451	528	575
Distribution Planned Maintenance Work Orders Completed	206	208	228
Water Meter Teamwork Orders Completed	345	253	330
Service Laterals Repaired	106	82	115
Backflows Tested	3943	3743	3980
Road Restoration (avg sq ft paved for potholes)	100 sq ft	145 sq ft	155 sq ft
Fire Road Restoration (in miles)	7 miles	7 miles	7 miles
Fire Break Acres Disked	7.99	7.9	7.9
Regular Inter-Agency Coordination Meetings	58	60	65



ENTERPRISE FUND - WATER

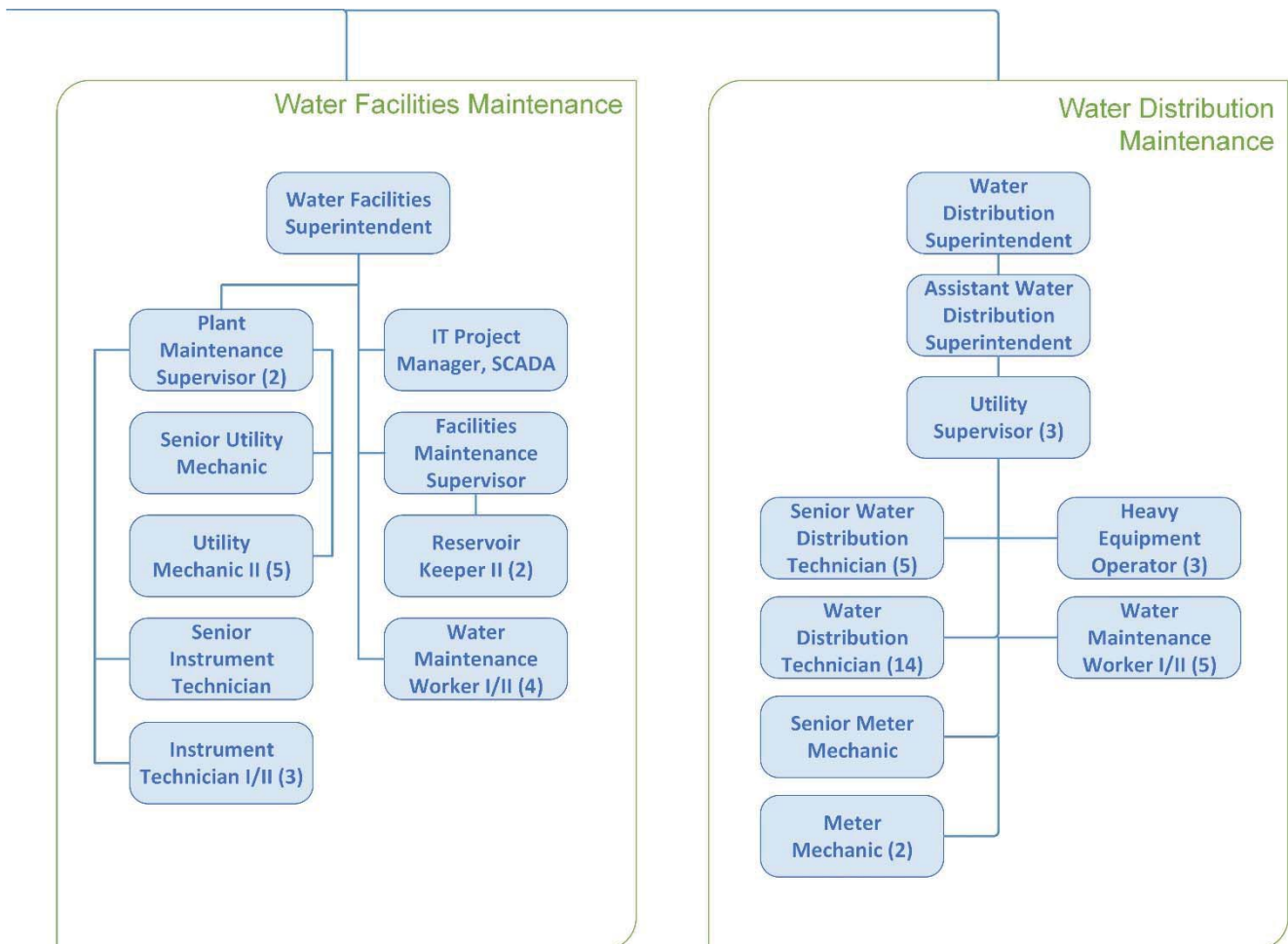
ORGANIZATIONAL CHART





ENTERPRISE FUND - WATER

ORGANIZATIONAL CHART





ENTERPRISE FUND - WATER

FULL-TIME PERSONNEL BY POSITION

		<u>FY 20-21</u>	<u>FY 21-22</u>	<u>FY 22-23</u>	<u>FY 23-24</u>	
	<u>Group</u>	<u>Amended</u>	<u>Amended</u>	<u>Amended</u>	<u>Changes</u>	<u>Adopted</u>
WATER ADMIN & ENGINEERING						
Water Utilities Director	EXEC	1.00	1.00	1.00	-	1.00
Water Operations Manager	EXEC	1.00	1.00	1.00	-	1.00
Water Engineering Manager	CAMP	1.00	1.00	1.00	-	1.00
Water Resource Manager	CAMP	-	-	1.00	-	1.00
Administrative Manager	CAMP	1.00	1.00	1.00	-	1.00
Water Finance Manager	CAMP	-	1.00	1.00	-	1.00
IT Project Manager	CAMP	-	1.00	1.00	-	1.00
Information System Manager	CAMP	-	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	4.00	4.00	5.00	-	5.00
Sr. Civil Engineer	IBEW	2.00	3.00	3.00	-	3.00
Associate Civil Engineer	IBEW	4.00	-	-	-	-
Assistant Civil Engineer	IBEW	2.00	-	-	-	-
Assistant Eng/Associate Civil Engineer	IBEW	-	10.00	8.00	-	8.00
Geographic Info Systems Specialist I/II	IBEW	0.50	1.00	1.00	-	1.00
Secretary	IBEW	-	-	1.00	-	1.00
Sr. Engineering Technician	IBEW	2.00	2.00	2.00	-	2.00
Engineering Technician II	IBEW	3.00	3.00	3.00	-	3.00
Administrative Analyst I	IBEW	-	1.00	-	-	-
Accounting Clerk II	IBEW	1.00	1.00	1.00	-	1.00
Admin Clerk II	IBEW	1.00	1.00	1.00	-	1.00
		24.50	34.00	34.00	-	34.00
WATER QUALITY						
Water Quality Manager	CAMP	1.00	1.00	1.00	-	1.00
Laboratory Supervisor	CAMP	1.00	1.00	1.00	-	1.00
Water Quality Analyst	IBEW	2.00	2.00	2.00	-	2.00
Laboratory Analyst II	IBEW	1.00	1.00	1.00	-	1.00
		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



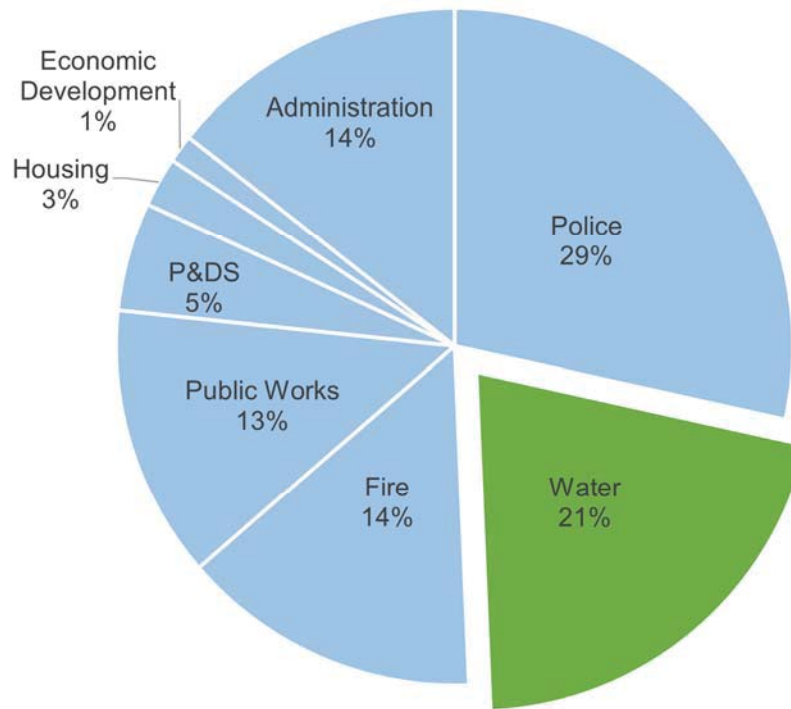
ENTERPRISE FUND - WATER

		<u>FY 20-21</u>	<u>FY 21-22</u>	<u>FY 22-23</u>	<u>FY 23-24</u>	
	<u>Group</u>	<u>Amended</u>	<u>Amended</u>	<u>Amended</u>	<u>Changes</u>	<u>Adopted</u>
PUMPING & TREATMENT MAINTENANCE						
Water Facilities Superintendent	CAMP	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
Facilities Maintenance Supervisor	CAMP	-	-	1.00	-	1.00
Public Works Supervisor	IBEW	-	1.00	-	-	-
Utility Mechanic II	IBEW	5.00	5.00	5.00	-	5.00
Sr. Instrument Technician	IBEW	1.00	1.00	1.00	-	1.00
Senior Utility Mechanic	IBEW	1.00	1.00	1.00	-	1.00
Instrument Technician I	IBEW	2.00	-	-	-	-
Instrument Technician II	IBEW	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
		17.00	19.00	19.00	-	19.00
TREATMENT OPERATIONS						
Water Treatment Superintendent	CAMP	1.00	1.00	1.00	-	1.00
WTP Supervisor	IBEW	2.00	2.00	2.00	-	2.00
WTP Regulatory Compliance	IBEW	1.00	1.00	1.00	-	1.00
WTPO Trainee II	IBEW	1.00	1.00	1.00	-	1.00
WTP Operator	IBEW	11.00	11.00	12.00	-	12.00
Advanced WTPO	IBEW	7.00	-	-	-	-
Senior WTPO	IBEW	-	7.00	7.00	-	7.00
		23.00	23.00	24.00	-	24.00
DISTRIBUTION MAINT						
Water Distribution Superintendent	CAMP	1.00	1.00	1.00	-	1.00
Assistant Water Distribution Superintendent	CAMP	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	1.00	-	-	-	-
Utility Supervisor	IBEW	3.00	3.00	3.00	-	3.00
Sr. Water Distribution Technician	IBEW	5.00	5.00	5.00	-	5.00
Water Distribution Technician	IBEW	13.00	14.00	14.00	-	14.00
Heavy Equipment Operator	IBEW	3.00	3.00	3.00	-	3.00
Water Maintenance Worker I/II	IBEW	4.00	5.00	5.00	-	5.00
Senior Meter Mechanic	IBEW	1.00	1.00	1.00	-	1.00
Meter Mechanic	IBEW	2.00	2.00	2.00	-	2.00
		34.00	35.00	35.00	-	35.00
WAREHOUSE						
Warehouse Supervisor	IBEW	1.00	1.00	1.00	-	1.00
Warehouse Specialist	IBEW	1.00	1.00	1.00	-	1.00
		2.00	2.00	2.00	-	2.00
TOTAL DEPARTMENT		107.50	120.00	121.00	-	121.00



ENTERPRISE FUND - WATER

FULL-TIME PERSONNEL BY DEPARTMENT





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ENTERPRISE FUND - WATER

	City System Fund #401 & 404		Water Rate Stabilization Fund #412	
	Adopted FY 22-23	Adopted FY 23-24	Adopted FY 22-23	Adopted FY 23-24
Beginning Available Fund Balance (a)				
Operating	\$ 26,617,832	\$ 17,808,276	\$ 2,500,000	\$ 2,500,000
Capital Outlay (b)	13,418,893	12,046,318	-	-
Capital Outlay (c)	18,080,359	6,386,132	-	-
Total	58,117,084	36,240,726	2,500,000	2,500,000
Annual Activity				
Revenues				
Operating	47,386,500	47,286,800	-	-
Capital	1,064,000	1,424,000	-	-
	48,450,500	48,710,800	-	-
Expenditures				
Salaries and benefits (d)	20,002,842	19,620,699	-	-
Services and supplies	17,781,729	18,197,548	-	-
Interfund allocation to Travis/Lakes	(3,359,206)	(3,440,166)	-	-
Pumping Operations/Power	3,126,000	3,165,000	-	-
Equipment Acquisition	651,800	373,200	-	-
Return to Rate Base	-	-	-	-
Other Expenses	1,101,000	671,000	-	-
Debt Service	6,338,768	5,987,772	-	-
Equipment Capital Outlay	1,365,000	661,000	-	-
Capital Outlay (b)	90,000	15,340,868	-	-
Capital Outlay (c)	6,839,000	6,386,132	-	-
	53,936,933	66,963,053	-	-
Transfers				
Transfers to/(from) operating reserve	-	(1,870,550)	-	-
Transfers to/(from) capital reserve	-	1,870,550	-	-
Transfer to/(from) rate reserve	-	-	-	-
Transfers to/from Non-Water Funds	-	-	-	-
	-	-	-	-
Net Annual Activity				
Operating	378,567	180,197	-	-
Capital Outlay (b)	974,000	(12,046,318)	-	-
Capital Outlay (c)	(6,839,000)	(6,386,132)	-	-
	(5,486,433)	(18,252,253)	-	-
Ending Available Fund Balance				
Operating reserve	26,996,399	17,988,473	2,500,000	2,500,000
Capital Outlay (b)	14,392,893	-	-	-
Capital Outlay (c)	11,241,359	-	-	-
	\$ 52,630,651	\$ 17,988,473	\$ 2,500,000	\$ 2,500,000
Operating Reserve				
as % of Annual Operating Expenditures	57%	40%	0%	0%
Debt Service Coverage Ratio				

- (a) FY 23-24 beginning balance is based on FY 22-23 projections
 (b) Capital Improvement and Major Maintenance Program: Pay-Go Funded
 (c) Capital Improvement and Major Maintenance Program: Bond-Funded
 (d) FY 22-23 include \$1.85M Vacancy Saving; FY 23-24 \$2.0M Vacancy Saving



ENTERPRISE FUND - WATER

Travis System Fund #402 & 410		Lakes System Fund #403 & 411		Total	
Adopted FY 22-23	Adopted FY 23-24	Adopted FY 22-23	Adopted FY 23-24	Adopted FY 22-23	Adopted FY 23-24
\$ -	\$ -	\$ (8,349,567)	\$ (6,925,434)	\$ 20,768,265	\$ 13,382,842
-	-	1,010,000	781,591	14,428,893	12,827,909
-	-	4,343,456	-	22,423,815	6,386,132
-	-	(2,996,111)	(6,143,843)	57,620,973	32,596,883
4,433,391	3,913,656	2,350,000	2,306,000	54,169,891	53,506,456
-	-	10,000	10,000	1,074,000	1,434,000
4,433,391	3,913,656	2,360,000	2,316,000	55,243,891	54,940,456
-	-	-	-	20,002,842	19,620,699
1,132,612	1,139,840	1,279,796	1,367,870	20,194,137	20,705,258
1,965,779	2,017,816	1,393,427	1,422,350	-	-
100,000	116,000	30,000	31,000	3,256,000	3,312,000
165,500	101,000	145,000	109,000	962,300	583,200
145,000	150,000	-	-	145,000	150,000
180,000	185,000	21,000	2,700	1,302,000	858,700
-	-	208,936	564,899	6,547,704	6,552,671
94,500	125,000	212,000	217,000	1,671,500	1,003,000
650,000	79,000	150,000	2,641,000	890,000	18,060,868
-	-	2,952,621	-	9,791,621	6,386,132
4,433,391	3,913,656	6,392,780	6,355,819	64,763,104	77,232,528
(650,000)	(79,000)	-	(1,849,409)	(650,000)	(3,798,959)
650,000	79,000	-	1,849,409	650,000	3,798,959
-	-	-	-	-	-
-	-	-	-	-	-
-	-	-	-	-	-
-	-	(940,159)	(3,258,228)	(561,592)	(3,078,031)
-	-	(140,000)	(781,591)	834,000	(12,827,909)
-	-	(2,952,621)	-	(9,791,621)	(6,386,132)
-	-	(4,032,780)	(4,039,819)	(9,519,213)	(22,292,072)
-	-	(9,289,726)	(10,183,662)	20,206,673	10,304,811
-	-	870,000	-	15,262,893	-
-	-	1,390,835	-	12,632,194	-
\$ -	\$ -	\$ (7,028,891)	\$ (10,183,662)	\$ 48,101,760	\$ 10,304,811
0%	0%	-282%	-274%	37%	20%
				1.43	1.48



ENTERPRISE FUND - WATER

CAPITAL IMPROVEMENT AND MAJOR MAINTENANCE PROGRAM

		City System Fund #401, 404	Travis System Fund #402, 410	Lakes System Fund #403, 411	Total
		Adopted FY 23-24	Adopted FY 23-24	Adopted FY 23-24	Adopted FY 23-24
EXISTING PROJECTS					
WT7013	Water Facilities Access Road Improvement	\$ 25,000	\$ -	\$ -	\$ 25,000
WT7031	Lakes Facilities Renovations	-	-	200,000	200,000
WT7054	Distribution Facilities Security	25,000	-	20,000	45,000
WT7065	Cordelia Unit No. 3 Emergency	200,000	-	-	200,000
WT7068	Fleming Hill Filter Media Replacement	5,500,000	-	-	5,500,000
WT7074*	Grid Pump Conversion Project	1,200,000	-	-	1,200,000
WT7086*	Distribution System Supervisory Control And Data Acquisition (SCADA) Renovation	1,500,000	-	100,000	1,600,000
WT7089	Distribution Sampling Stations	-	-	40,000	40,000
WT7097*	Swing Check Valve Replacement	50,000	-	-	50,000
WT7098	Meter Replacement Project	1,600,000	-	150,000	1,750,000
WT7099	Skyview Tank Repair Project	2,800,000	-	-	2,800,000
WT7107	Mare Island Tank Improvements	50,000	-	-	50,000
WT7110	Pump Station Equipment Renovation	200,000	-	100,000	300,000
WT7112	Jameson Pump #7 Variable Frequency Drive	70,000	-	-	70,000
WT7113	Portable Emergency Generators	120,000	-	50,000	170,000
WT7115	Mare Island Booster Pump Station	250,000	-	-	250,000
WT7117	Gordon Valley Water Main Rehabilitation / Replacemen	-	-	1,500,000	1,500,000
WT7118*	Water Main Replacement FY21-22	500,000	-	-	500,000
WT7119*	Water Main Replacement FY22-23	600,000	-	-	600,000
WT7120*	Advanced Meter Infrastructure	2,500,000	-	200,000	2,700,000
WT7121	Fleming Hill, Pump Stations & Substation Electrical	300,000	-	-	300,000
WT7123	Clearwell Repairs Fleming Hill	100,000	-	-	100,000
WT7126	Water Main Replacement FY23-24	200,000	-	-	200,000
WT7128	Lake Water System Auxiliary Pump Supply	-	-	200,000	200,000
WT7129	Water Main Installation under Highway 80 at Coach and Turner	15,000	-	-	15,000
WT7130	Summit Reservoir Rehabilitation	13,868	-	-	13,868
WT7130*	Summit Reservoir Rehabilitation	36,132	-	-	36,132
WT7131	Water Main Replacement FY24-25	10,000	-	-	10,000
WT7132	Water Main Replacement FY25-26	10,000	-	-	10,000
WT7133	Water Main Replacement FY26-27	10,000	-	-	10,000
WT7135	McGary - Cache Main Rehabilitation & Replacement	150,000	-	-	150,000
NEW PROPOSED PROJECTS					
WT7141	Swanzy Reservoir Improvements (NEW)	150,000	-	-	150,000
WT7142	Fleming Hill Pipe and Pump Replacement Project (NEW)	500,000	-	-	500,000
WT7143	Fleming Hill Storage and Office Upgrades (NEW)	250,000	-	-	250,000
WT7144	Cordelia Pump Station Upgrade (NEW)	350,000	-	-	350,000
WT7145	Terminal Reservoir Pump Station Improvements (NEW)	1,800,000	-	-	1,800,000
MULTI YEAR OPERATIONAL PROJECTS					
IT000	IT Improvements	332,000	29,000	31,000	392,000
WMY02	Lake Curry House Repairs	160,000	-	-	160,000
WMY03	Pump Rebuild	150,000	50,000	50,000	250,000
		\$ 21,727,000	\$ 79,000	\$ 2,641,000	\$ 24,447,000

* Denotes bond funded



ECONOMIC DEVELOPMENT FUNDS - SUMMARY

	Successor Agency	Mare Island Programs	Total
Beginning Available Fund Balance (a)	<u>\$ 127,054</u>	<u>\$ 5,674,760</u>	<u>\$ 5,801,814</u>
Revenues			
Taxes	1,047,996	1,961,282	3,009,278
Charges for Services	-	2,455,329	2,455,329
Investment Income	-	50,000	50,000
Lease Revenue	-	44,636	44,636
Transfer In	-	100,000	100,000
	<u>1,047,996</u>	<u>4,611,247</u>	<u>5,659,243</u>
Expenditures			
Economic Development	46,000	563,858	609,858
Police	-	835,000	835,000
Fire	-	2,459,000	2,459,000
Public Works	-	1,399,407	1,399,407
Nondepartmental	-	290,773	290,773
Debt service	1,129,050	-	1,129,050
	<u>1,175,050</u>	<u>5,548,038</u>	<u>6,723,088</u>
Net Annual Activity	<u>(127,054)</u>	<u>(936,791)</u>	<u>(1,063,845)</u>
Ending Available Fund Balance	<u><u>\$ -</u></u>	<u><u>\$ 4,737,969</u></u>	<u><u>\$ 4,737,969</u></u>
Project Balances, including FY 23-24 Appropriations			
ESCA-E Navy Environmental Services Agreement	\$ -	\$ 14,093,068	\$ 14,093,068
MIPRES Mare Island Preserve	-	45,378	45,378
Mare Island CFD Major Maintenance Projects	-	2,818,779	2,818,779
	<u><u>\$ -</u></u>	<u><u>\$ 16,957,225</u></u>	<u><u>\$ 16,957,225</u></u>
Authorized Positions	<u>-</u>	<u>2.00</u>	<u>2.00</u>

(a) FY 23-24 beginning balance is based on FY 22-23 projections



ECONOMIC DEVELOPMENT FUNDS – SUCCESSOR AGENCY TO THE FORMER VALLEJO REDEVELOPMENT AGENCY

OVERVIEW

The Economic Development Department staff 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.

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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The Successor Agency does not have authorized positions.

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 \$46,000.

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.



ECONOMIC DEVELOPMENT FUNDS – MARE ISLAND PROGRAMS

OVERVIEW

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.

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 FY 2020-21, \$1,908,104 in FY 2021-22, and an additional \$1,290,420.81 in FY 2022-23. 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 between the parties and leases. 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 2022-23 to cover budgeted costs in FY 2023-24, the City's General Fund is budgeted to provide a subsidy to this account totaling \$100,000 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 the City-owned Mare Island Chapel. 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 PROGRAMS

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The budget book includes updated budget information for a total of 139 funded positions. Of the authorized 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

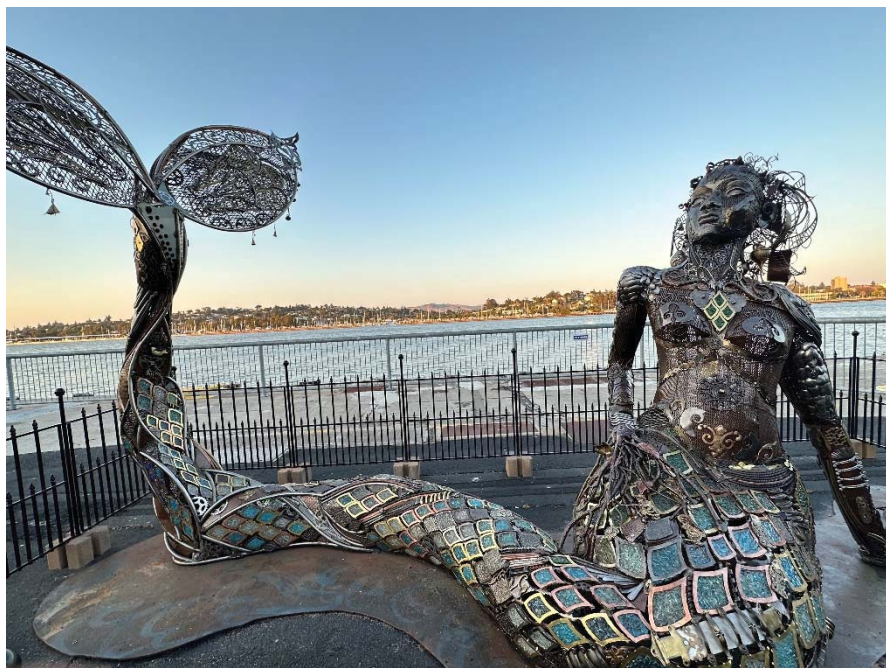
In FY 2023-24, the expenditure budget totaling approximately \$4.45 million represents a decrease of approximately \$90,000 from the FY 2022-23 budgeted operating budget of \$4.54 million. This decrease is primarily due to a reduction of budgeted safety costs, infrastructure maintenance project costs, and stormwater basin maintenance costs, offset by a slight increase in bridge maintenance 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 2023-24 expenditure budget for the Mare Island Environmental Conversion Fund reflects only a \$97 increase from the 2022-23 budget due to a slight increase in City cost allocation fees. 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 2023-24.

Base Reuse Fund #107

The FY 2023-24 expenditure budget for Fund 107 reflects an increase of approximately \$80,000 from the FY 2022-23 adopted budget. This increase is primarily due to anticipated legal and consultant costs for Mare Island project negotiations associated with State Lands, the Mare Island cemetery transfer, and Facility Agreements, offset by a reduction of CFD North Mare Island (NMI) taxes due to the transfer of NMI to Mare Island Company.



"Coralee" by Dana Albany
Located on Mare Island Dock



Mare Island Bridge



ECONOMIC DEVELOPMENT FUNDS – MARE ISLAND PROGRAMS

	Mare Island Conversion Fund #106
Beginning Available Fund Balance (a)	\$ 912,156
Revenues	
Taxes	-
Charges for Services	-
Investment Income	-
Transfer In	-
Lease Revenues (b)	-
	<u>-</u>
Expenditures	
Economic Development	286,643
2002-1 CFD Levy	-
Police	-
Fire	-
Public Works	-
Nondepartmental	8,702
Capital outlay	-
	<u>295,345</u>
Net Annual Activity	<u>(295,345)</u>
Ending Available Fund Balance	<u>\$ 616,811</u>
Project Balances, including FY 23-24 Appropriations	
Navy Environmental Services Agreement-East	\$ 14,093,068
Mare Island Preserve	-
Major Maintenance Project (c)	-
	<u>\$ 14,093,068</u>

- (a) The FY 23-24 Beginning Available Fund Balance is calculated as follows:
Fund Balance per City ACFR as of June 30, 2022
Less: Remaining Major Maintenance Project balances as of June 30, 2022
Less: FY 22-23 Projected Net Annual Activity
Less: FY 22-23 Adopted Major Maintenance Project Budget
FY 23-24 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.



ECONOMIC DEVELOPMENT FUNDS – MARE ISLAND PROGRAMS

Mare Island CFDs					
Mare Island Base Reuse Fund #107	2002-1 Fund #112 <i>See Supporting Schedule</i>	2005-1A (State)	2005-1A (State)	2005-1B (Local)	Total
		Operating Fund #113	Capital Facilities Fund #213	Fund #114	
\$ 179,902	\$ 1,640,257 (a)	\$ 414,644	\$ 1,652,392	\$ 875,409	\$ 5,674,760
-	1,961,282	-	-	-	1,961,282
-	2,073,760	281,569	100,000	-	2,455,329
-	50,000	-	-	-	50,000
100,000	-	-	-	-	100,000
44,636	-	-	-	-	44,636
144,636	4,085,042	281,569	100,000	-	4,611,247
212,132	-	-	-	-	498,775
65,083	-	-	-	-	65,083
-	835,000	-	-	-	835,000
-	2,459,000	-	-	-	2,459,000
-	976,506	183,201	-	239,700	1,399,407
47,323	175,325	18,275	21,590	19,558	290,773
-	-	-	-	-	-
324,538	4,445,831	201,476	21,590	259,258	5,548,038
(179,902)	(360,789)	80,093	78,410	(259,258)	(936,791)
\$ 0	\$ 1,279,468	\$ 494,737	\$ 1,730,802	\$ 616,151	\$ 4,737,969
\$ -	\$ -				\$ 14,093,068
45,378					45,378
125,000	2,693,779				2,818,779
\$ 170,378	\$ 2,693,779				\$ 16,957,225
	\$ 5,298,994				
	(3,030,104)				
	(628,633)				
	-				
	\$ 1,640,257				



ECONOMIC DEVELOPMENT FUNDS – MARE ISLAND PROGRAMS

MARE ISLAND COMMUNITY FACILITIES DISTRICT #2002-1

This schedule presents the CFD cash flow by month

	Audited FY 21-22	Adopted FY 22-23	Revised FY 22-23	FY 2023-2024 Proposed Budget						
				Annual Budget	July	August	September	October	November	December 1-20 (a)
Revenues										
General taxes/fees	\$ 2,038,312	\$ 1,911,601	\$ 1,911,601	\$ 1,961,282	\$ 110,426	\$ 110,426	\$ 110,426	\$ 110,426	\$ 110,426	\$ 110,426
Special Taxes										
County/Teeter	1,714,624	2,141,755	2,141,755	-	-	-	-	-	-	-
City	85,642	-	-	-	-	-	-	-	-	-
Assessments-Net Cost of Service (a)	-	-	-	2,073,760	-	-	-	-	-	-
	1,800,266	2,141,755	2,141,755	2,073,760	-	-	-	-	-	-
Other										
Investment income	(117,743)	50,000	50,000	50,000	4,167	4,167	4,167	4,167	4,167	2,778
	(117,743)	50,000	50,000	50,000	4,167	4,167	4,167	4,167	4,167	2,778
Subtotal, revenues	3,720,835	4,103,356	4,103,356	4,085,042	114,592	114,592	114,592	114,592	114,592	113,203
Expenditures										
Public Safety										
Fire	2,344,591	2,498,000	2,498,000	2,459,000	204,917	204,917	204,917	204,917	204,917	136,611
Police patrol	680,000	833,000	833,000	836,000	69,683	69,683	69,683	69,683	69,683	46,389
Public Works										
General	99,378	132,924	163,837	147,500	12,292	12,292	12,292	12,292	12,292	8,194
Buildings	15,909	42,840	97,840	43,517	3,626	3,626	3,626	3,626	3,626	2,418
Streets	341,116	360,291	368,291	361,058	30,088	30,088	30,088	30,088	30,088	20,059
Bridge	194,798	225,524	285,526	266,221	22,185	22,185	22,185	22,185	22,185	14,790
Grounds	111,774	196,823	196,823	158,210	13,184	13,184	13,184	13,184	13,184	8,789
Infrastructure maintenance projects	-	50,000	50,000	-	-	-	-	-	-	-
Administration	105,101	196,389	238,672	175,325	14,610	14,610	14,610	14,610	14,610	9,740
Subtotal, expenditures	3,892,667	4,535,791	4,731,989	4,445,831	370,486	370,486	370,486	370,486	370,486	246,991
Net operating results	(171,832)	(432,435)	(628,633)	(360,789)	(255,894)	(255,894)	(255,894)	(255,894)	(255,894)	(133,787)
Subtotal, July-Dec. 20, 2023 cash flow										(1,279,468)
Beginning Fund Balance	2,440,723	1,802,189	2,268,890	1,640,257	1,640,257	1,384,364	1,128,470	872,576	616,683	360,789
Ending Fund Balance	\$ 2,268,890	\$ 1,369,754	\$ 1,640,257	\$ 1,279,468	\$ 1,384,364	\$ 1,128,470	\$ 872,576	\$ 616,683	\$ 360,789	\$ 227,002

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





ECONOMIC DEVELOPMENT FUNDS – MARE ISLAND PROGRAMS

MARE ISLAND COMMUNITY FACILITIES DISTRICT #2002-1

FY 2023-2024 Proposed Budget							FY 2024-25 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>	
\$ 318,087	\$ 110,426	\$ 110,426	\$ 110,426	\$ 428,513	\$ 110,426	\$ 110,426	\$ 110,426	\$ 110,426	\$ 110,426	\$ 110,426	\$ 110,426	\$ 110,426	
-	-	-	-	-	-	-	-	-	-	-	-	-	
1,036,880	-	-	-	1,036,880	-	-	-	-	-	-	-	-	
1,036,880	-	-	-	1,036,880	-	-	-	-	-	-	-	-	
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	
1,356,356	114,592	114,592	114,592	1,469,559	114,592	114,592	114,592	114,592	114,592	114,592	114,592	113,203	
68,306	204,917	204,917	204,917	204,917	204,917	204,917	204,917	204,917	204,917	204,917	204,917	136,611	
23,194	69,583	69,583	69,583	69,583	69,583	69,583	69,583	69,583	69,583	69,583	69,583	46,389	
4,097	12,292	12,292	12,292	12,292	12,292	12,292	12,292	12,292	12,292	12,292	12,292	8,194	
1,209	3,626	3,626	3,626	3,626	3,626	3,626	3,626	3,626	3,626	3,626	3,626	2,418	
10,029	30,088	30,088	30,088	30,088	30,088	30,088	30,088	30,088	30,088	30,088	30,088	20,059	
7,395	22,185	22,185	22,185	22,185	22,185	22,185	22,185	22,185	22,185	22,185	22,185	14,790	
4,395	13,184	13,184	13,184	13,184	13,184	13,184	13,184	13,184	13,184	13,184	13,184	8,789	
-	-	-	-	-	-	-	-	-	-	-	-	-	
4,870	14,610	14,610	14,610	14,610	14,610	14,610	14,610	14,610	14,610	14,610	14,610	9,740	
123,495	370,486	370,486	370,486	370,486	370,486	370,486	370,486	370,486	370,486	370,486	370,486	246,991	
1,232,861	(255,894)	(255,894)	(255,894)	1,099,073	(255,894)	(255,894)	(255,894)	(255,894)	(255,894)	(255,894)	(255,894)	(133,787)	
227,002	1,459,863	1,203,969	948,075	692,182	1,791,255	1,535,362	1,279,468	1,023,574	767,681	511,787	255,894	\$ 0	
\$ 1,459,863	\$ 1,203,969	\$ 948,075	\$ 692,182	\$ 1,791,255	\$ 1,535,362	\$ 1,279,468	\$ 1,023,574	\$ 767,681	\$ 511,787	\$ 255,894	\$ 0	\$ (133,787)	





ECONOMIC DEVELOPMENT FUNDS – MARE ISLAND PROGRAMS

MARE ISLAND COMMUNITY FACILITIES DISTRICT #2002-1

Five Year Major Maintenance Projects Plan

	Project Cost Estimate	FY 22-23 Est CFD Balance	23-24	24-25	25-26	26-27	27-28
Bridge Painting / Pilings / Railings PW9762	13,800,000	-	-	-	-	-	-
Revenues (CFD Allocation)		2,099,073	-	-	-	-	-
Grant Funds		1,058,819	-	-	12,340,000	-	-
Expenses		(1,606,418)	(193,583)	-	(7,000,000)	(6,214,000)	-
Transfer In/(Out)		-	-	-	-	(483,891)	-
End Balance		1,551,474	1,357,891	1,357,891	6,697,891	-	-
Bridge Controls PW9775	2,825,000	-	-	-	-	-	-
Revenues (CFD Allocation)		1,275,000	-	-	-	-	-
Grant Funds		-	-	-	-	-	-
Expenses		(13,731)	(25,000)	-	-	(483,891)	-
Transfer In/(Out) (a)		(190,615)	-	-	-	483,891	-
End Balance		1,070,654	1,045,654	1,045,654	1,045,654	1,045,654	1,045,654
Mare Island Facilities PW9442	125,000	-	-	-	-	-	-
Revenues (CFD Allocation)		50,000	-	-	-	-	-
Grant Funds		-	1,274,488	-	-	-	-
Expenses		(43,349)	(1,274,488)	(71,651)	-	-	-
Transfer In/(Out) (a)		65,000	-	-	-	-	-
End Balance		71,651	71,651	-	-	-	-
TOTALS	16,750,000						
Revenues (CFD Allocation)		3,424,073	-	-	-	-	-
Grant Funds		1,058,819	1,274,488	-	12,340,000	-	-
Expenses		(1,663,498)	(1,493,071)	(71,651)	(7,000,000)	(6,697,891)	-
Transfer In/(Out)		(125,615)	-	-	-	-	-
End Balance - Mare Island CFD# 112 Funding		\$ 2,693,779	\$ 2,475,196	\$ 2,403,545	\$ 7,743,545	\$ 1,045,654	\$ 1,045,654

(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.



PUBLIC WORKS - SUMMARY

	Fleet Maintenance/ Replacement Fund #501/502	Landscape Maintenance Districts	Gas Tax Fund #133	Solid Waste Disposal Fund #135	Total
	<i>See Supporting Schedule</i>	<i>See Supporting Schedule</i>	<i>See Supporting Schedule</i>		
Beginning Available Fund Balance (a)	\$ 3,141,068	\$ 20,449,616	\$ 24,051	\$ -	\$ 23,614,735
Revenues					
Departmental Charges	6,949,393	2,715	-	-	6,952,108
Operating Grants	-	-	2,970,000	-	2,970,000
Charges for Services	36,000	4,828,065	1,590,988	1,504,297	7,959,350
Investment Income	42,000	166,935	-	-	208,935
	<u>7,027,393</u>	<u>4,997,715</u>	<u>4,560,988</u>	<u>1,504,297</u>	<u>18,090,393</u>
Expenditures					
Public Works	3,475,701	3,947,933	3,815,831	1,491,462	12,730,927
Vehicle Replacement	1,766,242	-	-	-	1,766,242
Transfers out	-	-	769,000	-	769,000
Debt service	850,000	-	-	-	850,000
	<u>6,091,943</u>	<u>3,947,933</u>	<u>4,584,831</u>	<u>1,491,462</u>	<u>16,116,169</u>
Net Annual Activity	<u>935,450</u>	<u>1,049,782</u>	<u>(23,843)</u>	<u>12,835</u>	<u>1,974,224</u>
Ending Available Fund Balance	<u>\$ 4,076,518</u>	<u>\$ 21,499,398</u>	<u>\$ 208</u>	<u>\$ 12,835</u>	<u>\$ 25,588,959</u>
Ending Balance by Program					
Fleet Operations, Fund #501	\$ 1,369,139				
Vehicle Replacement, General Fund	1,700,484				
Vehicle Replacement, Other Funds	1,006,895				
Debt service	<u>\$ 4,076,518</u>				
Project Balances, including FY 23-24 Appropriations					
Vehicle Replacement	\$ 2,616,242				
Department of Conservation Program	-			\$ 162,799	
Used Oil Block Grant Program	-			418	
Household Hazardous Waste	-			-	
	<u>\$ 2,616,242</u>			<u>\$ 163,217</u>	
Authorized Positions	<u>9.00</u>	<u>5.00</u>	<u>-</u>	<u>-</u>	<u>14.00</u>

(a) FY 23-24 beginning balance is based on FY 22-23 projections



PUBLIC WORKS FUNDS – FLEET MAINTENANCE/REPLACEMENT

OVERVIEW

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.

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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

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

Services and Supplies

The FY 2023-24 vehicles and equipment maintenance budget will be funded with \$2,994,905 from the General Fund and \$1,108,040 from Other Funds. The replacement budget will be funded with \$2,206,448 from the General Fund and \$640,000 from Other Funds.

The City Council approved a \$5 million lease financing agreement with Banc of America Public Capital Corp which allows the City to replace Fire's 1993 Seagrave Ladder Truck (Unit 232), 2002 For F-550 SD brush truck (Unit 244), and (2) two new Type I apparatus to the fleet. The allocated FY 2023-24 debt service cost for the financing agreement will be \$850 thousand.



PUBLIC WORKS FUNDS – FLEET MAINTENANCE/REPLACEMENT

FY 23-24 ADOPTED BUDGET

		Replacement			
	Fleet Maintenance (Fund #501)	General Fund	Other Funds	Total Equipment Replacement (Fund #502)	Total Maintenance & Replacement
Beginning Available Fund Balance (a)	\$ 688,895	\$ 1,485,278	\$ 966,895	\$ 2,452,173	\$ 3,141,068
Revenues					
Departmental charges:					
General Fund:					
Operating	2,994,905	-	-	-	2,994,905
Replacement	-	2,206,448	-	2,206,448	2,206,448
Water Fund:					
Operating	777,446	-	-	-	777,446
Replacement	-	-	288,000	288,000	288,000
Other Programs:					
Operating	330,594	-	-	-	330,594
Replacement	-	-	352,000	352,000	352,000
Charges for Services	36,000	-	-	-	36,000
Investment Income	17,000	25,000	-	25,000	42,000
Total Revenues	<u>4,155,945</u>	<u>2,231,448</u>	<u>640,000</u>	<u>2,871,448</u>	<u>7,027,393</u>
Expenditures					
Fleet Operations					
General Fund	2,537,054	-	-	-	2,537,054
Water Fund	658,593	-	-	-	658,593
Other Programs	280,054	-	-	-	280,054
Vehicle Replacement:					
General Fund	-	1,166,242	-	1,166,242	1,166,242
Water Fund	-	-	305,000	305,000	305,000
Other Programs	-	-	295,000	295,000	295,000
Debt service	-	850,000	-	850,000	850,000
Total Expenditures	<u>3,475,701</u>	<u>2,016,242</u>	<u>600,000</u>	<u>2,616,242</u>	<u>6,091,943</u>
Net Annual Activity	<u>680,244</u>	<u>215,206</u>	<u>40,000</u>	<u>255,206</u>	<u>935,450</u>
Ending Available Fund Balance	<u>\$ 1,369,139</u>	<u>\$ 1,700,484</u>	<u>\$ 1,006,895</u>	<u>\$ 2,707,379</u>	<u>\$ 4,076,518</u>
% of Operations	39%				

(a) FY 23-24 beginning balance is based on FY 22-23 projections



PUBLIC WORKS FUNDS – GAS TAX

OVERVIEW

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.

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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

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.

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

Services and Supplies

The services and supplies budget remain essentially flat. Overall expenditures decreased approximately \$634 thousand due to the decrease in transfer out to capital improvement projects.



PUBLIC WORKS FUNDS – GAS TAX

FY 23-24 ADOPTED BUDGET

	Audited FY 20-21	Audited FY 21-22	Adopted FY 22-23	Adopted FY 23-24
Beginning Available Fund Balance (a)	\$ 925,016	\$ 1,284,404	\$ 782,980	\$ 24,051
Revenues				
State Gas Tax Apportionment	1,838,944	1,893,934	2,164,827	2,020,000
State Proposition 42 Replacement	794,356	935,451	950,000	950,000
Investment Income	(503)	-	-	-
Misc. Revenue:				
Vallejo Garbage	1,357,911	1,421,585	1,413,050	1,425,000
VFWD	141,448	141,448	141,488	141,488
Solano County	9,000	4,500	4,500	4,500
Misc. Revenue/Reimbursements	6,500	12,277	20,000	20,000
	<u>4,147,656</u>	<u>4,409,194</u>	<u>4,693,865</u>	<u>4,560,988</u>
Total Resources Available	5,072,672	5,693,598	5,476,845	4,585,039
Expenditures (b)				
Traffic Signal Maintenance	816,251	850,589	903,118	958,477
Street Sweeping	695,062	558,094	602,186	568,468
Street Lighting	840,815	874,197	787,275	961,846
Signs & Markings	341,597	363,573	567,381	567,946
Overlay & Sidewalk Repair	512,632	590,360	327,040	322,545
Other	231,911	274,854	431,911	436,549
Transfer out - Capital Fund	350,000	2,000,000	1,600,000	769,000
	<u>3,788,268</u>	<u>5,511,666</u>	<u>5,218,911</u>	<u>4,584,831</u>
Net Annual Activity	359,388	(1,102,472)	(525,046)	(23,843)
Debt service				
Ending Available Fund Balance	\$ 1,284,404	\$ 181,932	\$ 257,934	\$ 208

(a) FY 23-24 beginning balance is based on FY 22-23 projections

(b) **Expenditures by Type:**

Public Works Maintenance Staff Allocations	\$ 1,581,285
Utilities	900,000
Vehicles	571,997
Other Services/Supplies	526,000
Capital programs	769,000
Citywide and Public Works Overhead Allocations	236,549
Total	\$ 4,584,831



PUBLIC WORKS FUNDS – LANDSCAPE MAINTENANCE DISTRICT

OVERVIEW

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.

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.

PROPOSED CHANGES FROM ADOPTED BUDGET FY 22-23 VERSUS FY 23-24

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.

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

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.





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PUBLIC WORKS FUNDS – LANDSCAPE MAINTENANCE DISTRICT

FY 23-24 ADOPTED BUDGET

	Landscape Maintenance District Admin Fund #161	Hiddenbrooke Fund #138	1972 Districts				
			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, 2022	\$ 9,618	\$ 3,355,352	\$ 600,278	\$ 141,357	\$ 32,974	\$ 386,291	\$ 3,821,729
FY 22-23 Activity							
Revenues	-	447,571	127,328	55,058	15,149	176,200	899,873
Expenditures	(1,363,145)	(616,834)	(72,573)	(40,478)	(18,697)	(115,905)	(504,911)
Interfund Allocation	1,363,145	(152,828)	(35,620)	(19,980)	(9,306)	(57,068)	(247,763)
Net Annual Activity	-	(322,091)	19,135	(5,400)	(12,854)	3,227	147,199
Projected Fund Balance, June 30, 2023	9,618	3,033,261	619,413	135,957	20,120	389,518	3,968,928
FY 23-24 Activity							
Revenues							
Charges for services	-	721,027	123,031	54,011	14,864	172,784	862,794
Investment income	-	30,333	4,297	1,047	285	3,416	37,079
Other	-	2,715	-	-	-	-	-
Total Revenue	-	754,075	127,328	55,058	15,149	176,200	899,873
Expenditures							
District Maintenance							
Contract Services	-	379,550	12,484	18,303	12,618	43,704	209,405
Rehabilitation / Vandalism	-	55,000	7,000	5,000	5,000	15,000	30,000
Utilities	-	112,742	36,383	11,595	3,016	46,002	185,419
Major Maintenance Projects	-	-	-	-	-	(48,469)	-
Subtotal, District Maintenance	-	547,292	55,867	34,898	20,634	56,237	424,824
Administration							
Debt - Citywide and Department Allocations	1,421,607	-	-	-	-	-	-
District Allocations	(1,421,607)	184,384	33,860	21,151	12,506	63,462	257,482
Engineer's Report	-	4,104	696	305	84	978	4,880
County Fees	-	7,210	1,230	540	149	1,728	8,628
Subtotal, Administration	-	195,698	35,786	21,996	12,739	66,168	270,990
Total Expenditures	-	742,990	91,653	56,894	33,373	122,405	695,814
Net Annual Activity	-	11,085	35,675	(1,836)	(18,224)	53,795	204,059
	\$ 9,618	\$ 3,044,346	\$ 655,088	\$ 134,121	\$ 1,896	\$ 443,313	\$ 4,172,987
Total Fund Balance							
Operating reserve (50% annual operations)	\$ -	370,138	\$ 45,827	\$ 28,447	\$ 1,896	\$ 61,203	\$ 347,907
Rehabilitation reserve	-	2,674,208	609,261	105,674	-	382,110	3,825,080
Undesignated/Available	9,618	-	-	-	-	-	-
	\$ 9,618	\$ 3,044,346	\$ 655,088	\$ 134,121	\$ 1,896	\$ 443,313	\$ 4,172,987



PUBLIC WORKS FUNDS – LANDSCAPE MAINTENANCE DISTRICT

FY 23-24 ADOPTED BUDGET

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
\$ 198,909	\$ 72,489	\$ 142,027	\$ 1,438,876	\$ 486,787	\$ 49,887	\$ 1,665,313	\$ 9,036,917
180,884	14,244	24,432	799,685	110,113	6,767	231,683	2,641,416
(172,693)	(16,942)	(9,973)	(518,632)	(71,354)	(9,456)	(100,055)	(1,651,669)
(85,634)	(8,431)	(4,845)	(255,307)	(35,135)	(2,170)	(48,739)	(809,998)
(77,443)	(11,129)	9,614	25,746	3,624	(4,859)	82,889	179,749
121,466	61,360	151,641	1,464,622	490,411	45,028	1,748,202	9,216,666
178,342	13,688	23,329	805,282	105,951	6,360	217,919	2,578,355
2,542	556	1,103	10,356	4,162	407	13,764	79,014
-	-	-	-	-	-	-	-
180,884	14,244	24,432	815,638	110,113	6,767	231,683	2,657,369
95,172	3,090	7,416	306,961	22,308	6,191	25,338	762,990
25,000	5,000	3,000	30,000	20,000	3,000	15,000	163,000
37,729	-	-	97,728	18,302	-	53,267	489,441
-	-	-	75,000	-	-	-	26,531
157,901	8,090	10,416	509,689	60,610	9,191	93,605	1,441,962
-	-	-	-	-	-	-	-
95,702	4,904	6,313	263,461	36,735	5,571	56,733	857,880
1,009	77	132	4,542	599	36	1,233	14,571
1,783	137	233	8,053	1,060	64	2,179	25,784
98,494	5,118	6,678	276,056	38,394	5,671	60,145	898,235
256,395	13,208	17,094	785,745	99,004	14,862	153,750	2,340,197
(75,511)	1,036	7,338	29,893	11,109	(8,095)	77,933	317,172
\$ 45,955	\$ 62,396	\$ 158,979	\$ 1,494,515	\$ 501,520	\$ 36,933	\$ 1,826,135	\$ 9,533,838
\$ 45,955	\$ 6,604	\$ 8,547	\$ 392,873	\$ 49,502	\$ 7,431	\$ 76,875	\$ 1,073,067
-	55,792	150,432	1,101,642	452,018	29,502	1,749,260	8,460,771
-	-	-	-	-	-	-	-
\$ 45,955	\$ 62,396	\$ 158,979	\$ 1,494,515	\$ 501,520	\$ 36,933	\$ 1,826,135	\$ 9,533,838



PUBLIC WORKS FUNDS – LANDSCAPE MAINTENANCE DISTRICT

FY 23-24 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, 2022	\$ 337,556	\$ 182,381	\$ 519,883	\$ 36,083	\$ 230,345	\$ 161,071	\$ 1,843,188
FY 22-23 Activity							
Revenues	50,237	48,209	127,077	3,194	41,276	64,464	368,314
Expenditures	(14,438)	(23,227)	(75,923)	(752)	(26,934)	(39,421)	(111,959)
Interfund Allocation	(7,163)	(11,595)	(37,967)	-	(13,477)	-	(55,575)
Net Annual Activity	28,636	13,387	13,187	2,442	865	25,043	200,780
Projected Fund Balance, June 30, 2023	366,192	195,768	533,070	38,525	231,210	186,114	2,043,968
FY 23-24 Activity							
Revenues							
Charges for services	49,805	48,490	131,670	2,950	41,876	66,467	372,287
Investment income	2,751	1,212	3,610	302	2,123	166	12,616
Other	-	-	-	-	-	-	-
Total Revenue	52,556	49,702	135,280	3,252	43,999	66,633	384,903
Expenditures							
District Maintenance							
Contract Services	4,697	13,545	15,574	309	14,956	14,832	52,145
Rehabilitation / Vandalism	5,000	5,000	19,500	-	10,000	15,000	15,000
Utilities	-	2,652	27,511	-	-	4,000	28,831
Major Maintenance Projects	-	-	-	-	-	-	-
Subtotal, District Maintenance	9,697	21,197	62,585	309	24,956	33,832	95,976
Administration							
Citywide and Department Allocations	-	-	-	-	-	-	-
District Allocations	5,876	12,847	37,932	-	15,126	-	58,169
Engineer's Report	280	272	737	18	234	372	2,088
County Fees	-	-	-	-	-	-	-
Subtotal, Administration	6,156	13,119	38,669	18	15,360	372	60,257
Total Expenditures	15,853	34,316	101,254	327	40,316	34,204	156,233
Net Annual Activity	36,703	15,386	34,026	2,925	3,683	32,429	228,670
	\$ 402,895	\$ 211,154	\$ 567,096	\$ 41,450	\$ 234,893	\$ 218,543	\$ 2,272,638
Total Fund Balance							
Operating reserve (50% annual operations)	\$ 7,927	\$ 17,158	\$ 50,627	\$ 164	\$ 20,158	\$ 17,102	\$ 78,117
Rehabilitation reserve	394,968	193,996	516,469	41,286	214,735	201,441	2,194,521
Undesignated/Available	-	-	-	-	-	-	-
	\$ 402,895	\$ 211,154	\$ 567,096	\$ 41,450	\$ 234,893	\$ 218,543	\$ 2,272,638



PUBLIC WORKS FUNDS – LANDSCAPE MAINTENANCE DISTRICT

FY 23-24 ADOPTED BUDGET

1911 Districts								Total	Mare Island 2005-1A (State) Operating Fund #113 Allocation
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		
\$ 1,143,053	\$ 377,404	\$ 370,488	\$ 317,032	\$ 204,438	\$ 783,468	\$ 1,218,032	\$ 7,724,422	\$ 20,126,309	
156,512	101,450	92,762	50,020	115,638	112,572	179,231	1,510,956	4,599,943	65,742
(62,413)	(67,023)	(58,770)	(21,603)	(81,253)	(52,366)	(74,648)	(710,730)	(4,342,378)	
(31,098)	(33,538)	(29,396)	(10,775)	(40,662)	(26,125)	(37,206)	(334,577)	65,742	(65,742)
63,001	889	4,596	17,642	(6,277)	34,081	67,377	465,649	323,307	-
1,206,054	378,293	375,084	334,674	198,161	817,549	1,285,409	8,190,071	20,449,616	-
154,725	104,758	94,989	50,231	119,100	110,572	180,763	1,528,683	4,828,065	69,135
8,989	3,318	2,714	2,495	1,111	6,480	9,701	57,588	166,935	-
-	-	-	-	-	-	-	-	2,715	-
163,714	108,076	97,703	52,726	120,211	117,052	190,464	1,586,271	4,997,715	69,135
26,325	44,496	11,124	12,176	11,124	6,798	31,638	259,739	1,402,279	-
15,000	10,000	10,000	7,000	12,500	10,000	20,000	154,000	372,000	-
9,888	4,644	11,535	1,904	12,127	16,471	12,661	132,224	734,407	-
-	-	-	-	-	-	-	-	26,531	-
51,213	59,140	32,659	21,080	35,751	33,269	64,299	545,963	2,535,217	-
-	-	-	-	-	-	-	-	1,421,607	-
-	-	-	-	-	-	-	-	1,421,607	-
31,040	35,845	19,794	12,777	21,668	20,163	38,971	310,208	(69,135)	69,135
868	587	533	281	669	622	1,014	8,575	27,250	-
-	-	-	-	-	-	-	-	32,994	-
31,908	36,432	20,327	13,058	22,337	20,785	39,985	318,783	1,412,716	69,135
83,121	95,572	52,986	34,138	58,088	54,054	104,284	864,746	3,947,933	69,135
80,593	12,504	44,717	18,588	62,123	62,998	86,180	721,525	1,049,782	-
\$ 1,286,647	\$ 390,797	\$ 419,801	\$ 353,262	\$ 260,284	\$ 880,547	\$ 1,371,589	\$ 8,911,596	\$ 21,499,398	\$ -
\$ 41,561	\$ 47,786	\$ 26,493	\$ 17,069	\$ 29,044	\$ 27,027	\$ 52,142	\$ 432,375	\$ 1,875,580	\$ -
1,245,086	343,011	393,308	336,193	231,240	853,520	1,319,447	8,479,221	19,614,200	-
-	-	-	-	-	-	-	-	9,618	-
\$ 1,286,647	\$ 390,797	\$ 419,801	\$ 353,262	\$ 260,284	\$ 880,547	\$ 1,371,589	\$ 8,911,596	\$ 21,499,398	\$ -



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HOUSING AND OTHER FUNDS - SUMMARY

	Housing Funds	Debt Service	Police Grants Funds #139, 140, 146, 149, 151	Risk Management (Self Insurance)
	<i>See Supporting Schedule</i>	<i>See Supporting Schedule</i>	<i>See Supporting Schedule</i>	<i>See Supporting Schedule</i>
Beginning Available Fund Balance (h)	\$ 4,374,656	\$ 5,333,911	\$ 181,918	\$ 30,686,692
Revenues				
Operating				
Charges for Services	-	2,208,059	-	15,345,039
County recoupment - delinquencies	-	(1,715,000)	-	-
Operating Grants and Contributions	25,455,487	-	240,000	-
Investment Income	-	42,000	-	306,866
Lease Revenue	-	-	-	-
Program Income	112,800	-	-	-
Miscellaneous	54,100	-	-	-
	<u>25,622,387</u>	<u>535,059</u>	<u>240,000</u>	<u>15,651,905</u>
Expenditures				
Housing Funds	24,577,226	-	-	-
Planning and Development Services	-	-	-	-
Economic Development	-	-	-	-
Police	-	-	402,624	-
Public Works	-	-	-	-
Nondepartmental	-	95,740	-	16,296,037
Administration	-	-	-	-
Debt service	-	2,932,323	-	-
	<u>24,577,226</u>	<u>3,028,063</u>	<u>402,624</u>	<u>16,296,037</u>
Other Financing Sources (Uses)				
Transfers in - General Fund	-	1,142,565	-	-
Transfers in - Capital Funds	160,000	-	-	-
Transfers out - General Fund	-	-	-	-
Transfers out - Economic Development	-	-	-	-
Fund balance reserve	-	(24,104)	-	-
	<u>160,000</u>	<u>1,118,461</u>	<u>-</u>	<u>-</u>
Net Annual Activity	<u>1,205,161</u>	<u>(1,374,543)</u>	<u>(162,624)</u>	<u>(644,132)</u>
Ending Available Fund Balance	<u>\$ 5,579,817</u>	<u>\$ 3,959,368</u>	<u>\$ 19,294</u>	<u>\$ 30,042,560</u>
Endowment Principal				
Remaining Unexpended Appropriation				
Authorized Positions	<u>16.00</u>	<u>-</u>	<u>-</u>	<u>5.00</u>

- (a) The Administration Fund appropriates various special purpose collections and donations.
The Hazmat Fund appropriates funds received from Vallejo Garbage Service (Recology) to support the Public Works Department's
- (b) hazardous materials response team.
- (c) The McCune Collection Trust Fund supports the McCune Collection of rare books at the JFK Library.
- (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 Outside Funded Services Fund appropriates funds for development related expenditures that are reimbursed by applicants.
- (g) The State Lands Commission Fund reports revenues earned on waterfront land protected by the State Land Trust
- (h) FY 23-24 beginning balance is based on FY 22-23 projections



HOUSING AND OTHER FUNDS - SUMMARY

Administrative Fund #601 (a)	Hazmat Fund #143 (b)	McCune Collection Fund #603 (c)	Navigation Center Fund #191 (d)	NLP Nuisance Abatement Fund #147 (e)	Outside Funded Services Fund #129 (f)	State Lands Commission Fund #134 (g)	Total
\$ -	\$ 54,103	\$37,955	\$ -	\$ 156,602	\$ -	\$ 378,879	\$ 41,204,716
-	46,224	-	-	-	1,020,000	-	18,619,322
-	-	-	-	-	-	-	(1,715,000)
20,000	-	-	-	-	-	-	25,715,487
25,000	-	2,500	50,000	-	40,383	-	466,749
-	-	-	-	-	-	311,171	311,171
-	-	-	-	-	-	-	112,800
-	-	-	-	107,000	-	-	161,100
45,000	46,224	2,500	50,000	107,000	1,060,383	311,171	43,671,629
-	-	-	-	-	-	-	24,577,226
-	-	-	-	-	500,000	-	500,000
-	-	-	-	-	320,000	-	320,000
20,000	-	-	-	-	-	-	422,624
-	46,224	-	-	-	100,000	615,000	761,224
-	-	2,500	-	209,034	-	75,050	16,678,361
-	-	-	-	-	100,000	-	100,000
-	-	-	-	-	-	-	2,932,323
20,000	46,224	2,500	-	209,034	1,020,000	690,050	46,291,758
-	-	-	-	-	-	-	1,142,565
-	-	-	-	-	-	-	160,000
(25,000)	-	-	-	-	(40,383)	-	(65,383)
-	-	-	-	-	-	-	-
-	-	-	-	-	-	-	(24,104)
(25,000)	-	-	-	-	(40,383)	-	1,213,078
-	-	-	50,000	(102,034)	-	(378,879)	(1,407,051)
\$ -	\$ 54,103	\$ 37,955	\$ 50,000	\$ 54,568	\$ -	\$ -	\$ 39,797,665
		\$ 64,625					
			\$ 5,050,290				
-	-	-	-	-	-	-	21.00



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HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

OVERVIEW

The Housing and Community Development (HCD) Department manages programs funded by the U.S. Department of Housing and Urban Development (HUD). The HCD Department is home to the Housing Authority of the City of Vallejo (HACV) 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 HACV 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 HACV ensures that program participants have decent, safe, sanitary, and quality housing, and facilitates in order to improve the quality of life of families of Vallejo.

The HCD Department 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 Department 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 Department also provides staff support to the Housing and Community Development Commission.

Through these HUD-funded programs, the Housing and Community Development Department 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

Housing Authority of the City of Vallejo

Housing Choice Voucher (HCV) Program

The 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 HACV 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 HACV 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.

Project-Based Voucher (PBV) 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.



HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

Family Self-Sufficiency (FSS) Program

The FSS Program offers opportunities for existing HCV Program participants to receive case management services and financial incentives 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 (VASH) Program

The VASH Program provides rental assistance vouchers to veterans who are experiencing homelessness. The HACV 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.

Community Development Programs

Community Development Block Grant (CDBG) Program

The Community Development Block Grant Program aims to develop viable urban communities by providing adequate housing and a suitable living environment and 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, and public improvements, and for mortgage assistance for eligible low-income homeowners. The CDBG Program may also fund public service activities provided by non-profit agencies such as Community Housing Development Corporation, Fair Housing Advocates of Northern California, and Faith Food Fridays.

HOME Investment Partnerships (HOME) Program

The HOME Investment Partnerships 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 nonprofit 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.

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.



HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

PROPOSED CHANGES FROM ADOPTED FY 22-23 VERSUS FY 23-24

Housing Choice Voucher (HCV) Program

For calendar year 2023, the estimated renewal funding allocation determined by HUD is \$20,218,485. This amount represents housing assistance payments that will be made available to the HACV as payments to landlords. It is projected that the HACV 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.

Community Development Block Grant (CDBG) Program

In Fiscal Year (FY) 2023-24, the anticipated CDBG Program funding is \$1,040,447, \$5,000 of which is projected program income. A portion will be used to assist non-profit public service organizations and to cover administrative expenses. Approximately 70 percent of available funding will be used for the Homeless Navigation Center.

HOME Investment Partnerships (HOME) Program

In FY 2023-24, the anticipated HOME Program funding of \$661,954, \$100,000 of which is projected program income, will primarily be spent on activities that focus on the development of a permanent supportive housing project

Neighborhood Stabilization Program

In FY 2023-24, the City has one NSP project underway, the development of the Sonoma Estates Project, an eleven (11) for-ownership affordable housing unit project for qualified first-time homebuyer households, at 759 Sonoma Boulevard.

FY 22-23 ACCOMPLISHMENTS

- Issued 42 households (to-date) with Housing Choice Vouchers
- Construction of the Permanent Supportive Housing Project (Blue Oak Landing at Sacramento St.) was completed in March 2023
- Assisted four households who were at risk of homelessness secure housing through the Tenant-Based Rental Assistance Program

FY 23-24 DEPARTMENT GOALS

CCG-4: Housing / Unhoused Response

Multi-Year Goals

Affordable Housing Plan

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



HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

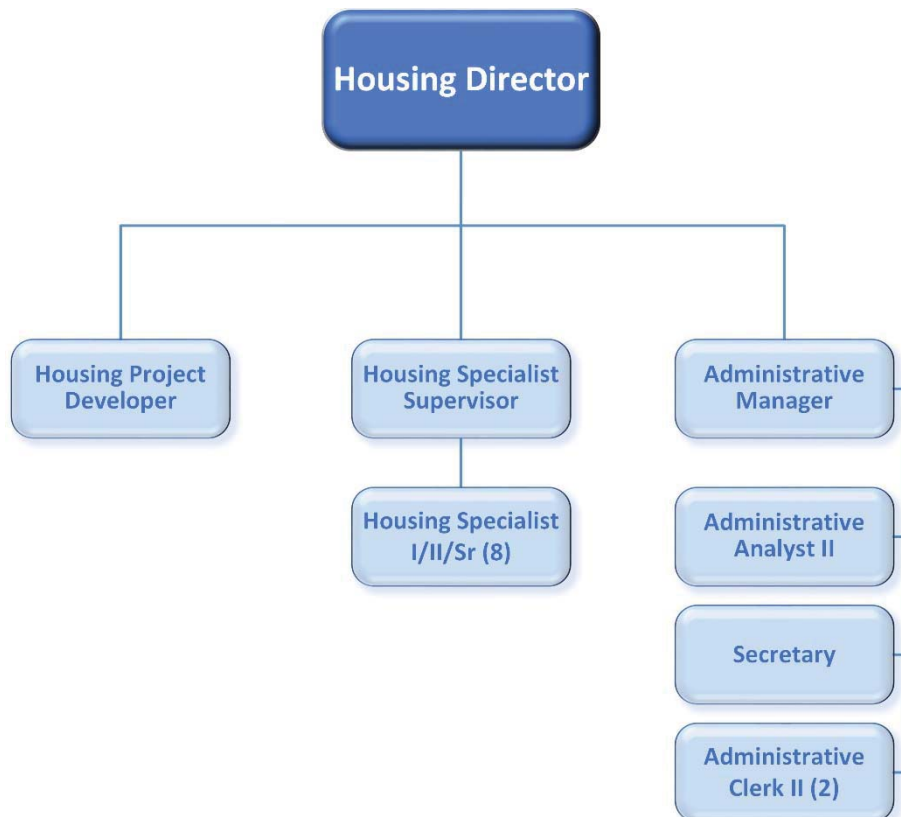
Additional Goals

- Blue Oak Landing to be 100% occupied by first quarter of FY 2023-22 using HACV Project-Based Vouchers
- Landlord Recruitment Activities/Outreach for the Housing Choice Voucher (Section 8) Program
- Reopening of the Housing Choice Voucher (Section 8) Program Waiting List
- Homeless Navigation Center Project Construction
- HOME-ARP Funded Permanent Supportive Housing Project

PERFORMANCE INDICATOR

Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
Number of Housing Choice Vouchers issued	1,390	1,333	1,600
Number of Section 8 Project-Based Vouchers issued	25	25	146
Number Veterans Affairs Supportive Housing Vouchers issued	40	43	50
Number served through non-profit supportive services (fair housing legal services)	263	185	185
Number of housing rehabilitation loans provided	0	0	0

ORGANIZATIONAL CHART





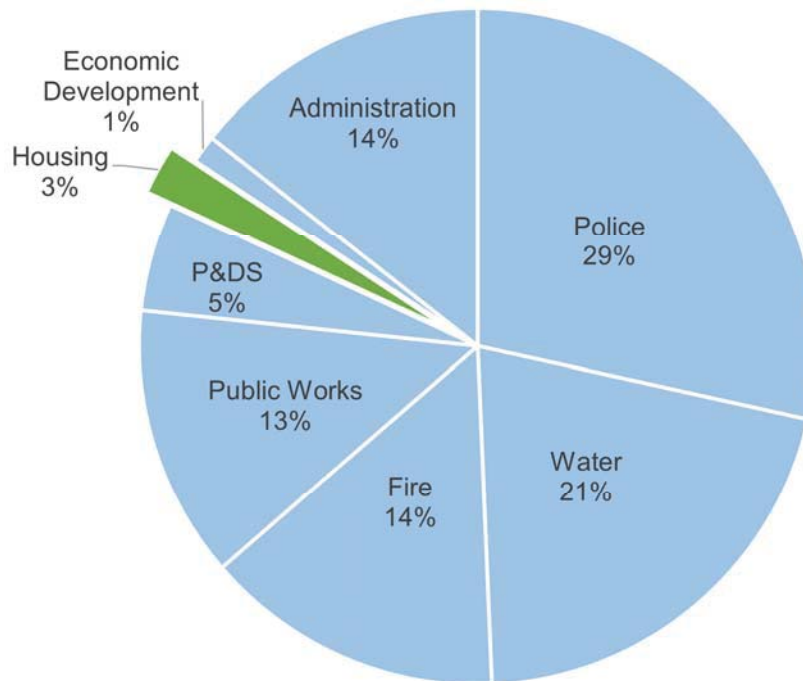
HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

FULL-TIME PERSONNEL BY POSITION

		FY 20-21	FY 21-22	FY 22-23	FY 23-24	
		Amended	Amended	Amended	Changes	Adopted
HOUSING/SECTION 8 Fund 121 (a)						
Housing Director	EXEC	-	-	1.00	-	1.00
Housing & Community Development Program Mgr	CAMP	-	-	-	-	-
Housing Project Developer	CAMP	-	-	1.00	-	1.00
Housing Specialist Supervisor	IBEW	-	-	1.00	-	1.00
Housing Specialist I / II	IBEW	-	-	6.00	1.00	7.00
Sr. Housing Specialist	IBEW	-	-	1.00	-	1.00
Administrative Manager	CAMP	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	1.00	-	1.00
Secretary	IBEW	-	-	1.00	-	1.00
Sr. Community Dev. Analyst	IBEW	-	-	-	-	-
Admin Clerk II	IBEW	-	-	2.00	-	2.00
TOTAL DEPARTMENT		-	-	15.00	1.00	16.00

(a) Housing Division moved from City Manager Department in FY22-23 Midyear.

FULL-TIME PERSONNEL BY POSITION CONTINUED





HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

Section 8

	Voucher Program Fund #123		Admin Program Fund #121	
	Adopted FY 22-23	Proposed FY 23-24	Adopted FY 22-23	Proposed FY 23-24
Beginning Available Fund Balance (a)	\$ 61,884	\$ -	\$ 1,480,523	\$ 2,119,979
Revenues				
Operating				
Operating Grants and Contributions	21,707,453	21,707,453	1,993,145	2,150,633
Investment Income	-	-	1,232	-
Program Income	-	-	-	-
Fees and Forfeitures	5,000	5,000	17,500	32,500
Transfer in - Capital Funds	-	-	-	-
	<u>21,712,453</u>	<u>21,712,453</u>	<u>2,011,877</u>	<u>2,183,133</u>
Expenditures				
Grant programs	20,236,924	19,886,924	-	-
Administration	-	-	2,814,974	3,138,486
Interfund Reimbursement - staff costs	-	-	(168,413)	(184,085)
	<u>20,236,924</u>	<u>19,886,924</u>	<u>2,646,561</u>	<u>2,954,401</u>
Net Annual Activity	<u>1,475,529</u>	<u>1,825,529</u>	<u>(634,684)</u>	<u>(771,268)</u>
Ending Available Fund Balance	<u><u>\$ 1,537,413</u></u>	<u><u>\$ 1,825,529</u></u>	<u><u>\$ 845,839</u></u>	<u><u>\$ 1,348,711</u></u>
Project Balances, Including FY 23-24 Appropriations				
Housing Development				
Affordable Housing Loans outstanding at June 30, 2022				
Section 8 Funding:	June 30, 2023	June 30, 2024		
One month average expenditures :				
Voucher Program	\$ 20,236,924	\$ 19,886,924		
Admin Program	2,646,561	2,954,401		
Operating reserve	-	-		
Total Annual expenditures	<u>22,883,485</u>	<u>22,841,325</u>		
Number of months	12	12		
Average monthly expenditures	<u><u>\$ 1,906,957</u></u>	<u><u>\$ 1,903,444</u></u>		
Combined Available Fund				
Balance June 30				
Voucher Program	\$ 1,537,413	\$ 1,825,529		
Admin Program	845,839	1,348,711		
Operating Reserve	373,892	-		
	<u><u>\$ 2,757,144</u></u>	<u><u>\$ 3,174,240</u></u>		

(a) FY 23-24 beginning balance is based on FY 22-23 projections



HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

Housing Authority

Operating Reserve Fund #122		Housing Development Fund #124		Affordable Housing Fund #126	
Adopted FY 22-23	Proposed FY 23-24	Adopted FY 22-23	Proposed FY 23-24	Adopted FY 22-23	Proposed FY 23-24
\$ 373,892	\$ -	\$ 369,317	\$ 362,406	\$ 1,933,194	\$ 1,892,271
-	-	-	-	-	-
-	-	-	-	11,000	-
-	-	-	-	-	-
-	-	26,000	16,600	-	-
-	-	-	-	120,000	160,000
-	-	26,000	16,600	131,000	160,000
-	-	-	-	-	-
-	-	-	-	25,000	25,700
-	-	-	-	-	-
-	-	-	-	25,000	25,700
-	-	26,000	16,600	106,000	134,300
\$ 373,892	\$ -	\$ 395,317	\$ 379,006	\$ 2,039,194	\$ 2,026,571
	\$ -		\$ -		
	\$ 919,125				\$ 14,463,562



HOUSING & COMMUNITY DEVELOPMENT DEPARTMENT

	CDBG Program Fund #101	
	Adopted FY 22-23	Adopted FY 23-24
Beginning Available Fund Balance (a)	\$ -	\$ -
Revenues		
Operating		
Operating Grants and Contributions	1,004,533	1,035,447
Investment Income	-	-
Program Income	15,000	5,000
Fees and Forfeitures	-	-
Transfer in - Capital Funds	-	-
	<u>1,019,533</u>	<u>1,040,447</u>
Expenditures		
Grant programs	815,626	832,358
Administration	85,100	67,100
Interfund Reimbursement - staff costs	118,807	140,989
	<u>1,019,533</u>	<u>1,040,447</u>
Net Annual Activity	-	-
Ending Available Fund Balance	<u>\$ -</u>	<u>\$ -</u>
Project Balances, Including FY 23-24 Appropriations		
Housing Development		
Affordable Housing Loans outstanding at June 30, 2022		<u>\$ 1,848,684</u>

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



Home Program Fund #102		NSP Program Fund #103		Total	
Adopted FY 22-23	Adopted FY 23-24	Adopted FY 22-23	Adopted FY 23-24	Adopted FY 22-23	Adopted FY 23-24
\$ -	\$ -	\$ -	\$ -	\$ 4,218,810	\$ 4,374,656
678,061	561,954	-	-	25,383,192	25,455,487
-	-	-	-	12,232	-
100,000	100,000	7,000	7,800	122,000	112,800
-	-	-	-	48,500	54,100
-	-	-	-	120,000	160,000
778,061	661,954	7,000	7,800	25,685,924	25,782,387
700,255	595,758	6,300	6,300	21,759,105	21,321,340
28,200	23,100	700	1,500	2,953,974	3,255,886
49,606	43,096	-	-	-	-
778,061	661,954	7,000	7,800	24,713,079	24,577,226
-	-	-	-	972,845	1,205,161
\$ -	\$ -	\$ -	\$ -	\$ 5,191,655	\$ 5,579,817
					\$ -
	\$ 6,124,271		\$ 2,214,861		\$ 25,570,503



OTHER FUNDS – DEBT SERVICES

OVERVIEW

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

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 23-24 Budget assumes all debt obligations will continue to be paid in full and on schedule.

PROPOSED CHANGES FROM ADOPTED FY 22-23 VERSUS FY 23-24

Salary and Benefit Changes

The city does not charge salary and benefits to the debt service funds, therefore there are no full or part time authorized position.

Services and Supplies

The FY 2023-24 Adopted Debt Service Funds expenditures of roughly \$3,028,000 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.



OTHER FUNDS – DEBT SERVICES

FY 23-24 ADOPTED BUDGET

	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)	\$ -	\$ -	\$ -	\$ 5,156,586	\$ 177,325	\$ 5,333,911
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	315,432	809,939	-	1,312,533	494,419	2,932,323
	324,032	814,439	58,677	1,312,533	518,382	3,028,063
Other Financing Sources (Uses)						
Transfers in - General Fund	328,126	814,439	-	-	-	1,142,565
Transfers within districts	-	-	90,992	(90,992)	-	-
Fund Balance reserve	(4,094)	-	-	(18,088)	(1,922)	(24,104)
	324,032	814,439	90,992	(109,080)	(1,922)	1,118,461
Net Annual Activity	-	-	-	(1,391,613)	17,070	(1,374,543)
Ending Available Fund Balance	\$ -	\$ -	\$ -	\$ 3,764,973	\$ 194,395	\$ 3,959,368
Total Fund Balance:						
Debt Service Reserve	\$ -	\$ -	\$ -	\$ 359,156	\$ 501,919	\$ 861,075
Delinquency Maintenance Reserve	-	-	-	1,000,000	-	1,000,000
Designated for Subsequent Payment	277,263	-	-	1,135,310	383,459	1,796,032
Undesignated/Available	-	-	-	3,764,973	194,395	3,959,368
	<u>\$ 277,263</u>	<u>\$ -</u>	<u>\$ -</u>	<u>\$ 6,259,439</u>	<u>\$ 1,079,773</u>	<u>\$ 7,616,475</u>

(a) FY 23-24 beginning balance is based on FY 22-23 projections



OTHER FUNDS – POLICE GRANTS

OVERVIEW

The Police Department manages grants funded by the Federal and State Government. There are (5) five grants currently active:

Asset Seizure Program

The Asset Seizure Program 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.

Justice Assistance Grant

Named after Edward “Eddie” R. Byrne Memorial program is a federal source of criminal justice funding to state and local jurisdiction. The grant provides local government with funding to support program areas such as law enforcement, prosecution and court, prevention and education, drug treatment and enforcement, and mental health programs.

Office of Traffic Safety Grant (OTS)

The OTS federal grant is to assist in making California roadways safe for everyone. The program’s top priorities are to help reduce alcohol/drug-impaired driving and distracted driving. The program also provides education on occupant protection (child safety seating), public awareness, emergency medical & police traffic services, and pedestrian, motorcycle, and bicycle safety.

Supplemental Law Enforcement Grant

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.

Traffic Offender VETO

The Traffic Offender VETO is not a grant. The program targets unlicensed and DUI drivers. These are fees collected from vehicle tows and used for traffic-related items associated with the program and not part of the General Fund.



THE UNITED STATES
DEPARTMENT of JUSTICE





OTHER FUNDS – POLICE GRANTS

FY 23-24 ADOPTED BUDGET

	Asset Seizure Program Fund #139	Justice Assistance Grant Fund #149 (a)	Office of Traffic Safety Grant Fund #146 (a)	Supplemental Law Enforcement Grant Fund #151	Traffic Offender VETO Fund #140	Total
Beginning Available Fund Balance (b)	\$ 3,199	\$ -	\$ -	\$ 174,294	\$ 4,425	\$ 181,918
Revenues						
Operating Grants	20,000	-	-	200,000	20,000	240,000
	20,000	-	-	200,000	20,000	240,000
Expenditures						
Program Support	23,199	-	-	355,000	24,425	402,624
Interfund Reimbursements	-	-	-	-	-	-
	23,199	-	-	355,000	24,425	402,624
Net Annual Activity	(3,199)	-	-	(155,000)	(4,425)	(162,624)
Ending Available Fund Balance	\$ -	\$ -	\$ -	\$ 19,294	\$ -	\$ 19,294
Restrictions:	Federal Funds	Federal Grant	Federal Grant	State Grant		

(a) Budget of these funds are approved separately by Council during the grant acceptance.

(b) FY 23-24 beginning balance is based on FY 22-23 projections



OTHER FUNDS – SELF-INSURANCE

OVERVIEW

The Risk Management team plans, organizes, implements, and monitors comprehensive risk management and loss control programs for the City. Risk Management actively identifies, assesses, and manages risks across diverse City activities, utilizing systematic and established risk management techniques, including assessment, prevention, reduction, insurance, self-insurance, and contractual risk transfer, to protect City resources and assets.

The Self-Insurance Fund serves as the financial backbone for the City's self-insured workers' compensation and general liability programs, as well as employee safety initiatives. Staff oversees third-party liability and workers' compensation claims, diligently investigating and negotiating settlements for non-litigated claims against the City.

Staff manages the City's Safety programs and provides comprehensive safety training and resources to employees. Staff periodically inspects city facilities to assess existing or potential risk exposures and health hazards and recommends corrective or prevent measures as needed.

Risk Management 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.

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

Staff represents the City's interests at PRISM, and actively participates in its General Liability and Claim Reviews committees.

FY 22-23 ACCOMPLISHMENTS

- Conducted comprehensive post-incident root cause analyses and hazard mitigation investigations for all investigable incidents, encompassing workers' compensation, near misses, and incidents involving third parties, achieving a 100% investigation rate.
- Spearheaded the comprehensive revision and finalization of the Emergency Evacuation Plan for City Hall, which included training floor wardens, rigorous radio testing, and the successful execution of an evacuation drill in fall 2022.
- Successfully reviewed, finalized, and executed the Return to Work Procedures as well as a Return to Work Agreement, streamlining the reintegration process for employees and reducing operational disruptions and expenses.
- Promoted a safety-centric culture by introducing and implementing additional processes and procedures tailored to the safety training needs of various departments and personnel. Notably, compliance with safety training saw a remarkable improvement of over 50% compared to the preceding fiscal year.
- Skillfully managed 165 new liability claims from third parties, leading to substantial cost savings through effective negotiation and settlement strategies. Successfully resolved 60 of these claims, amounting to a total settlement of \$4,002,955.43, and diligently closed or dismissed 92 claims without any disbursements.
- Reduced the rolling 5-year average settlement cost for non-litigated third-party claims against the City. By the end of FY 2022-23, the cost stood at \$1,656.62, showing a notable improvement from \$1,730.95 the previous year.
- Conducted 96 comprehensive field investigations in relation to incidents linked to liability claims, ensuring thorough analysis and informed decision-making regarding handling and settlements.



OTHER FUNDS – SELF-INSURANCE

- Conducted two separate Request for Proposal (RFP) processes for Third-Party Administrator (TPA) services for Workers' Compensation claims and General Liability claims. Welcomed LWP as the City's new TPA for workers' compensation, ensuring a seamless transition, while continuing the partnership with Sedgwick as the General Liability TPA.
- Organized and conducted 12 ADA/FEHA Reasonable Accommodations Interactive process meetings for employees across departments such as VPD, VFD, and others. These meetings supported injured employees with permanent work restrictions, determining their eligibility for Industrial Disability Retirement (IDR).
- Collaborated with a safety consultant and undertook 14 comprehensive Facilities Annual Safety Inspections, effectively identifying and mitigating risk hazards as part of a proactive safety approach.
- Revamped the Emergency Evacuation Plan for the Housing Administration Building, coordinating essential CPR and held First Aid Training in spring 2023.
- Actively managed, facilitated, and chaired 12 Safety Committee meetings, fostering a culture of safety awareness across various departments.
- Accomplished the completion of 44 Job Hazard Analysis (JHA) for the Public Works department, while simultaneously initiating the Job Hazard Analysis process for the Water Department, ensuring enhanced workplace safety practices.

FY 23-24 DEPARTMENT GOALS

CCG-2: Efficient, Effective, and Responsive Government

- Maintain a minimum 95% success rate in arranging and conducting Interactive Process meetings within 60 days of confirming an injured employee's attainment of maximum medical improvement status. These meetings will comprehensively explore permanent modified duty, Industrial Disability Retirement (IDR) and alternative solutions.
- Develop and conclude an additional set of 20 comprehensive Job Hazard Analyses (JHAs) specifically for the Public Works department, along with an additional 20 JHAs tailored to the Water Department. This effort aims to fortify our commitment to proactive hazard identification and employee well-being.
- Conduct a comprehensive review and finalization of Emergency Evacuation Plans for Fleming Hills, Corporation Yard, and the Housing departments. This initiative includes the training of designated floor wardens and the successful execution of evacuation drills to ensure the safety of all personnel.

PERFORMANCE INDICATOR

Performance Indicator	FY 21/22	FY 22/23	FY 23/24
	Actuals	Estimated	Projected
\$ of new workers' comp claims closed	112	86	90
General Liability Claims	145	165	165



OTHER FUNDS – SELF-INSURANCE

ORGANIZATIONAL CHART



FULL-TIME PERSONNEL BY POSITION

	Group	FY 20-21	FY 21-22	FY 22-23	FY 23-24	
		Amended	Amended	Amended	Changes	Adopted
Risk Manager / Safety Officer	EXEC	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	3.00	3.00	3.00	-	3.00
Admin Clerk II-C	CAMP	1.00	1.00	1.00	-	1.00
Subtotal, Self Insurance		5.00	5.00	5.00	-	5.00



OTHER FUNDS – SELF-INSURANCE

FY 23-24 ADOPTED BUDGET

	Total Audited FY 21-22	Total Adopted FY 22-23	Adopted General Liability Fund #508 FY 23-24	Adopted Workers' Comp Fund #509 FY 23-24	Total Adopted FY 23-24
Beginning Available Fund Balance (a)	\$ 27,353,830	\$ 29,498,677	\$ 12,508,423	\$ 18,178,269	\$ 30,686,692
REVENUE					
Charges for services	11,442,132	14,741,544	9,448,640	5,896,399	15,345,039
Other income	(672,820)	284,660	125,084	181,782	306,866
Transfers	5,000,000	-	-	-	-
	<u>15,769,312</u>	<u>15,026,204</u>	<u>9,573,724</u>	<u>6,078,181</u>	<u>15,651,905</u>
EXPENDITURES					
Administration	2,199,566	2,405,688	1,793,478	670,709	2,464,187
General Liability	5,323,024	7,259,300	8,167,850	-	8,167,850
Workers' compensation	3,148,039	5,515,000	-	5,564,000	5,564,000
Safety programs	12,593	100,000	-	100,000	100,000
Transfers	2,000,000	-	-	-	-
	<u>12,683,221</u>	<u>15,279,988</u>	<u>9,961,328</u>	<u>6,334,709</u>	<u>16,296,037</u>
Net Annual Activity	<u>3,086,091</u>	<u>(253,784)</u>	<u>(387,604)</u>	<u>(256,528)</u>	<u>(644,132)</u>
Ending Balance before Actuarial Liability	<u>\$ 30,439,921</u>	<u>\$ 29,244,893</u>	<u>\$ 12,120,819</u>	<u>\$ 17,921,741</u>	<u>\$ 30,042,560</u>
(b) 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 23-24 beginning balance is based on FY 22-23 projections

(b) Actuarial Report is produced every two years



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CAPITAL & MULT-YEAR OPERATING PROJECTS

	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 7/1/2023 (a)	\$ 896,034	\$ 1,972,530	\$ 228,300	\$ 79,600	\$ 146,734	\$ 7,150,909
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	-	-	-	-	-	-
Lease Revenues	351,462	-	-	-	-	-
Loan Repayment	-	-	80,880	638,640	-	80,480
	851,462	75,000	85,880	640,140	5,000	220,480
Expenditures						
Administration	4,590	4,590	4,590	-	4,590	4,590
Sub-total for Admin	4,590	4,590	4,590	-	4,590	4,590
Capital Improvement Projects (CIP) (b)						
PW9415 ADA Sidewalk Shaving Program	60,000	-	-	-	-	-
PW9416 Vision Zero	-	-	-	-	-	-
PW9442 Mare Island Facilities	-	-	-	-	-	-
PW9446 Hiddenbrooke Overpass Improvement Project	-	-	-	-	-	1,200,000
PW9703 Springs Road Pavement Rehabilitation	-	-	-	-	-	-
PW9708 HSIP Cycle 10 Spring Road	-	-	-	-	-	-
PW9728 Sacramento Street Road Diet Phase 2	-	-	-	-	-	-
PW9731 Redwood Street Road Diet	-	-	-	-	-	-
PW9735 HSIP 5 Intersections Imp	-	-	-	-	-	-
PW9736 HSIP 6 Pedestrian Crossings Imp	-	-	-	-	-	-
PW9787 Glen Cove Improvements	(135,000)	-	-	-	-	-
PW9802 Bay Trail/ Vine Trail Gap Closure Project	-	-	-	-	-	-
PW9818 PD Building Improvements	1,300,000	-	-	-	-	-
PWC113 Street Sign Upgrade - MUTCD	75,000	-	-	-	-	-
PWC114 Solar Street Lights	100,000	-	-	-	-	-
PWC109 Streets Overlay/Preservation (MB)	965,000	-	-	-	-	-
PWC109 Streets Overlay/Preservation (SB1)/Gas Tax	-	-	-	-	-	-
PWC111 Public Building Repairs	750,000	-	-	-	-	-
PWL008 Old Glen Cove Bike Trail	135,000	-	-	-	-	-
PWM07 Emergency Dock Repairs	500,000	-	-	-	-	-
Sub-total for CIP	3,750,000	-	-	-	-	1,200,000

(a) FY 23-24 beginning balance is based on FY 22-23 projections

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



CAPITAL & MULT-YEAR OPERATING PROJECTS

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
\$ -	\$ 35,504	\$ 153,383	\$ 4,577	\$ 2,154	\$ 656,276	\$ 14,131	\$ 2,048,361	\$ 13,388,493
10,000	12,800	13,000	30,000	500	20,000	200	5,000	568,000
-	-	-	-	-	-	-	25,000	25,000
-	2,414,498	-	-	-	-	-	-	2,414,498
-	-	-	-	-	-	-	-	250,000
-	-	-	-	-	2,686,260	-	-	2,686,260
-	-	-	-	-	-	-	-	351,462
-	-	-	-	-	-	-	-	800,000
10,000	2,427,298	13,000	30,000	500	2,706,260	200	30,000	7,095,220
-	-	-	4,590	31,590	4,590	4,590	-	68,310
-	-	-	4,590	31,590	4,590	4,590	-	68,310
-	-	-	-	-	-	-	-	60,000
-	215,010	-	-	-	-	-	-	215,010
-	1,274,488	-	-	-	-	-	-	1,274,488
-	-	-	-	-	-	-	-	1,200,000
-	-	-	-	-	500,000	-	-	500,000
-	-	-	-	-	220,000	-	-	220,000
-	925,000	-	-	-	50,000	-	-	975,000
-	-	-	-	-	730,000	-	-	730,000
-	-	-	-	-	250,000	-	-	250,000
-	-	-	-	-	280,000	-	-	280,000
-	-	-	-	-	-	-	-	(135,000)
-	-	-	-	-	1,000,000	-	-	1,000,000
-	-	-	-	-	-	-	-	1,300,000
-	-	-	-	-	-	-	-	75,000
-	-	-	-	-	-	-	-	100,000
-	-	-	-	-	-	-	-	965,000
769,000	-	-	-	-	300,000	-	-	1,069,000
-	-	-	-	-	-	-	-	750,000
-	-	-	-	-	-	-	-	135,000
-	-	-	-	-	-	-	-	500,000
769,000	2,414,498	-	-	-	3,330,000	-	-	11,463,498



CAPITAL & MULT-YEAR OPERATING PROJECTS

		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	102,000	-	-	-	-	-
TECHNO	Technology Purchases - Development Services	73,977	-	-	-	-	-
TECHNO	Technology Purchases - Public Works	35,000	-	-	-	-	-
IT-PEG	Public, Education and Government Programming	250,000	-	-	-	-	-
IT-ORA	Oracle Project	75,480	-	-	-	-	-
FIN007	ERP	300,000	-	-	-	-	-
IT000	IT Improvement - Departments	328,369	-	-	-	-	-
IT000	IT Improvement	1,370,000	-	-	-	-	-
PD-RAD	PD Radio Repeaters	975,000	-	-	-	-	-
MY2001	Causeway CIP	250,000	-	-	-	-	-
MY2101	400 MI Building Maintenance	351,462	-	-	-	-	-
MY2401	Naval Museum	20,000	-	-	-	-	-
PBC10	PB Cycle 10	500,000	-	-	-	-	-
	Sub-total for MYOP	4,631,288	-	-	-	-	-
Grand Total Expenditures		8,385,878	4,590	4,590	-	4,590	1,204,590
Other Sources / Uses							
	Transfers In - Technology/General Plan Update Fees	914,826	-	-	-	-	-
	Transfers In - General Fund	1,320,000	-	-	-	-	-
	Transfers In - General Fund Measure B/V	5,545,000	-	-	-	-	-
	Transfers In - Gas Tax SB1	-	-	-	-	-	-
	Transfers Out - Affordable Housing Fund	-	-	(16,176)	(638,640)	-	(16,096)
		7,779,826	-	(16,176)	(638,640)	-	(16,096)
Net Annual Activity		245,410	70,410	65,114	1,500	410	(1,000,206)
Projected Available Fund Balance at 6/30/2024		\$ 1,141,444	\$ 2,042,940	\$ 293,414	\$ 81,100	\$ 147,144	\$ 6,150,703
Remaining CIP Project Balances (estimated April 2023)		\$ 16,505,025	\$ 1,974,230	\$ 26,995	\$ 91,979	-	\$ 530,733
FY 23-24 Appropriations		8,381,288	-	-	-	-	1,200,000
Total Project Balances		\$24,886,313	\$ 1,974,230	\$ 26,995	\$ 91,979	\$ -	\$ 1,730,733



CAPITAL & MULT-YEAR OPERATING PROJECTS

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
-	-	-	-	-	-	-	-	102,000
-	-	-	-	-	-	-	-	73,977
-	-	-	-	-	-	-	-	35,000
-	-	-	-	-	-	-	-	250,000
-	-	-	-	-	-	-	-	75,480
-	-	-	-	-	-	-	-	300,000
-	-	-	-	-	-	-	-	328,369
-	-	-	-	-	-	-	-	1,370,000
-	-	-	-	-	-	-	-	975,000
-	-	-	-	-	-	-	-	250,000
-	-	-	-	-	-	-	-	351,462
-	-	-	-	-	-	-	-	20,000
-	-	-	-	-	-	-	-	500,000
-	-	-	-	-	-	-	-	4,631,288
769,000	2,414,498	-	4,590	31,590	3,334,590	4,590	-	16,163,096
-	-	-	-	-	-	-	-	914,826
-	-	-	-	31,000	-	-	-	1,351,000
-	-	-	-	-	-	-	-	5,545,000
769,000	-	-	-	-	-	-	-	769,000
-	-	-	-	-	-	-	-	(670,912)
769,000	-	-	-	31,000	-	-	-	7,908,914
10,000	12,800	13,000	25,410	(90)	(628,330)	(4,390)	30,000	(1,158,962)
\$ 10,000	\$ 48,304	\$ 166,383	\$ 29,987	\$ 2,064	\$ 27,946	\$ 9,741	\$ 2,078,361	\$ 12,229,531
\$ 3,578,998	\$ -	\$ 156,623	\$ 2,076,997	\$ -	\$ 6,509,617	\$ 58,546	\$ 239,691	\$ 31,749,434
769,000	2,414,498	-	-	-	3,330,000	-	-	16,094,786
\$ 4,347,998	\$ 2,414,498	\$ 156,623	\$ 2,076,997	\$ -	\$ 9,839,617	\$ 58,546	\$ 239,691	\$ 47,844,220



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COMPARISONS & TRENDS – CITY COMPARISON

Percent Change in Population

2022 Population*

2021 Population

Annual % Population Growth

Employees per Capita

FY 23-24 Total Full Time-Equivalent (FTE) Employees

Employees per Capita

Available General Fund Reserves as a Percentage of Expenditures

FY 23-24 Expenditures (in millions)

FY 23-24 Available Fund Balance (in millions)

% of Expenditures

General Fund Sales Tax Revenues per Capita

FY 23-24 Sales Tax (in millions)

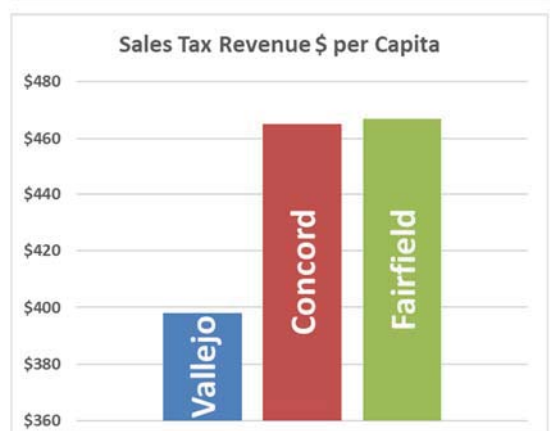
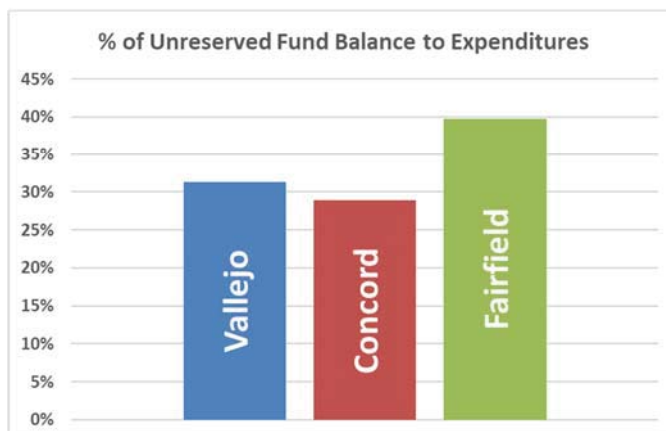
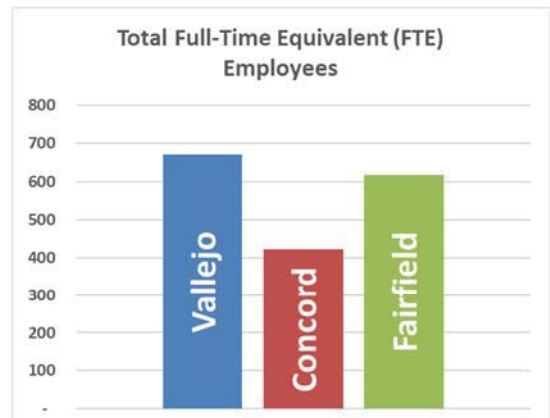
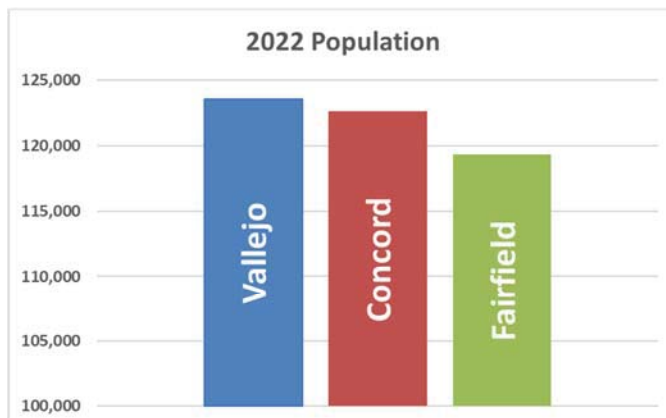
\$ per Capita

General Fund Property Tax Revenues per Capita

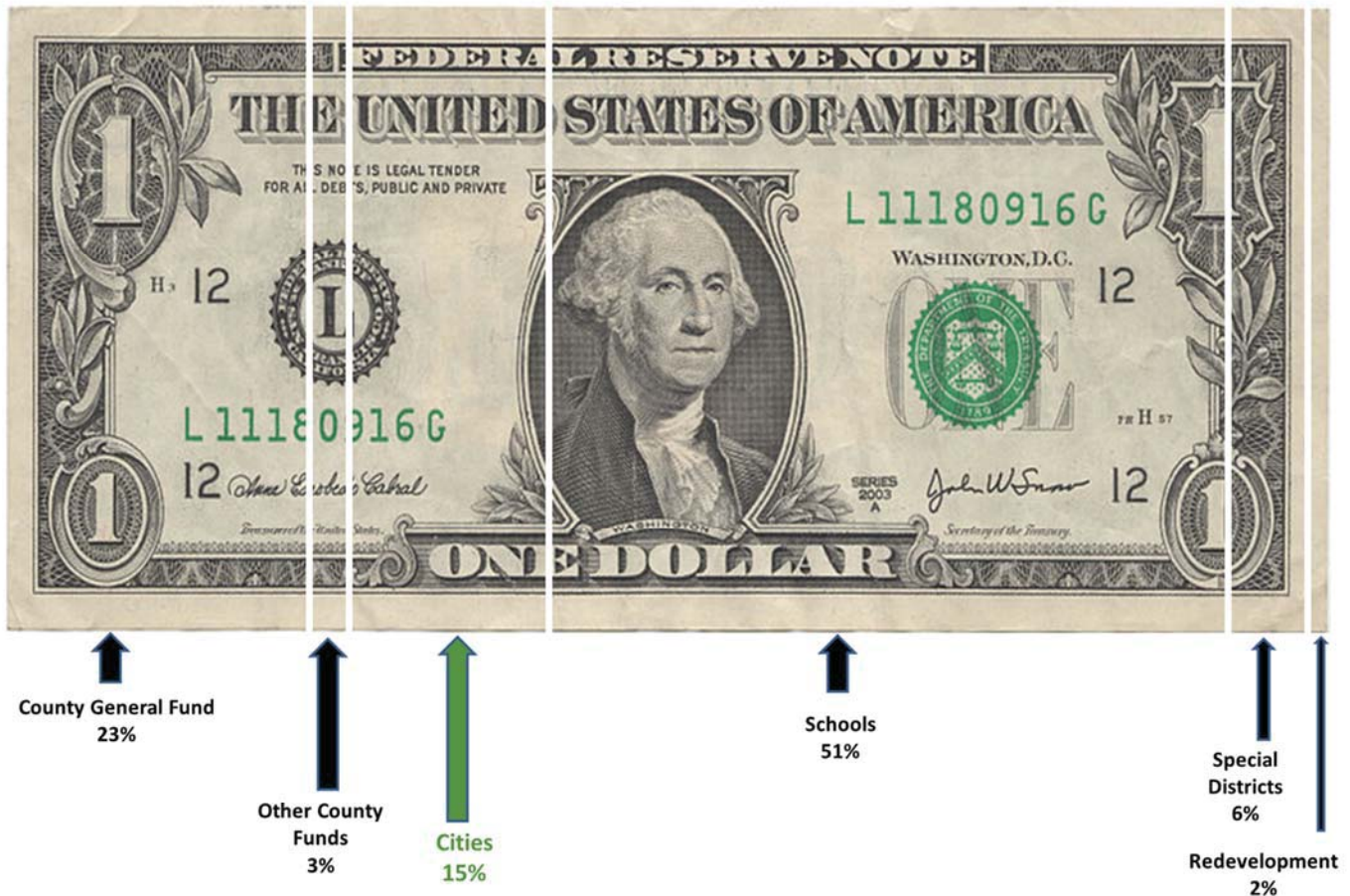
FY 23-24 Property Tax (in millions)

\$ per Capita

	Vallejo	Concord	Fairfield
2022 Population*	123,564	122,625	119,338
2021 Population	124,886	124,074	119,705
Annual % Population Growth	-1.06%	-1.17%	-0.31%
FY 23-24 Total Full Time-Equivalent (FTE) Employees	671	422	619
Employees per Capita	0.005	0.003	0.005
FY 23-24 Expenditures (in millions)	133	127	137
FY 23-24 Available Fund Balance (in millions)	42	37	55
% of Expenditures	31%	29%	40%
FY 23-24 Sales Tax (in millions)	49	57	56
\$ per Capita	\$ 398.0	\$ 465.0	\$ 467.0
FY 23-24 Property Tax (in millions)	40	34	40
\$ per Capita	\$ 323.0	\$ 276.0	\$ 339.0



*2022 population data per the United States Census Bureau estimates, July 1, 2022



Your Property Tax Dollar at Work and where it goes...

23% - COUNTY GENERAL FUND

Public protection, Health & Social Services, and all other county services

15% - CITIES

Includes the seven cities within the county

3% - OTHER COUNTY FUNDS

Includes the county library, capital outlay, parks and airport

6% - SPECIAL DISTRICTS

Includes fire, cemetery, non-county library and other special purpose districts

51% - SCHOOLS

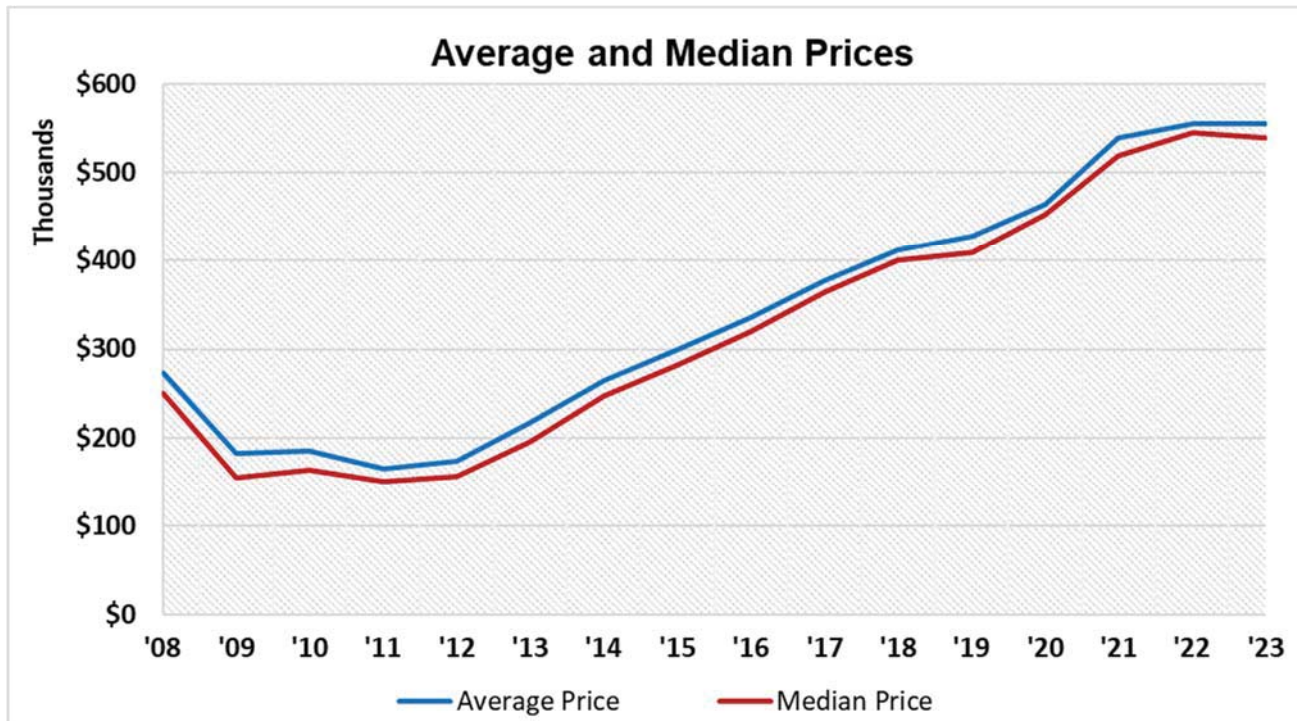
(19%) To ERAF (Educational Revenue Augmentation Fund) property taxes shifted from cities, special districts and county to offset cuts in State revenues to schools (32%) Includes all the school districts within the county

2% - REDEVELOPMENT

Pursuant to ABX1-26, dollars to pay successor obligations of the former redevelopment agency



COMPARISONS & TRENDS: PROPERTY SALES VALUE HISTORY



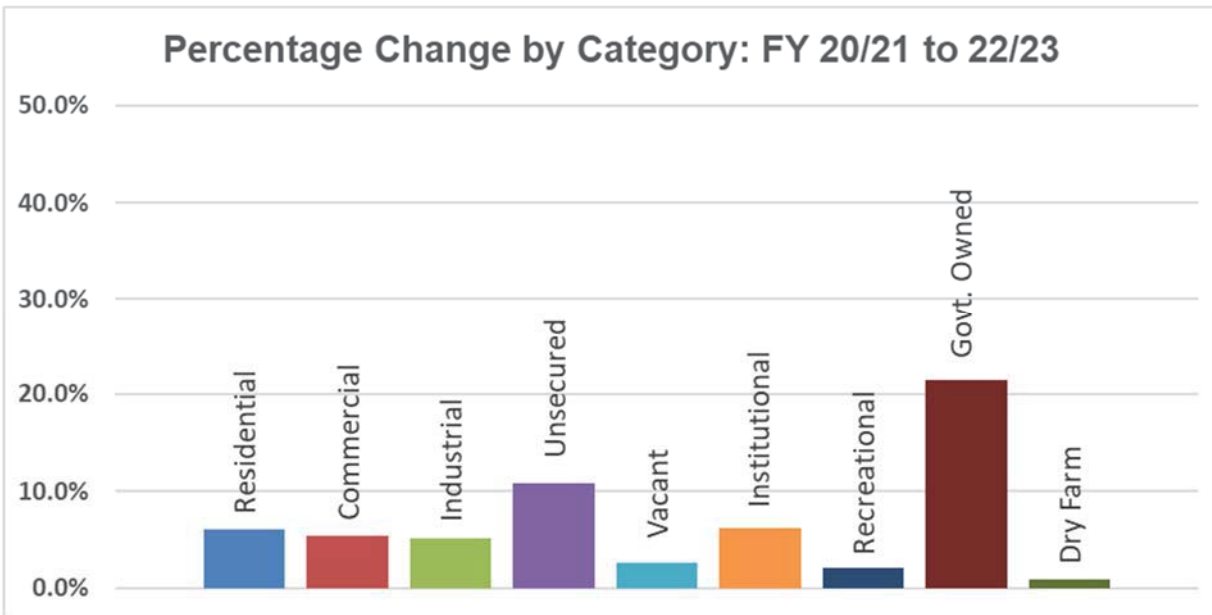
Year	Full Value Sales	Average Price	Median Price	Median % Change
2008	1,450	\$273,137	\$250,000	-37.50%
2009	2,338	\$182,488	\$155,000	-38.00%
2010	1,787	\$185,082	\$164,000	5.81%
2011	1,820	\$164,564	\$150,000	-8.54%
2012	1,867	\$173,389	\$157,000	4.67%
2013	1,466	\$216,879	\$195,000	24.20%
2014	1,383	\$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	\$464,545	\$452,500	10.37%
2021	1,461	\$539,263	\$520,000	14.92%
2022	1,262	\$555,509	\$545,000	4.81%
2023	435	\$555,577	\$540,000	-0.92%

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

*Multiparcel transfers, quitclaim deeds, trust transfers, timeshares, and partial sales are excluded from this analysis.



COMPARISONS & TRENDS – PROPERTY TAX GROWTH BY USE CATEGORY



2020/21 to 2022/23 Value Growth by Use Category

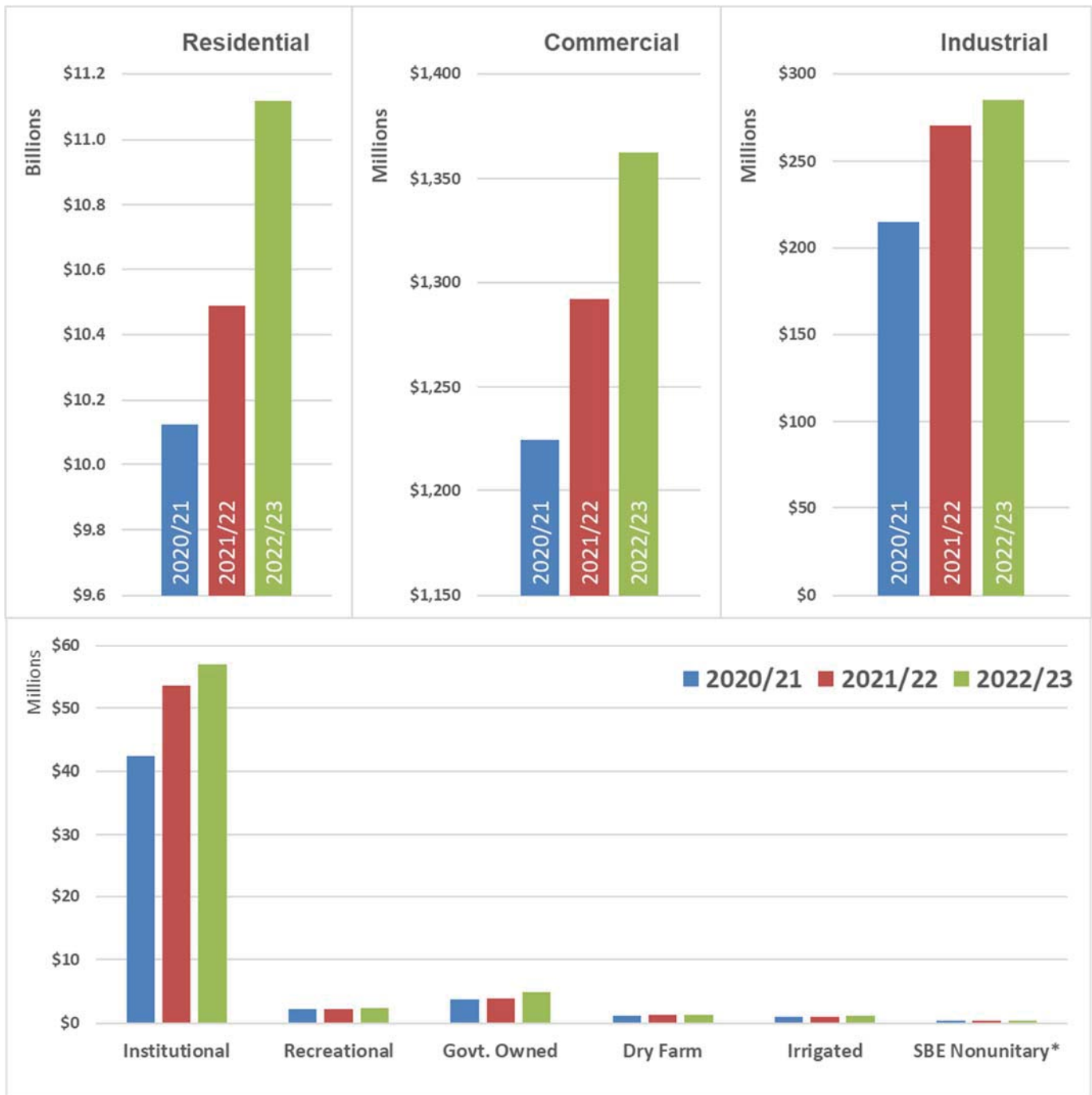
Category	Net Taxable Value			Amount Change 21/22 to 22/23	Percentage Change 21/22 to 22/23
	2020/21	2021/22	2022/23		
Residential	\$10,125,689,885	\$10,487,692,156	\$11,117,589,327	\$629,897,171	6.0%
Commercial	\$1,224,613,231	\$1,292,109,321	\$1,362,418,168	\$70,308,847	5.4%
Industrial	\$215,228,239	\$270,689,523	\$284,735,983	\$14,046,460	5.2%
Unsecured	\$269,332,935	\$275,945,271	\$306,000,132	\$30,054,861	10.9%
Vacant	\$131,203,092	\$129,965,496	\$133,391,198	\$3,425,702	2.6%
Institutional	\$42,340,805	\$53,572,322	\$56,923,069	\$3,350,747	6.3%
Recreational	\$2,275,789	\$2,295,533	\$2,344,431	\$48,898	2.1%
Govt. Owned	\$3,745,230	\$3,967,080	\$4,817,180	\$850,100	21.4%
Dry Farm	\$1,255,119	\$1,272,310	\$1,283,093	\$10,783	0.8%
Irrigated	\$1,086,354	\$1,097,607	\$1,119,557	\$21,950	2.0%
Miscellaneous	\$165,443	\$176,385	\$176,385	\$0	0.0%
SBE Nonunitary*	\$485,562	\$485,562	\$485,562	\$0	0.0%
Totals	\$12,017,421,684	\$12,519,268,566	\$13,271,284,085	\$752,015,519	6.0%

Data Source: HdL Coren & Cone report using Solano County Assessor 2022/23 Combined Tax Rolls

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



COMPARISONS & TRENDS – PROPERTY TAX GROWTH BY USE CATEGORY



Data Source: HdL Coren & Cone report using Solano County Assessor 2022/23 Combined Tax Rolls



COMPARISONS & TRENDS – PROPERTY TAX 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	13	16	10	76.92%	66,171,275	15,301,701	23.12%
2019/20	12	5	7	1	20.00%	27,975,856	11,175,856	39.95%
2020/21	10	8	2	1	12.50%	828,529	134,163	16.19%
2021/22	15	4	11	3	75.00%	12,287,002	3,510,635	28.57%
2022/23	[38]*	[1]*	37	[1]*	100.00%	[\$9,757,432]*	[\$2,657,432]*	0.00%
Totals:	103	54	86	30	55.56%	\$ 130,360,551	\$ 34,443,325	26.42%

*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	0.184040	7,121
2018/19	16	76.92%	5,075,493	23.12%	14,445,251	0.184040	26,585
2019/20	7	20.00%	5,469,671	39.95%	3,059,051	0.184040	5,630
2020/21	2	12.50%	3,832,221	16.19%	155,137	0.184040	286
2021/22	11	75.00%	2,382,716	28.57%	5,616,502	0.184040	10,337
2022/23	37	55.56%	6,948,652	26.42%	37,738,851	0.184040	69,455
Totals:	86		\$ 4,575,372 **		\$ 64,884,130		\$ 119,413

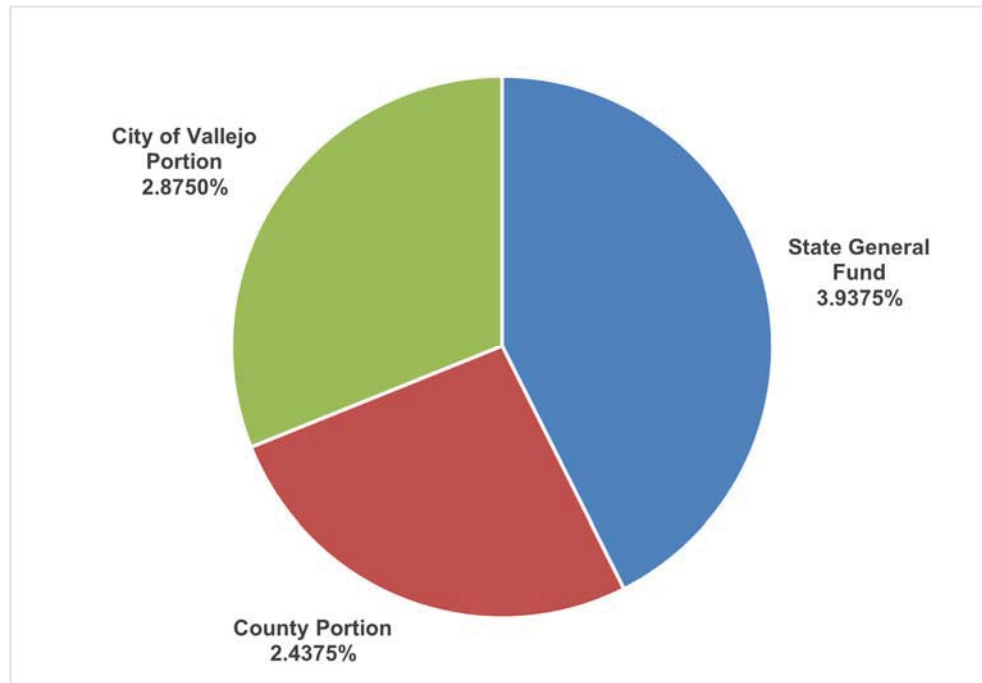
*Years with less than 10% resolved appeals or no successful appeals are not included in history totals.

**Combined Average value per appeal is based on 141 appeals in the years 2017/18 to 2022/23 with a total value of \$645,127,385

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



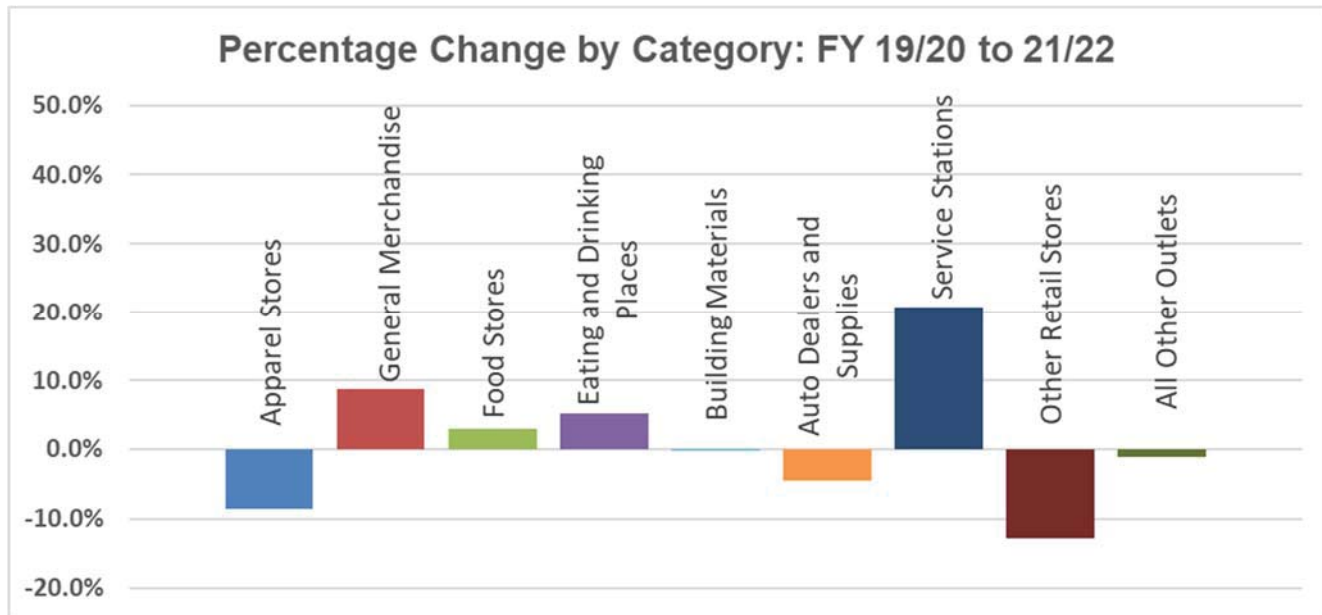
COMPARISONS & TRENDS – SALES TAX DOLLAR BREAKDOWN



CATEGORY	RATE
State General Fund	3.9375%
County Public Safety (Prop 172)	0.5000%
County Realignment (Mental/Welfare/Public Safety)	1.5625%
Countywide Transportation Fund	0.2500%
Solano County Public Library Transactions and Use Tax (SLPL)	0.1250%
County Portion	2.4375%
City General Fund (Bradley-Burns__	1.0000%
City of Vallejo Transaction Tax (Measure B/V)	1.0000%
City of Vallejo Transaction Tax (Measure P)	0.8750%
City of Vallejo Portion	2.8750%
Total Sales Tax	9.2500%



COMPARISONS & TRENDS – SALESY TAX DOLLAR BREAKDOWN



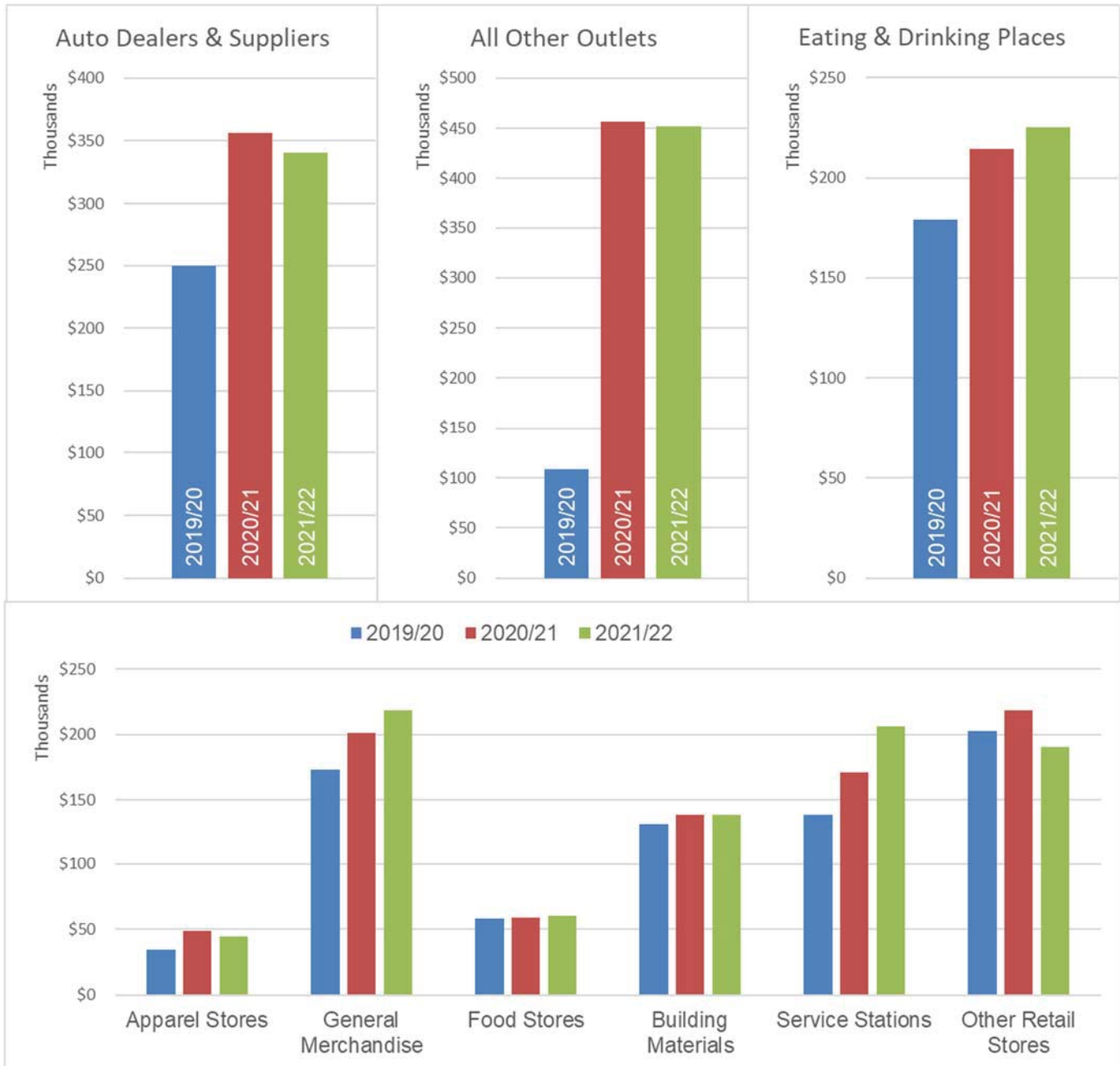
2019/20 to 2021/22 Value Growth by Use Category

Category	Net Taxable Value			Amount Change 20/21 to 21/22	Percentage Change 20/21 to 21/22
	2019/20	2020/21	2021/22		
Apparel Stores	\$34,332	\$48,273	\$44,175	-\$4,098	-8.5%
General Merchandise	172,977	201,080	218,481	\$17,401	8.7%
Food Stores	58,088	58,664	60,417	\$1,753	3.0%
Eating and Drinking Place	178,965	214,310	225,332	\$11,022	5.1%
Building Materials	130,995	138,492	138,230	-\$262	-0.2%
Auto Dealers and Supplie	249,529	356,508	340,797	-\$15,711	-4.4%
Service Stations	138,213	170,824	206,321	\$35,497	20.8%
Other Retail Stores	202,322	218,234	190,169	-\$28,065	-12.9%
All Other Outlets	108,085	456,467	451,575	-\$4,892	-1.1%
Totals	\$1,273,506	\$1,862,852	\$1,875,497	\$12,645	0.7%

Sources: State Board of Equalization, California Department of Taxes and Fees Administration, State Controller's Office, The HdL Companies



COMPARISONS & TRENDS – SALESY TAX DOLLAR BREAKDOWN



Sources: State Board of Equalization, California Department of Taxes and Fees Administration, State Controller's Office, The HdL Companies



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APPENDIX – BUDGET AND FINANCIAL POLICIES

OVERVIEW

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 adopted 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.

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.

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.

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 considering 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.



APPENDIX – BUDGET AND FINANCIAL POLICIES

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.

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.

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.

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.

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.

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.

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.

SHORT TERM INTER-FUND BORROWING

The City Manager is authorized to transfer cash daily 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.



APPENDIX – BASIS OF ACCOUNTING

OVERVIEW

The accounting policies of the City conform to “Generally Accepted Accounting Principles” (GAAP). Accounts of the City are organized based on 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 those 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, Intergovernmental Loan Fund# 503, Retiree Health Benefits Fund # 506 and Payroll Benefits Fund # 602

001-005	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	City Manager and Housing & 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
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	Economic Development
219	Traffic Congestion Relief	Capital Project	Public Works
221	Capital Grants and Contributions	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	Economic Development
431	Vallejo Station Parking	Enterprise	Public Works
432	Fiber Enterprise	Enterprise	Information Technology
501-502	Fleet Maintenance/Replacement	Internal Service	Public Works
506	Retiree Health Benefits	Internal Service	Finance
508-509	Self Insurance	Internal Service	Risk Management
601	Administrative Trust	Special Revenue	Various
602	Payroll Benefits	Internal Service	Finance
603	McCune Collection	Permanent	Economic Development
	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/V & P 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.

CAPTIAL 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.

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.

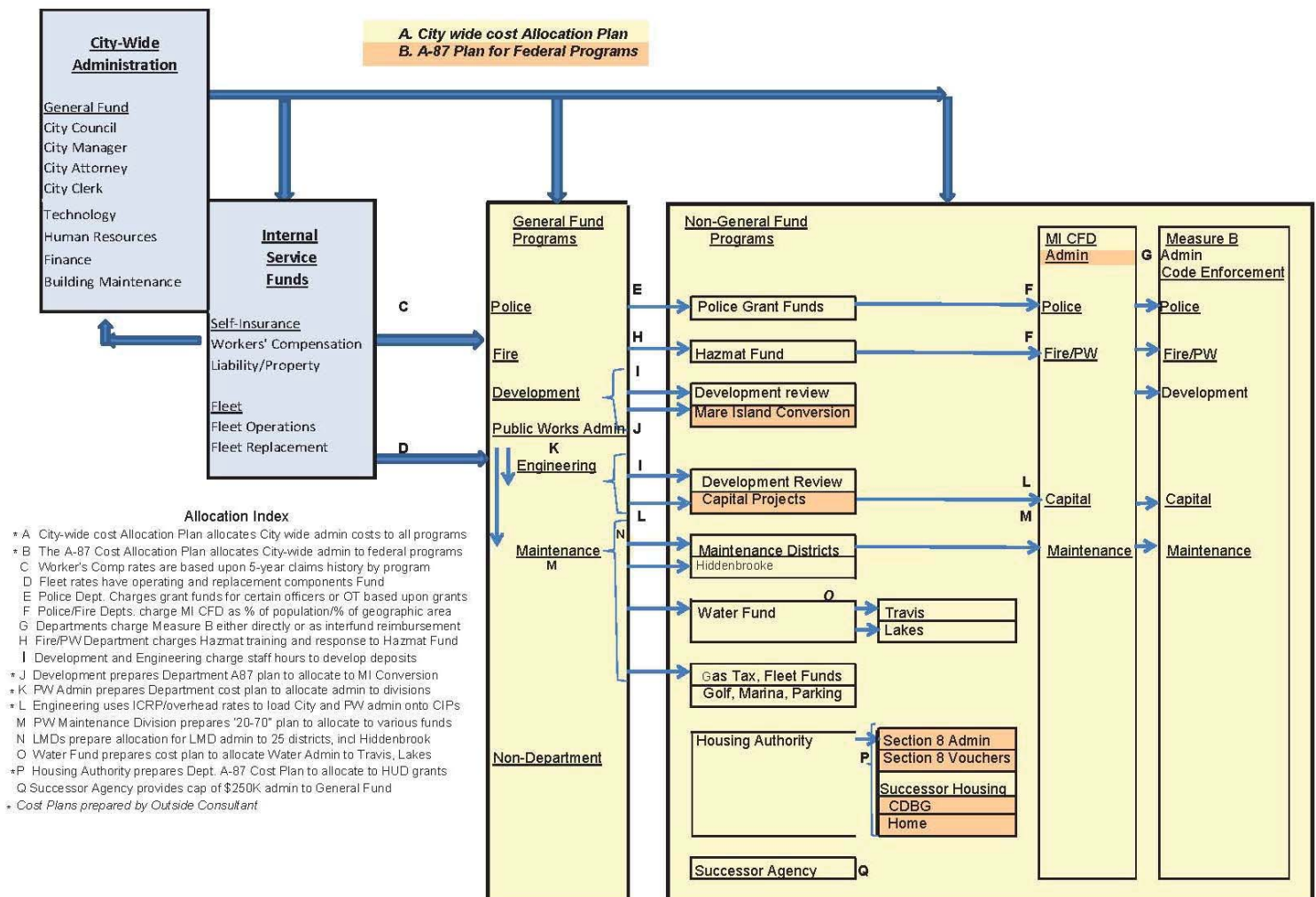


APPENDIX – COST ALLOCATION

OVERVIEW

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:





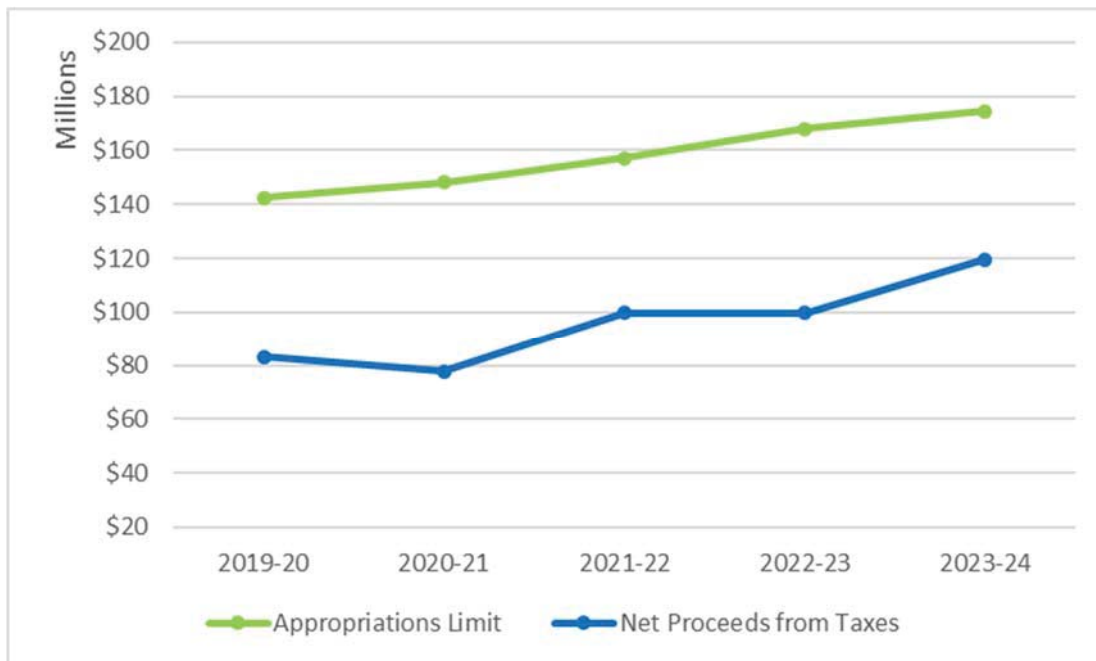
APPENDIX – GANN LIMIT

OVERVIEW

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. 23-075 on June 13, 2023, as part of its annual operating budget.

For Fiscal Year 2023-2024, the City’s appropriation limit is calculated to be \$174,537,951. Appropriations subject to limit have been determined to be \$119,579,789. This is \$54,958,162 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 \$54,958,162. 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	2019-20	2020-21	2021-22	2022-23	2023-24
Appropriations Limit	142,410,487	148,224,654	157,109,722	167,991,471	174,537,951
Net Proceeds from Taxes	83,273,266	77,761,962	99,824,433	99,824,432	119,579,789
Difference	59,137,221	70,462,692	57,285,289	68,167,039	54,958,162
% of Limit	58.5%	52.5%	63.5%	59.4%	68.5%



APPENDIX – DEBT LIMIT/OBLIGATION

OVERVIEW

Debt Limit

State Law sets the legal limit at 3.75% of the assessed value of all taxable property within the City. As of June 30, 2022, the City's total debt limit capacity was \$451 million, but it has no outstanding debt subject to this limit.

Debt Obligation

Below is the annual debt service payments budget for Fiscal Year 2023-2024 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 Marina debts. The FY 2023-24 budget continues to provide General Fund subsidies to cover the annual debt service payments for Marina operations.

	Projected	FY 2023-24			Projected
	Balance	Debt Service Payments		Capitalized	Balance
	as of 6-30-23	Principal	Interest	Interest	as of 6-30-24
<u>General Fund:</u>					
1999 COPS	\$1,926,517	225,000	90,432		\$1,701,517
1999 COPS Shortfall Indebtedness	4,612	-	-		\$4,612
UBOC Tranche A - General Fund	1,339,434	613,615	33,486		\$725,819
UBOC Tranche B - General Fund	8,554,907	123,661	39,177	99,841	\$8,531,087
Motorola Equipment Lease(Police)	1,762,357	427,781	34,719		\$1,334,576
Bank of America Loan - Fleet	5,000,000	800,000	50,000		\$4,200,000
Subtotal, General Fund	18,587,827	2,190,057	247,814	99,841	16,497,611
<u>Water Fund:</u>					
2020-A Water Rev Refunding Bonds	6,685,001	-	267,400		\$6,685,001
2020-B Water Rev Refunding Bonds	16,465,000	3,500,000	289,467		\$12,965,000
2021 A Water Revenue Bonds	41,029,999	820,000	1,641,200		\$40,209,999
State Safe Drinking Water - 0%	5,105	3,404	-		\$1,701
Subtotal, Water Fund	64,185,105	4,323,404	2,198,067		\$59,861,701
<u>Golf Course Fund:</u>					
UBOC Tranche A - Golf Course	478,704	342,699	11,968		\$136,005
UBOC Tranche B - Golf Course	5,273,865	-	-	85,700	\$5,359,565
Subtotal, Golf Course Fund	5,752,569	342,699	11,968	85,700	\$5,495,570
<u>Marina Fund:</u>					
UBOC Tranche A - Marina	802,463	640,963	20,062		\$161,500
UBOC Tranche B - Marina	10,073,918	29,375	9,601	154,100	\$10,198,643
Subtotal, Marina Fund	10,876,381	670,338	29,663	154,100	10,360,143
Subtotal, Enterprise Funds	80,814,055	5,336,441	2,239,698	239,800	\$75,717,414
Total, Debt Service	\$ 99,401,882	\$ 7,526,498	\$ 2,487,512	\$ 339,641	\$ 92,215,025



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, 6,685,001 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.

Financed Purchases

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.

Bank of America Loan for Fleet Purchases

On June 13, 2023, a loan authorization is being brought to council to authorize a loan in an amount not to exceed \$5,000,000 to finance the purchase of new fire, police, and public works fleet vehicles. Given the significant cost, staff has evaluated options for financing these purchases rather than paying cash up front. The City proposes to enter into a lease financing with Bank of America Public Capital Corp at a rate of 3.96%.



APPENDIX - ACRONYMS

<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.
ACFR	Annual Comprehensive Financial Report	A set of financial statements for a state, municipality or other governmental entity that complies with the accounting requirements established by the Governmental Accounting Standards Board (GASB). It must be audited by an independent auditor using generally accepted government auditing standards.
ADC	Actuarially Determined Contribution	Represents the current annual payment expected to cover the total cost of both current and future retirees' medical.
ADD	Accidental Death & Dismemberment	Insurance coverage of the unintentional dismemberment or death of the insured.
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.
ARPA	American Rescue Plan Act	On March 11, 2021, President Joe Biden signed into law the \$1.9 trillion-dollar American Rescue Plan Act (ARPA) to provide continued relief from the impact of the COVID-19 Pandemic.
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.



APPENDIX - ACRONYMS

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.
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.



APPENDIX - ACRONYMS

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.
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
COLA	Cost of Living Adjustment	Social Security's general benefit increases have been based on increases in the cost of living, as measured by the Consumer Price Index. We call such increases Cost-Of-Living Adjustments, or COLAs.
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.



APPENDIX - ACRONYMS

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.
COP'S	Certificates of Participation	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.
COPPS	Community Oriented Policing and Public Safety	Community Oriented Policing and Public Safety
COV	City of Vallejo	City of Vallejo
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.
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."
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.
CSMFO	California Society of Municipal Finance Officers	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.



APPENDIX - ACRONYMS

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.
- 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)



APPENDIX - ACRONYMS

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
FPPC	Fair Political Practices Commission (conflict of interest agency)	Fair Political Practices Commission (conflict of interest agency)
FSS	Family Self-Sufficiency	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.
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.
FY	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.



APPENDIX - ACRONYMS

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
GFOA	Government Finance Officers Association	Founded in 1906, represents public finance officials throughout the United States and Canada. The association's more than 20,000 members are federal, state/provincial, and local finance officials deeply involved in planning, financing, and implementing thousands of governmental operations in each of their jurisdictions.
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

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).
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.
ISF	Internal Service Funds	Internal service funds operate as small business, which "sells" services to other City departments. Examples include the Self-Insurance Fund and the Corporation Shop.



APPENDIX - ACRONYMS

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
LTD	Long-Term Disability	Coverage to provide financial benefits to insured who is unable to work for a long period of time due to an accident, illness, or injury.
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

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

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.
PBV	Project Based Voucher	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.
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:
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
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.
RFP	Request for Proposals	Request for Proposals
RFQ	Request for Qualifications	Request for Qualifications



APPENDIX - ACRONYMS

RHNA	Regional Housing Needs Allocation	Regional Housing Needs Allocation
RHSA	Retirement Health Savings Account	A pre-tax healthcare savings account where you can set aside money now to help pay for healthcare costs in retirement.
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
SAFER	Staffing for Adequate Fire and Emergency Response	Created to provide funding directly to fire departments and volunteer firefighter interest organizations to help them increase or maintain the number of trained, "front line" firefighters available in their communities.
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.
SERAF	Supplemental Educational Revenue Augmentation Fund	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.
SET	Sheriff's Enforcement Team	Sheriff's Enforcement Team
SOLTRANS	Solano County Transit Board	Solano County Transit Board



APPENDIX - ACRONYMS

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 (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 is responsible for countywide transportation planning, programming transportation funds, managing and providing transportation programs and services, delivering transportation projects, and setting transportation priorities. 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.
UAL	Unfunded Accrued Liability	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.
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.



APPENDIX - ACRONYMS

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
VSFCD	Vallejo Sanitation and Flood Control District	They provide quality wastewater and flood control services to the Vallejo community to protect the public's health, safety, and environment.
VCUSD	Vallejo City Unified School District	Vallejo City Unified School District
VFD	Vallejo Fire Department	Vallejo Fire Department
VFWD	Vallejo Flood and Wastewater District	Vallejo Flood and 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

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



APPENDIX - GLOSSARY

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.

AUDITED: Conduct an official financial examination of (an individual's or organization's account)

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

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 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.

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.

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.



APPENDIX - GLOSSARY

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 101 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 XIIIB of the State constitution was amended by Proposition 4 (Gann initiative) in 1979. Article XIIIB 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 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.

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.



APPENDIX - GLOSSARY

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.

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.

MEASURE P: Is a 0.875% transaction use tax, approved by voters on the November 8, 2022 which resulted in a new sales tax of 9.25% effective April 1, 2023.

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.



APPENDIX - GLOSSARY

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.
- 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.

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.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

OVERVIEW

The Frequently Asked Questions (FAQ) was developed to assist/clarify Council and residence regarding the Adopted Budget Book. The FAQ were based on previous budget questions and explanation of changes within the budget.

AUTHORIZED FULL-TIME EQUIVALENT (FTE) LISTING

- What are the position changes in the proposed budget that did not exist in the FY 22-23 midyear budget?

Response:

Positions added:

- IS Support Tech II (IT)
- Administrative Manager (Police) / Frozen Police Officer position
- Housing Specialist I/II (Housing) / grant funded.

Positions deleted:

- Twelve (12) SAFER funded Firefighter positions that expired on March 10, 2023

CITYWIDE BUDGET/TOTAL REVENUES

- Which revenues are included in citywide revenues?

Response:

All the revenues that the City receives are captured on this page. They are allocated based on the type of funds and broken down by which category they are coming into.

The 6 major funds are: General Fund, Enterprise Funds, Economic Development Funds, Public Works Funds, Other Program Funds, and Capital Project Funds.

It is categorized by Departments, Debt Service and "Transfer In"

- What is the total amount for Citywide revenue?

Response:

Total proposed Citywide revenue from all the Funds is \$297.5M for FY 23-24.

- Why is debt service revenue?

Response:

Solano County collects special assessments from property owners in Hiddenbrooke and Northeast Quadrant Districts for the city, which is booked as City revenue. These revenues are used for the repayment of bonds issued by the district's behalf for capital improvements.

- What is "Transfer In"?

Response:

"Transfer In" refers to the money received from another fund to carry out capital projects or fund debt service and city programs. For example, Capital Project Funds is proposed to receive \$7.2M from General Fund and \$0.8M from Gas Tax Fund to fund streets, facilities maintenance, PD Radio repeaters, IT improvements and Participatory projects.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

- What are the total Citywide reserves currently and in what cases are the reserves utilized?

Response:

Total Citywide beginning 'available fund balance' or 'reserve' for FY 23-24 is projected to be \$147.7M and total ending available fund balance of the FY 23-24 is projected to be \$142.5M.

City utilizes the available fund balance to fund expenditures that are above the current year's revenue budget. For example, the City has built up a reserve for the Water Fund to carry out important projects that are essential to the residents and communities using our City Water. Staff is proposing to use \$22.3M of the beginning reserves to carry out the Council goal of providing safe and clean water to the community.

- Where does the Build-up Reserves come from?

Response:

Build-up reserve is the excess from proposed total revenues minus the total expenditures. Reserves are established to ensure the continued delivery of city services to fund upcoming big projects, and address emergencies, temporary revenue shortfalls, or provide stability during economic cycles.

CITYWIDE BUDGET/TOTAL EXPENDITURE

- How many funds are managed by the City in FY 23-24?

Response:

Currently, the City has 101 funds, which are grouped into General Fund, Enterprise Funds, Economic Development Funds, Public Works Funds, Other Program Funds, and Capital Project Funds.

- What is the city's total expenditure budget?

Response:

The total proposed Citywide expenditure from all the Funds is \$302.7M for FY 23-24.

- The listed "Transfer Out" amounts are coming from which fund?

Response:

Most of the Transfer-out amounts are coming from General Fund. For FY 23-24 the city is proposing for General Fund to "Transfer Out" \$9.1M to fund capital and multi-year projects (\$7.2M), annual debt service payments (\$1.8M) and Mare Island programs (\$0.1M).

- What is the difference between last year's total expenditure budget vs this proposed budget?

Response:

Last year's total adopted expenditure budget was \$290.6M versus the current proposed citywide expenditure budget of \$302.7M. Most of the increase is attributed to the Water Fund, which is proposing an additional expenditure budget of \$12.5M, mostly to fund its proposed capital projects.

- What does the "Beginning Fund Balance" represent?

Response:

Beginning Fund Balance or "beginning available fund balance/reserves" is the amount each fund has built up over the years. This amount is generally used by the City to balance the budget when the proposed expenditure of a specific fund exceeds its projected revenues.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

GENERAL FUND / FIVE YEAR FINANCIAL FORECAST

- What is the beginning available balance for FY 23-24?

Response:

Staff are projecting \$24.3M as a beginning fund balance for FY 23-24. This amount does not include the estimated Measure P revenues of \$4.6M which is estimated to be collected from April to June 2023. The total projected beginning available fund balance including Measure P is \$28.9M.

- What is the estimated “normal cost” for in the proposed budget?

Response:

The General Fund share of the total pension “normal cost” for the proposed budget is \$9.0M.

- The unfunded liability is changing. Why is this?

Response:

The decreased costs are primarily due to CalPERS updated actuarial numbers ending June 30, 2021 and higher than expected rates of returns on investments. The City had been paying every year the minimum required contribution for unfunded liability.

This contribution is calculated by CalPERS using a set of actuarial assumptions which can be divided into two categories:

- Demographic assumptions (which includes mortality rates, retirement rates, employment termination rates and disability rates)
- Economic assumptions (which includes future investment earnings, inflation, salary growth rates)

However, the actual experience is normally different from the actuarial assumptions. For example, the investment earnings at CalPERS have averaged 6.0 percent over the 20 years ending June 30, 2018, yet individual fiscal year returns have ranged from -24.0 percent to +21.7 percent. When CalPERS perform its periodic annual valuation, the difference gets amortized (paid off) over a period and increases or decreases the City’s required contributions every year.

- What is causing the change in Projected Vacancy Savings?

Response:

The proposed projected vacancy savings is based on the history of the city’s vacancies from the previous fiscal year. There has been an unusual number of vacancies in the past fiscal year due to high turnover and tight labor market.

Projected vacancy savings for the proposed budget is increasing from \$5.0M to \$7.1M.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

GENERAL FUND / TOTAL REVENUES

- What do you see are the biggest differences in the current proposed budget vs past year adopted budget for revenue?

Response:

Table below summarizes the changes in GF revenue proposed:

General Fund Revenues (in Millions)					
	FY 22-23 Adopted	FY 23-24 Proposed	Difference		
			AMT	%	
Property Tax	\$ 24.52	\$ 25.83	\$ 1.31	5%	
Property Tax in-lieu (MVLFF)	12.68	14.12	1.44	11%	
	37.20	39.94	2.75	7%	
Sales Tax	19.08	18.22	(0.86)	(5%)	
Transaction & Use Tax - Measure B	20.85	20.76	(0.09)	(0%)	
Transaction & Use Tax - Measure P	0.00	18.16	18.16	0%	
	39.93	57.14	17.21	43%	
Transient Occupancy Tax	2.40	2.23	(0.16)	(7%)	
Franchise Tax	5.62	5.87	0.25	4%	
Utility User Tax	12.66	13.37	0.72	6%	
Cannabis Tax (Measure C)	3.04	2.40	(0.64)	(21%)	
Business License Tax	1.66	1.67	0.01	1%	
Other *	8.39	9.70	1.31	16%	
Subtotal, General					
Unrestricted Revenues	110.89	132.33	21.43	19%	
Program Revenues	19.71	18.65	(1.07)	(5%)	
Total (Excluding Measure P)	130.61	132.82	2.21	2%	
Total (Including Measure P)	\$ 130.61	\$ 150.98	\$ 20.37	16%	

Measure P sales tax started April 1, 2023, we will receive our first payment in June 2023 and in FY 23-24 we are projecting revenue of \$18.16M.

Utility User Tax projected increase of \$718K (6%) based on average trend.

Program Revenues decrease of \$1.07M (5%) which was mainly due to:

- Police department: decrease by \$1.76M (40%) predominately due to Federal COPS grants ended in FY 22/23 and Code Enforcement moving to Planning & Development Services.
- Public Works department: decrease by \$678K (22%) in Engineering and excavation fees.

- What is Measure C?

Response:

Measure C is 7% Marijuana Business License Tax adopted by council and citizen's majority vote to raise revenue for general purpose.

- What is the tax rate for Transient Occupancy Tax?

Response:

Tax is based on 11% of the Gross Receipts from Room Rate less Exemptions (Over 30+ day renters & Government Officers-Federal, State & Foreign)

- How much does Discovery Kingdom plan to contribute in revenue to the city during the projected budget year?

Response:

Revenue is projected at \$1.25M for FY 23-24 based on 2.5% of the Gross Ticket Sales



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

- Please list what comprises "Other Misc. Revenues"?

Response:

Following is the breakdown that comprises of Other Misc Revenues:

General Fund - Other Revenues			
Description	FY 22-23	FY 23-24	Difference
Sale Of Pet Licenses	\$ 100,992	\$ 95,760	\$ 5,232
SB 90 Mandated Cost	106,765	106,517	248
Misc. Revenues	30,345	30,345	-
Total	\$ 238,102	\$ 232,622	\$ 5,480

- Who are the top 20 sales taxpayers in the city?

Response:

Top 20 sales tax contributors for calendar year 2022 are (in alphabetical order):

Arco AM PM, Au Energy Shell Station, Autolinx, Avery Greene Honda, Best Buy, Costco Wholesale, Factory OS, Home Depot, Lowes, McDonald's, Ross, Safeway, Safeway Fuel, Six Flags Discovery Kingdom, Target, Team Chevrolet Cadillac Mazda Hyundai, Tesla Motors, Texaco Power Market, Toyota Vallejo, and Vallejo Nissan

GENERAL FUND/ EXPENDITURE BY CLASSIFICATION

- What do you see are the biggest differences in the current proposed budget vs past year's adopted budget for expenditures?

Response:

(In Millions)	Adopted FY 2022-23	Proposed FY 2023-24	Difference AMT %	
Expenditures				
Salaries & Benefits	\$ 105.39	\$ 103.85	(1.53)	(1%)
Vehicle maintenance/replacement	4.01	5.20	1.19	29.70%
Utilities	2.30	2.34	0.04	1.8%
Services and Supplies	12.50	14.28	1.78	14.2%
Bonds, Leases and Other Costs	1.51	1.84	0.33	22.0%
Maintenance, including streets	6.13	7.16	1.03	16.8%
General Liability	8.38	8.84	0.46	5.5%
Citywide Overhead	(10.53)	(10.74)	(0.21)	2.0%
Total	\$ 129.69	\$ 132.78	\$ 3.09	2.4%

Salaries and Benefits budget is decreasing by \$1.53M compared to the previous year.

- Salaries increased by \$0.8M, CalPERS normal cost by \$0.6M and Workers' Comp by \$0.2M. The decreases are caused by CalPERS UAL of \$0.4M and Health Benefits of \$1.47M. The decrease in CalPERS UAL is due primarily to CalPERS actuarial numbers higher than expected rates of returns on investments.
- The proposed projected vacancy savings is based on the history of the city's vacancies from the previous fiscal year. There has been an unusual number of vacancies in the past fiscal year due to high turnover and tight labor market. Projected vacancy savings are increasing from \$5.0M to \$7.1M.

Fleet maintenance and replacement increased by \$1.2M compared to FY 22/23 adopted budget.

Maintenance, including streets are as follows:

- \$1.2M has been proposed for street repair projects
- \$1.95M has been funded for facilities maintenance, of which \$700K is for police department building design



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

- \$1.37M for Information Technology improvement such as cyber security
- \$975K for PD radio repeaters
- \$500K Participatory Budget
- \$300K for ERP
- \$250K for Causeway bridge
- \$328K for Computer hardware and software used by Departments
- \$286K for General Plan Update and Technology purchases from fees

General Liability: The City has retained an actuary vendor (Bickmore) to provide funding recommendation for the General liability program. For FY 2023-24, the proposed funding is \$8.8M. Cost charges to the departments are based on the 5-year claims history obtained from the third-party administrator. The increase in costs allocated to the GF is due to the increase in claims, an increase of the staffing for Risk division, and to meet the 80% confidence level.

- Where can we find the breakdown of the vehicle maintenance/replacement expenditure from the general fund? Why is the expenditure going up?

Response:

The General Fund portion of the vehicle replacement and maintenance is going from \$4.0M of previous year to \$5.2M for the proposed Fiscal Year. General Fund allocation to Fleet Maintenance budget (Fund 501) increased \$250K, to \$3.0M, while the Fleet Replacement budget (Fund 502) increased \$955K, to \$2.2M. \$2.2M for the fleet replacement budget includes the \$850K set aside for the Bank of America loan repayment, which is being brought for council approval on Jun 13th, 2023.

Due to the increased cost of parts and supplies, and additional units added to fleet, additional budget is needed to keep up with required inspections, service, and repairs. The cost of fuel and oil supplies has nearly doubled in recent years, and prices continue to be high.

The Fire Department is currently operating with 5 engines that have more than 100K miles (3 are 20 years or older, two are 11 years old) and one engine that has nearly 100K miles on it (as of early 2022). Six engines out of the nine currently in service have significant age and mileage, which require more maintenance and are prone to frequent and longer out-of-service times.

- How much is funded using general fund for infrastructure/capital maintenance?

Response:

Approximately \$6.69M has been proposed for infrastructure/capital maintenance.

A complete list of all the capital projects proposed to be funded by the General Fund can be found in the Capital Projects section.

GENERAL FUND / CITYWIDE

- What is the difference between Humane Society of North Bay and the County of Solano Animal Sheltering & Control?

Response:

Humane Society of the North Bay operates the City's own animal shelter over on Sonoma Boulevard. They care for the animals in our local shelter, take in lost Vallejo animals and hold them until their owners can retrieve them, run adoption programs/events to get animals new homes, provide medical/vaccine/spay-neuter services to the community, etc. They also use Participatory Budget funds each year to coordinate programs for local pets and feral cat colonies. They are our local animal shelter care provider.

Solano County does 2 things for the City through the Sheriff's Office:

- They provide the Animal Control Officers, with equipment and vehicles to respond to calls when residents report lost or dangerous animal concerns.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

- They are overseeing the County's Fairfield animal shelter. Animals that are rejected by the Humane Society (for instance if the local shelter is full, or the animal seems too uncontrollable/dangerous) they get transported to stay at the County shelter in Fairfield.

In a way, the Fairfield shelter and HSNB services do overlap a lot. Both provide Animal Sheltering & some safety/medical care. The big difference is convenience and location for Vallejo residents and the programs HSNB runs locally in the City.

- There is an increase in the general fund for infrastructure/capital maintenance, including streets. How much of that is for street repair and how much of that is for infrastructure. Just what infrastructure will experience the increase?

Response:

In FY 23-24, \$3.15M of the General Fund budget is proposed to be allocated to various infrastructure/capital maintenance projects as detailed in the Capital Improvement Plan. Of this, \$965K is allocated to street repair, specifically to project PWC109. A total of \$4.1M is being allocated to projects that are specifically for road repair and improvement through a combination of General Fund Capital Outlay, Gas Tax, SB1/RMRA, and grant funding.

Details related to street related projects are reported separately as part of the Capital Improvement Programs in the CIP book.

GENERAL FUND / FIRE DEPARTMENT

- What are the changes to the Fire Department budget?

Response:

There were 12 positions funded by SAFER grant which ended in March 2023. City's grant revenue and expenditure for these 12 positions decreased in the proposed budget. There is an increase of \$486K for vehicle maintenance and replacement budget, which is primarily to fund proposed Fire department's purchase of a ladder truck and 2 Type 1 apparatus.

- What is the source of revenue for the Fire Department?

Response:

The Fire Department's major source of revenue is Mare Island allocation, which is based on the square footage of protection supported by the Fire Department. Additional information on the Fire Department revenues can be found in the General Fund Five Year Revenue Forecast.

- How many position changes can the city expect within the Fire Department?

Response:

12 expired SAFER funded positions for Fire were removed from the proposed budget.

GENERAL FUND / PLANNING AND DEVELOPMENT SERVICES DEPARTMENT (P&DS)

- What are the changes in P&DS Department budget?

Response:

The most significant change is the Economic Development Division moving out and becoming a department of its own, and Code Enforcement Division moving in from the Police Department.

- Why is the allocation for Planning & Development Services for vehicle & maintenance going up?

Response:

Since the Code Enforcement division is being transferred to Planning & Development, the budget required to maintain and/or replace/purchase Code Enforcement units are now included in the Planning & Development budget. Maintenance budget allocations are based on the prior fiscal year's actual maintenance and repair expenditures for the fleet units of each department. The percentage of the total Fleet Maintenance budget spent to maintain/repair the fleet of each department is calculated based on actual expenditures. The percentage is then used to determine the allocation amount for the next fiscal year. The allocation increase for Planning & Development



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

in FY23-24 is also attributed to the increased cost of services provided for the department's fleet in the prior fiscal year.

- What are the revenues generated by P&DS Department?

Response:

Main source of the revenue are the development related fees that the City collects from permit applicants for Building and Planning. The Department also receives fees from citations and fines by the Code Enforcement Division.

Revenue for FY 23-24 is increasing for the Department, mostly due to Code Enforcement moving from the Police Department.

- What is the "Transfer Out" – capital funds?

Response:

The bulk of the amounts are the fee collected for two projects, General Plan Update (EDVGPU) and Technology Purchase (TECHNO). The funds in EDVGPU are being used to pay for General Plan related projects, one of which is the General Plan update consultant. Technology fee surcharges are used to fund various technology expenditures.

Computer hardware and software related costs have been transferred to project # IT000, to better track City's computer hardware and software-related expenditures.

GENERAL FUND / POLICE DEPARTMENT

- What are the major changes in the Police Department budget?

Response:

The most significant change is Code Enforcement Division moving to the Planning and Development Services Department. Additionally, 2020 COPS grant, which ends the 3-year grant revenue for 8 COPS police officers' positions, is ending. City is obligated to keep the limited 8 police officers' position for an additional year per grant requirement. City is currently working with the COPS Office requesting a grant extension.

- What is meant by the description "Interfund General Liability Allocation"?

Response:

The City's cost to purchase insurance policies covering general liability, real property, cyber and the cost to manage the liability program is controlled by the General Liability Fund (Fund 508) and the cost is allocated to city programs. This allocation of cost is based on the 5-year claims history obtained from the third-party administrator. The increase in the cost allocated to the police department is due to the increase in claims attributed to the department.

- What is the source of revenue for the Police Department?

Response:

Police Department receives various grants, such as COPS grant. Also, Police Department receives reimbursement from Kaiser, Six Flags, or School district for the dispatch of the Police Officers to those locations. There has been a decline in the revenue due to the movement of Code Enforcement Division to Planning and Development Services Department. The Police Department also receives allocation from the Mare Island based on the population Police Department is serving.

- How many positions addition/deletion can the city expect within the Police Department?

Response:

Administrative Manager position is proposed to manage and supervise civilian staff in Professional Standards. Duties will also include collaborating and assisting representatives with Department of Justice, Point of Contact for Independent Police Auditor, handling all urgent requests from PSD Lieutenant, and completing all reports related to In Custody Death, URSUS (UOF), and SB90 (Police Mandates). One police officer position is being frozen to fund this proposed new position.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

GENERAL FUND / PUBLIC WORKS (PW) DEPARTMENT

- What are the major changes in the Public Works Department budget?
Response:
Expenditures are increasing by about 4% from \$10.0M to 10.4M, revenues are dropping by over 22%, from \$3.1M adopted budget of FY 22-23 to \$2.4M for the current proposed budget.
- Why has the Public Works' department's proposed program revenues decrease? What changed?
Response:
Public Works departmental revenue projections are based on prior year actuals received and forecasted economic conditions. Should forecasts improve and revenue actuals increase during the first half of the new fiscal year, adjustments to the revenue budget will be made during the FY 23-24 mid-year budget process.
The main source of the Public Works departmental revenues are the development related fees that the City collects from permit applicants. Additional information on the Public Works Department revenues can be found in the General Fund Five Year Revenue Forecast.
- Why is the revenue projection coming down despite the Costco project?
Response:
Public Works is basing the projected revenues from previous and current actual figures, as the adopted budget for last FY was proposed in anticipation of the movement of subdivision projects such as the Fairview at Northgate (Costco) and Waterstone Phase 2A/B. In FY 2022/23, after months of coordination, these two large Final Maps were recorded. This was the approval needed for the developers to move forward with their projects. FY 2023/24 we expect grading and improvement permits to be approved for the Costco project and an influx of building permits (with Engineering review) for a significant portion of the Waterstone single family homes.
- The Public Works department's proposed budget shows an Interfund Other Allocation. What is this?
Response:
The PW Maintenance inter-fund allocations are reimbursements to the General Fund from other funds for services rendered by PW Maintenance staff for the costs such as staff time, parts/supplies, and equipment. For example, when PW Streets Maintenance staff perform street repair work in support of Water operations (after main breaks, etc.), the Water Fund reimburses the General Fund for the costs to perform those services.
- Why is the allocation for Public Works for vehicle & maintenance going up?
Response:
The Fleet Maintenance budget allocations are based on the prior fiscal year actual maintenance and repair expenditures for the fleet units of each department. The percentage of the total Fleet Maintenance budget spent to maintain/repair the fleet of each department is calculated based on actual expenditures. The percentage is then used to determine the allocation amount for the next fiscal year. Vehicle maintenance and replacement budget is going up \$300K, to 1.1M.
- What is the new Service and Supplies budget that has been added this year in the Public Works Recycling Division?
Response:
State Law SB1383 California Short-Lived Climate Pollutant Reduction is requires the municipalities conduct education and organic recycling outreach to all businesses (including those that generate edible food that can be donated), haulers, solid waste facilities, food banks and food recovery organizations. In addition, during calendar year 2024, the City is required to procure recovered organic waste product (compost) that meets or exceeds the 65 percent of its recovered organic waste procurement target, which is approximately 3,281 tons of compost, which will cost approximately \$127,920. There will be other ongoing costs associated with conducting the necessary outreach and education for SB1383.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

Last year the City did receive a grant in the amount \$167,109.00 that could only be used to cover cost associated with SB1383 activities. This grant covered most of the cost to purchase the 1,640 tons of compost need to ensure that the City would be in compliance. Although we continually apply, the State has not indicated if we will receive grant funds in the upcoming year to assist with SB1383 related activities.

GENERAL FUND / ADMINISTRATION

- What are the changes in the Administration budget?
Response:
Economic Development and Information Technology have been moved from the P&DS and Executive sections to their own Department.
City added two new Boards and Commissions: Police Oversight & Accountability Board & Measure P Oversight Committee
- What are the significant changes in services and supplies for the Administration Department compared to the previous year?
Response:
Elections budget of \$250K has been decreased since elections are held biannually. Budget is increase in each election year.
City Manager's Office is reallocating its budget used for Special Events to Citywide – 'Programs to support community', increasing the budget to \$462K.
- How many position adjustments can the city expect within the Administration Department?
Response:
The Information Technology Department is proposing to add one IS Support Tech II position.
- What are the significant changes in the Economic Development Department budget?
Response:
The Economic Development Department is staying relatively flat except for the increase in salary, which is based on the MOUs approved by the Council.
- What is the main source of revenue for the Economic Development Department?
Response:
Major sources of the Economic Development Department's revenue are from Downtown Improvement District assessments and Vallejo Tourism Business Improvement District assessment (VTBID). For VTBID, hotels with more than 40 rooms remit \$2 per occupied room per night and for hotels with 40 rooms or less remit \$1 per occupied room per night. Assessments and VTBID are both passthrough funding, that is, all the revenues received are remitted to Downtown Vallejo Property and Business Improvement District (PBID) and Vallejo Tourism Improvement District (VTBID).

GENERAL FUND / MEASURE B/V-TRANSACTION USE TAX

- How is Measure B/V revenue being allocated?
Response:
Projected revenue for Measure B/V is \$20.7M and it is proposed to support 7 areas listed in the budget book narrative.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

GENERAL FUND / MEASURE P-TRANSACTION USE TAX

- How is Measure P revenue being allocated?

Response:

Projected revenue for Measure P is \$18.2M and NO expenditure has been budgeted. The council has created a new commission called “Measure P Oversight Committee” to assist with the allocation to 9 areas previously approved.

GENERAL FUND / AMERICAN RESCUE PLAN ACT (ARPA)

- How is ARPA revenue being used? What expenditures have been assigned?

Response:

American Rescue Plan Act revenue of \$25,727,736 is allocated into 32 different projects, approved by council, listed in the budget book.

ENTERPRISE FUNDS

- What are the sources for the Enterprise Funds?

Response:

Enterprise Funds are comprised of Water Funds, Fiber Fund, Marina Fund, Golf Course Fund and Vallejo Station Parking Fund. These funds are established to function as self-supporting operations wherein expenditures are entirely offset by fees or charges for services.

Revenues from fees or charges are accounted for in separate enterprise funds and can only be used to pay for expenses related to those services.

Total Enterprise Funds proposed revenue budget including transfers in is \$62.7M and proposed expenditure budget is \$84.5M. The difference of \$21.8M, mostly attributed to the Water Fund, is due to the usage of the beginning available fund balance.

ENTERPRISE FUNDS / FIBER FUND

- How is the City receiving revenue for Fiber?

Response:

Retail internet services are provided through the telecom partners’ contractors, for which City receives 40% of all gross revenues generated through the City fiber infrastructure asset.

- When will Fiber Fund start to pay back the loan from General Fund?

Response:

Based on current projections, it is estimated that the Fiber Fund will generate enough revenue to resume repayment of General Fund loan starting FY 24-25.

ENTERPRISE FUNDS / GOLF COURSE FUND

- What is the proposed budget for golf fund?

Response:

General maintenance of the Blue Rock Golf Course is funded through the Golf Fund operating budget managed by Touchstone, the City’s Golf course operator. The proposed revenue budget is \$4.6M, and the proposed expenditure budget is \$200K higher, which is \$4.8M. Touchstone, through Staff, is proposing to use \$200K from \$1.8M beginning available balance to fund the \$461K in capital expenditures.

- What is the source of the “other Income” for the golf course?

Response:

It consists of concession stand sales less cost of sales.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

- At the projected rate of payment, when will the debt service for the golf course be completely paid if there are no changes in the amount that the debt is currently being paid?

Response:

The debt will be fully paid on January 1, 2042.

ENTERPRISE FUNDS / MARINA FUND

- What is the source of the Marina Fund “Other Operating Revenues”?

Response:

Fuel sales, dock box rental fees, guest dock rental fees and laundry facility use fees.

- How is the Marina facility being funded?

Response:

General maintenance of the Vallejo Municipal Marina is funded through the Marina Fund operating budget managed by F3 Marina, the City’s marina operator. A few projects for the marina are being funded by General Fund capital outlay in FY 23-24, from the previously allocated budget in existing capital improvement projects.

ENTERPRISE FUNDS / VALLEJO STATION PARKING FUND

- Why is the Expenditure budget for Parking fund far less than previous budgets?

Response:

The Parking Fund has additional \$1.3M expenditure budget in MYOP Project # MY2331, funded from American Rescue Plan Act (ARPA), to fully cover its operational costs. Any unexpended appropriations remaining from these funds will be available for spending in FY 23-24.

- It appears that Vallejo Station parking fund is finally seeing a positive projection this year. How is the parking fund managed by the City since there are no positions assigned to the fund? Do they have any external vendors to manage the fund?

Response:

The Parking program is currently managed by the Public Works Transportation Superintendent (whose position is funded by the General Fund), with the periodic assistance from various members of the Department including Administrative Analyst, Extra-Help position, and now the Customer Service Representative.

The Parking Enterprise does contract out certain operations to the private sector. Currently, the City’s vendor (SP+) performs all of the parking enforcement activities in Downtown and the Waterfront. As the contract approaches expiration, Public Works rebid the Parking Management and Enforcement contract and is currently evaluating proposals. Scope of work includes both ongoing parking enforcement, but also Parking Management operations whereby the vendor will provide a ½ time manager to perform customer service functions (respond to inquiries and complaints, issue permits, fix permit errors, help people navigate the systems, etc.), parking meter maintenance/repair, revenue control and reporting, as well as consulting work to plan for program improvements, expansion, market analysis, and rate setting.

ENTERPRISE FUNDS / WATER FUNDS

- What are Funds 401 and 404?

Response:

These are Water’s “City System” (Greater Vallejo) operating and capital funds (as opposed to Travis Air Force Base or the Lakes Water System funds)

Fund 401 – City System Operating Fund & Fund 404 – City System Capital Fund



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

- Why was there an operating reserve for Water Rate Stabilization (Fund 412)?

Response:

The Water Rate Stabilization Fund was established in FY 15-16 with \$4M from the City Water System Operating Fund (Fund 401) which could be used to help meet the City's legal covenant (125% debt to bond ratio).

In FY 15-16, \$1.5M was transferred back to Fund 401 to augment annual revenues and meet the required debt service coverage. The Water Rate Stabilization Fund balance has been maintained at \$2.5M since FY 2015-16.

- Why is there a negative amount in the Lake System Fund (Fund 403 and 411)?

Response:

The Lakes Water System's ongoing negative balance is due in part to the sunset of the Lakes Water System Surcharge, as well as the need to make transfers from operating funds to capital funds for required water system projects. There is a structural imbalance in the Lakes Water System budget resulting from rate revenues being insufficient to cover the operating costs of the Lakes Water System. Lakes Water System water rates are significantly higher than Vallejo System rates, since the system operating, and capital costs must be spread across a relatively small number of customers.

Fund 403 – Operating fund & Fund 411 – Capital fund

- How essential is the requirement to replace the water mains in the proposed budget, or can those replacements be deferred to a later year?

Response:

The City of Vallejo has many old and undersized pipelines (some installed in the late 1800s), many of which are past their useful life and result in costly repairs. All water main replacements (and all Water-related capital projects) have no impact on the City's General Fund, as they are funded by the Water Capital Fund through rate revenues.

The pipeline replacement Capital Improvement Project responds to an earlier City Council goal to address the City's failing infrastructure. The goal was affirmed by the City Council Ad Hoc Water Rate Committee and the Citizen Water Rate Working Group and shaped the approach to the current rate plan approved unanimously by Council.

The water system is comprised of approximately 600 miles of pipelines. At the current replacement rate, it would take 450 years to replace all City pipelines. (The useful life of a pipe is 70-100 years.) The intent is to bring this replacement cycle down to approximately every 100 years (the recommended industry standard). Overall, the City aims to move from a reactive approach to its water main replacement program driven by emergency repairs, to a more proactive and cost-effective strategy. Over the long term, continuing to operate in a reactive mode will be costlier to the City than it would be to invest now to replace these aged pipelines. In addition, replacing undersized pipelines to today's standards will aid in the long-term economic development of the City, and support water quality, water pressure, and fire suppression.

ECONOMIC DEVELOPMENT FUND

ECONOMIC DEVELOPMENT FUND / SUCCESSOR AGENCY

- What is this fund and what is its purpose?

Response:

This fund was established to help facilitate the wind-down process of the former Redevelopment Agency, make payments on enforceable obligations, and dispose of the Agency's assets and properties.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

ECONOMIC DEVELOPMENT FUND / MARE ISLAND PROGRAMS

- Where can I find the amount of revenues produced by Mare Island?
Response:
Revenues are recorded in the Economic Development Fund section, under Fund # 112.
Total General Fund revenues including Mare Island is \$152.9M, Mare Island portion is \$1.9M. The net of the Mare Island revenues is \$151M which is reported as the General Fund revenue proposed for the new fiscal year.
- How are the CFDs calculated?
Responses:
The Mare Island CFD budgets are managed by the Economic Development Department, in cooperation with the Public Works Department, and the Finance Department. The City develops the individual CFD budgets based on which Goodwin Consulting Group calculates the CFD taxes with the approved methodology for each CFD.
The Fire department's \$2.46M expenditure represents the Fire costs allocated to the Mare Island 2002-1 CFD. This allocation is based on the total residential and non-residential square footage Citywide versus the total square footage on Mare Island excluding buildings anticipated to be demolished such as most the buildings on North Mare Island. The Police department's \$835K represents the Police cost allocated to the Mare Island 2002-1 CFD, which is based on the population served.
- What are the charges under "non departmental" shown on the Mare Island Programs?
Response:
These are expenditures for City's staff cost allocation.
- What is the "Transfer In" shown under the Mare Island Base Reuse Fund (Fund 107)?
Response:
The City's General Fund has subsidized \$100K for the short fall in Mare Island's revenue.
- What is Fund 107, Mare Island Base Reuse Fund supposed to do?
Response:
Fund 107 traditionally covered the City's marketing, development, and oversite costs for Mare Island. Once the Fund 107 reserves are depleted, the City's General Fund is anticipated to fund most of these costs except for costs related to the Environmental Cleanup that are funded through the Mare Island Conversion Fund 106.
- Touro owns many more buildings on Mare Island. How is the amount that Touro is required to pay for those buildings determined?
Response:
Touro University pays the 2002-1 CFD tax based on their approximately 500K square feet site.
- What is Mare Island Community Facilities District # 2002-1 Fund (Fund 112)?
Response:
The 2002-1 CFD was formed at Mare Island to enable the City to meet the increased demands placed on the City services as a result of private reuse on Mare Island. The CFD includes residential and commercial properties, the Mare Island Golf Course, Touro University and City-owned property. 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 \$4-5M in annual services. As development expands, tax revenues are expected to increase, and the special tax requirement is expected to decrease.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

- Does CFD 2002-1 cover the MI Bridge and causeway, and how is that fund funded?

Response:

Yes, as the bridge is a facility being maintained to serve the CFD, the operating costs of the bridge are paid for through the 2002-1 CFD. However, acknowledging the high costs, the City continues to grant a subsidy of \$250K towards the CFD bridge costs (equal to approximately 50% of the O&M costs).

The CFD (Fund 112) covers approximately half of the cost to operate the bridge. Staff are proposing to continue with the \$250K budget for the coming fiscal year which will be subsidized by the General Fund.

- For Fund 112, where are we getting the grant for \$12,340,000 in FY 2025-26 for project #PW9762?

Response:

The project is funded by Caltrans' Bridge Preventative Maintenance Program (BPMP). This grant was awarded to the City more than 10 years ago. Caltrans funds projects one phase at a time, in this case, design first and then construction. The project is currently in the design phase and is 95% complete. Construction funding for this project is not available until FY2025-2026 which was a decision made by the California Transportation Commission (CTC) in response to Covid. The Federal Construction funding will be appropriated at that time and will typically require an 11.47% match of local funds.

PUBLIC WORKS FUNDS

- Where are the sources of revenue for Public Works?

Response:

PW Funds are comprised of Fleet Maintenance Replacement Funds, Landscape Maintenance Districts funds, and Gas Tax Fund.

Total Public Work funds proposed revenue budget is \$18M and proposed expenditure budget is \$16.1M. The difference of \$2.0M will be rolled into the fund balance, to build up reserves.

- Where are the sources of revenue for Public Works?

Response:

PW Funds are comprised of Fleet Maintenance Replacement Funds, Landscape Maintenance Districts funds, and Gas Tax Fund.

Total Public Work funds proposed revenue budget is \$18M and proposed expenditure budget is \$16.1M. The difference of \$2.0M will be rolled into the fund balance, to build up reserves.

PUBLIC WORKS FUNDS / FLEET MAINTENANCE AND REPLACEMENT FUND

- What department and what vehicles are being proposed to be purchased this budget year with the proceeds of Fleet Maintenance/Replacement Fund (Fund 501 and 502)?

Response:

Following is a list of scheduled vehicles and departments:



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

General Fund:

Department/Division	Unit	Description	Budget Appropriated in FY 23-24	Expected Purchase Contract
CITY MANAGER	TBD-CM1	SUPPLY TRAILER	\$ 10,000	Cooperative
PLANNING/CODE	TBD-CE1	FORD F150	\$ 40,000	State
PD-OPS	124	FORD INTERCEPT (U)	\$ 45,000	State
PD-OPS	139	FORD INTERCEPT	\$ 50,000	State
PD-OPS	141	FORD INTERCEPT	\$ 50,000	State
PD-OPS	160	FORD INTERCEPT	\$ 50,000	State
PD-OPS	178	FORD INTERCEPT	\$ 50,000	State
PD-OPS	189	FORD INTERCEPT	\$ 50,000	State
PD-OPS	191	FORD INTERCEPT	\$ 50,000	State
PD-OPS	777	MOTORCYCLES	\$ 50,000	Ironstead
PUBLIC WORKS	302	FORD F150	\$ 40,000	State
PUBLIC WORKS	306	FORD ½ TON PICKUP	\$ 55,000	State
PUBLIC WORKS	307	FORD F350	\$ 60,000	State
PUBLIC WORKS	308	FORD F350	\$ 60,000	State
PUBLIC WORKS	317	FORD F350 XL	\$ 65,000	State
PUBLIC WORKS	512	FORD F350	\$ 60,000	State
PUBLIC WORKS	533	FORD RANGER	\$ 30,000	State
PUBLIC WORKS	TBD-GR1	AEBI TT211 MOWER	\$ 210,000	State
GENERAL FUND UNITS		ACCESSORIES & CONTINGENCY	\$ 141,242	
		Total General Fund	\$ 1,166,242	

Other Funds:

Department/Division	Unit	Description	Estimated Cost	Expected Purchase Contract
GAS TAX	334	STREET SWEEPER	\$ 250,000	
FLEET	669	FORKLIFT	\$ 45,000	
		Total Other Funds	\$ 295,000	

Water Fund:

Department/Division	Unit	Description	Estimated Cost	Expected Purchase Contract
WATER-BILLING	415	FORD F150	\$ 35,000	State
WATER-DIST-REPAIRS	422	FORD F450	\$ 95,000	Cooperative
WATER-DIST-METERS	448	FORD F350	\$ 65,000	State
WATER-ADMIN	530	FORD F150	\$ 35,000	State
WATER FUND UNITS		ACCESSORIES & CONTINGENCY	\$ 75,000	
		Total Water Fund	\$ 305,000	

Fund 501 is the fleet maintenance budget. The maintenance, service, and repairs to all City fleet, including PD and Fire, are funded by Fund 501.

Fund 502 is for fleet replacement.

PUBLIC WORKS FUNDS / LANDSCAPE MAINTENANCE DISTRICTS

- The Landscape Maintenance Districts (LMDs) revenue exceeds expenditures. What is the long-term plan for the accumulated fund balance?

Response:

Within the Maintenance Districts, upon original construction and installation of the approved landscaping, the responsibility for ongoing maintenance, repairs, upgrades and replacement becomes the Public Works-LMD. We hold rehabilitation funds in reserve to cover the replacement cost.

Typically landscaping and irrigations systems have an average useful life span of 15-20 years. Public Works completes rehab projects based on need and environmental impacts. We plan and completes larger CIP replacement projects as landscaping exceeds its useful life and adequate funds have accumulated.

Examples:

- Rehab project / repair, upgrade irrigation and replant center median for Springs Rd. and Columbus is \$5K
- CIP-PWL002 / Glen Cove Parkway - phase 1- remove, replace and upgrade irrigation system, replant vegetation, replace monument sign and lighting is \$600K (near completion)
- CIP-PWL001 / Hiddenbrooke Parkway project remove, replace and upgrade irrigation system, replant vegetation along entire parkway is \$2.1M (in construction)



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

PUBLIC WORKS FUNDS / GAS TAX FUND

- What is the reason for the “Transfer Out” of the Gas Tax Fund to the Capital Project Fund (Fund 219)? Are Gas Tax funds permitted to be used for anything other roads or actual transportation projects such as buses?

Response:

\$769K is being transferred to capital improvement project PWC109 for ongoing Street Overlay / Preservation projects managed by Public Works.

The use of local Motor Vehicle Fuel Tax funds is restricted by Article XIX of the California State Constitution and by Streets and Highways Code Section 2101. All Motor Vehicle Fuel Tax funds allocated from the Highway Users Tax Account must be expended for the following:

- The research, planning, construction, improvement, maintenance, and operation of public streets and highways (and their related public facilities for nonnotarized traffic), including the mitigation of their environmental effects, the payment for property taken or damaged for such purposes, and the administrative costs necessarily incurred in the foregoing purposes.
 - The research and planning for exclusive public mass transit guideways (and their related fixed facilities), the payment for property taken or damaged for such purposes, and the administrative costs necessarily incurred in the foregoing purposes.
 - The construction and improvement of exclusive public mass transit guideways (and their related fixed facilities), including the mitigation of their environmental effects, the payment for property taken or damaged for such purposes, the administrative costs necessarily incurred in the foregoing purposes, and the maintenance of the structures and the immediate right-of-way for the public mass transit guideways.
 - The payment of principal and interest on voter-approved bonds issued for the purposes specified above.
- Is the state gas tax appropriation likely to be decreased due to the state’s reduction in its pending budget? If so, what expenditure from Gas Tax Fund (Fund 133) will be reduced?

Response:

Due to actual revenues being lower than State projections in the past, the FY 23-24 revenue is budgeted less than the HUTA revenue projections provided in January. Further, \$200k of the revenue budgeted has been placed in a contingency account. Updated revenue projections are expected by the end of May 2023. Should projections come in lower and budget cuts be needed, the contingency budget will be decreased. A reduction to the transfer-out to the capital improvement project, PWC109, would be considered next if additional cuts be needed. Should projections come in higher, the revenue and expenditure budget will be adjusted at mid-year. The snapshot below is from the January 12, 2023 HUTA and RMRA projections report discussing the revenue expectations of the State of California.

The full report can be found at <http://www.californiacityfinance.com/LSR2301.pdf>



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

Looking Ahead: Long Term Estimates of Local Streets and Roads Funding

With the recovery from the COVID-19 pandemic of 2020, we can expect stable, modest year over year growth in local streets and roads revenues in future years. While fuel consumption may remain flat or in slight decline, annual cost of living adjustments will help to maintain revenues.

Due to complicated statutory transfers from these revenues before the city and county allocations are made (including the \$1.7 billion transfer for state transportation debt service), actual growth in funding allocated to cities and counties varies somewhat among the various categories of local streets and roads allocations and will not exactly mirror total tax collections. Taking all these factors into account, for the purposes of long-term transportation program planning, we estimate transportation allocations to cities and counties will increase in outyears at the following growth rates:

Estimated Annual Revenue Growth Rate over prior year

	<u>2024-25</u>	<u>2025-26</u>	<u>2026-27</u>	<u>Beyond</u>
HUTA 2103	3.6%	-0.1%	0.0%	1.2%
HUTA 2104	1.4%	1.1%	0.6%	1.0%
HUTA 2105	1.4%	1.1%	0.6%	1.0%
HUTA 2106 county	1.2%	0.8%	0.3%	0.8%
HUTA 2106 city	1.5%	1.2%	0.7%	1.1%
HUTA 2107	1.4%	1.1%	0.6%	1.0%
RMRA	6.9%	6.2%	6.7%	6.6%

- What is the city currently allocating for streets?

Response:

In FY 23-24, \$3.15M of the General Fund budget is allocated to various infrastructure/capital maintenance projects as detailed in the Capital improvement Plan. Of this amount, \$965K is allocated to street repair, specifically to project PWC109. A total of \$4.1M is being allocated to projects that are specifically for road repair and improvement through a combination of General Fund Capital Outlay, Gas Tax, SB1/RMRA, and grant funding. Additional information is available in the Capital Improvement Program book.

OTHER FUNDS / HOUSING AND COMMUNITY DEVELOPMENT DEPARTMENT

- What is the breakdown of the operating grants and contribution for the Housing funds?

Response:

The \$25.4M is the sum of all grants (revenues) received from HUD to fund Section 8 Voucher program \$21.7M, Section 8 Administration costs \$2.1M, CDBG programs \$1.0M and HOME programs \$562K.

- Housing Capital Funds "Transfer in", where is it coming from and what is it used for?

Response:

The \$120K represents 20% of the ROPS 2023-24 Successor Agency loan repayments to City. Per Health and Safety Code Section 34191, the City is required to set aside 20% of revenues received from the dissolved Redevelopment Agency to the Housing Successor Agency Fund (Affordable Housing Fund# 126) for affordable housing projects.

OTHER FUNDS / DEBT SERVICE FUNDS

- What is 1999 COPS Fund # 303?

Response:

This fund is used to account for the accumulation of resources for, and the payment of principal and interest related to the 1999 Certificates of Participation. Additional information on this loan can be found in the Appendix section – Debt/Limit Obligation.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

- What is COPS Fund #309? How much is still owed to Union Bank Loan A, Fund #309, and why was the loan created? When will it be paid off in full?

Response:

This fund is used to account for the accumulation of resources for, and the payment of principal and interest related to the General Fund share of UBOC Tranches A and B loan. Additional information on this loan can be found in the Appendix section – Debt/Limit Obligation.

OTHER FUNDS / POLICE GRANTS

- Why is there no funding for Police Grant Fund 146 and 149?

Response:

Revenue and Expenditure for Fund 146 and 149 will be proposed when there is a new grant that the City is approved for, which staff will then present to the Council before the budget allocation.

- What is the funding used for Fund 151 Supplemental Law Enforcement Grant?

Response:

The money is being drawn down and is currently being used to fund the citywide Flock Safety camera project and other frontline equipment needs.

OTHER FUNDS / SELF-INSURANCE FUND

- What is the projection of the amounts the city will need to allocate to Risk funds for the current fiscal year?

Response:

The City has retained an outside actuary (Bickmore) to provide funding recommendation for the General liability and Workers' Compensation program. For FY 2023-24 the proposed funding is \$9.5M for General Liability and \$5.9M for Workers' Comp. This aligns with the actuarial liability at 80% confidence level based on Bickmore's report from FY 21-22.

CAPITAL PROJECT FUNDS

- What capital projects are slated to be completed in FY 22-23, and what new projects are starting in FY 23-24?

Response:

Projects expected to be completed in FY 2022-23 and fully closed out in FY23-24.

Public Works:

- PW9408 Electric Vehicle Chargers at Vallejo Station Parking Garage (project is fully complete, only waiting -to receive the final retention of the reimbursement amount being held by the grant agency who are waiting for- a fully completed analysis report a full year after the project is completed. This is anticipated to be completed within the upcoming fiscal year.)
- PW9729 Sacramento Street Road Diet (project is in process of being completed and will be fully closed out in FY23-24)
- PW9798 Sacramento Street Bridge Replacement Project (project has been completed with the bridge opening in FY22-23 and will be fully closed out in FY23-24.)

New projects effective FY 2023-24:

Public Works:

- PWC114 Solar Street Lights
- PWL007 Glen Cove Parkway-Phase II
- PWL008 Old Glen Cove Bike Trail
- PW9446 Hiddenbrooke Overpass Improvement Project
- PW9728 Sacramento Street Road Diet – Phase II



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

Water:

- WT7141 Swanzy Reservoir Improvements
- WT7142 Fleming Hill Pipe and pump Replacement Project
- WT7143 Fleming Hill Storage and Office Upgrades
- WT7144 Cordelia Pump Station Upgrade
- WT7145 Terminal Reservoir Pump Station Improvements

Please also refer to the proposed Capital Improvement Program book for additional information.

- What are the expenditures for the Capital Outlay Fund #201?

Response:

Capital Outlay - Fund #201	
Expenditures	Amount
Building	\$1.95M
Street	\$1.20M
General Plan Update	\$0.10M
TECHNO	\$0.18M
IT-PEG	\$0.25M
ERP	\$0.30M
IT for Departments	\$0.33M
IT Improvement	\$1.37M
PD- RAD	\$0.98M
Causeway Bridge	\$0.25M
400 MI Building maintenance	\$0.35M
PARTICIPATORY BUDGET	\$0.50M
Total	\$ 7.76M

- What are the eligible expenditures for Capital Project Funds from the gas tax Sec 2103, Fund #219?

Response:

The use of local Motor Vehicle Fuel Tax funds is restricted by Article XIX of the California State Constitution and by Streets and Highways Code Section 2101. All Motor Vehicle Fuel Tax funds allocated from the Highway Users Tax Account must be expended for the following:

- The research, planning, construction, improvement, maintenance, and operation of public streets and highways (and their related public facilities for nonnotarized traffic), including the mitigation of their environmental effects, the payment for property taken or damaged for such purposes, and the administrative costs necessarily incurred in the foregoing purposes.
- The research and planning for exclusive public mass transit guideways (and their related fixed facilities), the payment for property taken or damaged for such purposes, and the administrative costs necessarily incurred in the foregoing purposes.
- The construction and improvement of exclusive public mass transit guideways (and their related fixed facilities), including the mitigation of their environmental effects, the payment for property taken or damaged for such purposes, the administrative costs necessarily incurred in the foregoing purposes, and the maintenance of the structures and the immediate right-of-way for the public mass transit guideways.
- The payment of principal and interest on voter-approved bonds issued for the purposes specified above.



FY 2023-2024 FREQUENTLY ASKED QUESTIONS

- What is the proposed expenditure budgeted for 400 MI building?

Response:

The proposed expenditure is \$ 351K which is budgeted based on projected revenues from the lease of 400 Mare Island Building. The lease is collected from the Department of Veterans Affairs, which the current lease is set to expire on September 30, 2027.





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		Fund	Authorized Position Title	Group	Total Salaries & Other Pay	PERS Retirement	Other	Total	Total Salaries and Benefits
Mayor/City Council									
	001	MAYOR		COUNCIL	46,300.07	9,849.57	13,899.67	23,749.24	70,049.31
	001	CITY COUNCIL		COUNCIL	23,500.07	-	12,046.03	12,046.03	35,546.10
	001	CITY COUNCIL		COUNCIL	23,500.07	7,734.56	12,046.03	19,780.59	43,280.66
	001	CITY COUNCIL		COUNCIL	23,500.07	-	12,046.03	12,046.03	35,546.10
	001	CITY COUNCIL		COUNCIL	23,500.07	7,734.56	12,046.03	19,780.59	43,280.66
	001	CITY COUNCIL		COUNCIL	23,500.07	-	12,046.03	12,046.03	35,546.10
	001	CITY COUNCIL		COUNCIL	23,500.07	-	12,046.03	12,046.03	35,546.10
	001	EXEC. ASST. TO THE MAYOR - E		EXEC	89,342.15	29,113.95	20,916.08	50,030.03	139,372.18
Executive									
City Manager									
	001	CITY MANAGER		EXEC	287,080.00	88,717.85	32,367.31	121,085.16	408,165.16
	001	ASSISTANT CITY MANAGER		EXEC	233,083.79	73,362.94	30,555.18	103,918.12	337,001.91
	001	ASSISTANT CITY MANAGER		EXEC	233,083.79	75,661.79	30,555.18	106,216.97	339,300.76
	001	ASSISTANT TO THE CITY MANAGER		EXEC	162,960.84	52,810.80	28,053.28	80,864.08	243,824.92
	001	ASSISTANT TO THE CITY MANAGER		EXEC	162,960.84	52,810.80	28,053.28	80,864.08	243,824.92
	001	ORGANIZATIONAL DEVELOPMENT MANAGER		EXEC	160,166.40	51,900.18	27,782.10	79,682.28	239,848.67
	001	COMMUNICATION OPS MANAGER		EXEC	159,835.42	51,689.98	27,764.19	79,454.17	239,289.59
	001	EXECUTIVE ASSISTANT TO THE CITY MANAGER		EXEC	106,237.10	34,326.23	22,543.65	56,869.88	163,106.98
	001	COMM. & PUBLIC INFO. OFFICER		EXEC	160,166.40	51,900.18	27,782.10	79,682.28	239,848.67
	001	ADMINISTRATIVE ANALYST II		CAMP	115,116.32	37,888.11	23,116.19	61,004.30	176,120.62
	001	ADMINISTRATIVE ANALYST II		CAMP	116,016.32	37,888.11	23,189.36	61,077.47	177,093.79
	003	ADMINISTRATIVE ANALYST II		CAMP	109,634.60	35,809.83	22,544.44	58,354.27	167,988.87
	004	ADMINISTRATIVE ANALYST II (Limited term expires 6/30/2025)		CAMP	-	(ARPA Funded)	-	-	-
	001	COMMUNITY AND VOLUNTEER COORDINATOR		CAMP	100,000.08	32,616.71	21,518.86	54,135.57	154,135.65
	003	ADMINISTRATIVE CLERK II (CONF)		CAMP	61,195.12	19,844.87	17,471.51	37,316.38	98,511.50
	001	EXECUTIVE SECRETARY - C		CAMP	85,525.48	27,293.66	20,029.86	47,323.52	132,849.00
City Clerk									
	001	CITY CLERK		EXEC	150,895.19	47,393.88	26,882.35	74,276.23	225,171.42
	001	DEPUTY CITY CLERK		CAMP	94,508.48	31,105.47	20,966.79	52,072.26	146,580.74
City Attorney									
	001	CITY ATTORNEY		EXEC	227,958.55	72,329.69	30,294.27	102,623.96	330,582.51
	001	CHIEF ASST. CITY ATTORNEY		EXEC	222,896.88	72,342.18	30,197.58	102,539.76	325,436.64
	001	ASST. CITY ATTORNEY II - EXEMPT		EXEC	195,925.54	63,361.34	29,264.03	92,625.37	288,550.91
	001	ASST. CITY ATTORNEY II		CAMP	193,919.38	63,528.27	29,410.82	92,939.09	286,858.47
	001	ASST. CITY ATTORNEY II		CAMP	202,670.35	66,198.00	29,801.69	95,999.69	298,670.04
	001	ASST. CITY ATTORNEY II		CAMP	193,919.38	63,528.27	29,410.82	92,939.09	286,858.47
	001	DEPUTY CITY ATTORNEY II		CAMP	130,982.15	42,813.80	24,750.29	67,564.09	198,546.24
	003	DEPUTY CITY ATTORNEY II		CAMP	127,819.93	42,069.24	24,441.18	66,510.42	194,330.35
	003	DEPUTY CITY ATTORNEY I		CAMP	112,125.43	36,903.73	22,804.23	59,707.96	171,833.39
	001	LAW OFFICE SUPERVISOR		EXEC	107,704.44	34,804.39	22,685.94	57,490.33	165,194.77
	001	PARALEGAL		CAMP	94,381.04	31,063.54	20,953.49	52,017.03	146,398.07
	001	PARALEGAL		CAMP	94,381.04	31,063.54	20,953.49	52,017.03	146,398.07
	003	PARALEGAL		CAMP	94,381.04	31,063.54	20,953.49	52,017.03	146,398.07
	001	EXECUTIVE SECRETARY - C		CAMP	81,452.84	26,808.49	19,605.08	46,413.57	127,866.41
Finance									
Accounting									
	001	FINANCE DIRECTOR		EXEC	201,530.03	65,379.36	29,447.19	94,826.55	296,356.58
	001	ASSISTANT FINANCE DIRECTOR - E		EXEC	177,365.41	55,757.65	28,596.82	84,354.47	261,719.88
	001	DEPUTY FINANCE DIRECTOR		EXEC	154,299.73	49,988.41	27,212.14	77,200.55	231,500.28
	001	PURCHASING MANAGER		CAMP	130,098.29	42,819.12	24,678.80	67,497.92	197,596.21
	001	FINANCE MANAGER (Limited term expires 6/30/2025)		CAMP	130,247.65	42,542.65	24,694.39	67,237.04	197,484.69
	001	ACCOUNTING MANAGER		CAMP	136,760.03	43,644.09	25,373.63	69,017.72	205,777.75
	001	ADMINISTRATIVE ANALYST II		CAMP	109,634.60	35,809.83	22,544.44	58,354.27	167,988.87
	004	ADMINISTRATIVE ANALYST II (Limited term expires 6/30/2025)		CAMP	-	(ARPA Funded)	-	-	-
	001	EXECUTIVE SECRETARY - C		CAMP	85,525.48	28,148.91	20,029.86	48,178.77	133,704.25
	001	SR. ACCOUNTANT		IBEW	98,594.20	32,450.21	22,505.90	54,956.11	153,550.31
	001	SR. ACCOUNTANT		IBEW	102,231.55	33,391.36	22,921.65	56,313.02	158,544.57
	001	SR. ACCOUNTANT		IBEW	102,231.55	33,391.36	22,921.65	56,313.02	158,544.57
	001	SR. ACCOUNTANT		IBEW	103,523.91	34,072.72	23,069.37	57,142.08	160,665.99
	001	SR. ACCOUNTANT		IBEW	108,700.11	35,776.35	23,661.01	59,437.37	168,137.48
	001	ACCOUNTANT		IBEW	89,233.33	29,369.27	21,435.96	50,805.23	140,038.56
	001	ACCOUNTANT		IBEW	89,233.33	29,369.27	21,435.96	50,805.23	140,038.56
	001	ACCOUNTANT		IBEW	94,594.99	30,837.74	22,019.10	52,856.84	147,451.83
	001	ACCOUNTANT		IBEW	84,984.12	27,970.74	20,950.27	48,921.01	133,905.13
	001	ACCOUNTANT		IBEW	94,594.99	30,837.74	22,019.10	52,856.84	147,451.83
	001	ACCOUNTANT		IBEW	84,984.12	27,970.74	20,950.27	48,921.01	133,905.13
	001	ACCOUNTING TECHNICIAN		IBEW	72,796.26	23,777.36	19,557.20	43,334.56	116,130.82
	001	ACCOUNTING TECHNICIAN		IBEW	69,329.77	22,818.43	19,160.98	41,979.41	111,309.18
Commercial Services									
	001	SENIOR ACCOUNTANT		IBEW	108,700.11	35,776.35	23,661.01	59,437.37	168,137.48
	001	CUSTOMER SERVICE REP.		IBEW	58,369.39	19,211.06	17,908.21	37,119.26	95,488.65



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	Fund	Authorized Position Title	Group	Total Salaries & Other Pay	PERS Retirement	Other	Total	Total Salaries and Benefits
Water Billing and Collection								
	401	ACCOUNTING MANAGER	CAMP	137,660.04	45,011.69	25,446.80	70,458.49	208,118.53
	401	ACCOUNTANT	IBEW	88,007.98	28,745.97	21,295.90	50,041.88	138,049.85
	401	CUSTOMER SERVICE SUPERVISOR	IBEW	78,368.62	25,009.38	20,194.12	45,203.51	123,572.12
	401	SR. CUSTOMER SERVICE REP.	IBEW	61,275.48	20,014.54	18,240.37	38,254.91	99,530.39
	401	CUSTOMER SERVICE REP.	IBEW	50,421.68	16,595.24	16,999.78	33,595.02	84,016.70
	401	CUSTOMER SERVICE REP.	IBEW	50,421.68	16,595.24	16,999.78	33,595.02	84,016.70
	401	CUSTOMER SERVICE REP.	IBEW	55,589.90	18,157.25	17,590.51	35,747.76	91,337.66
	401	CUSTOMER SERVICE REP.	IBEW	58,369.39	19,211.06	17,908.21	37,119.26	95,488.65
	401	CUSTOMER SERVICE REP.	IBEW	58,369.39	19,211.06	17,908.21	37,119.26	95,488.65
	401	CUSTOMER SERVICE REP.	IBEW	55,589.90	18,157.25	17,590.51	35,747.76	91,337.66
Water Meter Reading								
	401	METER READER	IBEW	61,666.17	20,296.12	24,038.48	44,334.61	106,000.78
	401	METER READER	IBEW	54,169.56	17,532.55	22,452.49	39,985.04	94,154.59
	401	METER READER	IBEW	58,436.41	19,087.11	17,915.87	37,002.98	95,439.39
	401	METER READER	IBEW	61,666.17	20,296.12	24,038.48	44,334.61	106,000.78
	401	METER READER	IBEW	58,436.41	19,087.11	17,915.87	37,002.98	95,439.39
	401	SR. METER READER	IBEW	68,058.61	21,719.06	19,015.69	40,734.75	108,793.36
	401	UTILITY FIELD REPRESENTATIVE	IBEW	64,413.13	21,039.23	18,599.01	39,638.23	104,051.37
	401	UTILITY FIELD REPRESENTATIVE	IBEW	68,058.61	21,719.06	25,365.56	47,084.62	115,143.23
Human Resources								
	001	HUMAN RESOURCES DIRECTOR	EXEC	201,279.54	65,297.74	29,438.36	94,736.10	296,015.65
	001	ASST HUMAN RESOURCES DIRECTOR	EXEC	177,365.41	57,504.83	28,596.82	86,101.65	263,467.05
	001	HR PROGRAM MANAGER	EXEC	152,582.29	49,428.74	27,045.51	76,474.25	229,056.53
	001	EMPLOYEE & LABOR RELATIONS OFFICER	EXEC	173,400.56	56,212.80	28,458.30	84,671.10	258,071.65
	001	SR. PERSONNEL ANALYST	CAMP	123,903.13	40,470.35	24,032.65	64,503.00	188,406.13
	001	SR. PERSONNEL ANALYST	CAMP	123,903.13	40,780.11	24,032.65	64,812.76	188,715.89
	001	ADMINISTRATIVE ANALYST II	CAMP	105,313.90	34,365.64	22,073.10	56,438.74	161,752.64
	001	HRIS ANALYST	CAMP	116,016.32	37,888.11	23,189.36	61,077.47	177,093.79
	001	PERSONNEL ANALYST II	CAMP	116,016.32	37,888.11	23,189.36	61,077.47	177,093.79
	001	PERSONNEL ANALYST II	CAMP	110,534.60	36,083.92	22,617.61	58,701.53	169,236.13
	001	PERSONNEL ANALYST II	CAMP	110,534.60	36,083.92	22,617.61	58,701.53	169,236.13
	004	PERSONNEL ANALYST II (Limited Term expires 6/30/2025)	CAMP	-	(ARPA Funded)	-	-	-
	001	PERSONNEL TECHNICIAN	CAMP	70,376.24	23,162.86	18,449.80	41,612.66	111,988.90
	001	PERSONNEL TECHNICIAN	CAMP	71,276.24	23,162.86	18,522.97	41,685.83	112,962.07
	001	EXECUTIVE SECRETARY - C	CAMP	81,452.84	26,808.49	19,605.08	46,413.57	127,866.41
Water Fund								
	401	PERSONNEL ANALYST II	CAMP	110,534.60	36,083.92	22,617.61	58,701.53	169,236.13
Self Insurance Fund								
	508	RISK MANAGER / SAFETY OFFICER	EXEC	173,400.57	56,212.80	28,458.30	84,671.10	258,071.66
	508	ADMINISTRATIVE ANALYST II	CAMP	115,116.32	37,888.11	23,116.19	61,004.30	176,120.62
	508	ADMINISTRATIVE ANALYST II	CAMP	105,313.90	34,365.64	22,073.10	56,438.74	161,752.64
	508	ADMINISTRATIVE ANALYST II	CAMP	104,413.90	34,365.64	21,999.93	56,365.57	160,779.47
	508	ADMINISTRATIVE CLERK II - C	CAMP	57,423.92	18,756.32	17,098.86	35,855.18	93,279.10
Information Technology								
	001	CHIEF INNOVATION OFFICER	EXEC	201,530.03	65,379.36	29,447.19	94,826.55	296,356.58
	001	INFORMATION SYSTEMS MANAGER	CAMP	137,660.04	45,011.69	25,446.80	70,458.49	208,118.53
	001	INFORMATION SYSTEMS MANAGER	CAMP	137,660.04	45,011.69	25,446.80	70,458.49	208,118.53
	001	IT PROJECT MANAGER	CAMP	137,660.03	45,011.69	25,446.80	70,458.49	208,118.52
	001	NETWORK ADMINISTRATOR	CAMP	118,926.82	38,846.05	23,492.93	62,338.98	181,265.80
	001	MEDIA SERVICES SPECIALIST	CAMP	102,622.30	33,479.75	21,792.36	55,272.11	157,894.41
	001	ASSET MANAGER (0.5 FTE)	CAMP	66,106.81	21,592.39	12,334.48	33,926.87	100,033.68
	001	IS SUPPORT TECHNICIAN II	IBEW	77,336.07	25,157.33	20,046.40	45,203.72	122,539.80
	001	IS SUPPORT TECHNICIAN II	IBEW	77,336.07	25,157.33	20,046.40	45,203.72	122,539.80
	001	IS SUPPORT TECHNICIAN II	IBEW	77,336.07	25,157.33	20,046.40	45,203.72	122,539.80
	001	IS SUPPORT TECHNICIAN II	IBEW	72,796.26	27,777.65	24,240.09	52,017.74	124,814.00
	001	IS SUPPORT TECHNICIAN II	IBEW	77,336.07	25,157.32	20,046.40	45,203.72	122,539.79
	001	SECRETARY	IBEW	56,995.39	18,616.83	17,751.16	36,368.00	93,363.38
Economic Development								
	001	ECONOMIC DEVELOPMENT DIRECTOR	EXEC	221,958.55	72,329.69	30,178.47	102,508.16	324,466.71
	003	ECONOMIC DEVELOPMENT PRGM MGR	CAMP	139,724.30	45,691.10	25,662.10	71,353.20	211,077.50
	003	ECONOMIC DEVELOPMENT PRGM MGR	CAMP	139,724.30	44,302.86	25,662.10	69,964.96	209,689.26
	003	ECONOMIC DEVELOPMENT PRGM MGR	CAMP	139,724.30	45,691.10	25,662.10	71,353.20	211,077.50
	001	SR. COMM. DEVELOPMENT ANALYST	IBEW	130,027.41	41,208.57	26,069.02	67,277.59	197,305.00
	003	ADMINISTRATIVE ANALYST II	CAMP	109,634.60	35,809.83	22,544.44	58,354.27	167,988.87
	003	SECRETARY	IBEW	60,745.16	19,696.78	18,150.06	37,846.84	98,592.00
Planning & Development Services								
Administration								
	001	PLANNING & DEVELOPMENT SERVICES DIRECTOR	EXEC	202,285.21	65,625.45	29,473.77	95,099.22	297,384.44
	001	EXECUTIVE SECRETARY - C	CAMP	82,352.84	25,993.96	19,678.25	45,672.21	128,025.05
	001	ADMINISTRATIVE ANALYST II	CAMP	109,634.60	36,083.92	22,544.44	58,628.36	168,262.96



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 /		Authorized Position Title	Group	Total Salaries & Other Pay	PERS			Total Salaries and Benefits
Description	Fund				Retirement	Other	Total	
Building								
	001	CHIEF BUILDING OFFICIAL	CAMP	172,976.79	54,914.68	28,524.96	83,439.64	256,416.43
	001	BUILDING INSPECTION MANAGER	CAMP	140,217.76	46,149.73	25,734.26	71,883.99	212,101.75
	001	BUILDING INSPECTION SUPERVISOR	IBEW	111,762.19	36,487.96	23,981.31	60,469.27	172,231.46
	001	BUILDING INSPECTOR II	IBEW	87,499.91	28,502.54	21,208.13	49,710.67	137,210.57
	001	BUILDING INSPECTOR II	IBEW	88,891.36	29,034.72	21,396.87	50,431.60	139,322.96
	001	BUILDING INSPECTOR II	IBEW	89,791.36	29,256.72	21,470.04	50,726.77	140,518.13
	001	BUILDING INSPECTOR II	IBEW	87,499.91	28,502.54	21,208.13	49,710.67	137,210.57
	001	PLAN CHECK ENGINEER	IBEW	124,025.57	40,524.19	25,383.01	65,907.20	189,932.76
	001	BUILDING PERMIT TECHNICIAN II	IBEW	76,436.07	25,157.32	19,973.23	45,130.55	121,566.62
	001	BUILDING PERMIT TECHNICIAN I	IBEW	67,711.43	22,285.79	18,976.00	41,261.80	108,973.23
	001	DEVT. PERMIT COORDINATOR	CAMP	128,107.33	40,595.54	24,450.45	65,045.99	193,153.32
	001	SECRETARY	IBEW	56,995.39	18,616.83	17,751.16	36,368.00	93,363.38
Planning								
	001	PLANNING MANAGER	CAMP	148,128.65	46,149.73	26,377.42	72,527.15	220,655.80
	001	PLANNING MANAGER	CAMP	159,762.75	50,697.70	27,752.10	78,449.80	238,212.55
	001	PRINCIPAL PLANNER	CAMP	141,117.76	46,149.73	25,807.43	71,957.16	213,074.92
	001	SR. PLANNER	CAMP	121,149.84	39,571.05	23,745.48	63,316.53	184,466.37
	001	SR. PLANNER	CAMP	127,207.33	41,867.61	24,377.28	66,244.89	193,452.22
	001	ASSOCIATE PLANNER	IBEW	88,891.36	29,034.72	21,396.87	50,431.60	139,322.96
	001	ASSOCIATE PLANNER	IBEW	94,235.93	30,719.56	21,978.05	52,697.61	146,933.54
	003	ASSOCIATE PLANNER	IBEW	89,791.36	29,256.72	21,470.04	50,726.77	140,518.13
	001	PLANNING TECHNICIAN (Frozen since FY 19-20)	IBEW	-	(Frozen since FY19-20)	-	-	-
Code Enforcement								
	001	CODE ENFORCEMENT MANAGER	CAMP	143,927.95	47,011.04	26,121.23	73,132.27	217,060.22
	001	ADMINISTRATIVE ANALYST II	CAMP	100,341.80	32,729.18	21,554.51	54,283.69	154,625.49
	001	SR. CODE ENFORCEMENT OFFICER	IBEW	103,782.08	32,832.47	23,069.18	55,901.65	159,683.73
	001	CODE ENFORCEMENT OFFICER	IBEW	68,597.75	22,281.29	19,047.61	41,328.90	109,926.66
	001	CODE ENFORCEMENT OFFICER	IBEW	75,536.78	24,565.13	19,840.75	44,405.87	119,942.66
	001	CODE ENFORCEMENT OFFICER	IBEW	74,636.78	24,378.13	19,767.58	44,145.70	118,782.49
	001	CODE ENFORCEMENT OFFICER	IBEW	74,636.78	24,378.13	19,767.58	44,145.70	118,782.49
	003	CODE ENFORCEMENT OFFICER	IBEW	74,636.78	24,378.13	19,767.58	44,145.70	118,782.49
	003	CODE ENFORCEMENT OFFICER	IBEW	79,268.62	25,793.38	20,267.29	46,060.68	125,329.30
	001	ACCOUNTING CLERK II	IBEW	55,589.90	18,157.25	17,590.51	35,747.76	91,337.66
	001	SECRETARY	IBEW	56,995.39	18,616.83	17,751.16	36,368.00	93,363.38
Fire								
Administration								
	001	FIRE CHIEF	EXEC	233,083.79	175,063.57	53,814.10	228,877.67	461,961.46
	003	DEPUTY FIRE CHIEF	EXEC	188,941.16	148,632.51	46,000.06	194,632.57	383,573.74
	001	EXECUTIVE SECRETARY - C	CAMP	85,525.48	28,148.91	20,029.86	48,178.77	133,704.25
	001	ADMINISTRATIVE MANAGER	CAMP	136,760.04	43,644.09	25,373.63	69,017.72	205,777.76
	001	ADMINISTRATIVE CLERK II - C	CAMP	60,295.12	19,844.87	17,398.34	37,243.21	97,538.33
Suppression, Training and Emergency Medical Services								
	001	BATTALION/DIV. CHIEF (TRAINING)	IAFF	160,891.02	120,821.81	44,782.50	165,604.32	326,495.33
	001	BATTALION/DIV. CHIEF (SUPPRESSION)	IAFF	201,147.96	153,179.10	53,345.36	206,524.46	407,672.43
	001	BATTALION/DIV. CHIEF (SUPPRESSION)	IAFF	200,362.82	152,581.65	53,185.59	205,767.23	406,130.06
	001	BATTALION/DIV. CHIEF (SUPPRESSION)	IAFF	194,967.37	148,472.46	52,087.60	200,560.07	395,527.44
	001	FIRE CAPTAIN	IAFF	158,912.87	121,016.60	44,750.52	165,767.12	324,679.99
	001	FIRE CAPTAIN	IAFF	166,270.69	126,619.52	46,247.84	172,867.35	339,138.04
	001	FIRE CAPTAIN	IAFF	171,421.15	130,541.35	47,295.95	177,837.30	349,258.45
	001	FIRE CAPTAIN	IAFF	158,912.87	120,981.98	44,384.15	165,366.13	324,279.00
	001	FIRE CAPTAIN	IAFF	162,593.76	123,819.65	45,499.58	169,319.23	331,912.99
	001	FIRE CAPTAIN	IAFF	166,270.69	126,619.52	46,247.84	172,867.35	339,138.04
	001	FIRE CAPTAIN	IAFF	167,742.25	127,739.90	46,547.29	174,287.20	342,029.45
	001	FIRE CAPTAIN	IAFF	158,912.87	121,016.60	44,750.52	165,767.12	324,679.99
	001	FIRE CAPTAIN	IAFF	159,814.81	121,018.16	44,896.26	165,914.42	325,729.23
	001	FIRE CAPTAIN	IAFF	171,421.15	130,548.00	46,903.01	177,451.00	348,872.15
	001	FIRE CAPTAIN	IAFF	162,591.79	123,818.07	45,499.18	169,317.25	331,909.03
	001	FIRE CAPTAIN	IAFF	155,233.98	118,168.45	43,643.31	161,811.76	317,045.74
	001	FIRE CAPTAIN	IAFF	166,270.69	126,619.52	46,247.84	172,867.35	339,138.04
	001	FIRE CAPTAIN	IAFF	160,384.44	122,107.39	44,680.49	166,787.88	327,172.32
	001	FIRE CAPTAIN	IAFF	190,554.72	145,112.96	51,189.64	196,302.60	386,857.32
	001	FIRE CAPTAIN	IAFF	162,591.79	123,818.07	45,499.18	169,317.25	331,909.03
	001	FIRE CAPTAIN	IAFF	166,270.69	126,619.52	46,247.84	172,867.35	339,138.04
	001	FIRE CAPTAIN	IAFF	158,912.87	121,016.60	44,750.52	165,767.12	324,679.99
	001	FIRE CAPTAIN	IAFF	176,340.29	134,287.85	48,296.99	182,584.85	358,925.13
	001	FIRE CAPTAIN	IAFF	158,912.87	121,016.60	44,750.52	165,767.12	324,679.99
	001	FIRE CAPTAIN	IAFF	173,628.50	132,222.43	47,745.14	179,967.58	353,596.07
	001	FIRE CAPTAIN	IAFF	171,421.15	130,541.35	47,295.95	177,837.30	349,258.45
	001	FIRE CAPTAIN	IAFF	158,912.87	121,016.60	44,750.52	165,767.12	324,679.99
	001	FIRE CAPTAIN	IAFF	158,912.87	121,016.60	44,750.52	165,767.12	324,679.99
	001	FIRE CAPTAIN	IAFF	155,233.98	118,215.15	44,001.86	162,217.01	317,450.99
	001	FIRE ENGINEER	IAFF	155,567.21	118,468.58	44,069.68	162,538.26	318,105.47
	001	FIRE ENGINEER	IAFF	142,388.73	108,344.73	41,056.60	149,401.33	291,790.06
	001	FIRE ENGINEER	IAFF	142,388.73	108,344.73	41,056.60	149,401.33	291,790.06
	001	FIRE ENGINEER	IAFF	143,706.57	109,436.51	41,656.04	151,092.55	294,799.13
	001	FIRE ENGINEER	IAFF	143,706.57	109,436.51	41,656.04	151,092.55	294,799.13
	001	FIRE ENGINEER	IAFF	142,388.73	108,432.96	41,387.86	149,820.82	292,209.55
	001	FIRE ENGINEER	IAFF	152,272.59	115,959.67	43,399.22	159,358.90	311,631.48



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	Fund	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
					PERS Retirement	Other	Total	
	001	FIRE ENGINEER	IAFF	148,977.97	120,005.77	42,728.77	162,734.54	311,712.51
	001	FIRE ENGINEER	IAFF	147,307.87	112,178.46	42,388.90	154,567.36	301,875.23
	001	FIRE ENGINEER	IAFF	147,001.20	111,945.42	42,326.49	154,271.91	301,273.11
	001	FIRE ENGINEER	IAFF	120,252.44	90,167.44	36,598.90	126,766.34	247,018.78
	001	FIRE ENGINEER	IAFF	142,388.73	108,344.73	41,056.60	149,401.33	291,790.06
	001	FIRE ENGINEER	IAFF	142,388.73	108,344.73	41,056.60	149,401.33	291,790.06
	001	FIRE ENGINEER	IAFF	143,706.58	109,352.58	41,321.98	150,674.57	294,381.15
	001	FIRE ENGINEER	IAFF	150,295.81	114,454.33	42,996.95	157,451.27	307,747.09
	001	FIRE ENGINEER	IAFF	142,388.73	108,432.96	41,387.86	149,820.82	292,209.55
	001	FIRE ENGINEER	IAFF	142,388.73	108,344.73	41,056.60	149,401.33	291,790.06
	001	FIRE ENGINEER	IAFF	142,388.73	108,432.96	41,387.86	149,820.82	292,209.55
	001	FIRE ENGINEER	IAFF	158,912.87	120,981.98	44,384.15	165,366.13	324,279.00
	001	FIRE ENGINEER	IAFF	120,252.44	90,167.44	36,598.90	126,766.34	247,018.78
	001	FIRE ENGINEER	IAFF	148,977.97	113,450.77	42,728.77	156,179.54	305,157.51
	001	FIRE ENGINEER	IAFF	142,388.73	108,432.96	41,387.86	149,820.82	292,209.55
	001	FIRE ENGINEER	IAFF	120,252.44	90,167.44	36,598.90	126,766.34	247,018.78
	001	FIRE ENGINEER	IAFF	120,252.44	90,167.44	36,598.90	126,766.34	247,018.78
	001	FIREFIGHTER	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER	IAFF	133,718.47	101,713.93	39,310.62	141,024.55	274,743.02
	001	FIREFIGHTER	IAFF	133,718.47	101,713.93	39,310.62	141,024.55	274,743.02
	001	FIREFIGHTER	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER	IAFF	133,718.47	101,713.93	39,310.62	141,024.55	274,743.02
	001	FIREFIGHTER	IAFF	166,270.69	126,619.52	46,247.84	172,867.35	339,138.04
	001	FIREFIGHTER	IAFF	121,353.37	92,257.40	36,820.60	129,078.01	250,431.38
	001	FIREFIGHTER	IAFF	133,718.47	101,713.93	39,310.62	141,024.55	274,743.02
	001	FIREFIGHTER	IAFF	133,718.47	101,829.83	39,623.45	141,453.28	275,171.76
	001	FIREFIGHTER	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER	IAFF	134,927.55	102,638.60	39,554.10	142,192.70	277,120.25
	001	FIREFIGHTER	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER	IAFF	133,718.47	101,713.93	39,310.62	141,024.55	274,743.02
	001	FIREFIGHTER	IAFF	133,718.47	101,829.83	39,623.45	141,453.28	275,171.76
	001	FIREFIGHTER	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER	IAFF	133,718.47	101,829.83	39,623.45	141,453.28	275,171.76
	001	FIREFIGHTER	IAFF	115,970.66	87,161.40	35,748.52	122,909.92	238,880.59
	001	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	001	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	003	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	133,718.30	101,713.80	39,310.59	141,024.39	274,742.69
	003	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	121,353.37	92,257.40	36,820.60	129,078.01	250,431.38
	003	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
	003	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	133,718.30	101,713.80	39,310.59	141,024.39	274,742.69
	003	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	121,353.37	92,257.40	36,820.60	129,078.01	250,431.38
	003	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	121,353.37	92,257.40	36,820.60	129,078.01	250,431.38
	003	FIREFIGHTER (2020 SAFER expires 2/26/2025)	IAFF	121,353.37	92,257.40	36,820.60	129,078.01	250,431.38
	003	FIREFIGHTER	IAFF	121,353.37	92,257.40	36,820.60	129,078.01	250,431.38
	003	FIREFIGHTER	IAFF	121,353.37	92,257.40	36,820.60	129,078.01	250,431.38
	003	FIREFIGHTER	IAFF	110,386.70	82,725.37	34,612.19	117,337.56	227,724.26
		Fire Prevention						
	001	FIRE PREVENTION MANAGER	CAMP	151,124.35	48,228.16	26,871.82	75,099.98	226,224.33
	001	FIRE PREV.INSPECTOR NON-SAFETY	IBEW	87,319.91	28,502.54	21,193.50	49,696.04	137,015.94
	001	FIRE PREV.INSPECTOR NON-SAFETY	IBEW	83,196.10	26,939.27	20,722.14	47,661.42	130,857.52
	001	FIRE PREV.INSPECTOR NON-SAFETY	IBEW	83,196.10	27,145.27	20,722.14	47,867.42	131,063.52
	001	SECRETARY	IBEW	59,845.16	19,696.78	18,076.89	37,773.67	97,618.83
		Police						
		Administration, Operations and Investigation						
	001	POLICE CHIEF	EXEC	270,018.23	184,915.43	78,604.24	263,519.67	533,537.90
	001	DEPUTY POLICE CHIEF	EXEC	229,566.39	183,091.00	68,700.77	251,791.77	481,358.16
	001	DEPUTY POLICE CHIEF	EXEC	241,044.71	192,245.55	71,511.31	263,756.86	504,801.57
	001	POLICE CAPTAIN	VPOA	198,595.85	159,201.00	67,839.31	227,040.31	425,636.16
	001	POLICE CAPTAIN	VPOA	196,368.09	158,131.46	67,254.80	225,386.25	421,754.35
	001	POLICE CAPTAIN (Frozen since FY22-23)	VPOA	-	(Frozen since FY22-23)	-	-	-
	001	POLICE LIEUTENANT	VPOA	176,064.44	141,051.34	61,417.86	202,469.20	378,533.64
	001	POLICE LIEUTENANT	VPOA	144,646.55	116,468.36	52,514.16	168,982.52	313,629.07
	001	POLICE LIEUTENANT	VPOA	167,257.05	134,681.73	58,958.15	193,639.88	360,896.93
	001	POLICE LIEUTENANT	VPOA	184,762.55	148,057.90	63,896.82	211,954.72	396,717.27
	001	POLICE LIEUTENANT	VPOA	180,808.87	144,873.11	62,770.02	207,643.13	388,452.00
	001	POLICE LIEUTENANT (Frozen since FY21-22)	VPOA	-	(Frozen since FY21-22)	-	-	-
	001	POLICE LIEUTENANT	VPOA	185,523.11	149,395.53	64,163.98	213,559.51	399,082.62
	001	POLICE LIEUTENANT (Frozen since FY22-23)	VPOA	-	(Frozen since FY22-23)	-	-	-
	001	POLICE LIEUTENANT	VPOA	176,745.92	142,325.27	61,662.48	203,987.75	380,733.67
	001	POLICE SERGEANT	VPOA	162,474.26	130,104.08	57,544.66	187,648.74	350,123.00
	001	POLICE SERGEANT	VPOA	151,115.21	121,679.04	54,357.72	176,036.76	327,151.97
	001	POLICE SERGEANT	VPOA	149,023.40	119,994.03	53,761.56	173,755.59	322,778.99



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	Fund	Authorized Position Title	Group	Total Salaries & Other Pay	PERS Retirement	Other	Total	Total Salaries and Benefits
	001	POLICE SERGEANT	VPOA	154,601.56	124,487.38	55,351.33	179,838.71	334,440.27
	001	POLICE SERGEANT	VPOA	154,601.56	124,487.38	55,351.33	179,838.71	334,440.27
	001	POLICE SERGEANT	VPOA	167,257.04	134,681.72	58,958.15	193,639.87	360,896.91
	001	POLICE SERGEANT	VPOA	140,656.14	113,253.98	51,376.89	164,630.87	305,287.01
	001	POLICE SERGEANT	VPOA	154,601.56	124,487.38	55,351.33	179,838.71	334,440.27
	001	POLICE SERGEANT	VPOA	140,339.99	112,999.31	51,286.79	164,286.10	304,626.09
	001	POLICE SERGEANT	VPOA	155,996.10	125,610.73	55,748.78	181,359.51	337,355.61
	001	POLICE SERGEANT	VPOA	140,656.14	113,253.98	51,376.89	164,630.87	305,287.01
	001	POLICE SERGEANT	VPOA	148,528.85	118,870.68	53,570.22	172,440.90	320,969.75
	003	POLICE SERGEANT	VPOA	155,501.56	124,487.38	55,557.43	180,044.81	335,546.37
	001	POLICE CORPORAL	VPOA	132,744.60	101,573.62	48,753.14	150,326.76	283,071.36
	001	POLICE CORPORAL	VPOA	131,844.60	106,156.05	48,865.61	155,021.66	286,866.26
	001	POLICE CORPORAL	VPOA	125,623.52	101,144.80	47,092.60	148,237.40	273,860.92
	001	POLICE CORPORAL	VPOA	140,209.88	112,169.53	51,199.32	163,368.85	303,578.73
	001	POLICE CORPORAL	VPOA	132,744.60	101,573.62	48,753.14	150,326.76	283,071.36
	001	POLICE CORPORAL	VPOA	131,844.60	106,156.05	48,865.61	155,021.66	286,866.26
	001	POLICE CORPORAL	VPOA	133,088.81	107,158.28	49,220.21	156,378.49	289,467.30
	001	POLICE CORPORAL	VPOA	131,844.60	106,156.05	48,865.61	155,021.66	286,866.26
	001	POLICE CORPORAL	VPOA	133,988.81	107,158.28	49,426.31	156,584.59	290,573.40
	001	POLICE CORPORAL	VPOA	133,988.81	107,158.28	49,426.31	156,584.59	290,573.40
	001	POLICE CORPORAL (Frozen since FY22-23)	VPOA	-	(Frozen since FY22-23)	-	-	-
	003	POLICE CORPORAL	VPOA	132,744.60	106,156.05	49,071.71	155,227.76	287,972.36
	001	POLICE OFFICER	VPOA	111,791.69	85,282.89	42,822.39	128,105.28	239,896.97
	001	POLICE OFFICER	VPOA	118,383.63	90,408.09	44,688.24	135,096.33	253,479.97
	001	POLICE OFFICER	VPOA	117,483.59	90,408.05	44,482.13	134,890.18	252,373.77
	001	POLICE OFFICER	VPOA	111,946.41	90,127.52	43,194.61	133,322.13	245,268.54
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91
	001	POLICE OFFICER	VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91
	001	POLICE OFFICER	VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91
	001	POLICE OFFICER	VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85
	001	POLICE OFFICER	VPOA	123,034.86	94,024.37	46,004.79	140,029.16	263,064.02
	001	POLICE OFFICER	VPOA	123,297.67	99,271.26	46,429.73	145,700.99	268,998.66
	001	POLICE OFFICER	VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85
	001	POLICE OFFICER	VPOA	118,646.46	91,312.17	44,811.29	136,123.46	254,769.93
	001	POLICE OFFICER	VPOA	124,197.73	99,271.31	46,635.84	145,907.15	270,104.88
	001	POLICE OFFICER	VPOA	117,483.59	94,587.87	44,772.71	139,360.58	256,844.17
	001	POLICE OFFICER	VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91
	001	POLICE OFFICER	VPOA	117,483.65	94,587.91	44,772.72	139,360.63	256,844.28
	001	POLICE OFFICER	VPOA	129,111.81	99,448.90	47,773.50	147,222.40	276,334.21
	001	POLICE OFFICER	VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85
	001	POLICE OFFICER	VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85
	001	POLICE OFFICER	VPOA	120,972.09	97,397.94	45,766.94	143,164.88	264,136.97
	001	POLICE OFFICER	VPOA	123,297.73	94,928.50	46,127.83	141,056.33	264,354.06
	001	POLICE OFFICER	VPOA	111,946.41	86,102.93	42,914.83	129,017.76	240,964.18
	001	POLICE OFFICER	VPOA	123,297.73	99,271.31	46,429.74	145,701.05	268,998.78
	001	POLICE OFFICER	VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91
	001	POLICE OFFICER	VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85
	001	POLICE OFFICER	VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91
	001	POLICE OFFICER	VPOA	120,972.09	97,397.94	45,766.94	143,164.88	264,136.97
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	123,297.73	99,271.31	46,429.74	145,701.05	268,998.78
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	104,663.91	80,440.84	40,853.51	121,294.35	225,958.26
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	123,297.73	99,271.31	46,429.74	145,701.05	268,998.78
	001	POLICE OFFICER	VPOA	106,672.85	82,002.78	41,422.15	123,424.93	230,097.78
	001	POLICE OFFICER	VPOA	106,672.85	85,879.52	41,691.66	127,571.18	234,244.03
	001	POLICE OFFICER	VPOA	130,011.81	103,954.71	48,292.86	152,247.57	282,259.38
	001	POLICE OFFICER	VPOA	124,460.54	100,207.98	46,761.15	146,969.13	271,429.67
	001	POLICE OFFICER	VPOA	132,600.26	106,764.75	49,080.98	155,845.73	288,445.99
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	123,297.73	99,271.31	46,429.74	145,701.05	268,998.78
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	107,572.85	82,002.78	41,628.25	123,631.03	231,203.88
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85
	001	POLICE OFFICER	VPOA	117,483.65	94,587.91	44,772.72	139,360.63	256,844.28
	001	POLICE OFFICER	VPOA	112,846.41	86,102.93	43,120.93	129,223.86	242,070.28
	001	POLICE OFFICER	VPOA	117,483.65	94,587.91	44,772.72	139,360.63	256,844.28
	001	POLICE OFFICER	VPOA	124,460.54	95,832.57	46,456.98	142,289.55	266,750.09
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85
	001	POLICE OFFICER	VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58
	001	POLICE OFFICER	VPOA	96,867.22	77,980.82	38,897.05	116,877.87	213,745.09
	001	POLICE OFFICER	VPOA	117,483.65	94,587.91	44,772.72	139,360.63	256,844.28
	001	POLICE OFFICER	VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85
	001	POLICE OFFICER (2020 COPS grant expires 6/30/2024)	VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85



Department / Description		Fund	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
						PERS Retirement	Other	Total	
001	POLICE OFFICER		VPOA	125,360.54	100,207.98	46,967.25	147,175.23	272,535.77	
001	POLICE OFFICER		VPOA	134,925.89	108,638.11	49,743.77	158,381.88	293,307.77	
001	POLICE OFFICER		VPOA	106,672.85	85,879.52	41,691.66	127,571.18	234,244.03	
001	POLICE OFFICER		VPOA	124,197.73	99,271.31	46,635.84	145,907.15	270,104.88	
001	POLICE OFFICER		VPOA	127,104.71	101,612.96	47,464.33	149,077.29	276,182.00	
001	POLICE OFFICER		VPOA	125,360.49	100,207.94	46,967.24	147,175.18	272,535.67	
001	POLICE OFFICER (2020 COPS grant expires 6/30/2024)		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
001	POLICE OFFICER (2020 COPS grant expires 6/30/2024)		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
001	POLICE OFFICER (2020 COPS grant expires 6/30/2024)		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
001	POLICE OFFICER (2020 COPS grant expires 6/30/2024)		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
001	POLICE OFFICER (2020 COPS grant expires 6/30/2024)		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
001	POLICE OFFICER (2020 COPS grant expires 6/30/2024)		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
001	POLICE OFFICER (2020 COPS grant expires 6/30/2024)		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
001	POLICE OFFICER (Frozen since FY23-24)		VPOA	-	(Frozen since FY23-24)	-	-	-	
003	POLICE OFFICER		VPOA	111,791.69	85,282.89	42,822.39	128,105.28	239,896.97	
003	POLICE OFFICER		VPOA	123,297.73	99,271.31	46,429.74	145,701.05	268,998.78	
003	POLICE OFFICER		VPOA	117,483.65	94,587.91	44,772.72	139,360.63	256,844.28	
003	POLICE OFFICER		VPOA	124,197.73	99,271.31	46,635.84	145,907.15	270,104.88	
003	POLICE OFFICER		VPOA	123,297.73	99,271.31	46,429.74	145,701.05	268,998.78	
003	POLICE OFFICER		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
003	POLICE OFFICER		VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85	
003	POLICE OFFICER		VPOA	109,836.98	84,462.87	42,317.75	126,780.62	236,617.60	
003	POLICE OFFICER		VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85	
003	POLICE OFFICER		VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91	
003	POLICE OFFICER		VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91	
003	POLICE OFFICER		VPOA	123,297.73	99,271.31	46,429.74	145,701.05	268,998.78	
003	POLICE OFFICER		VPOA	101,650.46	78,097.91	40,000.54	118,098.45	219,748.91	
003	POLICE OFFICER		VPOA	124,460.54	100,207.98	46,761.15	146,969.13	271,429.67	
003	POLICE OFFICER		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
003	POLICE OFFICER		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
003	POLICE OFFICER		VPOA	117,483.65	94,587.91	44,772.72	139,360.63	256,844.28	
003	POLICE OFFICER		VPOA	123,297.73	99,271.31	46,429.74	145,701.05	268,998.78	
003	POLICE OFFICER		VPOA	101,650.46	81,833.85	40,260.27	122,094.12	223,744.58	
003	POLICE OFFICER		VPOA	96,867.22	74,378.97	38,646.66	113,025.63	209,892.85	
001	ADMINISTRATIVE MANAGER		CAMP	136,760.04	15,572.09	25,373.63	40,945.72	177,705.76	
001	ADMINISTRATIVE MANAGER		CAMP	131,147.65	41,565.79	24,767.56	66,333.35	197,48	



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	Fund	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
					PERS Retirement	Other	Total	
	001	POLICE CLERK	IBEW	51,827.33	16,820.90	17,136.69	33,957.59	85,784.92
	001	POLICE CLERK	IBEW	55,282.68	17,661.94	17,501.94	35,163.88	90,446.56
	001	POLICE CLERK	IBEW	59,883.11	19,110.27	18,081.23	37,191.50	97,074.61
	001	POLICE CLERK	IBEW	56,503.08	18,220.83	17,671.13	35,891.95	92,395.03
	001	POLICE CLERK	IBEW	59,883.11	19,110.27	18,081.23	37,191.50	97,074.61
	001	POLICE CLERK	IBEW	59,883.11	19,472.29	18,057.47	37,529.76	97,412.87
	001	POLICE CLERK	IBEW	59,883.11	19,472.29	18,057.47	37,529.76	97,412.87
	003	POLICE CLERK	IBEW	56,503.08	18,220.83	17,671.13	35,891.95	92,395.03
	003	POLICE CLERK	IBEW	56,503.08	18,220.83	17,671.13	35,891.95	92,395.03
	001	CRIME ANALYST	IBEW	90,367.95	29,505.74	21,541.89	51,047.63	141,415.58
	001	CRIME ANALYST	IBEW	89,920.27	29,135.39	21,490.72	50,626.11	140,546.38
Public Works								
Administration								
	001	PUBLIC WORKS DIRECTOR	EXEC	202,285.21	63,631.54	29,473.77	93,105.31	295,390.53
	001	ADMINISTRATIVE MANAGER	CAMP	137,660.04	43,644.09	25,446.80	69,090.89	206,750.93
	001	REAL PROPERTY AND LEASING MGR.	CAMP	133,540.72	43,618.27	25,037.86	68,656.13	202,196.85
	001	TRANSPORTATION SUPERINTENDENT	CAMP	163,779.30	53,608.30	28,135.90	81,744.20	245,523.50
	001	ENVIRONMENTAL SERVICES MANAGER	CAMP	136,760.03	45,011.69	25,373.63	70,385.32	207,145.35
	001	EXECUTIVE SECRETARY - C	CAMP	81,452.84	26,604.86	19,605.08	46,209.94	127,662.78
	001	ADMINISTRATIVE ANALYST II	CAMP	110,534.60	36,083.92	22,617.61	58,701.53	169,236.13
	001	SENIOR ACCOUNTANT	IBEW	102,231.55	33,391.36	22,921.65	56,313.02	158,544.57
	001	CUSTOMER SERVICE REPRESENTATIVE	IBEW	55,589.90	18,157.25	17,590.51	35,747.76	91,337.66
Engineering								
	001	ASST. PW DIRECTOR/CITY ENGR.	EXEC	201,279.55	63,313.78	29,438.36	92,752.14	294,031.69
	001	ADMINISTRATIVE ANALYST II	CAMP	116,016.32	37,888.11	23,189.36	61,077.47	177,093.79
	001	SR. CIVIL ENGINEER	IBEW	128,631.70	42,014.42	25,939.19	67,953.61	196,585.31
	001	SR. CIVIL ENGINEER	IBEW	135,063.28	43,102.24	26,674.32	69,776.56	204,839.84
	001	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	116,405.30	38,312.36	24,541.72	62,854.08	179,259.37
	001	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	105,483.26	34,717.60	23,293.33	58,010.92	163,494.18
	001	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	100,460.25	33,064.38	22,719.20	55,783.58	156,243.83
	001	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	117,305.30	38,608.57	24,644.59	63,253.16	180,558.46
	001	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	116,405.30	38,021.36	24,541.72	62,563.08	178,968.37
	001	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	116,405.30	38,021.36	24,541.72	62,563.08	178,968.37
	001	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	116,405.30	38,021.36	24,541.72	62,563.08	178,968.37
	001	TRAFFIC ENGINEER	IBEW	141,434.21	46,196.10	27,402.52	73,598.61	215,032.82
	001	SR. ENGINEERING TECHNICIAN	IBEW	95,457.11	30,462.70	22,147.33	52,610.03	148,067.14
	001	ENGINEERING TECHNICIAN II	IBEW	87,499.91	27,636.54	21,208.13	48,844.67	136,344.58
	001	ENGINEERING TECHNICIAN II	IBEW	86,599.91	28,502.54	21,134.96	49,637.50	136,237.41
	001	ENGINEERING TECHNICIAN II	IBEW	87,499.91	27,636.54	21,208.13	48,844.67	136,344.58
	001	ENGINEERING TECHNICIAN II	IBEW	86,599.91	27,636.54	21,134.96	48,771.50	135,371.41
	001	ENGINEERING TECHNICIAN II	IBEW	87,499.91	27,636.54	21,208.13	48,844.67	136,344.58
	001	SECRETARY	IBEW	60,745.16	19,696.78	18,150.06	37,846.84	98,592.00
Recycling								
	001	ADMINISTRATIVE ANALYST II	CAMP	121,772.14	38,573.81	23,789.69	62,363.50	184,135.64
Maintenance								
	001	ASST PW DIRECTOR - MAINT	EXEC	173,400.56	54,504.87	28,458.30	82,963.17	256,363.72
	001	ASSISTANT MAINTENANCE SUPT.	CAMP	127,935.79	40,540.80	24,432.55	64,973.35	192,909.14
	001	ASSET MANAGER (0.5 FTE)	CAMP	66,106.81	21,592.39	12,334.48	33,926.87	100,033.68
	001	BUILDING SUPERVISOR	IBEW	82,381.52	27,114.14	20,652.80	47,766.94	130,148.46
	001	PUBLIC WORKS SUPERVISOR	IBEW	93,810.51	29,937.76	21,959.13	51,896.89	145,707.40
	001	PUBLIC WORKS SUPERVISOR	IBEW	94,710.51	30,875.76	22,032.30	52,908.06	147,618.57
	001	PUBLIC WORKS SUPERVISOR	IBEW	94,710.51	29,937.76	22,032.30	51,970.06	146,680.57
	001	SR. PW MAINTENANCE WORKER	IBEW	69,343.78	22,823.05	25,632.35	48,455.40	117,799.18
	001	SR. PW MAINTENANCE WORKER	IBEW	66,041.69	21,736.23	24,946.84	46,683.08	112,724.77
	001	SR. PW MAINTENANCE WORKER	IBEW	55,181.33	17,865.56	22,662.53	40,528.09	95,709.42
	001	SR. PW MAINTENANCE WORKER	IBEW	63,796.85	20,701.17	24,451.11	45,152.29	108,949.14
	001	SR. PW MAINTENANCE WORKER	IBEW	66,041.69	21,571.23	18,785.15	40,356.39	106,398.08
	001	MAINTENANCE WORKER I/II	IBEW	57,895.39	18,758.83	23,225.97	41,984.81	99,880.19
	001	MAINTENANCE WORKER I/II	IBEW	66,865.96	21,711.31	25,088.26	46,799.57	113,665.53
	001	MAINTENANCE WORKER I/II	IBEW	60,745.16	19,696.78	23,817.58	43,514.36	104,259.52
	001	MAINTENANCE WORKER I/II	IBEW	60,745.16	19,696.78	23,817.58	43,514.36	104,259.52
	001	MAINTENANCE WORKER I/II	IBEW	63,724.72	20,677.44	24,436.15	45,113.58	108,838.31
	001	MAINTENANCE WORKER I/II	IBEW	57,895.39	18,758.83	23,225.97	41,984.81	99,880.19
	001	MAINTENANCE WORKER I/II	IBEW	66,865.96	21,711.31	25,088.26	46,799.57	113,665.53
	001	MAINTENANCE WORKER I/II	IBEW	63,652.68	20,653.72	24,421.19	45,074.91	108,727.59
	001	MAINTENANCE WORKER I/II	IBEW	66,865.96	21,711.31	25,088.26	46,799.57	113,665.53
	001	MAINTENANCE WORKER I/II	IBEW	57,895.39	18,758.83	23,225.97	41,984.81	99,880.19
	001	MAINTENANCE WORKER I/II	IBEW	62,824.72	20,520.44	18,417.46	38,937.89	101,762.62
	001	MAINTENANCE WORKER I/II	IBEW	57,895.39	18,758.83	23,225.97	41,984.81	99,880.19
	001	MAINTENANCE WORKER I/II	IBEW	57,895.39	18,758.83	23,225.97	41,984.81	99,880.19
	001	MAINTENANCE WORKER I/II	IBEW	63,724.72	20,677.44	24,436.15	45,113.58	108,838.31
	001	MAINTENANCE WORKER I/II	IBEW	56,995.39	18,758.83	23,068.83	41,827.67	98,823.05
	001	MAINTENANCE WORKER I/II	IBEW	57,895.39	18,758.83	23,225.97	41,984.81	99,880.19
	001	MAINTENANCE WORKER I/II	IBEW	65,965.96	21,711.31	24,931.12	46,642.43	112,608.39
	001	MAINTENANCE WORKER I/II	IBEW	60,745.16	19,696.78	23,817.58	43,514.36	104,259.52
	001	SR. BUILDING MAINTENANCE WORKER	IBEW	76,436.07	25,157.32	27,104.72	52,262.04	128,698.11
	001	BUILDING MAINTENANCE WORKER II	IBEW	62,752.68	20,653.72	24,264.05	44,917.77	107,670.45
	001	BUILDING MAINTENANCE WORKER II	IBEW	69,343.78	22,823.05	25,632.35	48,455.40	117,799.18
	001	BUILDING MAINTENANCE WORKER II	IBEW	70,243.77	22,823.04	25,789.49	48,612.54	118,856.31
	001	HEAVY EQUIPMENT OPERATOR	IBEW	69,423.40	22,849.25	25,648.89	48,498.14	117,921.54
	001	HEAVY EQUIPMENT OPERATOR	IBEW	70,323.40	22,849.25	25,806.03	48,655.28	118,978.68



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	Fund	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
					PERS Retirement	Other	Total	
	001	ELECTRICIAN	IBEW	76,523.83	24,995.21	19,983.26	44,978.47	121,502.30
	001	ELECTRICIAN	IBEW	81,250.02	26,445.52	28,074.40	54,519.92	135,769.94
	001	TRAFFIC & LIGHTING TECH II	IBEW	73,979.40	24,348.76	26,594.71	50,943.48	124,922.87
	001	TRAFFIC & LIGHTING TECH II	IBEW	85,640.40	28,186.74	29,015.53	57,202.27	142,842.67
	001	LANDSCAPE INSPECTOR	IBEW	88,669.69	28,961.76	21,371.53	50,333.29	139,002.98
	001	SECRETARY	IBEW	55,181.33	17,865.56	17,514.11	35,379.67	90,561.00
	001	CUSTOMER SERVICE REP.	IBEW	52,942.76	17,425.00	17,287.95	34,712.95	87,655.71
	001	ACCOUNTING CLERK II	IBEW	52,942.76	17,425.00	17,287.95	34,712.95	87,655.71
	001	ACCOUNTING CLERK II	IBEW	58,369.39	18,627.06	17,908.21	36,535.26	94,904.65
Mare Island Community Facilities District								
	112	MAINTENANCE WORKER I/II	IBEW	57,895.39	18,758.83	23,225.97	41,984.81	99,880.19
	112	MAINTENANCE WORKER I/II	IBEW	62,824.72	20,520.44	18,417.46	38,937.89	101,762.62
Landscape Maintenance Districts								
	161	LANDSCAPE MAINTENANCE MANAGER	CAMP	124,070.44	39,594.47	24,050.10	63,644.57	187,715.01
	161	SR. LANDSCAPE INSPECTOR	IBEW	104,054.39	33,206.31	23,130.00	56,336.32	160,390.71
	161	LANDSCAPE INSPECTOR	IBEW	93,103.17	30,642.95	21,878.29	52,521.24	145,624.41
	161	LANDSCAPE INSPECTOR	IBEW	94,003.17	30,642.95	21,951.46	52,594.41	146,597.58
	161	ACCOUNTING CLERK II	IBEW	58,369.39	19,211.06	17,908.21	37,119.26	95,488.65
Corporation Shop								
	501	FLEET MANAGER	CAMP	127,818.88	40,503.48	24,420.35	64,923.83	192,742.71
	501	SENIOR EQUIPMENT MECHANIC	IBEW	81,263.05	25,933.02	28,106.80	54,039.83	135,302.88
	501	EQUIPMENT MECHANIC II	IBEW	69,288.51	22,508.64	25,591.18	48,099.82	117,388.32
	501	EQUIPMENT MECHANIC II	IBEW	71,001.13	23,190.53	19,352.02	42,542.55	113,543.68
	501	EQUIPMENT MECHANIC II	IBEW	71,807.93	23,634.07	26,143.92	49,777.98	121,585.91
	501	EQUIPMENT MECHANIC II	IBEW	76,298.33	24,815.77	27,046.43	51,862.20	128,160.53
	501	EQUIPMENT MECHANIC II	IBEW	71,001.13	23,190.53	19,352.02	42,542.55	113,543.68
	501	PARTS SPECIALIST	IBEW	61,358.23	20,194.77	23,974.56	44,169.33	105,527.56
	501	ACCOUNTING CLERK II	IBEW	55,589.90	18,157.25	17,590.51	35,747.76	91,337.66
Housing Programs								
	121	HOUSING DIRECTOR	EXEC	190,837.66	61,715.95	29,085.83	90,801.78	281,639.45
	121	ADMINISTRATIVE MANAGER	CAMP	131,147.65	41,565.79	24,767.56	66,333.35	197,481.00
	121	ADMINISTRATIVE ANALYST II	CAMP	109,634.60	36,083.92	22,544.44	58,628.36	168,262.96
	121	HOUSING PROJECT DEVELOPER	CAMP	123,748.64	40,419.90	24,016.53	64,436.43	188,185.07
	121	HOUSING SPECIALIST SUPERVISOR	IBEW	87,499.91	27,636.54	21,208.13	48,844.67	136,344.57
	121	SR. HOUSING SPECIALIST	IBEW	72,894.56	23,991.71	19,568.43	43,560.14	116,454.70
	121	HOUSING SPECIALIST I/II	IBEW	61,665.40	20,295.87	18,284.94	38,580.81	100,246.21
	121	HOUSING SPECIALIST I/II	IBEW	67,972.38	22,371.68	19,005.83	41,377.51	109,349.89
	121	HOUSING SPECIALIST I/II	IBEW	67,972.38	21,691.68	19,005.83	40,697.51	108,669.89
	121	HOUSING SPECIALIST I/II	IBEW	64,735.60	21,144.36	18,635.87	39,780.23	104,515.82
	121	HOUSING SPECIALIST I/II	IBEW	67,972.38	22,371.68	19,005.83	41,377.51	109,349.89
	121	HOUSING SPECIALIST I/II	IBEW	64,735.60	21,144.36	18,635.87	39,780.23	104,515.82
	121	HOUSING SPECIALIST I/II	IBEW	64,735.60	21,144.36	18,635.87	39,780.23	104,515.82
	121	SECRETARY	IBEW	59,845.16	19,696.78	18,076.89	37,773.67	97,618.83
	121	ADMINISTRATIVE CLERK II	IBEW	53,489.15	17,604.83	17,350.40	34,955.23	88,444.38
	121	ADMINISTRATIVE CLERK II	IBEW	51,206.10	16,725.41	17,089.45	33,814.86	85,020.96
Water Department								
Administration								
	401	WATER UTILITIES DIRECTOR	EXEC	202,285.21	65,625.45	29,473.77	95,099.22	297,384.44
	401	WATER OPERATIONS MANAGER	EXEC	172,700.76	55,850.56	28,447.79	84,298.35	256,999.11
	401	WATER RESOURCE MANAGER	CAMP	170,990.85	55,850.56	28,461.65	84,312.21	255,303.06
	401	ADMINISTRATIVE MANAGER	CAMP	136,760.03	45,011.69	25,373.63	70,385.32	207,145.35
	401	WATER FINANCE MANAGER	CAMP	137,660.03	45,011.69	25,446.80	70,458.49	208,118.52
	401	IT PROJECT MANAGER	CAMP	130,247.65	42,542.65	24,694.39	67,237.04	197,484.69
	401	INFORMATION SYSTEMS MANAGER	CAMP	137,660.04	45,011.69	25,446.80	70,458.49	208,118.53
	401	EXECUTIVE SECRETARY - C	CAMP	86,425.48	27,293.66	20,103.03	47,396.69	133,822.17
	401	ADMINISTRATIVE ANALYST II	CAMP	109,634.60	36,083.92	22,544.44	58,628.36	168,262.96
	401	ADMINISTRATIVE ANALYST II	CAMP	116,016.32	36,736.95	23,189.36	59,926.31	175,942.63
	401	ADMINISTRATIVE ANALYST II	CAMP	109,634.60	35,809.83	22,544.44	58,354.27	167,988.87
	401	ADMINISTRATIVE ANALYST II	CAMP	100,341.80	32,729.18	21,554.51	54,283.69	154,625.49
	401	ACCOUNTING CLERK II	IBEW	59,269.40	19,211.06	17,981.38	37,192.44	96,461.83
	401	SECRETARY	IBEW	60,745.16	19,696.78	18,150.06	37,846.84	98,592.00
	401	ADMINISTRATIVE CLERK II	IBEW	54,389.15	17,604.83	17,423.57	35,028.40	89,417.55
Engineering								
	401	WATER ENGINEERING MANAGER	CAMP	171,692.63	54,504.87	28,470.63	82,975.50	254,668.13
	401	ADMINISTRATIVE ANALYST II	CAMP	105,313.90	34,365.64	22,073.10	56,438.74	161,752.64
	401	SR. CIVIL ENGINEER	IBEW	128,631.70	42,014.42	25,939.19	67,953.61	196,585.31
	401	SR. CIVIL ENGINEER	IBEW	128,631.70	42,014.42	25,939.19	67,953.61	196,585.31
	401	SR. CIVIL ENGINEER	IBEW	128,631.70	42,014.42	25,939.19	67,953.61	196,585.31
	401	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	116,405.30	38,021.36	24,541.72	62,563.08	178,968.37
	401	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	123,125.56	40,524.19	25,309.84	65,834.03	188,959.59
	401	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	106,383.26	34,717.60	23,366.50	58,084.09	164,467.35
	401	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	106,383.26	33,662.60	23,366.50	57,029.09	163,412.35
	401	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	110,862.19	36,487.96	23,908.14	60,396.10	171,258.29
	401	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	116,405.30	38,021.36	24,541.72	62,563.08	178,968.37
	401	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	116,405.30	38,021.36	24,541.72	62,563.08	178,968.37
	401	ASSISTANT ENGINEER/ASSOCIATE CIVIL ENGINEER	IBEW	116,405.30	38,021.36	24,541.72	62,563.08	178,968.37
	401	GEOGRAPHIC INFO SYSTEMS SPECIALIST I/II/III	IBEW	105,604.37	34,493.46	23,307.17	57,800.62	163,404.99
	401	SR. ENGINEERING TECHNICIAN	IBEW	95,457.11	31,417.70	22,147.33	53,565.03	149,022.14
	401	SR. ENGINEERING TECHNICIAN	IBEW	90,911.54	29,694.62	21,627.78	51,322.40	142,233.95



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	Fund	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
					PERS Retirement	Other	Total	
	401	ENGINEERING TECHNICIAN II	IBEW	83,376.10	27,145.27	20,736.78	47,882.06	131,258.16
	401	ENGINEERING TECHNICIAN II	IBEW	79,448.67	25,852.64	20,287.87	46,140.51	125,589.19
	401	ENGINEERING TECHNICIAN II	IBEW	82,476.10	26,939.27	20,663.61	47,602.89	130,078.99
Water Quality								
	401	WATER QUALITY MANAGER	CAMP	133,540.72	43,952.12	25,037.86	68,989.98	202,530.70
	401	LABORATORY SUPERVISOR	CAMP	112,535.55	37,038.71	22,847.01	59,885.72	172,421.27
	401	WATER QUALITY ANALYST	IBEW	95,328.39	31,137.33	22,132.63	53,269.96	148,598.35
	401	WATER QUALITY ANALYST	IBEW	90,807.29	29,887.31	21,615.86	51,503.17	142,310.45
	401	LABORATORY ANALYST II	IBEW	90,807.29	29,887.31	21,615.86	51,503.17	142,310.45
Source Operations								
	401	RESERVOIR KEEPER II	IBEW	71,097.01	22,689.09	19,362.98	42,052.07	113,149.08
	401	RESERVOIR KEEPER II	IBEW	71,097.01	22,689.09	19,362.98	42,052.07	113,149.08
Pumping & Treatment Maintenance								
	401	WATER FACILITIES SUPERINTENDENT	CAMP	140,217.76	44,747.55	25,734.26	70,481.81	210,699.57
	401	IT PROJECT MANAGER	CAMP	130,247.65	42,542.65	24,694.39	67,237.04	197,484.69
	401	PLANT MAINTENANCE SUPERVISOR	CAMP	129,773.85	41,414.59	24,644.95	66,059.54	195,833.39
	401	PLANT MAINTENANCE SUPERVISOR	CAMP	129,773.85	42,712.33	24,644.95	67,357.28	197,131.13
	401	FACILITIES MAINTENANCE SUPV	CAMP	124,494.15	39,442.48	24,073.59	63,516.07	188,010.22
	401	SR. UTILITY MECHANIC	IBEW	107,611.48	35,418.05	23,536.59	58,954.64	166,566.12
	401	UTILITY MECHANIC II	IBEW	92,977.63	30,601.63	30,538.75	61,140.38	154,118.00
	401	UTILITY MECHANIC II	IBEW	97,626.50	31,155.71	22,395.30	53,551.01	151,177.51
	401	UTILITY MECHANIC II	IBEW	84,333.45	27,756.58	28,744.21	56,500.79	140,834.24
	401	UTILITY MECHANIC II	IBEW	84,621.00	27,555.01	28,774.21	56,329.22	140,950.22
	401	UTILITY MECHANIC II	IBEW	92,977.63	30,601.63	21,863.93	52,465.56	145,443.18
	401	WATER MAINTENANCE WORKER I/II	IBEW	64,413.13	21,039.23	18,599.01	39,638.23	104,051.37
	401	WATER MAINTENANCE WORKER I/II	IBEW	67,633.79	22,260.24	25,277.36	47,537.60	115,171.38
	401	WATER MAINTENANCE WORKER I/II	IBEW	64,413.13	21,039.23	18,599.01	39,638.23	104,051.37
	401	WATER MAINTENANCE WORKER I/II	IBEW	58,436.41	19,233.11	23,367.99	42,601.10	101,037.51
	401	SR. INSTRUMENT TECHNICIAN	IBEW	107,466.37	35,101.29	23,520.00	58,621.29	166,087.66
	401	INSTRUMENT TECHNICIAN I/II	IBEW	93,984.37	30,636.76	21,949.30	52,586.06	146,570.43
	401	INSTRUMENT TECHNICIAN I/II	IBEW	102,625.52	33,777.03	22,966.68	56,743.71	159,369.23
	401	INSTRUMENT TECHNICIAN I/II	IBEW	102,625.52	33,777.03	22,966.68	56,743.71	159,369.23
Treatment Operations								
	401	WATER TREATMENT SUPERINTENDENT	CAMP	150,951.05	48,172.85	26,853.75	75,026.60	225,977.65
	401	WTR TRTMT REGULATORY COMPLNCE	IBEW	135,532.65	43,252.72	26,727.97	69,980.70	205,513.35
	401	WATER TREATMENT PLANT SPVR.	IBEW	136,432.65	43,252.72	26,801.14	70,053.87	206,486.52
	401	WATER TREATMENT PLANT SPVR.	IBEW	136,432.65	43,252.72	26,801.14	70,053.87	206,486.52
	401	WATER TPO TRAINEE II	IBEW	69,664.64	22,754.65	19,199.26	41,953.91	111,618.55
	401	WATER TREATMENT PLANT OPERATOR	IBEW	116,967.56	37,327.41	24,605.98	61,933.39	178,900.95
	401	WATER TREATMENT PLANT OPERATOR	IBEW	117,867.56	37,327.41	24,679.15	62,006.56	179,874.12
	401	WATER TREATMENT PLANT OPERATOR	IBEW	116,967.56	37,327.41	24,605.98	61,933.39	178,900.95
	401	WATER TREATMENT PLANT OPERATOR	IBEW	111,397.67	36,664.20	23,969.34	60,633.54	172,031.22
	401	WATER TREATMENT PLANT OPERATOR	IBEW	116,967.56	37,327.41	24,605.98	61,933.39	178,900.95
	401	WATER TREATMENT PLANT OPERATOR	IBEW	117,867.56	37,327.41	24,679.15	62,006.56	179,874.12
	401	WATER TREATMENT PLANT OPERATOR	IBEW	101,040.97	33,255.51	22,785.58	56,041.09	157,082.06
	401	WATER TREATMENT PLANT OPERATOR	IBEW	116,967.56	37,327.41	24,605.98	61,933.39	178,900.95
	401	WATER TREATMENT PLANT OPERATOR	IBEW	117,867.56	37,327.41	24,679.15	62,006.56	179,874.12
	401	WATER TREATMENT PLANT OPERATOR	IBEW	101,040.97	33,255.51	22,785.58	56,041.09	157,082.06
	401	WATER TREATMENT PLANT OPERATOR	IBEW	116,967.56	38,497.41	24,605.98	63,103.39	180,070.95
	401	WATER TREATMENT PLANT OPERATOR	IBEW	111,397.67	36,664.20	23,969.34	60,633.54	172,031.22
	401	SENIOR WATER TPO	IBEW	122,956.94	39,238.69	25,290.56	64,529.25	187,486.19
	401	SENIOR WATER TPO	IBEW	122,956.94	39,238.69	25,290.56	64,529.25	187,486.19
	401	SENIOR WATER TPO	IBEW	122,956.94	39,238.69	25,290.56	64,529.25	187,486.19
	401	SENIOR WATER TPO	IBEW	122,956.94	39,238.69	25,290.56	64,529.25	187,486.19
	401	SENIOR WATER TPO	IBEW	117,101.85	38,248.61	24,621.33	62,869.94	179,971.80
	401	SENIOR WATER TPO	IBEW	122,956.94	40,468.69	25,290.56	65,759.25	188,716.19
	401	SENIOR WATER TPO	IBEW	117,101.85	38,248.61	24,621.33	62,869.94	179,971.80
Distribution Maintenance								
	401	WATER DISTRIBUTION SUPT.	CAMP	148,128.85	46,984.92	26,538.67	73,523.59	221,652.24
	401	ASST. WATER DISTRIBUTION SUPT.	CAMP	121,149.84	39,571.05	23,745.48	63,316.53	184,466.37
	401	UTILITY SUPERVISOR	IBEW	96,228.39	30,422.33	31,183.90	61,606.23	157,834.62
	401	UTILITY SUPERVISOR	IBEW	91,688.94	28,973.27	30,241.52	59,214.79	150,903.73
	401	UTILITY SUPERVISOR	IBEW	96,228.39	31,375.33	31,183.90	62,559.23	158,787.62
	401	SENIOR WATER DISTRIBUTION TECH	IBEW	76,523.83	24,995.21	19,983.26	44,978.47	121,502.30
	401	SENIOR WATER DISTRIBUTION TECH	IBEW	80,350.02	25,641.52	27,917.26	53,558.78	133,908.80
	401	SENIOR WATER DISTRIBUTION TECH	IBEW	76,523.83	24,995.21	19,983.26	44,978.47	121,502.30
	401	SENIOR WATER DISTRIBUTION TECH	IBEW	81,250.02	26,445.52	28,074.40	54,519.92	135,769.94
	401	SENIOR WATER DISTRIBUTION TECH	IBEW	76,523.83	24,995.21	19,983.26	44,978.47	121,502.30
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	73,794.56	23,991.71	26,526.64	50,518.35	124,312.91
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	59,336.41	19,233.11	23,525.13	42,758.24	102,094.65
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	73,794.56	23,991.71	26,526.64	50,518.35	124,312.91
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	70,323.40	22,849.25	25,806.03	48,655.28	118,978.68
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	69,423.40	22,849.25	25,648.89	48,498.14	117,921.54
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	58,436.41	19,233.11	23,367.99	42,601.10	101,037.51



Department / Description		Fund	Authorized Position Title	Group	Total Salaries & Other Pay	Employer - Paid Benefits			Total Salaries and Benefits
						PERS Retirement	Other	Total	
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	73,794.56	23,991.71	26,526.64	50,518.35	124,312.91	
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	59,336.41	19,233.11	23,525.13	42,758.24	102,094.65	
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	69,423.40	22,675.25	19,171.68	41,846.93	111,270.33	
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	69,423.40	22,675.25	19,171.68	41,846.93	111,270.33	
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	69,423.40	22,675.25	19,171.68	41,846.93	111,270.33	
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	69,423.40	22,675.25	19,171.68	41,846.93	111,270.33	
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	69,423.40	22,675.25	19,171.68	41,846.93	111,270.33	
	401	WATER DISTRIBUTION TECHNICIAN	IBEW	69,423.40	22,675.25	19,171.68	41,846.93	111,270.33	
	401	HEAVY EQUIPMENT OPERATOR	IBEW	73,794.56	23,991.71	26,526.64	50,518.35	124,312.91	
	401	HEAVY EQUIPMENT OPERATOR	IBEW	69,423.40	22,675.25	19,171.68	41,846.93	111,270.33	
	401	HEAVY EQUIPMENT OPERATOR	IBEW	73,794.56	23,262.71	26,526.64	49,789.35	123,583.91	
	401	WATER MAINTENANCE WORKER I/II	IBEW	64,413.13	21,039.23	18,599.01	39,638.23	104,051.37	
	401	WATER MAINTENANCE WORKER I/II	IBEW	64,413.13	21,039.23	18,599.01	39,638.23	104,051.37	
	401	WATER MAINTENANCE WORKER I/II	IBEW	64,413.13	21,039.23	18,599.01	39,638.23	104,051.37	
	401	WATER MAINTENANCE WORKER I/II	IBEW	67,633.78	22,260.24	25,277.36	47,537.59	115,171.37	
	401	WATER MAINTENANCE WORKER I/II	IBEW	65,313.13	20,556.23	24,765.90	45,322.12	110,635.26	
	401	SR. METER MECHANIC	IBEW	81,250.02	25,641.52	28,074.40	53,715.92	134,965.94	
	401	METER MECHANIC	IBEW	72,894.56	23,991.71	26,369.50	50,361.21	123,255.77	
	401	METER MECHANIC	IBEW	69,423.40	22,675.25	19,171.68	41,846.93	111,270.33	
Warehouse									
	401	WAREHOUSE SPECIALIST	IBEW	63,888.59	20,731.37	18,509.36	39,240.73	103,129.32	
	401	WAREHOUSE SUPERVISOR	IBEW	73,168.60	24,081.91	26,426.39	50,508.30	123,676.89	



FY 2023-2024 RESOLUTIONS

OVERVIEW

Reso. 23-115 Budget Adoption

Reso. 23-005 Housing Budget Adoption

Reso. 23-094 Fiscal Year 2023-24 Positions & Salaries

- Personnel Summary
- Salary Schedule

Reso. 23-097 Purchase of City Vehicle Equipment & Replacement

Reso. 23-095 Blue Rock Springs Golf Course Fees & Charges

Reso. 23-096 Marina Fees & Charges

Reso. 23-075 GANN Appropriation Limit

RESOLUTION NO. 23-115 N.C.**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO
APPROVING THE BUDGET FOR THE CITY OF VALLEJO
FOR FISCAL YEAR 2023-2024**

WHEREAS, pursuant to City Charter section 701, the City Manager has submitted the Proposed Budget for Fiscal Year 2023-2024 (“Proposed Budget”), consisting of the recommended expenditures, estimated revenues and an explanatory budget message; and

WHEREAS, pursuant to 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 a public hearing 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 June 13, 2023 and the second on June 27, 2023 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 adopts the City of Vallejo Fiscal Year 2023-2024 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 2023-2024 published May 15, 2023 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 2023-2024 any unexpended appropriations remaining from FY 2022-2023 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, 2023, will remain in effect in the following Fiscal Year 2023-2024. The City Manager is authorized to increase the FY 2023-2024 budget appropriations in the amount of the outstanding encumbrances for valid purchase orders and contracts as of June 30, 2023. 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, 2023.
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 2023-2024.
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.

BE IT FURTHER RESOLVED, that staff is to return to Council before October with expenditure policy for board and commissions and a budget amendment for \$10,000 for the Economic Vitality Commission.

Adopted by the City Council of the City of Vallejo at a regular meeting held on June 27, 2023, with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Arriola, Bregenzer, Loera-Diaz, Matulac, and Palmares
 NOES: None
 ABSENT: None
 ABSTAIN: None

ATTEST:

DocuSigned by:

 FDED3EAE234444F...
 ROBERT H. MCCONNELL, MAYOR

DocuSigned by:

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

ATTACHMENT B
EXHIBIT 1

City of Vallejo
FY 2023-2024 Proposed Budget
Council on 6-27-2023

	<u>Project#</u>	<u>Revenue</u>	<u>Expenditure</u>	<u>Reserves</u>	<u>Net</u>
<u>General Fund</u>					
<u>Expenditures</u>					
Citywide					
Vallejo Main Street, aka Vallejo First Corporation			30,000		
Transfer Out - The Vallejo Naval and Historical Museum			20,000		
Transfer Out - PD Building Design - Phase 1			600,000		
		-	650,000	-	(650,000)
Total, General Fund Adjustments		-	650,000	-	(650,000)
 <u>Other Funds</u>					
<u>Capital Outlay Fund #201</u>					
Transfer In	MY2401	20,000			
Site Improvements - The Vallejo Naval and Historical Museum	MY2401		20,000		
Transfer In	PW9818	600,000			
Site Improvements - PD Building Design - Phase 1	PW9818		600,000		
		620,000	620,000	-	-
Total, Other Funds Adjustments		620,000	620,000	-	-

RESOLUTION NO. 23-005

**A RESOLUTION OF THE BOARD OF DIRECTORS OF THE HOUSING
AUTHORITY OF THE CITY OF VALLEJO APPROVING THE HOUSING
AUTHORITY BUDGET FOR FISCAL YEAR 2023-24**

WHEREAS, the Housing Authority of the City of Vallejo 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 2023-24 (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 Housing Authority of the City of Vallejo, 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 Housing Authority of the City of Vallejo Fiscal Year 2023-24 budget was included on the City of Vallejo Proposed Budget document; and

WHEREAS, the Housing Authority of the City of Vallejo Fiscal Year 2023-24 budget is attached to this Resolution as **Exhibit 1**.

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Housing Authority of the City of Vallejo hereby approves the Housing Authority's Proposed Budget for Fiscal Year 2023-24, 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 her 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 the Housing Authority of the City of Vallejo services.

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

BE IT FURTHER RESOLVED that the Executive Director, or her 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 Directors of the Vallejo Housing Authority at a regular meeting held on June 27, 2023, with the following vote:

AYES: Chair McConnell, Vice Chair Verder-Aliga, Boardmembers Arriola, Bregenzer, Gordon, Loera-Diaz, Matulac, and Palmares
NOES: None
ABSENT: None
ABSTAIN: None

DocuSigned by:

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ROBERT H. MCCONNELL, CHAIR

ATTEST:

DocuSigned by:

1489DDA6695D425...
DAWN G. ABRAHAMSON, SECRETARY

	Total	
ated FY 23-24	Proposed FY 23-24	
18,810	\$ 4,374,656	
00,598	\$ 23,858,086	
12,232	\$ -	
48,500	\$ 54,100	
20,000	\$ 160,000	
181,330	\$ 24,072,186	
36,924	\$ 19,886,924	
39,974	\$ 3,164,186	
68,413	\$ (84,085)	
08,485	\$ 22,867,025	
72,845	\$ 1,205,161	
91,655	\$ 5,579,817	

RESOLUTION NO. 23-094 N.C.**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO
AUTHORIZING FISCAL YEAR 2023-2024 POSITIONS AND SALARIES**

WHEREAS, Vallejo Municipal Code Section 2.60.340 requires the City Council to 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) 2023-2024, 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 are authorized and funded for FY 2023-2024

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 2023-2024 and attached to the Resolution as **Exhibit 1** and **Exhibit 2**, with any salary and benefit adjustment authorized by the Proposed Budget for FY 2023-2024 adopted concurrently with this Resolution shall be the Official FY 2023-2024 Salary Plan (Salary Plan) for the City of Vallejo; and

BE IT FURTHER RESOLVED that the positions contained therein shall be continued from FY 2022-2023 to FY 2023-2024, 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 the 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 13, 2023, with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Bregenzer, Loera-Diaz, Matulac, and Palmares
NOES: Councilmember Arriola
ABSENT: None
ABSTAIN: None

DocuSigned by:

FDED3EAE23444F...
ROBERT MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

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

Personnel Summary

Authorized Full-time Equivalent (FTE) Listing

	FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	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	16.00	16.00	16.00	-	16.00
City Clerk	3.00	3.00	3.00	2.00	-	2.00
Information Technology	13.00	12.00	12.00	-	-	-
Economic Development	5.00	-	-	-	-	-
Legal	13.00	14.00	14.00	14.00	-	14.00
Finance	21.00	24.00	24.00	24.00	-	24.00
Human Resources	14.00	15.00	15.00	15.00	-	15.00
Information Technology	-	-	-	11.50	1.00	12.50
Planning & Development Services	24.00	31.00	31.00	35.00	-	35.00
Economic Development	-	-	-	7.00	-	7.00
Police	187.00	201.00	201.00	190.00	1.00	191.00
Fire	108.00	109.00	108.00	96.00	-	96.00
Public Works	73.50	74.00	73.00	73.50	-	73.50
	482.50	507.00	505.00	492.00	2.00	494.00
Enterprise Funds						
Water	107.50	120.00	121.00	121.00	-	121.00
Finance	17.00	17.00	17.00	18.00	-	18.00
Human Resources	-	1.00	1.00	1.00	-	1.00
Subtotal, Water	124.50	138.00	139.00	140.00	-	140.00
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	9.00	9.00	-	9.00
	13.00	13.00	14.00	14.00	-	14.00
Other Funds						
Housing	15.00	15.00	15.00	15.00	1.00	16.00
Self Insurance	5.00	5.00	5.00	5.00	-	5.00
	20.00	20.00	20.00	20.00	1.00	21.00
TOTAL	647.00	681.00	680.00	668.00	3.00	671.00

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 20-21	FY 21-22	FY 22-23		FY 23-24	
		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:							
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	2.00	2.00	2.00	-	2.00
Assistant to the City Manager	EXEC	2.00	2.00	2.00	2.00	-	2.00
Communication Operations Manager	EXEC				1.00	-	1.00
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	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	3.00	4.00	3.00	-	3.00
Administrative Analyst II (Ltd term expires 6/30/25) (a)	CAMP	-	1.00	1.00	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	EXEC	1.00	1.00	-	-	-	-
		13.00	16.00	16.00	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	-	-	-
		3.00	3.00	3.00	2.00	-	2.00
INFORMATION TECHNOLOGY (b)							
Chief Innovation Officer	EXEC	1.00	1.00	1.00	-	-	-
IT Project Manager	CAMP	1.00	1.00	1.00	-	-	-
Information Systems Manager	CAMP	3.00	2.00	2.00	-	-	-
Network Administrator	CAMP	1.00	1.00	1.00	-	-	-
IS Services Specialist	IBEW	1.00	1.00	1.00	-	-	-
Media Services Specialist	CAMP	1.00	1.00	1.00	-	-	-
Asset Manager	CAMP				-	-	-
IS Support Technician II	IBEW	3.00	3.00	3.00	-	-	-
IS Support Technician I	IBEW	1.00	1.00	1.00	-	-	-
Secretary	IBEW	-	-	-	-	-	-
Administrative Clerk II	IBEW	1.00	1.00	1.00	-	-	-
		13.00	12.00	12.00	-	-	-
Subtotal Executive, General Fund		34.00	31.00	31.00	18.00	-	18.00

(a) Funded by ARPA expires 6/30/25.

(b) Information Technology functions transferred under the Information Technology Department in FY2022-23 Midyear.

Appendix: Personnel Summary

Legislative, Executive and Legal Departments

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
EXECUTIVE (continued)							
HOUSING/SECTION 8 Fund 121 (a)							
Housing & Community Development Program Manager	CAMP	1.00	1.00	1.00	-	-	-
Housing Project Developer	CAMP	1.00	1.00	1.00	-	-	-
Housing Specialist Supervisor	IBEW	2.00	2.00	1.00	-	-	-
Housing Specialist I / II	IBEW	-	-	6.00	-	-	-
Sr. Housing Specialist	IBEW	6.00	6.00	1.00	-	-	-
Administrative Manager	CAMP			1.00	-	-	-
Administrative Analyst II	CAMP	2.00	2.00	1.00	-	-	-
Secretary	IBEW	1.00	1.00	1.00	-	-	-
Sr. Community Dev. Analyst	IBEW	-	-	-	-	-	-
Admin Clerk II	IBEW	2.00	2.00	2.00	-	-	-
		15.00	15.00	15.00	-	-	-
Total Executive		54.00	46.00	46.00	18.00	-	18.00
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	2.00	3.00	3.00	3.00	-	3.00
Deputy City Attorney II	CAMP	2.00	2.00	2.00	2.00	-	2.00
Deputy City Attorney I	CAMP	1.00	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	-	1.00
Senior Administrative Clerk-C	CAMP	1.00	-	-	-	-	-
Paralegal	CAMP	3.00	3.00	3.00	3.00	-	3.00
Legal Secretary	CAMP	-	-	-	-	-	-
Total Legal		13.00	14.00	14.00	14.00	-	14.00
TOTAL LEGISLATIVE, EXECUTIVE AND LEGAL		75.00	68.00	68.00	40.00	0.00	40.00

(a) Housing functions transferred under the Housing Department in FY2022-23 Midyear.

Appendix: Personnel Summary

Finance Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		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	1.00	-	1.00
Auditor Controller	CAMP	-	-	-	-	-	-
Finance Manager (Ltd term expires 6/30/25) (a)	CAMP	-	1.00	1.00	1.00	-	1.00
Finance Manager	CAMP	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) (b)	CAMP	-	1.00	1.00	1.00	-	1.00
Senior Accountant	IBEW	4.00	5.00	5.00	5.00	-	5.00
Accountant	IBEW	4.00	5.00	5.00	6.00	-	6.00
Payroll Supervisor	IBEW	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	2.00	-	2.00
Accounting Clerk II	IBEW	-	-	-	-	-	-
		19.00	22.00	22.00	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	24.00	24.00	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	6.00	-	6.00
		9.00	9.00	9.00	10.00	-	10.00
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	18.00	-	18.00
TOTAL DEPARTMENT		38.00	41.00	41.00	42.00	-	42.00

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

(b) Funded by ARPA expires 6/30/25

Appendix: Personnel Summary

Human Resources Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		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	1.00	1.00	1.00	-	1.00
Employee and Labor Relations Officer	EXEC	-	1.00	1.00	1.00	-	1.00
Senior Personnel Analyst	CAMP	1.00	2.00	2.00	2.00	-	2.00
Administrative Analyst II	CAMP	-	1.00	1.00	1.00	-	1.00
HR Information System Analyst	CAMP	-	1.00	1.00	1.00	-	1.00
Personnel Analyst II	CAMP	3.00	3.00	3.00	3.00	-	3.00
Personnel Technician	CAMP	3.00	2.00	2.00	2.00	-	2.00
Personnel Analyst II (Ltd term expires 6/30/25) (a)	CAMP	-	1.00	1.00	1.00	-	1.00
Executive Secretary-C	CAMP	-	1.00	1.00	1.00	-	1.00
Admin Clerk II-C	CAMP	1.00	-	-	-	-	-
Subtotal, General Fund		14.00	15.00	15.00	15.00	-	15.00
Water Fund 401							
Personnel Analyst II	CAMP	-	1.00	1.00	1.00	-	1.00
		-	1.00	1.00	1.00	-	1.00
SELF INSURANCE Fund							
Risk Manager / Safety Officer	EXEC	-	1.00	1.00	1.00	-	1.00
Administrative Analyst II	CAMP	-	3.00	3.00	3.00	-	3.00
Admin Clerk II-C	CAMP	-	1.00	1.00	1.00	-	1.00
Subtotal, Self Insurance		-	5.00	5.00	5.00	-	5.00
TOTAL DEPARTMENT		14.00	21.00	21.00	21.00	-	21.00

(a) Funded by ARPA expires 6/30/25

Appendix: Personnel Summary

Information Technology Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:							
INFORMATION TECHNOLOGY (a)							
Chief Innovation Officer	EXEC	-	-	-	1.00	-	1.00
IT Project Manager	CAMP	-	-	-	1.00	-	1.00
Information Systems Manager	CAMP	-	-	-	2.00	-	2.00
Network Administrator	CAMP	-	-	-	1.00	-	1.00
IS Services Specialist	IBEW	-	-	-	-	-	-
Media Services Specialist	CAMP	-	-	-	1.00	-	1.00
Asset Manager	CAMP	-	-	-	0.50	-	0.50
IS Support Technician II	IBEW	-	-	-	4.00	1.00	5.00
IS Support Technician I	IBEW	-	-	-	-	-	-
Secretary	IBEW	-	-	-	1.00	-	1.00
Administrative Clerk II	IBEW	-	-	-	-	-	-
TOTAL DEPARTMENT		-	-	-	11.50	1.00	12.50

(a) Information Technology functions transferred to Information Technology Department in FY22-23 Midyear.

Appendix: Personnel Summary

Economic Development Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	Group	Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:							
ECONOMIC DEVELOPMENT (a)							
Economic Development Director	EXEC	-	-	-	1.00	-	1.00
Economic Development Program Manager	CAMP	-	-	-	3.00	-	3.00
Sr. Comm. Development Analyst	IBEW	-	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	-	1.00	-	1.00
Secretary	IBEW	-	-	-	1.00	-	1.00
TOTAL DEPARTMENT		-	-	-	7.00	-	7.00

(a) Economic Development functions transferred to Economic Development Department in FY22-23 Midyear.

Appendix: Personnel Summary

Planning & Development Services Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
Group		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
GENERAL FUND:							
ADMINISTRATION							
Community Development Director	EXEC	-	-	-	-	-	-
Planning & Development Services Director	EXEC	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
		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
CODE ENFORCEMENT (b)							
Code Enforcement Manager	CAMP	-	-	-	1.00	-	1.00
Sr. Code Enforcement Officer	IBEW	-	-	-	1.00	-	1.00
Code Enforcement Officer	IBEW	-	-	-	6.00	-	6.00
Accounting Clerk II	IBEW	-	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	-	1.00	-	1.00
Secretary	IBEW	-	-	-	1.00	-	1.00
		-	-	-	11.00	-	11.00
ECONOMIC DEVELOPMENT (c)							
Economic Development Manager	CAMP	-	1.00	1.00	-	-	-
Economic Development Program Manager	CAMP	-	3.00	3.00	-	-	-
Real Property and Asset Manager	CAMP	-	-	-	-	-	-
Sr. Comm. Development Analyst	IBEW	-	1.00	1.00	-	-	-
Administrative Analyst II	CAMP	-	1.00	1.00	-	-	-
Secretary	IBEW	-	1.00	1.00	-	-	-
		-	7.00	7.00	-	-	-
TOTAL DEPARTMENT		24.00	31.00	31.00	35.00	-	35.00

(a) One (1) Vacant Planning Technician position defunded in FY2023-24.

(b) Code Enforcement functions transferred under the Planning and Development Services Department in FY2022-23 Midyear.

(c) Economic Development functions transferred under the Economic Development Department in FY2022-23 Midyear.

Appendix: Personnel Summary

Police Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
						Proposed	
GENERAL FUND:	Group	Amended	Amended	Adopted	Amended	Changes	Proposed
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	-	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	9.00	-	9.00
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 (d)	VPOA	84.00	84.00	84.00	84.00	-	84.00
Police Officer (Ltd 4-yr term) (e)	VPOA	8.00	8.00	8.00	8.00	-	8.00
		131.00	131.00	131.00	132.00	-	132.00
Administrative Manager	CAMP	1.00	1.00	1.00	1.00	1.00	2.00
Administrative Analyst II	CAMP	3.00	4.00	4.00	5.00	-	5.00
Administrative Analyst I	CAMP	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	2.00	2.00	2.00	-	2.00
Senior Police Assistant	IBEW	1.00	1.00	1.00	2.00	-	2.00
Police Assistant	IBEW	5.00	11.00	11.00	10.00	-	10.00
Police Assistant (Ltd term expires 6/30/25) (f)	IBEW	-	3.00	3.00	3.00	-	3.00
Forensic Analyst	IBEW	-	1.00	1.00	-	-	-
Police Clerk	IBEW	11.00	12.00	12.00	9.00	-	9.00
Police Records Supervisor	IBEW	1.00	-	-	1.00	-	1.00
Police Records Manager	CAMP	-	1.00	1.00	1.00	-	1.00
Crime Analyst	IBEW	1.00	2.00	2.00	2.00	-	2.00
		48.00	62.00	62.00	58.00	1.00	59.00
CODE ENFORCEMENT (g)							
Police Lieutenant	VPOA	1.00	1.00	1.00	-	-	-
Sr. Code Enforcement Officer	IBEW	1.00	1.00	1.00	-	-	-
Code Enforcement Officer	IBEW	4.00	4.00	4.00	-	-	-
Police Clerk	IBEW	1.00	1.00	1.00	-	-	-
Secretary	IBEW	1.00	1.00	1.00	-	-	-
		8.00	8.00	8.00	-	-	-
TOTAL DEPARTMENT		187.00	201.00	201.00	190.00	1.00	191.00
(a) One (1) Vacant Police Captain position defunded in FY2023-24. (b) Two (2) Vacant Police Lieutenant positions defunded in FY2023-24. (c) One (1) Vacant Police Corporal position defunded in FY2023-24. (d) One (1) Vacant Police Officer position defunded in FY2023-24. (e) 3-year Eight (8) Police Officer 2020 COPS grant positions with additional 1 year expire 6/30/24. (f) Funded by ARPA expires 6/30/25 (g) Code Enforcement functions transferred under the Planning and Development Services Department in FY2022-23							
Staffing subtotals by type:							
Sworn		132.00	132.00	132.00	132.00	-	132.00
Unsworn		55.00	69.00	69.00	58.00	-	59.00
Total		187.00	201.00	201.00	190.00	-	191.00

Appendix: Personnel Summary

Fire Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		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	1.00	1.00	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	1.00	-	1.00
Administrative Clerk II	CAMP	-	1.00	1.00	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	24.00	24.00	24.00	-	24.00
Fire Engineer	IAFF	21.00	24.00	24.00	24.00	-	24.00
Firefighter	IAFF	31.00	25.00	24.00	24.00	-	24.00
Firefighter (Limited Term) (a)	IAFF	21.00	21.00	21.00	9.00	-	9.00
		97.00	97.00	96.00	84.00	-	84.00
PREVENTION							
Fire Prevention Manager	CAMP	1.00	1.00	1.00	1.00	-	1.00
Fire Prevention Inspector	IBEW	2.00	3.00	3.00	3.00	-	3.00
Secretary	IBEW	1.00	1.00	1.00	1.00	-	1.00
		4.00	5.00	5.00	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	109.00	108.00	96.00	-	96.00
Staffing subtotals by type:							
Sworn		102.00	101.00	100.00	88.00	-	88.00
Unsworn		6.00	8.00	8.00	8.00	-	8.00
Total		108.00	109.00	108.00	96.00	-	96.00

- (a) Nine (9) Firefighter positions funded by 2020 SAFER grant expire February 26, 2025;
Twelve (12) Firefighter positions funded by 2018 SAFER grant expired March 10, 2023 (Removed from FTE)

Appendix: Personnel Summary

Public Works Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
Group							
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	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
Customer Service Representative	IBEW	-	-	-	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	1.00	-	1.00
Total Administration		6.00	8.00	8.00	9.00	-	9.00
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	2.00	2.00	2.00	-	2.00
Associate Eng/Associate Civil Engineer	IBEW	6.00	-	-	-	-	-
Assistant Eng/Associate Civil Engineer	IBEW	-	7.00	7.00	7.00	-	7.00
Assistant Eng/Assistant Civil Engineer	IBEW	2.00	-	-	-	-	-
Geographic Info Systems Specialist I/II/III	IBEW	0.50	-	-	-	-	-
Traffic Engineer	IBEW	-	1.00	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	-	-	-	-	-	-
Total Engineering		20.50	19.00	19.00	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	1.00	1.00	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	17.00	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	3.00	-	3.00
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 (a)	IBEW	1.00	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	0.50	-	0.50
Customer Service Representative	IBEW	-	1.00	1.00	1.00	-	1.00
Administrative Clerk I	IBEW	1.00	-	-	-	-	-
Total Maintenance		46.00	46.00	45.00	44.50	-	44.50
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	74.00	73.00	73.50	-	73.50

(a) One (1) Vacant Landscape Inspector position defunded in FY2022-23; funded for FY22-23 Midyear.

Appendix: Personnel Summary

Public Works Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
	Group	Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
OTHER FUNDS:							
MARE ISLAND COMMUNITY							
FACILITIES DISTRICT Fund 112							
Maintenance Worker I/II	IBEW	1.00	2.00	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
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	5.00	5.00	-	5.00
Parts Specialist	IBEW	1.00	1.00	1.00	1.00	-	1.00
Accounting Clerk II	IBEW	-	-	-	1.00	-	1.00
Administrative Clerk II	IBEW	1.00	1.00	1.00	-	-	-
Total Corporation Shop Fund		8.00	8.00	9.00	9.00	-	9.00
TOTAL DEPARTMENT		93.50	90.00	89.00	89.50	-	89.50

Appendix: Personnel Summary

Housing Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24	
		Amended	Amended	Adopted	Amended	Proposed Changes	Proposed
OTHER FUNDS:							
HOUSING/SECTION 8 Fund 121 (a)							
Housing Director	EXEC	-	-	-	1.00	-	1.00
Housing & Community Development Program Mgr	CAMP	-	-	-	-	-	-
Housing Project Developer	CAMP	-	-	-	1.00	-	1.00
Housing Specialist Supervisor	IBEW	-	-	-	1.00	-	1.00
Housing Specialist I / II	IBEW	-	-	-	6.00	1.00	7.00
Sr. Housing Specialist	IBEW	-	-	-	1.00	-	1.00
Administrative Manager	CAMP	-	-	-	1.00	-	1.00
Administrative Analyst II	CAMP	-	-	-	1.00	-	1.00
Secretary	IBEW	-	-	-	1.00	-	1.00
Sr. Community Dev. Analyst	IBEW	-	-	-	-	-	-
Admin Clerk II	IBEW	-	-	-	2.00	-	2.00
TOTAL DEPARTMENT		-	-	-	15.00	1.00	16.00

(a) Housing functions transferred under the Housing Department in FY2022-23 Midyear.

Appendix: Personnel Summary

Water Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24		
		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	
Water Resource Manager	CAMP	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	1.00	-	1.00	
IT Project Manager	CAMP	-	1.00	1.00	1.00	-	1.00	
Information System Manager	CAMP	-	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	4.00	4.00	5.00	5.00	-	5.00	
Sr. Civil Engineer	IBEW	2.00	3.00	3.00	3.00	-	3.00	
Associate Civil Engineer	IBEW	4.00	-	-	-	-	-	
Assistant Civil Engineer	IBEW	2.00	-	-	-	-	-	
Assistant Eng/Associate Civil Engineer	IBEW	-	10.00	9.00	8.00	-	8.00	
Geographic Info Systems Specialist I/II/III	IBEW	0.50	1.00	1.00	1.00	-	1.00	
Secretary	IBEW	-	-	1.00	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	-	-	-	-	
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	
		25.50	34.00	34.00	34.00	-	34.00	
WATER QUALITY								
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	-	1.00	
Plant Maintenance Supervisor	CAMP	2.00	2.00	2.00	2.00	-	2.00	
Facilities Maintenance Supervisor	CAMP	-	-	-	1.00	-	1.00	
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	-	-	-	-	-	
Instrument Technician II	IBEW	1.00	-	-	-	-	-	
Instrument Technician I/II	IBEW	-	3.00	3.00	3.00	-	3.00	
Water Maintenance Worker I/II	IBEW	4.00	4.00	4.00	4.00	-	4.00	
		17.00	19.00	19.00	19.00	-	19.00	
TREATMENT OPERATIONS								
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	11.00	11.00	12.00	12.00	-	12.00	
Advanced WTPO	IBEW	7.00	-	-	-	-	-	
Senior WTPO	IBEW	-	7.00	7.00	7.00	-	7.00	
		23.00	23.00	24.00	24.00	-	24.00	

Appendix: Personnel Summary

Water Department

		FY 20-21	FY 21-22	FY 22-23		FY 23-24		
		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	
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	14.00	14.00	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	5.00	5.00	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	35.00	35.00	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		108.50	120.00	121.00	121.00	-	121.00	

CITY OF VALLEJO									
Unrepresented - Contract									
					Entry				Maximum
Grade	Class Code	Status	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5
CCG	8		Mayor	Bi-weekly					903.85
			Effective January 28, 2023 Per Reso. 22-211	Annual					23,500.00
CCG	9		City Council members	Bi-weekly					903.85
			Effective January 28, 2023 Per Reso. 22-211	Annual					23,500.00
N/A			Mayor's Additional Compensation	Bi-weekly					876.92
				Annual					22,800.00
CAG	2		City Attorney	Hourly					120.1923
			(per First Amendment effective July 1, 2022)	Bi-weekly					9,615.38
				Monthly					20,833.33
				Annual					250,000.00
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

July 2023
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City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M01		Hourly	16.0742	16.8779	17.7219	18.6079	19.5383	
M01		Bi-weekly	1,285.94	1,350.23	1,417.75	1,488.63	1,563.06	
M01		Monthly	2,786.20	2,925.50	3,071.80	3,225.37	3,386.64	
M01		Annual	33,434.34	35,106.03	36,861.55	38,704.43	40,639.66	
M02		Hourly	16.1145	16.9201	17.7662	18.6544	19.5872	
M02		Bi-weekly	1,289.16	1,353.61	1,421.30	1,492.35	1,566.98	
M02		Monthly	2,793.18	2,932.82	3,079.48	3,233.43	3,395.12	
M02		Annual	33,518.16	35,193.81	36,953.70	38,801.15	40,741.38	
M03		Hourly	16.1546	16.9623	17.8106	18.7010	19.6360	
M03		Bi-weekly	1,292.37	1,356.98	1,424.85	1,496.08	1,570.88	
M03		Monthly	2,800.13	2,940.13	3,087.17	3,241.51	3,403.57	
M03		Annual	33,601.57	35,281.58	37,046.05	38,898.08	40,842.88	
M04		Hourly	16.1950	17.0048	17.8551	18.7479	19.6852	
M04		Bi-weekly	1,295.60	1,360.38	1,428.41	1,499.83	1,574.82	
M04		Monthly	2,807.13	2,947.50	3,094.88	3,249.64	3,412.10	
M04		Annual	33,685.60	35,369.98	37,138.61	38,995.63	40,945.22	
M05		Hourly	16.2356	17.0473	17.8998	18.7947	19.7345	
M05		Bi-weekly	1,298.85	1,363.78	1,431.98	1,503.58	1,578.76	
M05		Monthly	2,814.17	2,954.87	3,102.63	3,257.75	3,420.65	
M05		Annual	33,770.05	35,458.38	37,231.58	39,092.98	41,047.76	
M06		Hourly	16.2761	17.0899	17.9444	18.8416	19.7836	
M06		Bi-weekly	1,302.09	1,367.19	1,435.55	1,507.33	1,582.69	
M06		Monthly	2,821.19	2,962.25	3,110.36	3,265.88	3,429.16	
M06		Annual	33,854.29	35,546.99	37,324.35	39,190.53	41,149.89	
M07		Hourly	16.3167	17.1325	17.9893	18.8887	19.8331	
M07		Bi-weekly	1,305.34	1,370.60	1,439.14	1,511.10	1,586.65	
M07		Monthly	2,828.23	2,969.63	3,118.15	3,274.04	3,437.74	
M07		Annual	33,938.74	35,635.60	37,417.74	39,288.50	41,252.85	
M08		Hourly	16.3576	17.1756	18.0343	18.9360	19.8828	
M08		Bi-weekly	1,308.61	1,374.05	1,442.74	1,514.88	1,590.62	
M08		Monthly	2,835.32	2,977.10	3,125.95	3,282.24	3,446.35	
M08		Annual	34,023.81	35,725.25	37,511.34	39,386.88	41,356.22	
M09		Hourly	16.3985	17.2184	18.0794	18.9833	19.9326	
M09		Bi-weekly	1,311.88	1,377.47	1,446.35	1,518.66	1,594.61	
M09		Monthly	2,842.41	2,984.52	3,133.76	3,290.44	3,454.98	
M09		Annual	34,108.88	35,814.27	37,605.15	39,485.26	41,459.81	
M10		Hourly	16.4395	17.2615	18.1245	19.0308	19.9823	
M10		Bi-weekly	1,315.16	1,380.92	1,449.96	1,522.46	1,598.58	
M10		Monthly	2,849.51	2,991.99	3,141.58	3,298.67	3,463.60	
M10		Annual	34,194.16	35,903.92	37,698.96	39,584.06	41,563.18	
M11		Hourly	16.4805	17.3045	18.1698	19.0783	20.0322	

July 2023
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City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M11		Bi-weekly	1,318.44	1,384.36	1,453.58	1,526.26	1,602.58	
M11		Monthly	2,856.62	2,999.45	3,149.43	3,306.91	3,472.25	
M11		Annual	34,279.44	35,993.36	37,793.18	39,682.86	41,666.98	
M12		Hourly	16.5217	17.3478	18.2152	19.1260	20.0822	
M12		Bi-weekly	1,321.74	1,387.82	1,457.22	1,530.08	1,606.58	
M12		Monthly	2,863.76	3,006.95	3,157.30	3,315.17	3,480.92	
M12		Annual	34,365.14	36,083.42	37,887.62	39,782.08	41,770.98	
M13		Hourly	16.5631	17.3913	18.2609	19.1740	20.1327	
M13		Bi-weekly	1,325.05	1,391.30	1,460.87	1,533.92	1,610.62	
M13		Monthly	2,870.94	3,014.49	3,165.22	3,323.49	3,489.67	
M13		Annual	34,451.25	36,173.90	37,982.67	39,881.92	41,876.02	
M14		Hourly	16.6045	17.4347	18.3065	19.2218	20.1829	
M14		Bi-weekly	1,328.36	1,394.78	1,464.52	1,537.74	1,614.63	
M14		Monthly	2,878.11	3,022.02	3,173.13	3,331.78	3,498.37	
M14		Annual	34,537.36	36,264.18	38,077.52	39,981.34	41,980.43	
M15		Hourly	16.6460	17.4783	18.3522	19.2698	20.2333	
M15		Bi-weekly	1,331.68	1,398.26	1,468.18	1,541.58	1,618.66	
M15		Monthly	2,885.31	3,029.57	3,181.05	3,340.10	3,507.11	
M15		Annual	34,623.68	36,354.86	38,172.58	40,081.18	42,085.26	
M16		Hourly	16.6876	17.5221	18.3981	19.3181	20.2839	
M16		Bi-weekly	1,335.01	1,401.77	1,471.85	1,545.45	1,622.71	
M16		Monthly	2,892.52	3,037.16	3,189.00	3,348.47	3,515.88	
M16		Annual	34,710.21	36,445.97	38,268.05	40,181.65	42,190.51	
M17		Hourly	16.7294	17.5658	18.4441	19.3664	20.3347	
M17		Bi-weekly	1,338.35	1,405.26	1,475.53	1,549.31	1,626.78	
M17		Monthly	2,899.76	3,044.74	3,196.98	3,356.84	3,524.68	
M17		Annual	34,797.15	36,536.86	38,363.73	40,282.11	42,296.18	
M18		Hourly	16.7712	17.6097	18.4903	19.4148	20.3856	
M18		Bi-weekly	1,341.70	1,408.78	1,479.22	1,553.18	1,630.85	
M18		Monthly	2,907.01	3,052.35	3,204.99	3,365.23	3,533.50	
M18		Annual	34,884.10	36,628.18	38,459.82	40,382.78	42,402.05	
M19		Hourly	16.8131	17.6538	18.5365	19.4633	20.4364	
M19		Bi-weekly	1,345.05	1,412.30	1,482.92	1,557.06	1,634.91	
M19		Monthly	2,914.27	3,059.99	3,212.99	3,373.64	3,542.31	
M19		Annual	34,971.25	36,719.90	38,555.92	40,483.66	42,507.71	
M20		Hourly	16.8551	17.6979	18.5828	19.5119	20.4875	
M20		Bi-weekly	1,348.41	1,415.83	1,486.62	1,560.95	1,639.00	
M20		Monthly	2,921.55	3,067.64	3,221.02	3,382.06	3,551.17	
M20		Annual	35,058.61	36,811.63	38,652.22	40,584.75	42,614.00	
M21		Hourly	16.8973	17.7422	18.6292	19.5607	20.5387	
M21		Bi-weekly	1,351.78	1,419.38	1,490.34	1,564.86	1,643.10	

July 2023
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City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M21		Monthly	2,928.87	3,075.32	3,229.06	3,390.52	3,560.04	
M21		Annual	35,146.38	36,903.78	38,748.74	40,686.26	42,720.50	
M22		Hourly	16.9396	17.7866	18.6759	19.6097	20.5902	
M22		Bi-weekly	1,355.17	1,422.93	1,494.07	1,568.78	1,647.22	
M22		Monthly	2,936.20	3,083.01	3,237.16	3,399.02	3,568.97	
M22		Annual	35,234.37	36,996.13	38,845.87	40,788.18	42,827.62	
M23		Hourly	16.9819	17.8309	18.7225	19.6586	20.6415	
M23		Bi-weekly	1,358.55	1,426.47	1,497.80	1,572.69	1,651.32	
M23		Monthly	2,943.53	3,090.69	3,245.23	3,407.49	3,577.86	
M23		Annual	35,322.35	37,088.27	38,942.80	40,889.89	42,934.32	
M24		Hourly	17.0244	17.8755	18.7693	19.7078	20.6931	
M24		Bi-weekly	1,361.95	1,430.04	1,501.54	1,576.62	1,655.45	
M24		Monthly	2,950.90	3,098.42	3,253.35	3,416.02	3,586.80	
M24		Annual	35,410.75	37,181.04	39,040.14	40,992.22	43,041.65	
M25		Hourly	17.0669	17.9201	18.8162	19.7570	20.7449	
M25		Bi-weekly	1,365.35	1,433.61	1,505.30	1,580.56	1,659.59	
M25		Monthly	2,958.26	3,106.15	3,261.48	3,424.55	3,595.78	
M25		Annual	35,499.15	37,273.81	39,137.70	41,094.56	43,149.39	
M26		Hourly	17.1095	17.9651	18.8633	19.8065	20.7967	
M26		Bi-weekly	1,368.76	1,437.21	1,509.06	1,584.52	1,663.74	
M26		Monthly	2,965.65	3,113.95	3,269.64	3,433.13	3,604.76	
M26		Annual	35,587.76	37,367.41	39,235.66	41,197.52	43,257.14	
M27		Hourly	17.1523	18.0100	18.9104	19.8559	20.8487	
M27		Bi-weekly	1,372.18	1,440.80	1,512.83	1,588.47	1,667.90	
M27		Monthly	2,973.07	3,121.73	3,277.80	3,441.69	3,613.78	
M27		Annual	35,676.78	37,460.80	39,333.63	41,300.27	43,365.30	
M28		Hourly	17.1951	18.0550	18.9578	19.9056	20.9009	
M28		Bi-weekly	1,375.61	1,444.40	1,516.62	1,592.45	1,672.07	
M28		Monthly	2,980.48	3,129.53	3,286.02	3,450.30	3,622.82	
M28		Annual	35,765.81	37,554.40	39,432.22	41,403.65	43,473.87	
M29		Hourly	17.2382	18.1001	19.0050	19.9553	20.9531	
M29		Bi-weekly	1,379.06	1,448.01	1,520.40	1,596.42	1,676.25	
M29		Monthly	2,987.96	3,137.35	3,294.20	3,458.92	3,631.87	
M29		Annual	35,855.46	37,648.21	39,530.40	41,507.02	43,582.45	
M30		Hourly	17.2813	18.1454	19.0527	20.0054	21.0057	
M30		Bi-weekly	1,382.50	1,451.63	1,524.22	1,600.43	1,680.46	
M30		Monthly	2,995.43	3,145.20	3,302.47	3,467.60	3,640.99	
M30		Annual	35,945.10	37,742.43	39,629.62	41,611.23	43,691.86	
M31		Hourly	17.3245	18.1907	19.1002	20.0552	21.0580	
M31		Bi-weekly	1,385.96	1,455.26	1,528.02	1,604.42	1,684.64	
M31		Monthly	3,002.91	3,153.06	3,310.70	3,476.24	3,650.05	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M31		Annual	36,034.96	37,836.66	39,728.42	41,714.82	43,800.64	
M32		Hourly	17.3678	18.2363	19.1480	20.1054	21.1108	
M32		Bi-weekly	1,389.42	1,458.90	1,531.84	1,608.43	1,688.86	
M32		Monthly	3,010.42	3,160.96	3,318.99	3,484.94	3,659.21	
M32		Annual	36,125.02	37,931.50	39,827.84	41,819.23	43,910.46	
M33		Hourly	17.4112	18.2817	19.1958	20.1557	21.1634	
M33		Bi-weekly	1,392.90	1,462.54	1,535.66	1,612.46	1,693.07	
M33		Monthly	3,017.94	3,168.83	3,327.27	3,493.66	3,668.32	
M33		Annual	36,215.30	38,025.94	39,927.26	41,923.86	44,019.87	
M34		Hourly	17.4548	18.3275	19.2438	20.2061	21.2164	
M34		Bi-weekly	1,396.38	1,466.20	1,539.50	1,616.49	1,697.31	
M34		Monthly	3,025.50	3,176.77	3,335.59	3,502.39	3,677.51	
M34		Annual	36,305.98	38,121.20	40,027.10	42,028.69	44,130.11	
M35		Hourly	17.4984	18.3733	19.2920	20.2565	21.2693	
M35		Bi-weekly	1,399.87	1,469.86	1,543.36	1,620.52	1,701.54	
M35		Monthly	3,033.06	3,184.71	3,343.95	3,511.13	3,686.68	
M35		Annual	36,396.67	38,216.46	40,127.36	42,133.52	44,240.14	
M36		Hourly	17.5420	18.4192	19.3402	20.3072	21.3225	
M36		Bi-weekly	1,403.36	1,473.54	1,547.22	1,624.58	1,705.80	
M36		Monthly	3,040.61	3,192.66	3,352.30	3,519.92	3,695.90	
M36		Annual	36,487.36	38,311.94	40,227.62	42,238.98	44,350.80	
M37		Hourly	17.5860	18.4653	19.3886	20.3581	21.3759	
M37		Bi-weekly	1,406.88	1,477.22	1,551.09	1,628.65	1,710.07	
M37		Monthly	3,048.24	3,200.65	3,360.69	3,528.74	3,705.16	
M37		Annual	36,578.88	38,407.82	40,328.29	42,344.85	44,461.87	
M38		Hourly	17.6299	18.5114	19.4369	20.4087	21.4292	
M38		Bi-weekly	1,410.39	1,480.91	1,554.95	1,632.70	1,714.34	
M38		Monthly	3,055.85	3,208.64	3,369.06	3,537.51	3,714.40	
M38		Annual	36,670.19	38,503.71	40,428.75	42,450.10	44,572.74	
M39		Hourly	17.6741	18.5577	19.4855	20.4599	21.4829	
M39		Bi-weekly	1,413.93	1,484.62	1,558.84	1,636.79	1,718.63	
M39		Monthly	3,063.51	3,216.67	3,377.49	3,546.38	3,723.70	
M39		Annual	36,762.13	38,600.02	40,529.84	42,556.59	44,684.43	
M40		Hourly	17.7182	18.6041	19.5343	20.5110	21.5366	
M40		Bi-weekly	1,417.46	1,488.33	1,562.74	1,640.88	1,722.93	
M40		Monthly	3,071.16	3,224.71	3,385.95	3,555.24	3,733.01	
M40		Annual	36,853.86	38,696.53	40,631.34	42,662.88	44,796.13	
M41		Hourly	17.7625	18.6506	19.5832	20.5623	21.5904	
M41		Bi-weekly	1,421.00	1,492.05	1,566.66	1,644.98	1,727.23	
M41		Monthly	3,078.83	3,232.77	3,394.42	3,564.13	3,742.34	
M41		Annual	36,946.00	38,793.25	40,733.06	42,769.58	44,908.03	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M42		Hourly	17.8069	18.6973	19.6321	20.6137	21.6443	
M42		Bi-weekly	1,424.55	1,495.78	1,570.57	1,649.10	1,731.54	
M42		Monthly	3,086.53	3,240.87	3,402.90	3,573.04	3,751.68	
M42		Annual	37,038.35	38,890.38	40,834.77	42,876.50	45,020.14	
M43		Hourly	17.8513	18.7439	19.6812	20.6653	21.6986	
M43		Bi-weekly	1,428.10	1,499.51	1,574.50	1,653.22	1,735.89	
M43		Monthly	3,094.23	3,248.94	3,411.41	3,581.99	3,761.09	
M43		Annual	37,130.70	38,987.31	40,936.90	42,983.82	45,133.09	
M44		Hourly	17.8960	18.7908	19.7304	20.7169	21.7528	
M44		Bi-weekly	1,431.68	1,503.26	1,578.43	1,657.35	1,740.22	
M44		Monthly	3,101.97	3,257.07	3,419.94	3,590.93	3,770.49	
M44		Annual	37,223.68	39,084.86	41,039.23	43,091.15	45,245.82	
M45		Hourly	17.9407	18.8378	19.7796	20.7687	21.8071	
M45		Bi-weekly	1,435.26	1,507.02	1,582.37	1,661.50	1,744.57	
M45		Monthly	3,109.72	3,265.22	3,428.46	3,599.91	3,779.90	
M45		Annual	37,316.66	39,182.62	41,141.57	43,198.90	45,358.77	
M46		Hourly	17.9857	18.8849	19.8293	20.8207	21.8618	
M46		Bi-weekly	1,438.86	1,510.79	1,586.34	1,665.66	1,748.94	
M46		Monthly	3,117.52	3,273.38	3,437.08	3,608.92	3,789.38	
M46		Annual	37,410.26	39,280.59	41,244.94	43,307.06	45,472.54	
M47		Hourly	18.0306	18.9321	19.8787	20.8726	21.9163	
M47		Bi-weekly	1,442.45	1,514.57	1,590.30	1,669.81	1,753.30	
M47		Monthly	3,125.30	3,281.56	3,445.64	3,617.92	3,798.83	
M47		Annual	37,503.65	39,378.77	41,347.70	43,415.01	45,585.90	
M48		Hourly	18.0757	18.9795	19.9285	20.9249	21.9712	
M48		Bi-weekly	1,446.06	1,518.36	1,594.28	1,673.99	1,757.70	
M48		Monthly	3,133.12	3,289.78	3,454.27	3,626.98	3,808.34	
M48		Annual	37,597.46	39,477.36	41,451.28	43,523.79	45,700.10	
M49		Hourly	18.1209	19.0269	19.9782	20.9771	22.0259	
M49		Bi-weekly	1,449.67	1,522.15	1,598.26	1,678.17	1,762.07	
M49		Monthly	3,140.96	3,298.00	3,462.89	3,636.03	3,817.82	
M49		Annual	37,691.47	39,575.95	41,554.66	43,632.37	45,813.87	
M50		Hourly	18.1661	19.0745	20.0282	21.0296	22.0811	
M50		Bi-weekly	1,453.29	1,525.96	1,602.26	1,682.37	1,766.49	
M50		Monthly	3,148.79	3,306.25	3,471.56	3,645.13	3,827.39	
M50		Annual	37,785.49	39,674.96	41,658.66	43,741.57	45,928.69	
M51		Hourly	18.2116	19.1222	20.0783	21.0822	22.1363	
M51		Bi-weekly	1,456.93	1,529.78	1,606.26	1,686.58	1,770.90	
M51		Monthly	3,156.68	3,314.52	3,480.24	3,654.25	3,836.96	
M51		Annual	37,880.13	39,774.18	41,762.86	43,850.98	46,043.50	
M52		Hourly	18.2572	19.1699	20.1285	21.1349	22.1918	

July 2023
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City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M52		Bi-weekly	1,460.58	1,533.59	1,610.28	1,690.79	1,775.34	
M52		Monthly	3,164.58	3,322.78	3,488.94	3,663.38	3,846.58	
M52		Annual	37,974.98	39,873.39	41,867.28	43,960.59	46,158.94	
M53		Hourly	18.3027	19.2178	20.1787	21.1876	22.2471	
M53		Bi-weekly	1,464.22	1,537.42	1,614.30	1,695.01	1,779.77	
M53		Monthly	3,172.47	3,331.09	3,497.64	3,672.52	3,856.16	
M53		Annual	38,069.62	39,973.02	41,971.70	44,070.21	46,273.97	
M54		Hourly	18.3485	19.2659	20.2292	21.2407	22.3027	
M54		Bi-weekly	1,467.88	1,541.27	1,618.34	1,699.26	1,784.22	
M54		Monthly	3,180.41	3,339.42	3,506.40	3,681.72	3,865.80	
M54		Annual	38,164.88	40,073.07	42,076.74	44,180.66	46,389.62	
M55		Hourly	18.3945	19.3141	20.2799	21.2939	22.3585	
M55		Bi-weekly	1,471.56	1,545.13	1,622.39	1,703.51	1,788.68	
M55		Monthly	3,188.38	3,347.78	3,515.18	3,690.94	3,875.47	
M55		Annual	38,260.56	40,173.33	42,182.19	44,291.31	46,505.68	
M56		Hourly	18.4403	19.3624	20.3304	21.3471	22.4143	
M56		Bi-weekly	1,475.22	1,548.99	1,626.43	1,707.77	1,793.14	
M56		Monthly	3,196.32	3,356.15	3,523.94	3,700.16	3,885.15	
M56		Annual	38,355.82	40,273.79	42,287.23	44,401.97	46,621.74	
M57		Hourly	18.4864	19.4108	20.3813	21.4004	22.4705	
M57		Bi-weekly	1,478.91	1,552.86	1,630.50	1,712.03	1,797.64	
M57		Monthly	3,204.31	3,364.54	3,532.76	3,709.40	3,894.89	
M57		Annual	38,451.71	40,374.46	42,393.10	44,512.83	46,738.64	
M58		Hourly	18.5327	19.4593	20.4323	21.4539	22.5265	
M58		Bi-weekly	1,482.62	1,556.74	1,634.58	1,716.31	1,802.12	
M58		Monthly	3,212.34	3,372.95	3,541.60	3,718.68	3,904.59	
M58		Annual	38,548.02	40,475.34	42,499.18	44,624.11	46,855.12	
M59		Hourly	18.5790	19.5080	20.4833	21.5074	22.5829	
M59		Bi-weekly	1,486.32	1,560.64	1,638.66	1,720.59	1,806.63	
M59		Monthly	3,220.36	3,381.39	3,550.44	3,727.95	3,914.37	
M59		Annual	38,644.32	40,576.64	42,605.26	44,735.39	46,972.43	
M60		Hourly	18.6255	19.5567	20.5345	21.5613	22.6393	
M60		Bi-weekly	1,490.04	1,564.54	1,642.76	1,724.90	1,811.14	
M60		Monthly	3,228.42	3,389.83	3,559.31	3,737.29	3,924.15	
M60		Annual	38,741.04	40,677.94	42,711.76	44,847.50	47,089.74	
M61		Hourly	18.6720	19.6055	20.5859	21.6152	22.6959	
M61		Bi-weekly	1,493.76	1,568.44	1,646.87	1,729.22	1,815.67	
M61		Monthly	3,236.48	3,398.29	3,568.22	3,746.64	3,933.96	
M61		Annual	38,837.76	40,779.44	42,818.67	44,959.62	47,207.47	
M62		Hourly	18.7187	19.6548	20.6375	21.6693	22.7528	
M62		Bi-weekly	1,497.50	1,572.38	1,651.00	1,733.54	1,820.22	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M62		Monthly	3,244.58	3,406.83	3,577.17	3,756.01	3,943.82	
M62		Annual	38,934.90	40,881.98	42,926.00	45,072.14	47,325.82	
M63		Hourly	18.7655	19.7038	20.6890	21.7233	22.8096	
M63		Bi-weekly	1,501.24	1,576.30	1,655.12	1,737.86	1,824.77	
M63		Monthly	3,252.69	3,415.33	3,586.09	3,765.37	3,953.66	
M63		Annual	39,032.24	40,983.90	43,033.12	45,184.46	47,443.97	
M64		Hourly	18.8124	19.7530	20.7407	21.7778	22.8666	
M64		Bi-weekly	1,504.99	1,580.24	1,659.26	1,742.22	1,829.33	
M64		Monthly	3,260.82	3,423.85	3,595.06	3,774.82	3,963.54	
M64		Annual	39,129.79	41,086.24	43,140.66	45,297.82	47,562.53	
M65		Hourly	18.8594	19.8025	20.7925	21.8322	22.9238	
M65		Bi-weekly	1,508.75	1,584.20	1,663.40	1,746.58	1,833.90	
M65		Monthly	3,268.96	3,432.43	3,604.03	3,784.25	3,973.46	
M65		Annual	39,227.55	41,189.20	43,248.40	45,410.98	47,681.50	
M66		Hourly	18.9066	19.8519	20.8445	21.8868	22.9811	
M66		Bi-weekly	1,512.53	1,588.15	1,667.56	1,750.94	1,838.49	
M66		Monthly	3,277.14	3,441.00	3,613.05	3,793.71	3,983.39	
M66		Annual	39,325.73	41,291.95	43,356.56	45,524.54	47,800.69	
M67	Administrative Clerk I		-	-	-	-	-	IBEW
M67	Cashier Clerk		-	-	-	-	-	IBEW
M67		Hourly	18.9539	19.9017	20.8967	21.9416	23.0386	
M67		Bi-weekly	1,516.31	1,592.14	1,671.74	1,755.33	1,843.09	
M67		Monthly	3,285.34	3,449.63	3,622.10	3,803.21	3,993.36	
M67		Annual	39,424.11	41,395.54	43,465.14	45,638.53	47,920.29	
M68		Hourly	19.0012	19.9513	20.9489	21.9963	23.0961	
M68		Bi-weekly	1,520.10	1,596.10	1,675.91	1,759.70	1,847.69	
M68		Monthly	3,293.54	3,458.23	3,631.14	3,812.69	4,003.32	
M68		Annual	39,522.50	41,498.70	43,573.71	45,752.30	48,039.89	
M69		Hourly	19.0487	20.0013	21.0013	22.0514	23.1540	
M69		Bi-weekly	1,523.90	1,600.10	1,680.10	1,764.11	1,852.32	
M69		Monthly	3,301.78	3,466.89	3,640.23	3,822.24	4,013.36	
M69		Annual	39,621.30	41,602.70	43,682.70	45,866.91	48,160.32	
M70		Hourly	19.0963	20.0511	21.0537	22.1064	23.2118	
M70		Bi-weekly	1,527.70	1,604.09	1,684.30	1,768.51	1,856.94	
M70		Monthly	3,310.03	3,475.52	3,649.31	3,831.78	4,023.38	
M70		Annual	39,720.30	41,706.29	43,791.70	45,981.31	48,280.54	
M71		Hourly	19.1441	20.1014	21.1065	22.1618	23.2699	
M71		Bi-weekly	1,531.53	1,608.11	1,688.52	1,772.94	1,861.59	
M71		Monthly	3,318.31	3,484.24	3,658.46	3,841.38	4,033.45	
M71		Annual	39,819.73	41,810.91	43,901.52	46,096.54	48,401.39	
M72		Hourly	19.1920	20.1515	21.1592	22.2171	23.3281	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M72		Bi-weekly	1,535.36	1,612.12	1,692.74	1,777.37	1,866.25	
M72		Monthly	3,326.61	3,492.93	3,667.60	3,850.96	4,043.54	
M72		Annual	39,919.36	41,915.12	44,011.14	46,211.57	48,522.45	
M73		Hourly	19.2400	20.2020	21.2121	22.2727	23.3864	
M73		Bi-weekly	1,539.20	1,616.16	1,696.97	1,781.82	1,870.91	
M73		Monthly	3,334.93	3,501.68	3,676.76	3,860.60	4,053.64	
M73		Annual	40,019.20	42,020.16	44,121.17	46,327.22	48,643.71	
M74		Hourly	19.2881	20.2525	21.2652	22.3285	23.4450	
M74		Bi-weekly	1,543.05	1,620.20	1,701.22	1,786.28	1,875.60	
M74		Monthly	3,343.27	3,510.43	3,685.97	3,870.27	4,063.80	
M74		Annual	40,119.25	42,125.20	44,231.62	46,443.28	48,765.60	
M75		Hourly	19.3363	20.3032	21.3183	22.3843	23.5035	
M75		Bi-weekly	1,546.90	1,624.26	1,705.46	1,790.74	1,880.28	
M75		Monthly	3,351.63	3,519.22	3,695.17	3,879.95	4,073.94	
M75		Annual	40,219.50	42,230.66	44,342.06	46,559.34	48,887.28	
M76		Hourly	19.3846	20.3539	21.3716	22.4402	23.5622	
M76		Bi-weekly	1,550.77	1,628.31	1,709.73	1,795.22	1,884.98	
M76		Monthly	3,360.00	3,528.01	3,704.41	3,889.64	4,084.12	
M76		Annual	40,319.97	42,336.11	44,452.93	46,675.62	49,009.38	
M77		Hourly	19.4330	20.4047	21.4250	22.4963	23.6211	
M77		Bi-weekly	1,554.64	1,632.38	1,714.00	1,799.70	1,889.69	
M77		Monthly	3,368.39	3,536.82	3,713.67	3,899.36	4,094.32	
M77		Annual	40,420.64	42,441.78	44,564.00	46,792.30	49,131.89	
M78		Hourly	19.4817	20.4558	21.4786	22.5525	23.6801	
M78		Bi-weekly	1,558.54	1,636.46	1,718.29	1,804.20	1,894.41	
M78		Monthly	3,376.83	3,545.67	3,722.96	3,909.10	4,104.55	
M78		Annual	40,521.94	42,548.06	44,675.49	46,909.20	49,254.61	
M79		Hourly	19.5303	20.5069	21.5323	22.6089	23.7393	
M79		Bi-weekly	1,562.42	1,640.55	1,722.58	1,808.71	1,899.14	
M79		Monthly	3,385.25	3,554.53	3,732.27	3,918.88	4,114.81	
M79		Annual	40,623.02	42,654.35	44,787.18	47,026.51	49,377.74	
M80		Hourly	19.5792	20.5582	21.5860	22.6654	23.7986	
M80		Bi-weekly	1,566.34	1,644.66	1,726.88	1,813.23	1,903.89	
M80		Monthly	3,393.73	3,563.42	3,741.57	3,928.67	4,125.09	
M80		Annual	40,724.74	42,761.06	44,898.88	47,144.03	49,501.09	
M81		Hourly	19.6282	20.6095	21.6400	22.7220	23.8581	
M81		Bi-weekly	1,570.26	1,648.76	1,731.20	1,817.76	1,908.65	
M81		Monthly	3,402.22	3,572.31	3,750.93	3,938.48	4,135.40	
M81		Annual	40,826.66	42,867.76	45,011.20	47,261.76	49,624.85	
M82		Hourly	19.6772	20.6611	21.6942	22.7789	23.9178	
M82		Bi-weekly	1,574.18	1,652.89	1,735.54	1,822.31	1,913.42	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M82		Monthly	3,410.72	3,581.26	3,760.33	3,948.34	4,145.75	
M82		Annual	40,928.58	42,975.09	45,123.94	47,380.11	49,749.02	
M83		Hourly	19.7264	20.7127	21.7483	22.8357	23.9776	
M83		Bi-weekly	1,578.11	1,657.02	1,739.86	1,826.86	1,918.21	
M83		Monthly	3,419.24	3,590.20	3,769.71	3,958.19	4,156.12	
M83		Annual	41,030.91	43,082.42	45,236.46	47,498.26	49,873.41	
M84		Hourly	19.7758	20.7646	21.8028	22.8929	24.0375	
M84		Bi-weekly	1,582.06	1,661.17	1,744.22	1,831.43	1,923.00	
M84		Monthly	3,427.81	3,599.20	3,779.15	3,968.10	4,166.50	
M84		Annual	41,133.66	43,190.37	45,349.82	47,617.23	49,998.00	
M85		Hourly	19.8251	20.8164	21.8572	22.9500	24.0975	
M85		Bi-weekly	1,586.01	1,665.31	1,748.58	1,836.00	1,927.80	
M85		Monthly	3,436.35	3,608.18	3,788.58	3,978.00	4,176.90	
M85		Annual	41,236.21	43,298.11	45,462.98	47,736.00	50,122.80	
M86		Hourly	19.8748	20.8685	21.9119	23.0075	24.1579	
M86		Bi-weekly	1,589.98	1,669.48	1,752.95	1,840.60	1,932.63	
M86		Monthly	3,444.97	3,617.21	3,798.06	3,987.97	4,187.37	
M86		Annual	41,339.58	43,406.48	45,576.75	47,855.60	50,248.43	
M87		Hourly	19.9244	20.9206	21.9667	23.0650	24.2182	
M87		Bi-weekly	1,593.95	1,673.65	1,757.34	1,845.20	1,937.46	
M87		Monthly	3,453.56	3,626.24	3,807.56	3,997.93	4,197.82	
M87		Annual	41,442.75	43,514.85	45,690.74	47,975.20	50,373.86	
M88		Hourly	19.9742	20.9730	22.0215	23.1226	24.2786	
M88		Bi-weekly	1,597.94	1,677.84	1,761.72	1,849.81	1,942.29	
M88		Monthly	3,462.20	3,635.32	3,817.06	4,007.92	4,208.29	
M88		Annual	41,546.34	43,623.84	45,804.72	48,095.01	50,499.49	
M89		Hourly	20.0241	21.0254	22.0766	23.1805	24.3394	
M89		Bi-weekly	1,601.93	1,682.03	1,766.13	1,854.44	1,947.15	
M89		Monthly	3,470.84	3,644.40	3,826.61	4,017.95	4,218.83	
M89		Annual	41,650.13	43,732.83	45,919.33	48,215.44	50,625.95	
M90		Hourly	20.0742	21.0780	22.1318	23.2384	24.4004	
M90		Bi-weekly	1,605.94	1,686.24	1,770.54	1,859.07	1,952.03	
M90		Monthly	3,479.53	3,653.52	3,836.18	4,027.99	4,229.40	
M90		Annual	41,754.34	43,842.24	46,034.14	48,335.87	50,752.83	
M91		Hourly	20.1244	21.1308	22.1873	23.2966	24.4615	
M91		Bi-weekly	1,609.95	1,690.46	1,774.98	1,863.73	1,956.92	
M91		Monthly	3,488.23	3,662.67	3,845.80	4,038.08	4,239.99	
M91		Annual	41,858.75	43,952.06	46,149.58	48,456.93	50,879.92	
M92		Hourly	20.1747	21.1835	22.2426	23.3548	24.5225	
M92		Bi-weekly	1,613.98	1,694.68	1,779.41	1,868.38	1,961.80	
M92		Monthly	3,496.95	3,671.81	3,855.38	4,048.17	4,250.57	

July 2023
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City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
M92		Annual	41,963.38	44,061.68	46,264.61	48,577.98	51,006.80	
M93		Hourly	20.2252	21.2365	22.2984	23.4132	24.5839	
M93		Bi-weekly	1,618.02	1,698.92	1,783.87	1,873.06	1,966.71	
M93		Monthly	3,505.70	3,680.99	3,865.06	4,058.29	4,261.21	
M93		Annual	42,068.42	44,171.92	46,380.67	48,699.46	51,134.51	
M94		Hourly	20.2758	21.2896	22.3540	23.4717	24.6454	
M94		Bi-weekly	1,622.06	1,703.17	1,788.32	1,877.74	1,971.63	
M94		Monthly	3,514.47	3,690.20	3,874.69	4,068.43	4,271.87	
M94		Annual	42,173.66	44,282.37	46,496.32	48,821.14	51,262.43	
M95		Hourly	20.3263	21.3427	22.4098	23.5302	24.7068	
M95		Bi-weekly	1,626.10	1,707.42	1,792.78	1,882.42	1,976.54	
M95		Monthly	3,523.23	3,699.40	3,884.37	4,078.57	4,282.51	
M95		Annual	42,278.70	44,392.82	46,612.38	48,942.82	51,390.14	
M96		Hourly	20.3772	21.3961	22.4659	23.5893	24.7687	
M96		Bi-weekly	1,630.18	1,711.69	1,797.27	1,887.14	1,981.50	
M96		Monthly	3,532.05	3,708.66	3,894.09	4,088.81	4,293.24	
M96		Annual	42,384.58	44,503.89	46,729.07	49,065.74	51,518.90	
M97		Hourly	20.4282	21.4495	22.5220	23.6482	24.8306	
M97		Bi-weekly	1,634.26	1,715.96	1,801.76	1,891.86	1,986.45	
M97		Monthly	3,540.89	3,717.91	3,903.81	4,099.02	4,303.97	
M97		Annual	42,490.66	44,614.96	46,845.76	49,188.26	51,647.65	
M98		Hourly	20.4793	21.5032	22.5783	23.7072	24.8926	
M98		Bi-weekly	1,638.34	1,720.26	1,806.26	1,896.58	1,991.41	
M98		Monthly	3,549.75	3,727.22	3,913.57	4,109.25	4,314.72	
M98		Annual	42,596.94	44,726.66	46,962.86	49,310.98	51,776.61	
M99		Hourly	20.5304	21.5570	22.6348	23.7664	24.9548	
M99		Bi-weekly	1,642.43	1,724.56	1,810.78	1,901.31	1,996.38	
M99		Monthly	3,558.60	3,736.55	3,923.37	4,119.51	4,325.50	
M99		Annual	42,703.23	44,838.56	47,080.38	49,434.11	51,905.98	
N00		Hourly	20.5818	21.6108	22.6914	23.8260	25.0172	
N00		Bi-weekly	1,646.54	1,728.86	1,815.31	1,906.08	2,001.38	
N00		Monthly	3,567.51	3,745.87	3,933.18	4,129.84	4,336.32	
N00		Annual	42,810.14	44,950.46	47,198.11	49,558.08	52,035.78	
N01		Hourly	20.6333	21.6649	22.7483	23.8856	25.0799	
N01		Bi-weekly	1,650.66	1,733.19	1,819.86	1,910.85	2,006.39	
N01		Monthly	3,576.44	3,755.25	3,943.04	4,140.17	4,347.18	
N01		Annual	42,917.26	45,062.99	47,316.46	49,682.05	52,166.19	
N02		Hourly	20.6849	21.7191	22.8050	23.9452	25.1425	
N02		Bi-weekly	1,654.79	1,737.53	1,824.40	1,915.62	2,011.40	
N02		Monthly	3,585.38	3,764.64	3,952.87	4,150.50	4,358.03	
N02		Annual	43,024.59	45,175.73	47,434.40	49,806.02	52,296.40	

July 2023
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City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N03		Hourly	20.7366	21.7734	22.8620	24.0051	25.2052	
N03		Bi-weekly	1,658.93	1,741.87	1,828.96	1,920.41	2,016.42	
N03		Monthly	3,594.34	3,774.06	3,962.75	4,160.88	4,368.90	
N03		Annual	43,132.13	45,288.67	47,552.96	49,930.61	52,426.82	
N04		Hourly	20.7883	21.8278	22.9191	24.0651	25.2684	
N04		Bi-weekly	1,663.06	1,746.22	1,833.53	1,925.21	2,021.47	
N04		Monthly	3,603.31	3,783.49	3,972.64	4,171.28	4,379.86	
N04		Annual	43,239.66	45,401.82	47,671.73	50,055.41	52,558.27	
N05		Hourly	20.8403	21.8824	22.9764	24.1253	25.3315	
N05		Bi-weekly	1,667.22	1,750.59	1,838.11	1,930.02	2,026.52	
N05		Monthly	3,612.32	3,792.95	3,982.58	4,181.72	4,390.79	
N05		Annual	43,347.82	45,515.39	47,790.91	50,180.62	52,689.52	
N06	Accounting Clerk I		-	-	-	-	-	IBEW
N06	Administrative Clerk II		-	-	-	-	-	IBEW
N06		Hourly	20.8924	21.9370	23.0339	24.1855	25.3948	
N06		Bi-weekly	1,671.39	1,754.96	1,842.71	1,934.84	2,031.58	
N06		Monthly	3,621.35	3,802.41	3,992.54	4,192.15	4,401.77	
N06		Annual	43,456.19	45,628.96	47,910.51	50,305.84	52,821.18	
N07		Hourly	20.9446	21.9919	23.0915	24.2461	25.4583	
N07		Bi-weekly	1,675.57	1,759.35	1,847.32	1,939.69	2,036.66	
N07		Monthly	3,630.40	3,811.93	4,002.53	4,202.66	4,412.77	
N07		Annual	43,564.77	45,743.15	48,030.32	50,431.89	52,953.26	
N08		Hourly	20.9970	22.0468	23.1493	24.3067	25.5221	
N08		Bi-weekly	1,679.76	1,763.74	1,851.94	1,944.54	2,041.77	
N08		Monthly	3,639.48	3,821.45	4,012.55	4,213.16	4,423.83	
N08		Annual	43,673.76	45,857.34	48,150.54	50,557.94	53,085.97	
N09		Hourly	21.0495	22.1020	23.2071	24.3675	25.5859	
N09		Bi-weekly	1,683.96	1,768.16	1,856.57	1,949.40	2,046.87	
N09		Monthly	3,648.58	3,831.01	4,022.56	4,223.70	4,434.89	
N09		Annual	43,782.96	45,972.16	48,270.77	50,684.40	53,218.67	
N10		Hourly	21.1021	22.1573	23.2651	24.4283	25.6498	
N10		Bi-weekly	1,688.17	1,772.58	1,861.21	1,954.26	2,051.98	
N10		Monthly	3,657.70	3,840.60	4,032.62	4,234.24	4,445.97	
N10		Annual	43,892.37	46,087.18	48,391.41	50,810.86	53,351.58	
N11		Hourly	21.1549	22.2127	23.3232	24.4894	25.7138	
N11		Bi-weekly	1,692.39	1,777.02	1,865.86	1,959.15	2,057.10	
N11		Monthly	3,666.85	3,850.20	4,042.69	4,244.83	4,457.06	
N11		Annual	44,002.19	46,202.42	48,512.26	50,937.95	53,484.70	
N12		Hourly	21.2077	22.2681	23.3815	24.5507	25.7781	
N12		Bi-weekly	1,696.62	1,781.45	1,870.52	1,964.06	2,062.25	
N12		Monthly	3,676.00	3,859.80	4,052.79	4,255.46	4,468.20	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N12		Annual	44,112.02	46,317.65	48,633.52	51,065.46	53,618.45	
N13		Hourly	21.2607	22.3238	23.4399	24.6120	25.8426	
N13		Bi-weekly	1,700.86	1,785.90	1,875.19	1,968.96	2,067.41	
N13		Monthly	3,685.19	3,869.46	4,062.92	4,266.08	4,479.38	
N13		Annual	44,222.26	46,433.50	48,754.99	51,192.96	53,752.61	
N14		Hourly	21.3139	22.3796	23.4986	24.6735	25.9073	
N14		Bi-weekly	1,705.11	1,790.37	1,879.89	1,973.88	2,072.58	
N14		Monthly	3,694.41	3,879.13	4,073.09	4,276.74	4,490.60	
N14		Annual	44,332.91	46,549.57	48,877.09	51,320.88	53,887.18	
N15		Hourly	21.3672	22.4356	23.5574	24.7352	25.9720	
N15		Bi-weekly	1,709.38	1,794.85	1,884.59	1,978.82	2,077.76	
N15		Monthly	3,703.65	3,888.84	4,083.28	4,287.44	4,501.81	
N15		Annual	44,443.78	46,666.05	48,999.39	51,449.22	54,021.76	
N16		Hourly	21.4207	22.4918	23.6164	24.7971	26.0370	
N16		Bi-weekly	1,713.66	1,799.34	1,889.31	1,983.77	2,082.96	
N16		Monthly	3,712.92	3,898.58	4,093.51	4,298.16	4,513.08	
N16		Annual	44,555.06	46,782.94	49,122.11	51,577.97	54,156.96	
N17		Hourly	21.4742	22.5478	23.6753	24.8591	26.1021	
N17		Bi-weekly	1,717.94	1,803.82	1,894.02	1,988.73	2,088.17	
N17		Monthly	3,722.20	3,908.29	4,103.72	4,308.91	4,524.36	
N17		Annual	44,666.34	46,899.42	49,244.62	51,706.93	54,292.37	
N18		Hourly	21.5278	22.6043	23.7345	24.9213	26.1674	
N18		Bi-weekly	1,722.22	1,808.34	1,898.76	1,993.70	2,093.39	
N18		Monthly	3,731.49	3,918.08	4,113.98	4,319.69	4,535.68	
N18		Annual	44,777.82	47,016.94	49,367.76	51,836.30	54,428.19	
N19		Hourly	21.5817	22.6608	23.7939	24.9836	26.2328	
N19		Bi-weekly	1,726.54	1,812.86	1,903.51	1,998.69	2,098.62	
N19		Monthly	3,740.83	3,927.87	4,124.28	4,330.49	4,547.02	
N19		Annual	44,889.94	47,134.46	49,491.31	51,965.89	54,564.22	
N20	Administrative Clerk I Conf		-	-	-	-	-	CAMP
N20		Hourly	21.6357	22.7175	23.8534	25.0460	26.2983	
N20		Bi-weekly	1,730.86	1,817.40	1,908.27	2,003.68	2,103.86	
N20		Monthly	3,750.19	3,937.70	4,134.59	4,341.31	4,558.37	
N20		Annual	45,002.26	47,252.40	49,615.07	52,095.68	54,700.46	
N21		Hourly	21.6897	22.7742	23.9130	25.1087	26.3642	
N21		Bi-weekly	1,735.18	1,821.94	1,913.04	2,008.70	2,109.14	
N21		Monthly	3,759.55	3,947.53	4,144.92	4,352.18	4,569.80	
N21		Annual	45,114.58	47,370.34	49,739.04	52,226.10	54,837.54	
N22		Hourly	21.7439	22.8311	23.9727	25.1713	26.4299	
N22		Bi-weekly	1,739.51	1,826.49	1,917.82	2,013.70	2,114.39	
N22		Monthly	3,768.94	3,957.39	4,155.27	4,363.03	4,581.18	

July 2023
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City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N22		Annual	45,227.31	47,488.69	49,863.22	52,356.30	54,974.19	
N23		Hourly	21.7984	22.8882	24.0327	25.2344	26.4961	
N23		Bi-weekly	1,743.87	1,831.06	1,922.62	2,018.75	2,119.69	
N23		Monthly	3,778.39	3,967.29	4,165.67	4,373.96	4,592.66	
N23		Annual	45,340.67	47,607.46	49,988.02	52,487.55	55,111.89	
N24		Hourly	21.8528	22.9454	24.0926	25.2973	26.5622	
N24		Bi-weekly	1,748.22	1,835.63	1,927.41	2,023.78	2,124.98	
N24		Monthly	3,787.82	3,977.20	4,176.05	4,384.87	4,604.12	
N24		Annual	45,453.82	47,726.43	50,112.61	52,618.38	55,249.38	
N25		Hourly	21.9074	23.0028	24.1529	25.3606	26.6286	
N25		Bi-weekly	1,752.59	1,840.22	1,932.23	2,028.85	2,130.29	
N25		Monthly	3,797.28	3,987.15	4,186.50	4,395.84	4,615.62	
N25		Annual	45,567.39	47,845.82	50,238.03	52,750.05	55,387.49	
N26		Hourly	21.9623	23.0604	24.2133	25.4241	26.6953	
N26		Bi-weekly	1,756.98	1,844.83	1,937.06	2,033.93	2,135.62	
N26		Monthly	3,806.80	3,997.14	4,196.97	4,406.84	4,627.19	
N26		Annual	45,681.58	47,965.63	50,363.66	52,882.13	55,526.22	
N27		Hourly	22.0171	23.1179	24.2738	25.4875	26.7619	
N27		Bi-weekly	1,761.37	1,849.43	1,941.90	2,039.00	2,140.95	
N27		Monthly	3,816.30	4,007.10	4,207.46	4,417.83	4,638.73	
N27		Annual	45,795.57	48,085.23	50,489.50	53,014.00	55,664.75	
N28		Hourly	22.0722	23.1758	24.3347	25.5513	26.8288	
N28		Bi-weekly	1,765.78	1,854.06	1,946.78	2,044.10	2,146.30	
N28		Monthly	3,825.85	4,017.14	4,218.02	4,428.89	4,650.33	
N28		Annual	45,910.18	48,205.66	50,616.18	53,146.70	55,803.90	
N29		Hourly	22.1273	23.2337	24.3953	25.6151	26.8959	
N29		Bi-weekly	1,770.18	1,858.70	1,951.62	2,049.21	2,151.67	
N29		Monthly	3,835.40	4,027.18	4,228.52	4,439.95	4,661.96	
N29		Annual	46,024.78	48,326.10	50,742.22	53,279.41	55,943.47	
N30		Hourly	22.1827	23.2918	24.4564	25.6791	26.9631	
N30		Bi-weekly	1,774.62	1,863.34	1,956.51	2,054.33	2,157.05	
N30		Monthly	3,845.00	4,037.25	4,239.11	4,451.04	4,673.60	
N30		Annual	46,140.02	48,446.94	50,869.31	53,412.53	56,083.25	
N31		Hourly	22.2381	23.3501	24.5176	25.7435	27.0307	
N31		Bi-weekly	1,779.05	1,868.01	1,961.41	2,059.48	2,162.46	
N31		Monthly	3,854.60	4,047.35	4,249.72	4,462.21	4,685.32	
N31		Annual	46,255.25	48,568.21	50,996.61	53,546.48	56,223.86	
N32		Hourly	22.2937	23.4084	24.5789	25.8079	27.0983	
N32		Bi-weekly	1,783.50	1,872.67	1,966.31	2,064.63	2,167.86	
N32		Monthly	3,864.24	4,057.46	4,260.34	4,473.37	4,697.04	
N32		Annual	46,370.90	48,689.47	51,124.11	53,680.43	56,364.46	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N33		Hourly	22.3496	23.4670	24.6404	25.8724	27.1660	
N33		Bi-weekly	1,787.97	1,877.36	1,971.23	2,069.79	2,173.28	
N33		Monthly	3,873.93	4,067.61	4,271.00	4,484.55	4,708.77	
N33		Annual	46,487.17	48,811.36	51,252.03	53,814.59	56,505.28	
N34		Hourly	22.4053	23.5256	24.7018	25.9369	27.2337	
N34		Bi-weekly	1,792.42	1,882.05	1,976.14	2,074.95	2,178.70	
N34		Monthly	3,883.59	4,077.77	4,281.65	4,495.73	4,720.51	
N34		Annual	46,603.02	48,933.25	51,379.74	53,948.75	56,646.10	
N35		Hourly	22.4613	23.5844	24.7636	26.0017	27.3018	
N35		Bi-weekly	1,796.90	1,886.75	1,981.09	2,080.14	2,184.14	
N35		Monthly	3,893.29	4,087.96	4,292.36	4,506.96	4,732.31	
N35		Annual	46,719.50	49,055.55	51,508.29	54,083.54	56,787.74	
N36	Bridge Operator		-	-	-	-	-	IBEW
N36	Police Clerk		-	-	-	-	-	IBEW
N36		Hourly	22.5176	23.6434	24.8256	26.0668	27.3702	
N36		Bi-weekly	1,801.41	1,891.47	1,986.05	2,085.34	2,189.62	
N36		Monthly	3,903.05	4,098.19	4,303.10	4,518.25	4,744.17	
N36		Annual	46,836.61	49,178.27	51,637.25	54,218.94	56,930.02	
N37		Hourly	22.5738	23.7025	24.8876	26.1319	27.4385	
N37		Bi-weekly	1,805.90	1,896.20	1,991.01	2,090.55	2,195.08	
N37		Monthly	3,912.79	4,108.43	4,313.85	4,529.53	4,756.01	
N37		Annual	46,953.50	49,301.20	51,766.21	54,354.35	57,072.08	
N38		Hourly	22.6302	23.7617	24.9499	26.1973	27.5072	
N38		Bi-weekly	1,810.42	1,900.94	1,995.99	2,095.78	2,200.58	
N38		Monthly	3,922.57	4,118.70	4,324.65	4,540.87	4,767.92	
N38		Annual	47,070.82	49,424.34	51,895.79	54,490.38	57,214.98	
N39		Hourly	22.6868	23.8211	25.0122	26.2628	27.5760	
N39		Bi-weekly	1,814.94	1,905.69	2,000.98	2,101.02	2,206.08	
N39		Monthly	3,932.38	4,128.99	4,335.45	4,552.22	4,779.84	
N39		Annual	47,188.54	49,547.89	52,025.38	54,626.62	57,358.08	
N40		Hourly	22.7435	23.8807	25.0746	26.3284	27.6449	
N40		Bi-weekly	1,819.48	1,910.46	2,005.97	2,106.27	2,211.59	
N40		Monthly	3,942.21	4,139.32	4,346.26	4,563.59	4,791.78	
N40		Annual	47,306.48	49,671.86	52,155.17	54,763.07	57,501.39	
N41		Hourly	22.8004	23.9404	25.1375	26.3944	27.7141	
N41		Bi-weekly	1,824.03	1,915.23	2,011.00	2,111.55	2,217.13	
N41		Monthly	3,952.07	4,149.67	4,357.17	4,575.03	4,803.78	
N41		Annual	47,424.83	49,796.03	52,286.00	54,900.35	57,645.33	
N42		Hourly	22.8573	24.0002	25.2002	26.4602	27.7832	
N42		Bi-weekly	1,828.58	1,920.02	2,016.02	2,116.82	2,222.66	
N42		Monthly	3,961.93	4,160.04	4,368.04	4,586.44	4,815.76	

July 2023
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City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N42		Annual	47,543.18	49,920.42	52,416.42	55,037.22	57,789.06	
N43		Hourly	22.9145	24.0602	25.2632	26.5264	27.8526	
N43		Bi-weekly	1,833.16	1,924.82	2,021.06	2,122.11	2,228.21	
N43		Monthly	3,971.85	4,170.44	4,378.96	4,597.91	4,827.78	
N43		Annual	47,662.16	50,045.22	52,547.46	55,174.91	57,933.41	
N44		Hourly	22.9718	24.1204	25.3264	26.5926	27.9224	
N44		Bi-weekly	1,837.74	1,929.63	2,026.11	2,127.41	2,233.79	
N44		Monthly	3,981.78	4,180.87	4,389.91	4,609.38	4,839.88	
N44		Annual	47,781.34	50,170.43	52,678.91	55,312.61	58,078.59	
N45		Hourly	23.0293	24.1807	25.3897	26.6592	27.9922	
N45		Bi-weekly	1,842.34	1,934.46	2,031.18	2,132.74	2,239.38	
N45		Monthly	3,991.75	4,191.32	4,400.88	4,620.93	4,851.98	
N45		Annual	47,900.94	50,295.86	52,810.58	55,451.14	58,223.78	
N46	Accounting Clerk II		-	-	-	-	-	IBEW
N46	Customer Service Representative		-	-	-	-	-	IBEW
N46	Marina Maintenance Attendant		-	-	-	-	-	IBEW
N46	Marina Office Attendant		-	-	-	-	-	IBEW
N46		Hourly	23.0868	24.2412	25.4532	26.7259	28.0621	
N46		Bi-weekly	1,846.94	1,939.30	2,036.26	2,138.07	2,244.97	
N46		Monthly	4,001.71	4,201.81	4,411.89	4,632.49	4,864.10	
N46		Annual	48,020.54	50,421.70	52,942.66	55,589.87	58,369.17	
N47		Hourly	23.1445	24.3017	25.5169	26.7927	28.1323	
N47		Bi-weekly	1,851.56	1,944.14	2,041.35	2,143.42	2,250.58	
N47		Monthly	4,011.71	4,212.30	4,422.93	4,644.07	4,876.27	
N47		Annual	48,140.56	50,547.54	53,075.15	55,728.82	58,515.18	
N48		Hourly	23.2024	24.3625	25.5807	26.8596	28.2026	
N48		Bi-weekly	1,856.19	1,949.00	2,046.46	2,148.77	2,256.21	
N48		Monthly	4,021.75	4,222.83	4,433.99	4,655.66	4,888.45	
N48		Annual	48,260.99	50,674.00	53,207.86	55,867.97	58,661.41	
N49		Hourly	23.2604	24.4234	25.6446	26.9269	28.2732	
N49		Bi-weekly	1,860.83	1,953.87	2,051.57	2,154.15	2,261.86	
N49		Monthly	4,031.80	4,233.39	4,445.06	4,667.33	4,900.69	
N49		Annual	48,381.63	50,800.67	53,340.77	56,007.95	58,808.26	
N50		Hourly	23.3186	24.4845	25.7088	26.9942	28.3440	
N50		Bi-weekly	1,865.49	1,958.76	2,056.70	2,159.54	2,267.52	
N50		Monthly	4,041.89	4,243.98	4,456.19	4,679.00	4,912.96	
N50		Annual	48,502.69	50,927.76	53,474.30	56,147.94	58,955.52	
N51		Hourly	23.3769	24.5458	25.7731	27.0618	28.4148	
N51		Bi-weekly	1,870.15	1,963.66	2,061.85	2,164.94	2,273.18	
N51		Monthly	4,052.00	4,254.61	4,467.34	4,690.71	4,925.23	
N51		Annual	48,623.95	51,055.26	53,608.05	56,288.54	59,102.78	

July 2023
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City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N52		Hourly	23.4353	24.6070	25.8374	27.1294	28.4858	
N52		Bi-weekly	1,874.82	1,968.56	2,066.99	2,170.35	2,278.86	
N52		Monthly	4,062.12	4,265.21	4,478.48	4,702.43	4,937.54	
N52		Annual	48,745.42	51,182.56	53,741.79	56,429.15	59,250.46	
N53		Hourly	23.4938	24.6685	25.9019	27.1969	28.5569	
N53		Bi-weekly	1,879.50	1,973.48	2,072.15	2,175.75	2,284.55	
N53		Monthly	4,072.26	4,275.87	4,489.66	4,714.13	4,949.86	
N53		Annual	48,867.10	51,310.48	53,875.95	56,569.55	59,398.35	
N54		Hourly	23.5527	24.7303	25.9668	27.2651	28.6284	
N54		Bi-weekly	1,884.22	1,978.42	2,077.34	2,181.21	2,290.27	
N54		Monthly	4,082.47	4,286.59	4,500.91	4,725.95	4,962.26	
N54		Annual	48,989.62	51,439.02	54,010.94	56,711.41	59,547.07	
N55		Hourly	23.6115	24.7921	26.0317	27.3332	28.6999	
N55		Bi-weekly	1,888.92	1,983.37	2,082.54	2,186.66	2,295.99	
N55		Monthly	4,092.66	4,297.30	4,512.16	4,737.76	4,974.65	
N55		Annual	49,111.92	51,567.57	54,145.94	56,853.06	59,695.79	
N56	Maintenance Worker I		-	-	-	-	-	IBEW
N56	Secretary		-	-	-	-	-	IBEW
N56		Hourly	23.6705	24.8540	26.0968	27.4016	28.7717	
N56		Bi-weekly	1,893.64	1,988.32	2,087.74	2,192.13	2,301.74	
N56		Monthly	4,102.89	4,308.03	4,523.45	4,749.61	4,987.10	
N56		Annual	49,234.64	51,696.32	54,281.34	56,995.33	59,845.14	
N57		Hourly	23.7297	24.9161	26.1619	27.4700	28.8436	
N57		Bi-weekly	1,898.38	1,993.29	2,092.95	2,197.60	2,307.49	
N57		Monthly	4,113.15	4,318.79	4,534.73	4,761.47	4,999.56	
N57		Annual	49,357.78	51,825.49	54,416.75	57,137.60	59,994.69	
N58		Hourly	23.7891	24.9785	26.2275	27.5389	28.9158	
N58		Bi-weekly	1,903.13	1,998.28	2,098.20	2,203.11	2,313.26	
N58		Monthly	4,123.44	4,329.61	4,546.10	4,773.41	5,012.07	
N58		Annual	49,481.33	51,955.28	54,553.20	57,280.91	60,144.86	
N59	Administrative Clerk II Conf		-	-	-	-	-	CAMP
N59		Hourly	23.8485	25.0409	26.2929	27.6076	28.9879	
N59		Bi-weekly	1,907.88	2,003.27	2,103.43	2,208.61	2,319.03	
N59		Monthly	4,133.74	4,340.42	4,557.44	4,785.32	5,024.57	
N59		Annual	49,604.88	52,085.07	54,689.23	57,423.81	60,294.83	
N60		Hourly	23.9081	25.1035	26.3586	27.6766	29.0604	
N60		Bi-weekly	1,912.65	2,008.28	2,108.69	2,214.13	2,324.83	
N60		Monthly	4,144.07	4,351.27	4,568.82	4,797.28	5,037.14	
N60		Annual	49,728.85	52,215.28	54,825.89	57,567.33	60,445.63	
N61		Hourly	23.9679	25.1663	26.4245	27.7458	29.1331	
N61		Bi-weekly	1,917.43	2,013.30	2,113.96	2,219.66	2,330.65	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N61		Monthly	4,154.44	4,362.16	4,580.25	4,809.27	5,049.74	
N61		Annual	49,853.23	52,345.90	54,962.96	57,711.26	60,596.85	
N62		Hourly	24.0278	25.2292	26.4907	27.8152	29.2060	
N62		Bi-weekly	1,922.22	2,018.34	2,119.26	2,225.22	2,336.48	
N62		Monthly	4,164.82	4,373.06	4,591.72	4,821.30	5,062.37	
N62		Annual	49,977.82	52,476.74	55,100.66	57,855.62	60,748.48	
N63		Hourly	24.0879	25.2923	26.5569	27.8847	29.2790	
N63		Bi-weekly	1,927.03	2,023.38	2,124.55	2,230.78	2,342.32	
N63		Monthly	4,175.24	4,384.00	4,603.20	4,833.35	5,075.03	
N63		Annual	50,102.83	52,607.98	55,238.35	58,000.18	60,900.32	
N64		Hourly	24.1481	25.3556	26.6233	27.9546	29.3523	
N64		Bi-weekly	1,931.85	2,028.45	2,129.86	2,236.37	2,348.18	
N64		Monthly	4,185.67	4,394.97	4,614.71	4,845.46	5,087.73	
N64		Annual	50,228.05	52,739.65	55,376.46	58,145.57	61,052.78	
N65		Hourly	24.2085	25.4189	26.6898	28.0242	29.4255	
N65		Bi-weekly	1,936.68	2,033.51	2,135.18	2,241.94	2,354.04	
N65		Monthly	4,196.14	4,405.94	4,626.23	4,857.53	5,100.42	
N65		Annual	50,353.68	52,871.31	55,514.78	58,290.34	61,205.04	
N66	Meter Reader		-	-	-	-	-	IBEW
N66	Parts Specialist		-	-	-	-	-	IBEW
N66	Water Maintenance Worker I		-	-	-	-	-	IBEW
N66		Hourly	24.2690	25.4824	26.7566	28.0944	29.4992	
N66		Bi-weekly	1,941.52	2,038.59	2,140.53	2,247.55	2,359.94	
N66		Monthly	4,206.63	4,416.95	4,637.81	4,869.70	5,113.20	
N66		Annual	50,479.52	53,003.39	55,653.73	58,436.35	61,358.34	
N67		Hourly	24.3297	25.5462	26.8235	28.1647	29.5729	
N67		Bi-weekly	1,946.38	2,043.70	2,145.88	2,253.18	2,365.83	
N67		Monthly	4,217.15	4,428.01	4,649.41	4,881.88	5,125.97	
N67		Annual	50,605.78	53,136.10	55,792.88	58,582.58	61,511.63	
N68	Housing Specialist I		-	-	-	-	-	IBEW
N68		Hourly	24.3905	25.6100	26.8905	28.2351	29.6469	
N68		Bi-weekly	1,951.24	2,048.80	2,151.24	2,258.81	2,371.75	
N68		Monthly	4,227.69	4,439.07	4,661.02	4,894.08	5,138.80	
N68		Annual	50,732.24	53,268.80	55,932.24	58,729.01	61,665.55	
N69		Hourly	24.4515	25.6741	26.9578	28.3056	29.7210	
N69		Bi-weekly	1,956.12	2,053.93	2,156.62	2,264.45	2,377.68	
N69		Monthly	4,238.26	4,450.18	4,672.69	4,906.30	5,151.64	
N69		Annual	50,859.12	53,402.13	56,072.22	58,875.65	61,819.68	
N70		Hourly	24.5126	25.7383	27.0251	28.3764	29.7952	
N70		Bi-weekly	1,961.01	2,059.06	2,162.01	2,270.11	2,383.62	
N70		Monthly	4,248.85	4,461.31	4,684.35	4,918.58	5,164.50	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N70		Annual	50,986.21	53,535.66	56,212.21	59,022.91	61,974.02	
N71		Hourly	24.5738	25.8025	27.0927	28.4473	29.8697	
N71		Bi-weekly	1,965.90	2,064.20	2,167.42	2,275.78	2,389.58	
N71		Monthly	4,259.46	4,472.43	4,696.07	4,930.87	5,177.42	
N71		Annual	51,113.50	53,669.20	56,352.82	59,170.38	62,128.98	
N72		Hourly	24.6353	25.8670	27.1604	28.5184	29.9443	
N72		Bi-weekly	1,970.82	2,069.36	2,172.83	2,281.47	2,395.54	
N72		Monthly	4,270.12	4,483.61	4,707.80	4,943.19	5,190.35	
N72		Annual	51,241.42	53,803.36	56,493.63	59,318.27	62,284.14	
N73		Hourly	24.6968	25.9318	27.2283	28.5897	30.0191	
N73		Bi-weekly	1,975.74	2,074.54	2,178.26	2,287.18	2,401.53	
N73		Monthly	4,280.78	4,494.85	4,719.57	4,955.55	5,203.31	
N73		Annual	51,369.34	53,938.14	56,634.86	59,466.58	62,439.73	
N74		Hourly	24.7586	25.9966	27.2963	28.6612	30.0942	
N74		Bi-weekly	1,980.69	2,079.73	2,183.70	2,292.90	2,407.54	
N74		Monthly	4,291.49	4,506.08	4,731.36	4,967.94	5,216.33	
N74		Annual	51,497.89	54,072.93	56,776.30	59,615.30	62,595.94	
N75	Building Maintenance Worker I		-	-	-	-	-	IBEW
N75	Warehouse Specialist		-	-	-	-	-	IBEW
N75	Public Works Maintenance Worker II		-	-	-	-	-	IBEW
N75		Hourly	24.8205	26.0616	27.3646	28.7329	30.1695	
N75		Bi-weekly	1,985.64	2,084.93	2,189.17	2,298.63	2,413.56	
N75		Monthly	4,302.22	4,517.34	4,743.20	4,980.37	5,229.38	
N75		Annual	51,626.64	54,208.13	56,918.37	59,764.43	62,752.56	
N76		Hourly	24.8826	26.1268	27.4330	28.8047	30.2450	
N76		Bi-weekly	1,990.61	2,090.14	2,194.64	2,304.38	2,419.60	
N76		Monthly	4,312.98	4,528.65	4,755.05	4,992.82	5,242.47	
N76		Annual	51,755.81	54,343.74	57,060.64	59,913.78	62,909.60	
N77		Hourly	24.9448	26.1921	27.5016	28.8768	30.3206	
N77		Bi-weekly	1,995.58	2,095.37	2,200.13	2,310.14	2,425.65	
N77		Monthly	4,323.77	4,539.96	4,766.94	5,005.31	5,255.57	
N77		Annual	51,885.18	54,479.57	57,203.33	60,063.74	63,066.85	
N78		Hourly	25.0072	26.2575	27.5702	28.9488	30.3961	
N78		Bi-weekly	2,000.58	2,100.60	2,205.62	2,315.90	2,431.69	
N78		Monthly	4,334.58	4,551.30	4,778.84	5,017.79	5,268.66	
N78		Annual	52,014.98	54,615.60	57,346.02	60,213.50	63,223.89	
N79		Hourly	25.0696	26.3231	27.6393	29.0213	30.4723	
N79		Bi-weekly	2,005.57	2,105.85	2,211.14	2,321.70	2,437.78	
N79		Monthly	4,345.40	4,562.67	4,790.81	5,030.36	5,281.87	
N79		Annual	52,144.77	54,752.05	57,489.74	60,364.30	63,382.38	
N80		Hourly	25.1323	26.3890	27.7084	29.0939	30.5485	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N80		Bi-weekly	2,010.58	2,111.12	2,216.67	2,327.51	2,443.88	
N80		Monthly	4,356.27	4,574.09	4,802.79	5,042.94	5,295.07	
N80		Annual	52,275.18	54,889.12	57,633.47	60,515.31	63,540.88	
N81		Hourly	25.1951	26.4549	27.7777	29.1665	30.6249	
N81		Bi-weekly	2,015.61	2,116.39	2,222.22	2,333.32	2,449.99	
N81		Monthly	4,367.15	4,585.52	4,814.80	5,055.53	5,308.32	
N81		Annual	52,405.81	55,026.19	57,777.62	60,666.32	63,699.79	
N82		Hourly	25.2582	26.5212	27.8472	29.2395	30.7016	
N82		Bi-weekly	2,020.66	2,121.70	2,227.78	2,339.16	2,456.13	
N82		Monthly	4,378.09	4,597.01	4,826.85	5,068.18	5,321.61	
N82		Annual	52,537.06	55,164.10	57,922.18	60,818.16	63,859.33	
N83		Hourly	25.3213	26.5874	27.9167	29.3126	30.7782	
N83		Bi-weekly	2,025.70	2,126.99	2,233.34	2,345.01	2,462.26	
N83		Monthly	4,389.03	4,608.48	4,838.90	5,080.85	5,334.89	
N83		Annual	52,668.30	55,301.79	58,066.74	60,970.21	64,018.66	
N84		Hourly	25.3846	26.6538	27.9865	29.3858	30.8551	
N84		Bi-weekly	2,030.77	2,132.30	2,238.92	2,350.86	2,468.41	
N84		Monthly	4,400.00	4,619.99	4,850.99	5,093.54	5,348.22	
N84		Annual	52,799.97	55,439.90	58,211.92	61,122.46	64,178.61	
N85	Reservoir Keeper I		-	-	-	-	-	IBEW
N85	Public Works Maintenance Worker IIA		-	-	-	-	-	IBEW
N85	Senior Customer Service Representative		-	-	-	-	-	IBEW
N85	Water Treatment Plant Operator Trainee I		-	-	-	-	-	IBEW
N85		Hourly	25.4480	26.7205	28.0565	29.4593	30.9323	
N85		Bi-weekly	2,035.84	2,137.64	2,244.52	2,356.74	2,474.58	
N85		Monthly	4,410.99	4,631.55	4,863.13	5,106.28	5,361.60	
N85		Annual	52,931.84	55,578.64	58,357.52	61,275.34	64,339.18	
N86		Hourly	25.5118	26.7873	28.1267	29.5331	31.0097	
N86		Bi-weekly	2,040.94	2,142.98	2,250.14	2,362.65	2,480.78	
N86		Monthly	4,422.05	4,643.13	4,875.30	5,119.07	5,375.02	
N86		Annual	53,064.54	55,717.58	58,503.54	61,428.85	64,500.18	
N87		Hourly	25.5755	26.8543	28.1970	29.6067	31.0870	
N87		Bi-weekly	2,046.04	2,148.34	2,255.76	2,368.54	2,486.96	
N87		Monthly	4,433.09	4,654.75	4,887.48	5,131.83	5,388.41	
N87		Annual	53,197.04	55,856.94	58,649.76	61,581.94	64,660.96	
N88		Hourly	25.6394	26.9213	28.2673	29.6807	31.1648	
N88		Bi-weekly	2,051.15	2,153.70	2,261.38	2,374.46	2,493.18	
N88		Monthly	4,444.16	4,666.36	4,899.67	5,144.66	5,401.90	
N88		Annual	53,329.95	55,996.30	58,795.98	61,735.86	64,822.78	
N89	Senior Administrative Clerk Conf		-	-	-	-	-	CAMP
N89		Hourly	25.7035	26.9888	28.3382	29.7551	31.2429	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N89		Bi-weekly	2,056.28	2,159.10	2,267.06	2,380.41	2,499.43	
N89		Monthly	4,455.27	4,678.06	4,911.96	5,157.55	5,415.44	
N89		Annual	53,463.28	56,136.70	58,943.46	61,890.61	64,985.23	
N90		Hourly	25.7677	27.0561	28.4089	29.8294	31.3208	
N90		Bi-weekly	2,061.42	2,164.49	2,272.71	2,386.35	2,505.66	
N90		Monthly	4,466.40	4,689.72	4,924.21	5,170.43	5,428.94	
N90		Annual	53,596.82	56,276.69	59,090.51	62,045.15	65,147.26	
N91		Hourly	25.8322	27.1237	28.4800	29.9040	31.3991	
N91		Bi-weekly	2,066.58	2,169.90	2,278.40	2,392.32	2,511.93	
N91		Monthly	4,477.58	4,701.44	4,936.53	5,183.36	5,442.51	
N91		Annual	53,730.98	56,417.30	59,238.40	62,200.32	65,310.13	
N92		Hourly	25.8968	27.1916	28.5512	29.9788	31.4776	
N92		Bi-weekly	2,071.74	2,175.33	2,284.10	2,398.30	2,518.21	
N92		Monthly	4,488.78	4,713.21	4,948.88	5,196.33	5,456.12	
N92		Annual	53,865.34	56,558.53	59,386.50	62,355.90	65,473.41	
N93		Hourly	25.9615	27.2596	28.6226	30.0536	31.5563	
N93		Bi-weekly	2,076.92	2,180.77	2,289.81	2,404.29	2,524.50	
N93		Monthly	4,499.99	4,725.00	4,961.25	5,209.29	5,469.76	
N93		Annual	53,999.92	56,699.97	59,535.01	62,511.49	65,637.10	
N94		Hourly	26.0265	27.3277	28.6940	30.1288	31.6352	
N94		Bi-weekly	2,082.12	2,186.22	2,295.52	2,410.30	2,530.82	
N94		Monthly	4,511.26	4,736.80	4,973.63	5,222.33	5,483.44	
N94		Annual	54,135.12	56,841.62	59,683.52	62,667.90	65,801.22	
N95	Maintenance Worker II		-	-	-	-	-	IBEW
N95		Hourly	26.0914	27.3959	28.7657	30.2040	31.7142	
N95		Bi-weekly	2,087.31	2,191.67	2,301.26	2,416.32	2,537.14	
N95		Monthly	4,522.51	4,748.62	4,986.06	5,235.36	5,497.13	
N95		Annual	54,270.11	56,983.47	59,832.66	62,824.32	65,965.54	
N96		Hourly	26.1566	27.4644	28.8377	30.2795	31.7935	
N96		Bi-weekly	2,092.53	2,197.15	2,307.02	2,422.36	2,543.48	
N96		Monthly	4,533.81	4,760.50	4,998.54	5,248.45	5,510.87	
N96		Annual	54,405.73	57,125.95	59,982.42	62,981.36	66,130.48	
N97		Hourly	26.2222	27.5332	28.9100	30.3555	31.8734	
N97		Bi-weekly	2,097.78	2,202.66	2,312.80	2,428.44	2,549.87	
N97		Monthly	4,545.18	4,772.42	5,011.07	5,261.62	5,524.72	
N97		Annual	54,542.18	57,269.06	60,132.80	63,139.44	66,296.67	
N98		Hourly	26.2877	27.6021	28.9821	30.4312	31.9529	
N98		Bi-weekly	2,103.02	2,208.17	2,318.57	2,434.50	2,556.23	
N98		Monthly	4,556.54	4,784.36	5,023.56	5,274.74	5,538.50	
N98		Annual	54,678.42	57,412.37	60,282.77	63,296.90	66,462.03	
N99		Hourly	26.3534	27.6711	29.0545	30.5074	32.0327	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
N99		Bi-weekly	2,108.27	2,213.69	2,324.36	2,440.59	2,562.62	
N99		Monthly	4,567.92	4,796.32	5,036.11	5,287.95	5,552.34	
N99		Annual	54,815.07	57,555.89	60,433.36	63,455.39	66,628.02	
200		Hourly	26.4192	27.7402	29.1272	30.5835	32.1126	
200		Bi-weekly	2,113.54	2,219.22	2,330.18	2,446.68	2,569.01	
200		Monthly	4,579.33	4,808.30	5,048.72	5,301.14	5,566.18	
200		Annual	54,951.94	57,699.62	60,584.58	63,613.68	66,794.21	
201		Hourly	26.4853	27.8096	29.2001	30.6601	32.1932	
201		Bi-weekly	2,118.82	2,224.77	2,336.01	2,452.81	2,575.46	
201		Monthly	4,590.79	4,820.33	5,061.35	5,314.42	5,580.16	
201		Annual	55,089.42	57,843.97	60,736.21	63,773.01	66,961.86	
202		Hourly	26.5515	27.8790	29.2730	30.7366	32.2735	
202		Bi-weekly	2,124.12	2,230.32	2,341.84	2,458.93	2,581.88	
202		Monthly	4,602.26	4,832.36	5,073.99	5,327.68	5,594.07	
202		Annual	55,227.12	57,988.32	60,887.84	63,932.13	67,128.88	
203		Hourly	26.6179	27.9488	29.3462	30.8135	32.3542	
203		Bi-weekly	2,129.43	2,235.90	2,347.70	2,465.08	2,588.34	
203		Monthly	4,613.77	4,844.46	5,086.68	5,341.01	5,608.06	
203		Annual	55,365.23	58,133.50	61,040.10	64,092.08	67,296.74	
204		Hourly	26.6844	28.0187	29.4197	30.8906	32.4351	
204		Bi-weekly	2,134.75	2,241.50	2,353.58	2,471.25	2,594.81	
204		Monthly	4,625.30	4,856.58	5,099.42	5,354.37	5,622.08	
204		Annual	55,503.55	58,278.90	61,192.98	64,252.45	67,465.01	
205	Equipment Mechanic I		-	-	-	-	-	IBEW
205	Senior Meter Reader		-	-	-	-	-	IBEW
205	Utility Field Representative		-	-	-	-	-	IBEW
205	Water Maintenance Worker II		-	-	-	-	-	IBEW
205		Hourly	26.7512	28.0886	29.4931	30.9677	32.5161	
205		Bi-weekly	2,140.10	2,247.09	2,359.45	2,477.42	2,601.29	
205		Monthly	4,636.88	4,868.69	5,112.14	5,367.74	5,636.12	
205		Annual	55,642.50	58,424.29	61,345.65	64,412.82	67,633.49	
206		Hourly	26.8180	28.1590	29.5669	31.0451	32.5973	
206		Bi-weekly	2,145.44	2,252.72	2,365.35	2,483.61	2,607.78	
206		Monthly	4,648.45	4,880.89	5,124.93	5,381.15	5,650.20	
206		Annual	55,781.44	58,570.72	61,499.15	64,573.81	67,802.38	
207	Housing Specialist II		-	-	-	-	-	IBEW
207		Hourly	26.8851	28.2293	29.6408	31.1229	32.6790	
207		Bi-weekly	2,150.81	2,258.34	2,371.26	2,489.83	2,614.32	
207		Monthly	4,660.08	4,893.08	5,137.74	5,394.64	5,664.36	
207		Annual	55,921.01	58,716.94	61,652.86	64,735.63	67,972.32	
208		Hourly	26.9523	28.2999	29.7149	31.2007	32.7607	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
208		Bi-weekly	2,156.18	2,263.99	2,377.19	2,496.06	2,620.86	
208		Monthly	4,671.73	4,905.32	5,150.58	5,408.12	5,678.52	
208		Annual	56,060.78	58,863.79	61,806.99	64,897.46	68,142.26	
209		Hourly	27.0197	28.3706	29.7891	31.2785	32.8425	
209		Bi-weekly	2,161.58	2,269.65	2,383.13	2,502.28	2,627.40	
209		Monthly	4,683.42	4,917.57	5,163.44	5,421.61	5,692.70	
209		Annual	56,200.98	59,010.85	61,961.33	65,059.28	68,312.40	
210		Hourly	27.0872	28.4415	29.8636	31.3568	32.9247	
210		Bi-weekly	2,166.98	2,275.32	2,389.09	2,508.54	2,633.98	
210		Monthly	4,695.12	4,929.86	5,176.36	5,435.18	5,706.95	
210		Annual	56,341.38	59,158.32	62,116.29	65,222.14	68,483.38	
211		Hourly	27.1549	28.5128	29.9384	31.4353	33.0071	
211		Bi-weekly	2,172.39	2,281.02	2,395.07	2,514.82	2,640.57	
211		Monthly	4,706.85	4,942.22	5,189.32	5,448.79	5,721.23	
211		Annual	56,482.19	59,306.62	62,271.87	65,385.42	68,654.77	
212		Hourly	27.2228	28.5839	30.0133	31.5139	33.0896	
212		Bi-weekly	2,177.82	2,286.71	2,401.06	2,521.11	2,647.17	
212		Monthly	4,718.62	4,954.54	5,202.31	5,462.41	5,735.53	
212		Annual	56,623.42	59,454.51	62,427.66	65,548.91	68,826.37	
213		Hourly	27.2909	28.6554	30.0883	31.5927	33.1724	
213		Bi-weekly	2,183.27	2,292.43	2,407.06	2,527.42	2,653.79	
213		Monthly	4,730.42	4,966.94	5,215.31	5,476.07	5,749.88	
213		Annual	56,765.07	59,603.23	62,583.66	65,712.82	68,998.59	
214		Hourly	27.3591	28.7271	30.1634	31.6716	33.2552	
214		Bi-weekly	2,188.73	2,298.17	2,413.07	2,533.73	2,660.42	
214		Monthly	4,742.24	4,979.36	5,228.32	5,489.74	5,764.24	
214		Annual	56,906.93	59,752.37	62,739.87	65,876.93	69,170.82	
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	27.4275	28.7988	30.2387	31.7507	33.3383	
215		Bi-weekly	2,194.20	2,303.90	2,419.10	2,540.06	2,667.06	
215		Monthly	4,754.10	4,991.79	5,241.38	5,503.46	5,778.64	
215		Annual	57,049.20	59,901.50	62,896.50	66,041.46	69,343.66	
216		Hourly	27.4961	28.8709	30.3144	31.8301	33.4216	
216		Bi-weekly	2,199.69	2,309.67	2,425.15	2,546.41	2,673.73	
216		Monthly	4,765.99	5,004.29	5,254.50	5,517.22	5,793.08	
216		Annual	57,191.89	60,051.47	63,053.95	66,206.61	69,516.93	
217		Hourly	27.5648	28.9431	30.3903	31.9098	33.5052	
217		Bi-weekly	2,205.18	2,315.45	2,431.22	2,552.78	2,680.42	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
217		Monthly	4,777.90	5,016.80	5,267.65	5,531.03	5,807.57	
217		Annual	57,334.78	60,201.65	63,211.82	66,372.38	69,690.82	
218		Hourly	27.6338	29.0154	30.4662	31.9894	33.5888	
218		Bi-weekly	2,210.70	2,321.23	2,437.30	2,559.15	2,687.10	
218		Monthly	4,789.86	5,029.34	5,280.81	5,544.83	5,822.06	
218		Annual	57,478.30	60,352.03	63,369.70	66,537.95	69,864.70	
219		Hourly	27.7029	29.0879	30.5424	32.0696	33.6731	
219		Bi-weekly	2,216.23	2,327.03	2,443.39	2,565.57	2,693.85	
219		Monthly	4,801.84	5,041.90	5,294.02	5,558.73	5,836.67	
219		Annual	57,622.03	60,502.83	63,528.19	66,704.77	70,040.05	
220		Hourly	27.7721	29.1606	30.6187	32.1496	33.7571	
220		Bi-weekly	2,221.77	2,332.85	2,449.50	2,571.97	2,700.57	
220		Monthly	4,813.83	5,054.50	5,307.24	5,572.60	5,851.23	
220		Annual	57,765.97	60,654.05	63,686.90	66,871.17	70,214.77	
221		Hourly	27.8415	29.2336	30.6952	32.2300	33.8415	
221		Bi-weekly	2,227.32	2,338.69	2,455.62	2,578.40	2,707.32	
221		Monthly	4,825.86	5,067.16	5,320.50	5,586.53	5,865.86	
221		Annual	57,910.32	60,805.89	63,846.02	67,038.40	70,390.32	
222		Hourly	27.9110	29.3066	30.7720	32.3106	33.9260	
222		Bi-weekly	2,232.88	2,344.53	2,461.76	2,584.85	2,714.08	
222		Monthly	4,837.91	5,079.81	5,333.81	5,600.50	5,880.51	
222		Annual	58,054.88	60,957.73	64,005.76	67,206.05	70,566.08	
223		Hourly	27.9809	29.3799	30.8489	32.3913	34.0110	
223		Bi-weekly	2,238.47	2,350.39	2,467.91	2,591.30	2,720.88	
223		Monthly	4,850.02	5,092.52	5,347.14	5,614.49	5,895.24	
223		Annual	58,200.27	61,110.19	64,165.71	67,373.90	70,742.88	
224		Hourly	28.0508	29.4534	30.9260	32.4723	34.0959	
224		Bi-weekly	2,244.06	2,356.27	2,474.08	2,597.78	2,727.67	
224		Monthly	4,862.14	5,105.26	5,360.51	5,628.53	5,909.96	
224		Annual	58,345.66	61,263.07	64,326.08	67,542.38	70,919.47	
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	28.1210	29.5270	31.0033	32.5535	34.1812	
225		Bi-weekly	2,249.68	2,362.16	2,480.26	2,604.28	2,734.50	
225		Monthly	4,874.31	5,118.01	5,373.91	5,642.61	5,924.74	
225		Annual	58,491.68	61,416.16	64,486.86	67,711.28	71,096.90	
226		Hourly	28.1913	29.6009	31.0810	32.6350	34.2668	
226		Bi-weekly	2,255.30	2,368.07	2,486.48	2,610.80	2,741.34	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
226		Monthly	4,886.49	5,130.82	5,387.37	5,656.73	5,939.58	
226		Annual	58,637.90	61,569.87	64,648.48	67,880.80	71,274.94	
227		Hourly	28.2618	29.6748	31.1586	32.7165	34.3524	
227		Bi-weekly	2,260.94	2,373.98	2,492.69	2,617.32	2,748.19	
227		Monthly	4,898.71	5,143.63	5,400.82	5,670.86	5,954.42	
227		Annual	58,784.54	61,723.58	64,809.89	68,050.32	71,452.99	
228		Hourly	28.3324	29.7490	31.2364	32.7983	34.4382	
228		Bi-weekly	2,266.59	2,379.92	2,498.91	2,623.86	2,755.06	
228		Monthly	4,910.95	5,156.49	5,414.31	5,685.04	5,969.29	
228		Annual	58,931.39	61,877.92	64,971.71	68,220.46	71,631.46	
229		Hourly	28.4033	29.8234	31.3147	32.8804	34.5244	
229		Bi-weekly	2,272.26	2,385.87	2,505.18	2,630.43	2,761.95	
229		Monthly	4,923.24	5,169.39	5,427.88	5,699.27	5,984.23	
229		Annual	59,078.86	62,032.67	65,134.58	68,391.23	71,810.75	
230		Hourly	28.4742	29.8979	31.3928	32.9624	34.6105	
230		Bi-weekly	2,277.94	2,391.83	2,511.42	2,636.99	2,768.84	
230		Monthly	4,935.53	5,182.30	5,441.42	5,713.48	5,999.15	
230		Annual	59,226.34	62,187.63	65,297.02	68,561.79	71,989.84	
231		Hourly	28.5454	29.9727	31.4713	33.0450	34.6972	
231		Bi-weekly	2,283.63	2,397.82	2,517.70	2,643.60	2,775.78	
231		Monthly	4,947.87	5,195.27	5,455.03	5,727.80	6,014.18	
231		Annual	59,374.43	62,343.22	65,460.30	68,733.60	72,170.18	
232		Hourly	28.6168	30.0476	31.5499	33.1274	34.7838	
232		Bi-weekly	2,289.34	2,403.81	2,523.99	2,650.19	2,782.70	
232		Monthly	4,960.25	5,208.25	5,468.65	5,742.08	6,029.19	
232		Annual	59,522.94	62,499.01	65,623.79	68,904.99	72,350.30	
233		Hourly	28.6883	30.1227	31.6288	33.2103	34.8708	
233		Bi-weekly	2,295.06	2,409.82	2,530.30	2,656.82	2,789.66	
233		Monthly	4,972.64	5,221.27	5,482.33	5,756.45	6,044.27	
233		Annual	59,671.66	62,655.22	65,787.90	69,077.42	72,531.26	
234		Hourly	28.7601	30.1981	31.7079	33.2933	34.9580	
234		Bi-weekly	2,300.81	2,415.85	2,536.63	2,663.46	2,796.64	
234		Monthly	4,985.08	5,234.34	5,496.04	5,770.84	6,059.39	
234		Annual	59,821.01	62,812.05	65,952.43	69,250.06	72,712.64	
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	28.8320	30.2736	31.7872	33.3766	35.0455	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
235		Bi-weekly	2,306.56	2,421.89	2,542.98	2,670.13	2,803.64	
235		Monthly	4,997.55	5,247.42	5,509.78	5,785.28	6,074.55	
235		Annual	59,970.56	62,969.09	66,117.38	69,423.33	72,894.64	
236		Hourly	28.9040	30.3493	31.8667	33.4601	35.1330	
236		Bi-weekly	2,312.32	2,427.94	2,549.34	2,676.81	2,810.64	
236		Monthly	5,010.03	5,260.55	5,523.56	5,799.75	6,089.72	
236		Annual	60,120.32	63,126.54	66,282.74	69,597.01	73,076.64	
237		Hourly	28.9763	30.4251	31.9464	33.5437	35.2209	
237		Bi-weekly	2,318.10	2,434.01	2,555.71	2,683.50	2,817.67	
237		Monthly	5,022.56	5,273.68	5,537.38	5,814.24	6,104.96	
237		Annual	60,270.70	63,284.21	66,448.51	69,770.90	73,259.47	
238		Hourly	29.0488	30.5012	32.0263	33.6276	35.3090	
238		Bi-weekly	2,323.90	2,440.10	2,562.10	2,690.21	2,824.72	
238		Monthly	5,035.13	5,286.88	5,551.23	5,828.78	6,120.23	
238		Annual	60,421.50	63,442.50	66,614.70	69,945.41	73,442.72	
239		Hourly	29.1214	30.5774	32.1062	33.7116	35.3971	
239		Bi-weekly	2,329.71	2,446.19	2,568.50	2,696.93	2,831.77	
239		Monthly	5,047.71	5,300.08	5,565.08	5,843.34	6,135.50	
239		Annual	60,572.51	63,600.99	66,780.90	70,120.13	73,625.97	
240		Hourly	29.1942	30.6539	32.1866	33.7959	35.4857	
240		Bi-weekly	2,335.54	2,452.31	2,574.93	2,703.67	2,838.86	
240		Monthly	5,060.33	5,313.34	5,579.01	5,857.96	6,150.86	
240		Annual	60,723.94	63,760.11	66,948.13	70,295.47	73,810.26	
241		Hourly	29.2672	30.7306	32.2671	33.8805	35.5744	
241		Bi-weekly	2,341.38	2,458.45	2,581.37	2,710.44	2,845.95	
241		Monthly	5,072.98	5,326.64	5,592.96	5,872.62	6,166.23	
241		Annual	60,875.78	63,919.65	67,115.57	70,471.44	73,994.75	
242		Hourly	29.3403	30.8074	32.3478	33.9652	35.6634	
242		Bi-weekly	2,347.22	2,464.59	2,587.82	2,717.22	2,853.07	
242		Monthly	5,085.65	5,339.95	5,606.95	5,887.30	6,181.66	
242		Annual	61,027.82	64,079.39	67,283.42	70,647.62	74,179.87	
243		Hourly	29.4136	30.8843	32.4285	34.0499	35.7524	
243		Bi-weekly	2,353.09	2,470.74	2,594.28	2,723.99	2,860.19	
243		Monthly	5,098.36	5,353.28	5,620.94	5,901.98	6,197.08	
243		Annual	61,180.29	64,239.34	67,451.28	70,823.79	74,364.99	
244	Equipment Mechanic II		-	-	-	-	-	IBEW
244		Hourly	29.4871	30.9616	32.5097	34.1351	35.8419	
244		Bi-weekly	2,358.97	2,476.93	2,600.78	2,730.81	2,867.35	
244		Monthly	5,111.10	5,366.68	5,635.02	5,916.75	6,212.60	
244		Annual	61,333.17	64,400.13	67,620.18	71,001.01	74,551.15	
245		Hourly	29.5609	31.0391	32.5910	34.2205	35.9316	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
245		Bi-weekly	2,364.87	2,483.13	2,607.28	2,737.64	2,874.53	
245		Monthly	5,123.89	5,380.11	5,649.11	5,931.55	6,228.14	
245		Annual	61,486.67	64,561.33	67,789.28	71,178.64	74,737.73	
246		Hourly	29.6349	31.1166	32.6724	34.3060	36.0213	
246		Bi-weekly	2,370.79	2,489.33	2,613.79	2,744.48	2,881.70	
246		Monthly	5,136.72	5,393.54	5,663.22	5,946.37	6,243.69	
246		Annual	61,640.59	64,722.53	67,958.59	71,356.48	74,924.30	
247		Hourly	29.7089	31.1943	32.7540	34.3917	36.1113	
247		Bi-weekly	2,376.71	2,495.54	2,620.32	2,751.34	2,888.90	
247		Monthly	5,149.54	5,407.01	5,677.36	5,961.23	6,259.29	
247		Annual	61,794.51	64,884.14	68,128.32	71,534.74	75,111.50	
248		Hourly	29.7832	31.2722	32.8359	34.4776	36.2016	
248		Bi-weekly	2,382.66	2,501.78	2,626.87	2,758.21	2,896.13	
248		Monthly	5,162.42	5,420.52	5,691.56	5,976.12	6,274.94	
248		Annual	61,949.06	65,046.18	68,298.67	71,713.41	75,299.33	
249		Hourly	29.8576	31.3505	32.9181	34.5639	36.2922	
249		Bi-weekly	2,388.61	2,508.04	2,633.45	2,765.11	2,903.38	
249		Monthly	5,175.32	5,434.09	5,705.80	5,991.08	6,290.65	
249		Annual	62,103.81	65,209.04	68,469.65	71,892.91	75,487.78	
250		Hourly	29.9323	31.4289	33.0004	34.6504	36.3830	
250		Bi-weekly	2,394.58	2,514.31	2,640.03	2,772.03	2,910.64	
250		Monthly	5,188.27	5,447.68	5,720.07	6,006.07	6,306.39	
250		Annual	62,259.18	65,372.11	68,640.83	72,072.83	75,676.64	
251		Hourly	30.0071	31.5075	33.0829	34.7371	36.4738	
251		Bi-weekly	2,400.57	2,520.60	2,646.63	2,778.97	2,917.90	
251		Monthly	5,201.23	5,461.30	5,734.37	6,021.10	6,322.13	
251		Annual	62,414.77	65,535.60	68,812.43	72,253.17	75,865.50	
252		Hourly	30.0822	31.5863	33.1657	34.8239	36.5651	
252		Bi-weekly	2,406.58	2,526.90	2,653.26	2,785.91	2,925.21	
252		Monthly	5,214.25	5,474.96	5,748.72	6,036.14	6,337.95	
252		Annual	62,570.98	65,699.50	68,984.66	72,433.71	76,055.41	
253		Hourly	30.1574	31.6652	33.2484	34.9109	36.6565	
253		Bi-weekly	2,412.59	2,533.22	2,659.87	2,792.87	2,932.52	
253		Monthly	5,227.28	5,488.64	5,763.06	6,051.22	6,353.79	
253		Annual	62,727.39	65,863.62	69,156.67	72,614.67	76,245.52	
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	30.2327	31.7443	33.3315	34.9982	36.7480	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
254		Bi-weekly	2,418.62	2,539.54	2,666.52	2,799.86	2,939.84	
254		Monthly	5,240.34	5,502.35	5,777.46	6,066.36	6,369.65	
254		Annual	62,884.02	66,028.14	69,329.52	72,796.26	76,435.84	
255		Hourly	30.3084	31.8237	33.4150	35.0857	36.8400	
255		Bi-weekly	2,424.67	2,545.90	2,673.20	2,806.86	2,947.20	
255		Monthly	5,253.46	5,516.11	5,791.93	6,081.52	6,385.60	
255		Annual	63,041.47	66,193.30	69,503.20	72,978.26	76,627.20	
256		Hourly	30.3841	31.9032	33.4984	35.1734	36.9321	
256		Bi-weekly	2,430.73	2,552.26	2,679.87	2,813.87	2,954.57	
256		Monthly	5,266.58	5,529.89	5,806.39	6,096.72	6,401.56	
256		Annual	63,198.93	66,358.66	69,676.67	73,160.67	76,818.77	
257		Hourly	30.4601	31.9831	33.5822	35.2613	37.0244	
257		Bi-weekly	2,436.81	2,558.65	2,686.58	2,820.90	2,961.95	
257		Monthly	5,279.75	5,543.74	5,820.92	6,111.96	6,417.56	
257		Annual	63,357.01	66,524.85	69,850.98	73,343.50	77,010.75	
258		Hourly	30.5362	32.0631	33.6662	35.3494	37.1169	
258		Bi-weekly	2,442.90	2,565.05	2,693.30	2,827.95	2,969.35	
258		Monthly	5,292.94	5,557.60	5,835.48	6,127.23	6,433.60	
258		Annual	63,515.30	66,691.25	70,025.70	73,526.75	77,203.15	
259		Hourly	30.6125	32.1431	33.7503	35.4378	37.2098	
259		Bi-weekly	2,449.00	2,571.45	2,700.02	2,835.02	2,976.78	
259		Monthly	5,306.17	5,571.47	5,850.05	6,142.55	6,449.70	
259		Annual	63,674.00	66,857.65	70,200.62	73,710.62	77,396.38	
260	Legal Secretary		-	-	-	-	-	CAMP
260	Personnel Technician		-	-	-	-	-	CAMP
260		Hourly	30.6891	32.2236	33.8348	35.5266	37.3029	
260		Bi-weekly	2,455.13	2,577.89	2,706.78	2,842.13	2,984.23	
260		Monthly	5,319.44	5,585.42	5,864.70	6,157.94	6,465.84	
260		Annual	63,833.33	67,025.09	70,376.38	73,895.33	77,590.03	
261		Hourly	30.7658	32.3041	33.9192	35.6152	37.3960	
261		Bi-weekly	2,461.26	2,584.33	2,713.54	2,849.22	2,991.68	
261		Monthly	5,332.74	5,599.38	5,879.33	6,173.30	6,481.97	
261		Annual	63,992.86	67,192.53	70,551.94	74,079.62	77,783.68	
262		Hourly	30.8426	32.3848	34.0041	35.7043	37.4895	
262		Bi-weekly	2,467.41	2,590.78	2,720.33	2,856.34	2,999.16	
262		Monthly	5,346.05	5,613.37	5,894.04	6,188.75	6,498.18	
262		Annual	64,152.61	67,360.38	70,728.53	74,264.94	77,978.16	
263		Hourly	30.9198	32.4657	34.0890	35.7935	37.5833	
263		Bi-weekly	2,473.58	2,597.26	2,727.12	2,863.48	3,006.66	
263		Monthly	5,359.43	5,627.39	5,908.76	6,204.21	6,514.44	
263		Annual	64,313.18	67,528.66	70,905.12	74,450.48	78,173.26	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
264	Code Enforcement Officer		-	-	-	-	-	IBEW
264	Customer Service Supervisor		-	-	-	-	-	IBEW
264	Senior Police Assistant		-	-	-	-	-	IBEW
264		Hourly	30.9971	32.5470	34.1744	35.8830	37.6772	
264		Bi-weekly	2,479.77	2,603.76	2,733.95	2,870.64	3,014.18	
264		Monthly	5,372.83	5,641.48	5,923.56	6,219.72	6,530.72	
264		Annual	64,473.97	67,697.76	71,082.75	74,636.64	78,368.58	
265		Hourly	31.0747	32.6283	34.2598	35.9728	37.7713	
265		Bi-weekly	2,485.98	2,610.26	2,740.78	2,877.82	3,021.70	
265		Monthly	5,386.28	5,655.57	5,938.37	6,235.29	6,547.03	
265		Annual	64,635.38	67,866.86	71,260.38	74,823.42	78,564.30	
266		Hourly	31.1522	32.7099	34.3454	36.0627	37.8658	
266		Bi-weekly	2,492.18	2,616.79	2,747.63	2,885.02	3,029.26	
266		Monthly	5,399.72	5,669.72	5,953.20	6,250.87	6,563.41	
266		Annual	64,796.58	68,036.59	71,438.43	75,010.42	78,760.86	
267		Hourly	31.2301	32.7916	34.4313	36.1527	37.9603	
267		Bi-weekly	2,498.41	2,623.33	2,754.50	2,892.22	3,036.82	
267		Monthly	5,413.22	5,683.88	5,968.09	6,266.47	6,579.79	
267		Annual	64,958.61	68,206.53	71,617.10	75,197.62	78,957.42	
268		Hourly	31.3082	32.8736	34.5173	36.2431	38.0552	
268		Bi-weekly	2,504.66	2,629.89	2,761.38	2,899.45	3,044.42	
268		Monthly	5,426.76	5,698.09	5,983.00	6,282.14	6,596.24	
268		Annual	65,121.06	68,377.09	71,795.98	75,385.65	79,154.82	
269		Hourly	31.3865	32.9558	34.6035	36.3337	38.1504	
269		Bi-weekly	2,510.92	2,636.46	2,768.28	2,906.70	3,052.03	
269		Monthly	5,440.33	5,712.34	5,997.94	6,297.84	6,612.74	
269		Annual	65,283.92	68,548.06	71,975.28	75,574.10	79,352.83	
270		Hourly	31.4650	33.0382	34.6902	36.4247	38.2460	
270		Bi-weekly	2,517.20	2,643.06	2,775.22	2,913.98	3,059.68	
270		Monthly	5,453.93	5,726.62	6,012.97	6,313.62	6,629.31	
270		Annual	65,447.20	68,719.46	72,155.62	75,763.38	79,551.68	
271		Hourly	31.5436	33.1208	34.7768	36.5157	38.3415	
271		Bi-weekly	2,523.49	2,649.66	2,782.14	2,921.26	3,067.32	
271		Monthly	5,467.56	5,740.94	6,027.98	6,329.39	6,645.86	
271		Annual	65,610.69	68,891.26	72,335.74	75,952.66	79,750.32	
272		Hourly	31.6225	33.2037	34.8639	36.6070	38.4373	
272		Bi-weekly	2,529.80	2,656.30	2,789.11	2,928.56	3,074.98	
272		Monthly	5,481.23	5,755.31	6,043.08	6,345.21	6,662.47	
272		Annual	65,774.80	69,063.70	72,516.91	76,142.56	79,949.58	
273		Hourly	31.7015	33.2866	34.9510	36.6985	38.5335	
273		Bi-weekly	2,536.12	2,662.93	2,796.08	2,935.88	3,082.68	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
273		Monthly	5,494.93	5,769.68	6,058.17	6,361.07	6,679.14	
273		Annual	65,939.12	69,236.13	72,698.08	76,332.88	80,149.68	
274	Electrician		-	-	-	-	-	IBEW
274	Senior Equipment Mechanic		-	-	-	-	-	IBEW
274	Senior Meter Mechanic		-	-	-	-	-	IBEW
274	Senior Water Distribution Technician		-	-	-	-	-	IBEW
274		Hourly	31.7809	33.3699	35.0383	36.7903	38.6297	
274		Bi-weekly	2,542.47	2,669.59	2,803.06	2,943.22	3,090.38	
274		Monthly	5,508.69	5,784.12	6,073.31	6,376.99	6,695.82	
274		Annual	66,104.27	69,409.39	72,879.66	76,523.82	80,349.78	
275		Hourly	31.8603	33.4533	35.1260	36.8822	38.7264	
275		Bi-weekly	2,548.82	2,676.26	2,810.08	2,950.58	3,098.11	
275		Monthly	5,522.45	5,798.57	6,088.51	6,392.92	6,712.58	
275		Annual	66,269.42	69,582.86	73,062.08	76,714.98	80,550.91	
276		Hourly	31.9399	33.5369	35.2138	36.9745	38.8233	
276		Bi-weekly	2,555.19	2,682.95	2,817.10	2,957.96	3,105.86	
276		Monthly	5,536.25	5,813.06	6,103.73	6,408.91	6,729.37	
276		Annual	66,434.99	69,756.75	73,244.70	76,906.96	80,752.46	
277	Communications Operator I		-	-	-	-	-	IBEW
277		Hourly	32.0198	33.6207	35.3018	37.0669	38.9203	
277		Bi-weekly	2,561.58	2,689.66	2,824.14	2,965.35	3,113.62	
277		Monthly	5,550.10	5,827.59	6,118.98	6,424.93	6,746.19	
277		Annual	66,601.18	69,931.06	73,427.74	77,099.15	80,954.22	
278		Hourly	32.0998	33.7048	35.3901	37.1596	39.0176	
278		Bi-weekly	2,567.98	2,696.38	2,831.21	2,972.77	3,121.41	
278		Monthly	5,563.97	5,842.17	6,134.28	6,441.00	6,763.05	
278		Annual	66,767.58	70,105.98	73,611.41	77,291.97	81,156.61	
279		Hourly	32.1801	33.7890	35.4786	37.2525	39.1151	
279		Bi-weekly	2,574.41	2,703.12	2,838.29	2,980.20	3,129.21	
279		Monthly	5,577.88	5,856.76	6,149.62	6,457.10	6,779.95	
279		Annual	66,934.61	70,281.12	73,795.49	77,485.20	81,359.41	
280		Hourly	32.2605	33.8735	35.5672	37.3455	39.2128	
280		Bi-weekly	2,580.84	2,709.88	2,845.38	2,987.64	3,137.02	
280		Monthly	5,591.82	5,871.41	6,164.98	6,473.22	6,796.89	
280		Annual	67,101.84	70,456.88	73,979.78	77,678.64	81,562.62	
281	Laboratory Analyst I		-	-	-	-	-	IBEW
281		Hourly	32.3412	33.9583	35.6561	37.4389	39.3109	
281		Bi-weekly	2,587.30	2,716.66	2,852.49	2,995.11	3,144.87	
281		Monthly	5,605.81	5,886.11	6,180.39	6,489.41	6,813.89	
281		Annual	67,269.70	70,633.26	74,164.69	77,872.91	81,766.67	
282		Hourly	32.4220	34.0431	35.7453	37.5326	39.4091	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
282		Bi-weekly	2,593.76	2,723.45	2,859.62	3,002.61	3,152.73	
282		Monthly	5,619.81	5,900.80	6,195.85	6,505.65	6,830.91	
282		Annual	67,437.76	70,809.65	74,350.22	78,067.81	81,970.93	
283		Hourly	32.5031	34.1282	35.8346	37.6263	39.5076	
283		Bi-weekly	2,600.25	2,730.26	2,866.77	3,010.10	3,160.61	
283		Monthly	5,633.87	5,915.56	6,211.33	6,521.89	6,847.98	
283		Annual	67,606.45	70,986.66	74,535.97	78,262.70	82,175.81	
284	Building Supervisor		-	-	-	-	-	IBEW
284		Hourly	32.5844	34.2136	35.9243	37.7206	39.6066	
284		Bi-weekly	2,606.75	2,737.09	2,873.94	3,017.65	3,168.53	
284		Monthly	5,647.96	5,930.36	6,226.88	6,538.24	6,865.14	
284		Annual	67,775.55	71,164.29	74,722.54	78,458.85	82,381.73	
285		Hourly	32.6658	34.2990	36.0141	37.8148	39.7056	
285		Bi-weekly	2,613.26	2,743.92	2,881.13	3,025.18	3,176.45	
285		Monthly	5,662.07	5,945.16	6,242.44	6,554.57	6,882.30	
285		Annual	67,944.86	71,341.92	74,909.33	78,654.78	82,587.65	
286		Hourly	32.7474	34.3848	36.1040	37.9093	39.8048	
286		Bi-weekly	2,619.79	2,750.78	2,888.32	3,032.74	3,184.38	
286		Monthly	5,676.22	5,960.03	6,258.03	6,570.95	6,899.50	
286		Annual	68,114.59	71,520.38	75,096.32	78,851.34	82,793.98	
287		Hourly	32.8294	34.4708	36.1943	38.0041	39.9043	
287		Bi-weekly	2,626.35	2,757.66	2,895.54	3,040.33	3,192.34	
287		Monthly	5,690.43	5,974.94	6,273.68	6,587.38	6,916.75	
287		Annual	68,285.15	71,699.26	75,284.14	79,048.53	83,000.94	
288		Hourly	32.9114	34.5570	36.2847	38.0991	40.0040	
288		Bi-weekly	2,632.91	2,764.56	2,902.78	3,047.93	3,200.32	
288		Monthly	5,704.64	5,989.88	6,289.35	6,603.84	6,934.03	
288		Annual	68,455.71	71,878.56	75,472.18	79,246.13	83,208.32	
289		Hourly	32.9937	34.6433	36.3755	38.1943	40.1039	
289		Bi-weekly	2,639.50	2,771.46	2,910.04	3,055.54	3,208.31	
289		Monthly	5,718.91	6,004.84	6,305.09	6,620.35	6,951.34	
289		Annual	68,626.90	72,058.06	75,661.04	79,444.14	83,416.11	
290		Hourly	33.0762	34.7300	36.4665	38.2898	40.2044	
290		Bi-weekly	2,646.10	2,778.40	2,917.32	3,063.18	3,216.35	
290		Monthly	5,733.21	6,019.87	6,320.86	6,636.90	6,968.76	
290		Annual	68,798.50	72,238.40	75,850.32	79,642.78	83,625.15	
291		Hourly	33.1588	34.8168	36.5576	38.3854	40.3047	
291		Bi-weekly	2,652.70	2,785.34	2,924.61	3,070.83	3,224.38	
291		Monthly	5,747.53	6,034.91	6,336.65	6,653.47	6,986.15	
291		Annual	68,970.30	72,418.94	76,039.81	79,841.63	83,833.78	
292		Hourly	33.2417	34.9038	36.6489	38.4814	40.4055	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
292		Bi-weekly	2,659.34	2,792.30	2,931.91	3,078.51	3,232.44	
292		Monthly	5,761.90	6,049.99	6,352.48	6,670.11	7,003.62	
292		Annual	69,142.74	72,599.90	76,229.71	80,041.31	84,043.44	
293		Hourly	33.3248	34.9911	36.7406	38.5777	40.5066	
293		Bi-weekly	2,665.98	2,799.29	2,939.25	3,086.22	3,240.53	
293		Monthly	5,776.30	6,065.12	6,368.37	6,686.80	7,021.14	
293		Annual	69,315.58	72,781.49	76,420.45	80,241.62	84,253.73	
294	Assistant Planner		-	-	-	-	-	IBEW
294	Traffic and Lighting Technician II		-	-	-	-	-	IBEW
294		Hourly	33.4082	35.0786	36.8326	38.6741	40.6079	
294		Bi-weekly	2,672.66	2,806.29	2,946.61	3,093.93	3,248.63	
294		Monthly	5,790.76	6,080.29	6,384.32	6,703.51	7,038.70	
294		Annual	69,489.06	72,963.49	76,611.81	80,442.13	84,464.43	
295		Hourly	33.4917	35.1663	36.9245	38.7707	40.7093	
295		Bi-weekly	2,679.34	2,813.30	2,953.96	3,101.66	3,256.74	
295		Monthly	5,805.23	6,095.49	6,400.25	6,720.26	7,056.28	
295		Annual	69,662.74	73,145.90	76,802.96	80,643.06	84,675.34	
296		Hourly	33.5754	35.2541	37.0169	38.8677	40.8111	
296		Bi-weekly	2,686.03	2,820.33	2,961.35	3,109.42	3,264.89	
296		Monthly	5,819.74	6,110.71	6,416.26	6,737.07	7,073.92	
296		Annual	69,836.83	73,328.53	76,995.15	80,844.82	84,887.09	
297		Hourly	33.6594	35.3423	37.1094	38.9649	40.9131	
297		Bi-weekly	2,692.75	2,827.38	2,968.75	3,117.19	3,273.05	
297		Monthly	5,834.30	6,126.00	6,432.30	6,753.92	7,091.60	
297		Annual	70,011.55	73,511.98	77,187.55	81,046.99	85,099.25	
298		Hourly	33.7435	35.4307	37.2022	39.0622	41.0153	
298		Bi-weekly	2,699.48	2,834.46	2,976.18	3,124.98	3,281.22	
298		Monthly	5,848.87	6,141.32	6,448.38	6,770.78	7,109.32	
298		Annual	70,186.48	73,695.86	77,380.58	81,249.38	85,311.82	
299	Contracts and Records Technician		-	-	-	-	-	CAMP
299	Executive Secretary Conf		-	-	-	-	-	CAMP
299		Hourly	33.8279	35.5192	37.2952	39.1599	41.1179	
299		Bi-weekly	2,706.23	2,841.54	2,983.62	3,132.79	3,289.43	
299		Monthly	5,863.50	6,156.66	6,464.50	6,787.72	7,127.10	
299		Annual	70,362.03	73,879.94	77,574.02	81,452.59	85,525.23	
300		Hourly	33.9124	35.6081	37.3886	39.2579	41.2209	
300		Bi-weekly	2,712.99	2,848.65	2,991.09	3,140.63	3,297.67	
300		Monthly	5,878.15	6,172.07	6,480.69	6,804.70	7,144.96	
300		Annual	70,537.79	74,064.85	77,768.29	81,656.43	85,739.47	
301		Hourly	33.9972	35.6971	37.4819	39.3560	41.3238	
301		Bi-weekly	2,719.78	2,855.77	2,998.55	3,148.48	3,305.90	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
301		Monthly	5,892.85	6,187.50	6,496.86	6,821.71	7,162.79	
301		Annual	70,714.18	74,249.97	77,962.35	81,860.48	85,953.50	
302		Hourly	34.0822	35.7863	37.5755	39.4544	41.4270	
302		Bi-weekly	2,726.58	2,862.90	3,006.04	3,156.35	3,314.16	
302		Monthly	5,907.58	6,202.96	6,513.09	6,838.76	7,180.68	
302		Annual	70,890.98	74,435.50	78,157.04	82,065.15	86,168.16	
303		Hourly	34.1674	35.8758	37.6696	39.5531	41.5307	
303		Bi-weekly	2,733.39	2,870.06	3,013.57	3,164.25	3,322.46	
303		Monthly	5,922.35	6,218.47	6,529.40	6,855.87	7,198.66	
303		Annual	71,068.19	74,621.66	78,352.77	82,270.45	86,383.86	
304	Building Inspector I		-	-	-	-	-	IBEW
304	Engineering Technician II		-	-	-	-	-	IBEW
304	Fire Prevention Inspector		-	-	-	-	-	IBEW
304	Housing Specialist Supervisor		-	-	-	-	-	IBEW
304		Hourly	34.2529	35.9655	37.7638	39.6520	41.6347	
304		Bi-weekly	2,740.23	2,877.24	3,021.10	3,172.16	3,330.78	
304		Monthly	5,937.17	6,234.02	6,545.73	6,873.01	7,216.68	
304		Annual	71,246.03	74,808.24	78,548.70	82,476.16	86,600.18	
305		Hourly	34.3384	36.0554	37.8581	39.7509	41.7385	
305		Bi-weekly	2,747.07	2,884.43	3,028.65	3,180.07	3,339.08	
305		Monthly	5,951.99	6,249.60	6,562.07	6,890.16	7,234.67	
305		Annual	71,423.87	74,995.23	78,744.85	82,681.87	86,816.08	
306		Hourly	34.4242	36.1455	37.9527	39.8503	41.8429	
306		Bi-weekly	2,753.94	2,891.64	3,036.22	3,188.02	3,347.43	
306		Monthly	5,966.86	6,265.22	6,578.47	6,907.39	7,252.77	
306		Annual	71,602.34	75,182.64	78,941.62	82,888.62	87,033.23	
307		Hourly	34.5104	36.2358	38.0476	39.9500	41.9475	
307		Bi-weekly	2,760.83	2,898.86	3,043.81	3,196.00	3,355.80	
307		Monthly	5,981.80	6,280.87	6,594.92	6,924.67	7,270.90	
307		Annual	71,781.63	75,370.46	79,139.01	83,096.00	87,250.80	
308		Hourly	34.5967	36.3265	38.1428	40.0499	42.0524	
308		Bi-weekly	2,767.74	2,906.12	3,051.42	3,203.99	3,364.19	
308		Monthly	5,996.76	6,296.59	6,611.42	6,941.98	7,289.08	
308		Annual	71,961.14	75,559.12	79,337.02	83,303.79	87,468.99	
309		Hourly	34.6832	36.4173	38.2381	40.1500	42.1575	
309		Bi-weekly	2,774.66	2,913.38	3,059.05	3,212.00	3,372.60	
309		Monthly	6,011.76	6,312.33	6,627.94	6,959.33	7,307.30	
309		Annual	72,141.06	75,747.98	79,535.25	83,512.00	87,687.60	
310	Utility Mechanic I		-	-	-	-	-	IBEW
310		Hourly	34.7698	36.5084	38.3338	40.2504	42.2631	
310		Bi-weekly	2,781.58	2,920.67	3,066.70	3,220.03	3,381.05	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
310		Monthly	6,026.77	6,328.12	6,644.53	6,976.74	7,325.60	
310		Annual	72,321.18	75,937.47	79,734.30	83,720.83	87,907.25	
311		Hourly	34.8568	36.5996	38.4296	40.3511	42.3686	
311		Bi-weekly	2,788.54	2,927.97	3,074.37	3,228.09	3,389.49	
311		Monthly	6,041.85	6,343.93	6,661.13	6,994.19	7,343.89	
311		Annual	72,502.14	76,127.17	79,933.57	83,930.29	88,126.69	
312	Executive Assistant to the Mayor		-	-	-	-	-	Unrep
312		Hourly	34.9439	36.6911	38.5256	40.4519	42.4745	
312		Bi-weekly	2,795.51	2,935.29	3,082.05	3,236.15	3,397.96	
312		Monthly	6,056.94	6,359.79	6,677.77	7,011.66	7,362.25	
312		Annual	72,683.31	76,317.49	80,133.25	84,139.95	88,346.96	
313		Hourly	35.0313	36.7828	38.6220	40.5532	42.5808	
313		Bi-weekly	2,802.50	2,942.62	3,089.76	3,244.26	3,406.46	
313		Monthly	6,072.09	6,375.69	6,694.48	7,029.22	7,380.67	
313		Annual	72,865.10	76,508.22	80,333.76	84,350.66	88,568.06	
314	IS Services Specialist		-	-	-	-	-	IBEW
314		Hourly	35.1188	36.8748	38.7185	40.6544	42.6871	
314		Bi-weekly	2,809.50	2,949.98	3,097.48	3,252.35	3,414.97	
314		Monthly	6,087.26	6,391.63	6,711.21	7,046.76	7,399.10	
314		Annual	73,047.10	76,699.58	80,534.48	84,561.15	88,789.17	
315		Hourly	35.2066	36.9670	38.8153	40.7562	42.7940	
315		Bi-weekly	2,816.53	2,957.36	3,105.22	3,260.50	3,423.52	
315		Monthly	6,102.48	6,407.61	6,727.99	7,064.41	7,417.63	
315		Annual	73,229.73	76,891.36	80,735.82	84,772.90	89,011.52	
316		Hourly	35.2947	37.0594	38.9124	40.8579	42.9008	
316		Bi-weekly	2,823.58	2,964.75	3,112.99	3,268.63	3,432.06	
316		Monthly	6,117.75	6,423.63	6,744.82	7,082.04	7,436.14	
316		Annual	73,412.98	77,083.55	80,937.79	84,984.43	89,233.66	
317		Hourly	35.3830	37.1521	39.0096	40.9600	43.0081	
317		Bi-weekly	2,830.64	2,972.17	3,120.77	3,276.80	3,440.65	
317		Monthly	6,133.05	6,439.70	6,761.66	7,099.73	7,454.74	
317		Annual	73,596.64	77,276.37	81,139.97	85,196.80	89,456.85	
318		Hourly	35.4713	37.2448	39.1071	41.0625	43.1156	
318		Bi-weekly	2,837.70	2,979.58	3,128.57	3,285.00	3,449.25	
318		Monthly	6,148.36	6,455.77	6,778.56	7,117.50	7,473.37	
318		Annual	73,780.30	77,469.18	81,342.77	85,410.00	89,680.45	
319		Hourly	35.5600	37.3381	39.2050	41.1653	43.2234	
319		Bi-weekly	2,844.80	2,987.05	3,136.40	3,293.22	3,457.87	
319		Monthly	6,163.73	6,471.94	6,795.53	7,135.32	7,492.06	
319		Annual	73,964.80	77,663.25	81,546.40	85,623.82	89,904.67	
320		Hourly	35.6489	37.4314	39.3029	41.2681	43.3315	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
320		Bi-weekly	2,851.91	2,994.51	3,144.23	3,301.45	3,466.52	
320		Monthly	6,179.14	6,488.11	6,812.50	7,153.14	7,510.79	
320		Annual	74,149.71	77,857.31	81,750.03	85,837.65	90,129.52	
321		Hourly	35.7380	37.5250	39.4012	41.3713	43.4398	
321		Bi-weekly	2,859.04	3,002.00	3,152.10	3,309.70	3,475.18	
321		Monthly	6,194.59	6,504.33	6,829.54	7,171.03	7,529.57	
321		Annual	74,335.04	78,052.00	81,954.50	86,052.30	90,354.78	
322		Hourly	35.8273	37.6187	39.4996	41.4746	43.5484	
322		Bi-weekly	2,866.18	3,009.50	3,159.97	3,317.97	3,483.87	
322		Monthly	6,210.07	6,520.58	6,846.60	7,188.93	7,548.39	
322		Annual	74,520.78	78,246.90	82,159.17	86,267.17	90,580.67	
323	Laboratory Analyst II		-	-	-	-	-	IBEW
323		Hourly	35.9169	37.7128	39.5985	41.5784	43.6574	
323		Bi-weekly	2,873.35	3,017.02	3,167.88	3,326.27	3,492.59	
323		Monthly	6,225.60	6,536.89	6,863.74	7,206.92	7,567.28	
323		Annual	74,707.15	78,442.62	82,364.88	86,483.07	90,807.39	
324	Crime Analyst		-	-	-	-	-	IBEW
324	GIS Specialist I		-	-	-	-	-	IBEW
324		Hourly	36.0068	37.8071	39.6974	41.6823	43.7665	
324		Bi-weekly	2,880.54	3,024.57	3,175.79	3,334.58	3,501.32	
324		Monthly	6,241.18	6,553.23	6,880.88	7,224.93	7,586.19	
324		Annual	74,894.14	78,638.77	82,570.59	86,699.18	91,034.32	
325		Hourly	36.0969	37.9016	39.7967	41.7866	43.8759	
325		Bi-weekly	2,887.75	3,032.13	3,183.74	3,342.93	3,510.07	
325		Monthly	6,256.80	6,569.61	6,898.10	7,243.01	7,605.16	
325		Annual	75,081.55	78,835.33	82,777.14	86,916.13	91,261.87	
326		Hourly	36.1870	37.9963	39.8961	41.8909	43.9854	
326		Bi-weekly	2,894.96	3,039.70	3,191.69	3,351.27	3,518.83	
326		Monthly	6,272.41	6,586.03	6,915.32	7,261.09	7,624.14	
326		Annual	75,268.96	79,032.30	82,983.89	87,133.07	91,489.63	
327	Communications Operator II		-	-	-	-	-	IBEW
327		Hourly	36.2775	38.0914	39.9959	41.9958	44.0955	
327		Bi-weekly	2,902.20	3,047.31	3,199.67	3,359.66	3,527.64	
327		Monthly	6,288.10	6,602.51	6,932.62	7,279.27	7,643.22	
327		Annual	75,457.20	79,230.11	83,191.47	87,351.26	91,718.64	
328		Hourly	36.3682	38.1865	40.0959	42.1007	44.2057	
328		Bi-weekly	2,909.46	3,054.92	3,207.67	3,368.06	3,536.46	
328		Monthly	6,303.82	6,618.99	6,949.96	7,297.46	7,662.32	
328		Annual	75,645.86	79,427.92	83,399.47	87,569.46	91,947.86	
329	Police Records Supervisor		-	-	-	-	-	IBEW
329		Hourly	36.4591	38.2821	40.1962	42.2060	44.3163	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
329		Bi-weekly	2,916.73	3,062.57	3,215.70	3,376.48	3,545.30	
329		Monthly	6,319.58	6,635.56	6,967.34	7,315.71	7,681.49	
329		Annual	75,834.93	79,626.77	83,608.10	87,788.48	92,177.90	
330	Accountant		-	-	-	-	-	IBEW
330	Instrument Technician I		-	-	-	-	-	IBEW
330		Hourly	36.5503	38.3778	40.2967	42.3116	44.4271	
330		Bi-weekly	2,924.02	3,070.22	3,223.74	3,384.93	3,554.17	
330		Monthly	6,335.39	6,652.15	6,984.76	7,334.01	7,700.70	
330		Annual	76,024.62	79,825.82	83,817.14	88,008.13	92,408.37	
331	Marina Supervisor		-	-	-	-	-	IBEW
331	Public Works Supervisor		-	-	-	-	-	IBEW
331		Hourly	36.6416	38.4737	40.3973	42.4173	44.5381	
331		Bi-weekly	2,931.33	3,077.90	3,231.78	3,393.38	3,563.05	
331		Monthly	6,351.21	6,668.78	7,002.20	7,352.33	7,719.94	
331		Annual	76,214.53	80,025.30	84,026.38	88,227.98	92,639.25	
332		Hourly	36.7332	38.5698	40.4984	42.5232	44.6495	
332		Bi-weekly	2,938.66	3,085.58	3,239.87	3,401.86	3,571.96	
332		Monthly	6,367.09	6,685.43	7,019.72	7,370.69	7,739.25	
332		Annual	76,405.06	80,225.18	84,236.67	88,448.26	92,870.96	
333	Equipment Maintenance Supervisor		-	-	-	-	-	IBEW
333	Landscape Inspector		-	-	-	-	-	IBEW
333	Landscape Supervisor		-	-	-	-	-	IBEW
333		Hourly	36.8251	38.6664	40.5997	42.6296	44.7611	
333		Bi-weekly	2,946.01	3,093.31	3,247.98	3,410.37	3,580.89	
333		Monthly	6,383.02	6,702.18	7,037.28	7,389.13	7,758.59	
333		Annual	76,596.21	80,426.11	84,447.38	88,669.57	93,103.09	
334	Associate Planner		-	-	-	-	-	IBEW
334	Building Inspector II		-	-	-	-	-	IBEW
334		Hourly	36.9172	38.7630	40.7012	42.7362	44.8730	
334		Bi-weekly	2,953.38	3,101.04	3,256.10	3,418.90	3,589.84	
334		Monthly	6,398.98	6,718.92	7,054.88	7,407.61	7,777.99	
334		Annual	76,787.78	80,627.04	84,658.50	88,891.30	93,335.84	
335		Hourly	37.0093	38.8598	40.8028	42.8430	44.9851	
335		Bi-weekly	2,960.74	3,108.78	3,264.22	3,427.44	3,598.81	
335		Monthly	6,414.95	6,735.70	7,072.49	7,426.12	7,797.42	
335		Annual	76,979.34	80,828.38	84,869.82	89,113.44	93,569.01	
336		Hourly	37.1019	38.9571	40.9049	42.9501	45.0976	
336		Bi-weekly	2,968.15	3,116.57	3,272.39	3,436.01	3,607.81	
336		Monthly	6,431.00	6,752.56	7,090.18	7,444.68	7,816.92	
336		Annual	77,171.95	81,030.77	85,082.19	89,336.21	93,803.01	
337		Hourly	37.1947	39.0545	41.0072	43.0576	45.2105	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
337		Bi-weekly	2,975.58	3,124.36	3,280.58	3,444.61	3,616.84	
337		Monthly	6,447.08	6,769.45	7,107.92	7,463.32	7,836.49	
337		Annual	77,364.98	81,233.36	85,294.98	89,559.81	94,037.84	
338		Hourly	37.2876	39.1521	41.1097	43.1651	45.3234	
338		Bi-weekly	2,983.01	3,132.17	3,288.78	3,453.21	3,625.87	
338		Monthly	6,463.18	6,786.36	7,125.68	7,481.95	7,856.06	
338		Annual	77,558.21	81,436.37	85,508.18	89,783.41	94,272.67	
339	Deputy City Clerk		-	-	-	-	-	CAMP
339		Hourly	37.3809	39.2499	41.2125	43.2731	45.4367	
339		Bi-weekly	2,990.47	3,139.99	3,297.00	3,461.85	3,634.94	
339		Monthly	6,479.36	6,803.32	7,143.50	7,500.67	7,875.70	
339		Annual	77,752.27	81,639.79	85,722.00	90,008.05	94,508.34	
340		Hourly	37.4744	39.3482	41.3156	43.3813	45.5504	
340		Bi-weekly	2,997.95	3,147.86	3,305.25	3,470.50	3,644.03	
340		Monthly	6,495.56	6,820.36	7,161.37	7,519.43	7,895.40	
340		Annual	77,946.75	81,844.26	85,936.45	90,233.10	94,744.83	
341		Hourly	37.5681	39.4464	41.4188	43.4897	45.6642	
341		Bi-weekly	3,005.45	3,155.71	3,313.50	3,479.18	3,653.14	
341		Monthly	6,511.80	6,837.38	7,179.26	7,538.22	7,915.13	
341		Annual	78,141.65	82,048.51	86,151.10	90,458.58	94,981.54	
342		Hourly	37.6620	39.5450	41.5222	43.5984	45.7782	
342		Bi-weekly	3,012.96	3,163.60	3,321.78	3,487.87	3,662.26	
342		Monthly	6,528.08	6,854.47	7,197.18	7,557.06	7,934.89	
342		Annual	78,336.96	82,253.60	86,366.18	90,684.67	95,218.66	
343	Senior Engineering Technician		-	-	-	-	-	IBEW
343		Hourly	37.7562	39.6440	41.6261	43.7074	45.8929	
343		Bi-weekly	3,020.50	3,171.52	3,330.09	3,496.59	3,671.43	
343		Monthly	6,544.41	6,871.63	7,215.19	7,575.95	7,954.77	
343		Annual	78,532.90	82,459.52	86,582.29	90,911.39	95,457.23	
344		Hourly	37.8505	39.7431	41.7301	43.8166	46.0074	
344		Bi-weekly	3,028.04	3,179.45	3,338.41	3,505.33	3,680.59	
344		Monthly	6,560.75	6,888.80	7,233.22	7,594.88	7,974.62	
344		Annual	78,729.04	82,665.65	86,798.61	91,138.53	95,695.39	
345		Hourly	37.9452	39.8425	41.8346	43.9263	46.1226	
345		Bi-weekly	3,035.62	3,187.40	3,346.77	3,514.10	3,689.81	
345		Monthly	6,577.17	6,906.03	7,251.33	7,613.89	7,994.58	
345		Annual	78,926.02	82,872.40	87,015.97	91,366.70	95,935.01	
346		Hourly	38.0401	39.9421	41.9391	44.0361	46.2379	
346		Bi-weekly	3,043.21	3,195.37	3,355.13	3,522.89	3,699.03	
346		Monthly	6,593.62	6,923.30	7,269.44	7,632.92	8,014.57	
346		Annual	79,123.41	83,079.57	87,233.33	91,595.09	96,174.83	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
347		Hourly	38.1351	40.0419	42.0440	44.1462	46.3535	
347		Bi-weekly	3,050.81	3,203.35	3,363.52	3,531.70	3,708.28	
347		Monthly	6,610.08	6,940.60	7,287.63	7,652.01	8,034.61	
347		Annual	79,321.01	83,287.15	87,451.52	91,824.10	96,415.28	
348		Hourly	38.2304	40.1420	42.1490	44.2565	46.4694	
348		Bi-weekly	3,058.43	3,211.36	3,371.92	3,540.52	3,717.55	
348		Monthly	6,626.60	6,957.95	7,305.83	7,671.13	8,054.70	
348		Annual	79,519.23	83,495.36	87,669.92	92,053.52	96,656.35	
349		Hourly	38.3260	40.2423	42.2544	44.3671	46.5855	
349		Bi-weekly	3,066.08	3,219.38	3,380.35	3,549.37	3,726.84	
349		Monthly	6,643.17	6,975.33	7,324.10	7,690.30	8,074.82	
349		Annual	79,718.08	83,703.98	87,889.15	92,283.57	96,897.84	
350		Hourly	38.4218	40.3429	42.3601	44.4781	46.7021	
350		Bi-weekly	3,073.74	3,227.43	3,388.81	3,558.25	3,736.17	
350		Monthly	6,659.78	6,992.77	7,342.42	7,709.54	8,095.03	
350		Annual	79,917.34	83,913.23	88,109.01	92,514.45	97,140.37	
351		Hourly	38.5179	40.4437	42.4659	44.5891	46.8187	
351		Bi-weekly	3,081.43	3,235.50	3,397.27	3,567.13	3,745.50	
351		Monthly	6,676.44	7,010.24	7,360.76	7,728.78	8,115.24	
351		Annual	80,117.23	84,122.90	88,329.07	92,745.33	97,382.90	
352	Utility Mechanic II		-	-	-	-	-	IBEW
352		Hourly	38.6142	40.5448	42.5721	44.7008	46.9358	
352		Bi-weekly	3,089.14	3,243.58	3,405.77	3,576.06	3,754.86	
352		Monthly	6,693.13	7,027.77	7,379.16	7,748.14	8,135.54	
352		Annual	80,317.54	84,333.18	88,549.97	92,977.66	97,626.46	
353		Hourly	38.7107	40.6463	42.6786	44.8125	47.0531	
353		Bi-weekly	3,096.86	3,251.70	3,414.29	3,585.00	3,764.25	
353		Monthly	6,709.86	7,045.36	7,397.62	7,767.50	8,155.87	
353		Annual	80,518.26	84,544.30	88,771.49	93,210.00	97,870.45	
354		Hourly	38.8075	40.7478	42.7853	44.9245	47.1707	
354		Bi-weekly	3,104.60	3,259.82	3,422.82	3,593.96	3,773.66	
354		Monthly	6,726.63	7,062.95	7,416.12	7,786.91	8,176.26	
354		Annual	80,719.60	84,755.42	88,993.42	93,442.96	98,115.06	
355		Hourly	38.9044	40.8496	42.8921	45.0368	47.2885	
355		Bi-weekly	3,112.35	3,267.97	3,431.37	3,602.94	3,783.08	
355		Monthly	6,743.43	7,080.60	7,434.63	7,806.38	8,196.67	
355		Annual	80,921.15	84,967.17	89,215.57	93,676.54	98,360.08	
356		Hourly	39.0018	40.9519	42.9995	45.1494	47.4069	
356		Bi-weekly	3,120.14	3,276.15	3,439.96	3,611.95	3,792.55	
356		Monthly	6,760.31	7,098.33	7,453.25	7,825.90	8,217.20	
356		Annual	81,123.74	85,179.95	89,438.96	93,910.75	98,606.35	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
357		Hourly	39.0992	41.0542	43.1068	45.2621	47.5252	
357		Bi-weekly	3,127.94	3,284.34	3,448.54	3,620.97	3,802.02	
357		Monthly	6,777.20	7,116.06	7,471.85	7,845.43	8,237.70	
357		Annual	81,326.34	85,392.74	89,662.14	94,145.17	98,852.42	
358	Administrative Analyst I		-	-	-	-	-	CAMP
358	Community and Volunteer Coordinator		-	-	-	-	-	CAMP
358	Paralegal		-	-	-	-	-	CAMP
358	Personnel Analyst I		-	-	-	-	-	CAMP
358		Hourly	39.1971	41.1569	43.2148	45.3755	47.6443	
358		Bi-weekly	3,135.77	3,292.55	3,457.18	3,630.04	3,811.54	
358		Monthly	6,794.16	7,133.86	7,490.57	7,865.09	8,258.35	
358		Annual	81,529.97	85,606.35	89,886.78	94,381.04	99,100.14	
359		Hourly	39.2949	41.2597	43.3226	45.4888	47.7633	
359		Bi-weekly	3,143.59	3,300.78	3,465.81	3,639.10	3,821.06	
359		Monthly	6,811.12	7,151.68	7,509.25	7,884.73	8,278.97	
359		Annual	81,733.39	85,820.18	90,111.01	94,616.70	99,347.66	
360		Hourly	39.3933	41.3629	43.4311	45.6026	47.8827	
360		Bi-weekly	3,151.46	3,309.03	3,474.49	3,648.21	3,830.62	
360		Monthly	6,828.17	7,169.57	7,528.06	7,904.45	8,299.67	
360		Annual	81,938.06	86,034.83	90,336.69	94,853.41	99,596.02	
361		Hourly	39.4917	41.4664	43.5397	45.7167	48.0024	
361		Bi-weekly	3,159.34	3,317.31	3,483.18	3,657.34	3,840.19	
361		Monthly	6,845.23	7,187.51	7,546.88	7,924.23	8,320.42	
361		Annual	82,142.74	86,250.11	90,562.58	95,090.74	99,844.99	
362	Utility Supervisor		-	-	-	-	-	IBEW
362	Water Quality Analyst		-	-	-	-	-	IBEW
362		Hourly	39.5905	41.5701	43.6485	45.8310	48.1225	
362		Bi-weekly	3,167.24	3,325.61	3,491.88	3,666.48	3,849.80	
362		Monthly	6,862.35	7,205.48	7,565.74	7,944.04	8,341.23	
362		Annual	82,348.24	86,465.81	90,788.88	95,328.48	100,094.80	
363	GIS Specialist II		-	-	-	-	-	IBEW
363	Senior Building Inspector		-	-	-	-	-	IBEW
363		Hourly	39.6895	41.6739	43.7576	45.9455	48.2427	
363		Bi-weekly	3,175.16	3,333.91	3,500.61	3,675.64	3,859.42	
363		Monthly	6,879.51	7,223.48	7,584.65	7,963.89	8,362.07	
363		Annual	82,554.16	86,681.71	91,015.81	95,566.64	100,344.82	
364		Hourly	39.7886	41.7780	43.8670	46.0603	48.3633	
364		Bi-weekly	3,183.09	3,342.24	3,509.36	3,684.82	3,869.06	
364		Monthly	6,896.69	7,241.52	7,603.61	7,983.79	8,382.97	
364		Annual	82,760.29	86,898.24	91,243.36	95,805.42	100,595.66	
365	Community Development Analyst I		-	-	-	-	-	IBEW

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
365		Hourly	39.8881	41.8826	43.9768	46.1755	48.4844	
365		Bi-weekly	3,191.05	3,350.61	3,518.14	3,694.04	3,878.75	
365		Monthly	6,913.94	7,259.65	7,622.65	8,003.75	8,403.96	
365		Annual	82,967.25	87,115.81	91,471.74	96,045.04	100,847.55	
366		Hourly	39.9878	41.9872	44.0867	46.2910	48.6056	
366		Bi-weekly	3,199.02	3,358.98	3,526.94	3,703.28	3,888.45	
366		Monthly	6,931.22	7,277.78	7,641.70	8,023.77	8,424.97	
366		Annual	83,174.62	87,333.38	91,700.34	96,285.28	101,099.65	
367		Hourly	40.0878	42.0923	44.1970	46.4068	48.7271	
367		Bi-weekly	3,207.02	3,367.38	3,535.76	3,712.54	3,898.17	
367		Monthly	6,948.55	7,296.00	7,660.81	8,043.85	8,446.03	
367		Annual	83,382.62	87,551.98	91,929.76	96,526.14	101,352.37	
368		Hourly	40.1881	42.1975	44.3074	46.5227	48.8489	
368		Bi-weekly	3,215.05	3,375.80	3,544.59	3,721.82	3,907.91	
368		Monthly	6,965.94	7,314.23	7,679.95	8,063.94	8,467.14	
368		Annual	83,591.25	87,770.80	92,159.39	96,767.22	101,605.71	
369		Hourly	40.2886	42.3029	44.4181	46.6390	48.9708	
369		Bi-weekly	3,223.09	3,384.23	3,553.45	3,731.12	3,917.66	
369		Monthly	6,983.36	7,332.50	7,699.14	8,084.09	8,488.27	
369		Annual	83,800.29	87,990.03	92,389.65	97,009.12	101,859.26	
370		Hourly	40.3893	42.4087	44.5292	46.7556	49.0934	
370		Bi-weekly	3,231.14	3,392.70	3,562.34	3,740.45	3,927.47	
370		Monthly	7,000.81	7,350.84	7,718.40	8,104.30	8,509.52	
370		Annual	84,009.74	88,210.10	92,620.74	97,251.65	102,114.27	
371		Hourly	40.4902	42.5147	44.6405	46.8725	49.2162	
371		Bi-weekly	3,239.22	3,401.18	3,571.24	3,749.80	3,937.30	
371		Monthly	7,018.30	7,369.22	7,737.69	8,124.57	8,530.81	
371		Annual	84,219.62	88,430.58	92,852.24	97,494.80	102,369.70	
372	Instrument Technician II		-	-	-	-	-	IBEW
372	Senior Landscape Inspector		-	-	-	-	-	IBEW
372		Hourly	40.5914	42.6210	44.7520	46.9895	49.3391	
372		Bi-weekly	3,247.31	3,409.68	3,580.16	3,759.16	3,947.13	
372		Monthly	7,035.84	7,387.64	7,757.01	8,144.85	8,552.11	
372		Annual	84,430.11	88,651.68	93,084.16	97,738.16	102,625.33	
373	Senior Code Enforcement Officer		-	-	-	-	-	IBEW
373		Hourly	40.6929	42.7276	44.8640	47.1073	49.4626	
373		Bi-weekly	3,255.43	3,418.21	3,589.12	3,768.58	3,957.01	
373		Monthly	7,053.44	7,406.12	7,776.43	8,165.27	8,573.52	
373		Annual	84,641.23	88,873.41	93,317.12	97,983.18	102,882.21	
374		Hourly	40.7947	42.8344	44.9762	47.2250	49.5863	
374		Bi-weekly	3,263.58	3,426.75	3,598.10	3,778.00	3,966.90	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
374		Monthly	7,071.08	7,424.63	7,795.88	8,185.67	8,594.96	
374		Annual	84,852.98	89,095.55	93,550.50	98,228.00	103,139.50	
375		Hourly	40.8966	42.9414	45.0885	47.3429	49.7100	
375		Bi-weekly	3,271.73	3,435.31	3,607.08	3,787.43	3,976.80	
375		Monthly	7,088.74	7,443.18	7,815.34	8,206.10	8,616.40	
375		Annual	85,064.93	89,318.11	93,784.08	98,473.23	103,396.80	
376		Hourly	40.9988	43.0487	45.2012	47.4613	49.8344	
376		Bi-weekly	3,279.90	3,443.90	3,616.10	3,796.90	3,986.75	
376		Monthly	7,106.46	7,461.78	7,834.88	8,226.63	8,637.96	
376		Annual	85,277.50	89,541.30	94,018.50	98,719.50	103,655.55	
377		Hourly	41.1013	43.1565	45.3142	47.5800	49.9590	
377		Bi-weekly	3,288.10	3,452.52	3,625.14	3,806.40	3,996.72	
377		Monthly	7,124.23	7,480.46	7,854.46	8,247.20	8,659.56	
377		Annual	85,490.70	89,765.52	94,253.54	98,966.40	103,914.72	
378		Hourly	41.2041	43.2643	45.4275	47.6989	50.0839	
378		Bi-weekly	3,296.33	3,461.14	3,634.20	3,815.91	4,006.71	
378		Monthly	7,142.04	7,499.15	7,874.10	8,267.81	8,681.21	
378		Annual	85,704.53	89,989.74	94,489.20	99,213.71	104,174.51	
379		Hourly	41.3072	43.3726	45.5412	47.8183	50.2092	
379		Bi-weekly	3,304.58	3,469.81	3,643.30	3,825.46	4,016.74	
379		Monthly	7,159.92	7,517.92	7,893.81	8,288.51	8,702.93	
379		Annual	85,918.98	90,215.01	94,725.70	99,462.06	104,435.14	
380		Hourly	41.4104	43.4809	45.6550	47.9377	50.3346	
380		Bi-weekly	3,312.83	3,478.47	3,652.40	3,835.02	4,026.77	
380		Monthly	7,177.80	7,536.69	7,913.53	8,309.20	8,724.66	
380		Annual	86,133.63	90,440.27	94,962.40	99,710.42	104,695.97	
381		Hourly	41.5139	43.5896	45.7691	48.0575	50.4603	
381		Bi-weekly	3,321.11	3,487.17	3,661.53	3,844.60	4,036.82	
381		Monthly	7,195.74	7,555.53	7,933.31	8,329.97	8,746.45	
381		Annual	86,348.91	90,666.37	95,199.73	99,959.60	104,957.42	
382		Hourly	41.6178	43.6987	45.8836	48.1777	50.5867	
382		Bi-weekly	3,329.42	3,495.90	3,670.69	3,854.22	4,046.94	
382		Monthly	7,213.75	7,574.44	7,953.16	8,350.80	8,768.36	
382		Annual	86,565.02	90,893.30	95,437.89	100,209.62	105,220.34	
383	Assistant Engineer		-	-	-	-	-	IBEW
383	Forensic Analyst		-	-	-	-	-	IBEW
383		Hourly	41.7217	43.8079	45.9983	48.2980	50.7130	
383		Bi-weekly	3,337.74	3,504.63	3,679.86	3,863.84	4,057.04	
383		Monthly	7,231.76	7,593.37	7,973.04	8,371.65	8,790.25	
383		Annual	86,781.14	91,120.43	95,676.46	100,459.84	105,483.04	
384		Hourly	41.8260	43.9173	46.1132	48.4189	50.8398	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
384		Bi-weekly	3,346.08	3,513.38	3,689.06	3,873.51	4,067.18	
384		Monthly	7,249.84	7,612.33	7,992.96	8,392.61	8,812.23	
384		Annual	86,998.08	91,347.98	95,915.46	100,711.31	105,746.78	
385		Hourly	41.9306	44.0271	46.2285	48.5399	50.9669	
385		Bi-weekly	3,354.45	3,522.17	3,698.28	3,883.19	4,077.35	
385		Monthly	7,267.97	7,631.36	8,012.94	8,413.58	8,834.26	
385		Annual	87,215.65	91,576.37	96,155.28	100,962.99	106,011.15	
386		Hourly	42.0354	44.1371	46.3440	48.6613	51.0944	
386		Bi-weekly	3,362.83	3,530.97	3,707.52	3,892.90	4,087.55	
386		Monthly	7,286.14	7,650.43	8,032.96	8,434.63	8,856.36	
386		Annual	87,433.63	91,805.17	96,395.52	101,215.50	106,276.35	
387		Hourly	42.1405	44.2475	46.4598	48.7829	51.2220	
387		Bi-weekly	3,371.24	3,539.80	3,716.78	3,902.63	4,097.76	
387		Monthly	7,304.35	7,669.57	8,053.03	8,455.70	8,878.48	
387		Annual	87,652.24	92,034.80	96,636.38	101,468.43	106,541.76	
388	Media Services Specialist		-	-	-	-	-	CAMP
388		Hourly	42.2459	44.3582	46.5762	48.9049	51.3501	
388		Bi-weekly	3,379.67	3,548.66	3,726.10	3,912.39	4,108.01	
388		Monthly	7,322.62	7,688.76	8,073.21	8,476.85	8,900.68	
388		Annual	87,871.47	92,265.06	96,878.50	101,722.19	106,808.21	
389		Hourly	42.3514	44.4690	46.6926	49.0272	51.4786	
389		Bi-weekly	3,388.11	3,557.52	3,735.41	3,922.18	4,118.29	
389		Monthly	7,340.91	7,707.96	8,093.38	8,498.05	8,922.96	
389		Annual	88,090.91	92,495.52	97,120.61	101,976.58	107,075.49	
390	Payroll Supervisor		-	-	-	-	-	IBEW
390	Senior Accountant		-	-	-	-	-	IBEW
390		Hourly	42.4574	44.5803	46.8093	49.1497	51.6071	
390		Bi-weekly	3,396.59	3,566.42	3,744.74	3,931.98	4,128.57	
390		Monthly	7,359.28	7,727.25	8,113.61	8,519.28	8,945.23	
390		Annual	88,311.39	92,727.02	97,363.34	102,231.38	107,342.77	
391	Senior Utility Mechanic		-	-	-	-	-	IBEW
391		Hourly	42.5635	44.6917	46.9263	49.2726	51.7363	
391		Bi-weekly	3,405.08	3,575.34	3,754.10	3,941.81	4,138.90	
391		Monthly	7,377.67	7,746.56	8,133.89	8,540.58	8,967.63	
391		Annual	88,532.08	92,958.74	97,606.70	102,487.01	107,611.50	
392		Hourly	42.6699	44.8034	47.0436	49.3957	51.8655	
392		Bi-weekly	3,413.59	3,584.27	3,763.49	3,951.66	4,149.24	
392		Monthly	7,396.12	7,765.92	8,154.22	8,561.92	8,990.02	
392		Annual	88,753.39	93,191.07	97,850.69	102,743.06	107,880.24	
393		Hourly	42.7766	44.9154	47.1612	49.5193	51.9952	
393		Bi-weekly	3,422.13	3,593.23	3,772.90	3,961.54	4,159.62	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
393		Monthly	7,414.61	7,785.34	8,174.61	8,583.35	9,012.50	
393		Annual	88,975.33	93,424.03	98,095.30	103,000.14	108,150.02	
394		Hourly	42.8836	45.0278	47.2792	49.6431	52.1253	
394		Bi-weekly	3,430.69	3,602.22	3,782.34	3,971.45	4,170.02	
394		Monthly	7,433.16	7,804.82	8,195.06	8,604.80	9,035.05	
394		Annual	89,197.89	93,657.82	98,340.74	103,257.65	108,420.62	
395	Communications Supervisor		-	-	-	-	-	IBEW
395		Hourly	42.9908	45.1403	47.3973	49.7671	52.2555	
395		Bi-weekly	3,439.26	3,611.22	3,791.78	3,981.37	4,180.44	
395		Monthly	7,451.74	7,824.32	8,215.53	8,626.30	9,057.62	
395		Annual	89,420.86	93,891.82	98,586.38	103,515.57	108,691.44	
396		Hourly	43.0983	45.2532	47.5158	49.8917	52.3862	
396		Bi-weekly	3,447.86	3,620.26	3,801.26	3,991.34	4,190.90	
396		Monthly	7,470.37	7,843.89	8,236.07	8,647.90	9,080.28	
396		Annual	89,644.46	94,126.66	98,832.86	103,774.74	108,963.30	
397		Hourly	43.2060	45.3664	47.6347	50.0165	52.5173	
397		Bi-weekly	3,456.48	3,629.31	3,810.78	4,001.32	4,201.38	
397		Monthly	7,489.04	7,863.51	8,256.68	8,669.53	9,103.00	
397		Annual	89,868.48	94,362.11	99,080.18	104,034.32	109,235.98	
398	Executive Assistant to the City Manager		-	-	-	-	-	Unrep
398	Law Office Supervisor		-	-	-	-	-	Unrep
398		Hourly	43.3141	45.4798	47.7538	50.1414	52.6486	
398		Bi-weekly	3,465.13	3,638.38	3,820.30	4,011.31	4,211.89	
398		Monthly	7,507.78	7,883.17	8,277.33	8,691.18	9,125.76	
398		Annual	90,093.33	94,597.98	99,327.90	104,294.11	109,509.09	
399		Hourly	43.4222	45.5933	47.8730	50.2667	52.7801	
399		Bi-weekly	3,473.78	3,647.46	3,829.84	4,021.34	4,222.41	
399		Monthly	7,526.52	7,902.84	8,297.99	8,712.90	9,148.55	
399		Annual	90,318.18	94,834.06	99,575.84	104,554.74	109,782.61	
400		Hourly	43.5309	45.7074	47.9927	50.3924	52.9121	
400		Bi-weekly	3,482.47	3,656.59	3,839.42	4,031.39	4,232.97	
400		Monthly	7,545.36	7,922.62	8,318.74	8,734.68	9,171.43	
400		Annual	90,544.27	95,071.39	99,824.82	104,816.19	110,057.17	
401		Hourly	43.6398	45.8217	48.1127	50.5184	53.0444	
401		Bi-weekly	3,491.18	3,665.74	3,849.02	4,041.47	4,243.55	
401		Monthly	7,564.23	7,942.43	8,339.54	8,756.52	9,194.36	
401		Annual	90,770.78	95,309.14	100,074.42	105,078.27	110,332.35	
402		Hourly	43.7487	45.9362	48.2330	50.6447	53.1769	
402		Bi-weekly	3,499.90	3,674.90	3,858.64	4,051.58	4,254.15	
402		Monthly	7,583.11	7,962.28	8,360.39	8,778.42	9,217.33	
402		Annual	90,997.30	95,547.30	100,324.64	105,340.98	110,607.95	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
403	GIS Specialist III		-	-	-	-	-	IBEW
403		Hourly	43.8581	46.0511	48.3537	50.7713	53.3098	
403		Bi-weekly	3,508.65	3,684.09	3,868.30	4,061.70	4,264.78	
403		Monthly	7,602.07	7,982.19	8,381.31	8,800.36	9,240.37	
403		Annual	91,224.85	95,786.29	100,575.70	105,604.30	110,884.38	
404	Community Development Analyst II		-	-	-	-	-	IBEW
404		Hourly	43.9678	46.1662	48.4745	50.8982	53.4431	
404		Bi-weekly	3,517.42	3,693.30	3,877.96	4,071.86	4,275.45	
404		Monthly	7,621.09	8,002.14	8,402.25	8,822.36	9,263.47	
404		Annual	91,453.02	96,025.70	100,826.96	105,868.26	111,161.65	
405		Hourly	44.0777	46.2816	48.5956	51.0255	53.5767	
405		Bi-weekly	3,526.22	3,702.53	3,887.65	4,082.04	4,286.14	
405		Monthly	7,640.14	8,022.14	8,423.24	8,844.42	9,286.63	
405		Annual	91,681.62	96,265.73	101,078.85	106,133.04	111,439.54	
406		Hourly	44.1879	46.3974	48.7171	51.1530	53.7107	
406		Bi-weekly	3,535.03	3,711.79	3,897.37	4,092.24	4,296.86	
406		Monthly	7,659.24	8,042.22	8,444.30	8,866.52	9,309.86	
406		Annual	91,910.83	96,506.59	101,331.57	106,398.24	111,718.26	
407		Hourly	44.2983	46.5133	48.8389	51.2808	53.8449	
407		Bi-weekly	3,543.86	3,721.06	3,907.11	4,102.46	4,307.59	
407		Monthly	7,678.37	8,062.31	8,465.41	8,888.67	9,333.12	
407		Annual	92,140.46	96,747.66	101,584.91	106,664.06	111,997.39	
408		Hourly	44.4091	46.6295	48.9611	51.4091	53.9795	
408		Bi-weekly	3,552.73	3,730.36	3,916.89	4,112.73	4,318.36	
408		Monthly	7,697.58	8,082.45	8,486.59	8,910.91	9,356.45	
408		Annual	92,370.93	96,989.36	101,839.09	106,930.93	112,277.36	
409		Hourly	44.5201	46.7461	49.0834	51.5376	54.1146	
409		Bi-weekly	3,561.61	3,739.69	3,926.67	4,123.01	4,329.17	
409		Monthly	7,716.82	8,102.66	8,507.79	8,933.18	9,379.86	
409		Annual	92,601.81	97,231.89	102,093.47	107,198.21	112,558.37	
410	Senior Instrument Technician		-	-	-	-	-	IBEW
410		Hourly	44.6314	46.8630	49.2062	51.6666	54.2498	
410		Bi-weekly	3,570.51	3,749.04	3,936.50	4,133.33	4,339.98	
410		Monthly	7,736.11	8,122.92	8,529.08	8,955.54	9,403.30	
410		Annual	92,833.31	97,475.04	102,348.90	107,466.53	112,839.58	
411		Hourly	44.7431	46.9803	49.3293	51.7957	54.3855	
411		Bi-weekly	3,579.45	3,758.42	3,946.34	4,143.66	4,350.84	
411		Monthly	7,755.47	8,143.25	8,550.41	8,977.92	9,426.82	
411		Annual	93,065.65	97,719.02	102,604.94	107,735.06	113,121.84	
412		Hourly	44.8549	47.0976	49.4525	51.9251	54.5213	
412		Bi-weekly	3,588.39	3,767.81	3,956.20	4,154.01	4,361.70	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
412		Monthly	7,774.85	8,163.58	8,571.77	9,000.35	9,450.36	
412		Annual	93,298.19	97,963.01	102,861.20	108,004.21	113,404.30	
413	Water Treatment Plant Operator		-	-	-	-	-	IBEW
413		Hourly	44.9670	47.2154	49.5763	52.0551	54.6578	
413		Bi-weekly	3,597.36	3,777.23	3,966.10	4,164.41	4,372.62	
413		Monthly	7,794.28	8,184.00	8,593.23	9,022.88	9,474.02	
413		Annual	93,531.36	98,208.03	103,118.70	108,274.61	113,688.22	
414		Hourly	45.0795	47.3334	49.7001	52.1851	54.7944	
414		Bi-weekly	3,606.36	3,786.67	3,976.01	4,174.81	4,383.55	
414		Monthly	7,813.78	8,204.46	8,614.68	9,045.42	9,497.70	
414		Annual	93,765.36	98,453.47	103,376.21	108,545.01	113,972.35	
415		Hourly	45.1921	47.4517	49.8243	52.3155	54.9312	
415		Bi-weekly	3,615.37	3,796.14	3,985.94	4,185.24	4,394.50	
415		Monthly	7,833.30	8,224.96	8,636.21	9,068.02	9,521.41	
415		Annual	93,999.57	98,699.54	103,634.54	108,816.24	114,256.90	
416		Hourly	45.3052	47.5704	49.9490	52.4465	55.0687	
416		Bi-weekly	3,624.42	3,805.63	3,995.92	4,195.72	4,405.50	
416		Monthly	7,852.90	8,245.54	8,657.83	9,090.73	9,545.24	
416		Annual	94,234.82	98,946.43	103,893.92	109,088.72	114,542.90	
417		Hourly	45.4184	47.6892	50.0737	52.5774	55.2062	
417		Bi-weekly	3,633.47	3,815.14	4,005.90	4,206.19	4,416.50	
417		Monthly	7,872.52	8,266.13	8,679.44	9,113.42	9,569.08	
417		Annual	94,470.27	99,193.54	104,153.30	109,360.99	114,828.90	
418	Administrative Analyst II		-	-	-	-	-	CAMP
418	Personnel Analyst II		-	-	-	-	-	CAMP
418	HRIS Analyst		-	-	-	-	-	CAMP
418		Hourly	45.5320	47.8086	50.1990	52.7090	55.3445	
418		Bi-weekly	3,642.56	3,824.69	4,015.92	4,216.72	4,427.56	
418		Monthly	7,892.21	8,286.82	8,701.16	9,136.23	9,593.05	
418		Annual	94,706.56	99,441.89	104,413.92	109,634.72	115,116.56	
419		Hourly	45.6457	47.9281	50.3245	52.8406	55.4827	
419		Bi-weekly	3,651.66	3,834.25	4,025.96	4,227.25	4,438.62	
419		Monthly	7,911.92	8,307.54	8,722.91	9,159.04	9,617.00	
419		Annual	94,943.06	99,690.45	104,674.96	109,908.45	115,404.02	
420		Hourly	45.7598	48.0479	50.4502	52.9727	55.6214	
420		Bi-weekly	3,660.78	3,843.83	4,036.02	4,237.82	4,449.71	
420		Monthly	7,931.70	8,328.30	8,744.70	9,181.94	9,641.04	
420		Annual	95,180.38	99,939.63	104,936.42	110,183.22	115,692.51	
421		Hourly	45.8742	48.1680	50.5763	53.1050	55.7604	
421		Bi-weekly	3,669.94	3,853.44	4,046.10	4,248.40	4,460.83	
421		Monthly	7,951.53	8,349.12	8,766.56	9,204.87	9,665.14	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
421		Annual	95,418.34	100,189.44	105,198.70	110,458.40	115,981.63	
422		Hourly	45.9890	48.2885	50.7028	53.2379	55.8999	
422		Bi-weekly	3,679.12	3,863.08	4,056.22	4,259.03	4,471.99	
422		Monthly	7,971.43	8,370.01	8,788.49	9,227.90	9,689.32	
422		Annual	95,657.12	100,440.08	105,461.82	110,734.83	116,271.79	
423	Building Plan Engineer		-	-	-	-	-	IBEW
423		Hourly	46.1039	48.4092	50.8296	53.3711	56.0396	
423		Bi-weekly	3,688.31	3,872.74	4,066.37	4,269.69	4,483.17	
423		Monthly	7,991.34	8,390.93	8,810.46	9,250.99	9,713.53	
423		Annual	95,896.11	100,691.14	105,725.57	111,011.89	116,562.37	
424		Hourly	46.2192	48.5302	50.9566	53.5045	56.1797	
424		Bi-weekly	3,697.54	3,882.42	4,076.53	4,280.36	4,494.38	
424		Monthly	8,011.33	8,411.90	8,832.48	9,274.11	9,737.82	
424		Annual	96,135.94	100,942.82	105,989.73	111,289.36	116,853.78	
425		Hourly	46.3348	48.6515	51.0841	53.6383	56.3202	
425		Bi-weekly	3,706.78	3,892.12	4,086.73	4,291.06	4,505.62	
425		Monthly	8,031.37	8,432.93	8,854.58	9,297.31	9,762.17	
425		Annual	96,376.38	101,195.12	106,254.93	111,567.66	117,146.02	
426		Hourly	46.4506	48.7732	51.2118	53.7725	56.4610	
426		Bi-weekly	3,716.05	3,901.86	4,096.94	4,301.80	4,516.88	
426		Monthly	8,051.44	8,454.02	8,876.71	9,320.57	9,786.57	
426		Annual	96,617.25	101,448.26	106,520.54	111,846.80	117,438.88	
427		Hourly	46.5667	48.8950	51.3397	53.9068	56.6021	
427		Bi-weekly	3,725.34	3,911.60	4,107.18	4,312.54	4,528.17	
427		Monthly	8,071.56	8,475.13	8,898.88	9,343.85	9,811.03	
427		Annual	96,858.74	101,701.60	106,786.58	112,126.14	117,732.37	
428	Marina Manager		-	-	-	-	-	CAMP
428	Network Administrator		-	-	-	-	-	CAMP
428		Hourly	46.6831	49.0172	51.4681	54.0415	56.7435	
428		Bi-weekly	3,734.65	3,921.38	4,117.45	4,323.32	4,539.48	
428		Monthly	8,091.74	8,496.32	8,921.14	9,367.19	9,835.54	
428		Annual	97,100.85	101,955.78	107,053.65	112,406.32	118,026.48	
429		Hourly	46.7998	49.1399	51.5968	54.1767	56.8856	
429		Bi-weekly	3,743.98	3,931.19	4,127.74	4,334.14	4,550.85	
429		Monthly	8,111.97	8,517.58	8,943.45	9,390.63	9,860.17	
429		Annual	97,343.58	102,210.99	107,321.34	112,687.54	118,322.05	
430		Hourly	46.9168	49.2627	51.7259	54.3121	57.0277	
430		Bi-weekly	3,753.34	3,941.02	4,138.07	4,344.97	4,562.22	
430		Monthly	8,132.25	8,538.87	8,965.82	9,414.10	9,884.80	
430		Annual	97,586.94	102,466.42	107,589.87	112,969.17	118,617.62	
431		Hourly	47.0341	49.3857	51.8551	54.4479	57.1703	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
431		Bi-weekly	3,762.73	3,950.86	4,148.41	4,355.83	4,573.62	
431		Monthly	8,152.58	8,560.19	8,988.22	9,437.64	9,909.52	
431		Annual	97,830.93	102,722.26	107,858.61	113,251.63	118,914.22	
432		Hourly	47.1516	49.5092	51.9846	54.5838	57.3130	
432		Bi-weekly	3,772.13	3,960.74	4,158.77	4,366.70	4,585.04	
432		Monthly	8,172.94	8,581.60	9,010.66	9,461.19	9,934.25	
432		Annual	98,075.33	102,979.14	108,127.97	113,534.30	119,211.04	
433	Advanced Water Treatment Plant Operator		-	-	-	-	-	IBEW
433		Hourly	47.2696	49.6330	52.1146	54.7203	57.4563	
433		Bi-weekly	3,781.57	3,970.64	4,169.17	4,377.62	4,596.50	
433		Monthly	8,193.40	8,603.05	9,033.20	9,484.85	9,959.09	
433		Annual	98,320.77	103,236.64	108,398.37	113,818.22	119,509.10	
434		Hourly	47.3877	49.7571	52.2450	54.8572	57.6001	
434		Bi-weekly	3,791.02	3,980.57	4,179.60	4,388.58	4,608.01	
434		Monthly	8,213.87	8,624.56	9,055.80	9,508.58	9,984.02	
434		Annual	98,566.42	103,494.77	108,669.60	114,102.98	119,808.21	
435		Hourly	47.5063	49.8816	52.3757	54.9945	57.7443	
435		Bi-weekly	3,800.50	3,990.53	4,190.06	4,399.56	4,619.54	
435		Monthly	8,234.43	8,646.14	9,078.46	9,532.38	10,009.01	
435		Annual	98,813.10	103,753.73	108,941.46	114,388.56	120,108.14	
436		Hourly	47.6249	50.0063	52.5066	55.1319	57.8885	
436		Bi-weekly	3,809.99	4,000.50	4,200.53	4,410.55	4,631.08	
436		Monthly	8,254.98	8,667.76	9,101.14	9,556.20	10,034.01	
436		Annual	99,059.79	104,013.10	109,213.73	114,674.35	120,408.08	
437		Hourly	47.7440	50.1311	52.6377	55.2696	58.0331	
437		Bi-weekly	3,819.52	4,010.49	4,211.02	4,421.57	4,642.65	
437		Monthly	8,275.63	8,689.39	9,123.87	9,580.06	10,059.07	
437		Annual	99,307.52	104,272.69	109,486.42	114,960.77	120,708.85	
438	Communications Manager		-	-	-	-	-	CAMP
438		Hourly	47.8635	50.2566	52.7695	55.4079	58.1783	
438		Bi-weekly	3,829.08	4,020.53	4,221.56	4,432.63	4,654.26	
438		Monthly	8,296.34	8,711.14	9,146.71	9,604.04	10,084.24	
438		Annual	99,556.08	104,533.73	109,760.56	115,248.43	121,010.86	
439		Hourly	47.9831	50.3822	52.9014	55.5465	58.3239	
439		Bi-weekly	3,838.65	4,030.58	4,232.11	4,443.72	4,665.91	
439		Monthly	8,317.07	8,732.92	9,169.58	9,628.06	10,109.48	
439		Annual	99,804.85	104,794.98	110,034.91	115,536.72	121,313.71	
440		Hourly	48.1030	50.5081	53.0336	55.6853	58.4696	
440		Bi-weekly	3,848.24	4,040.65	4,242.69	4,454.82	4,677.57	
440		Monthly	8,337.85	8,754.74	9,192.49	9,652.12	10,134.73	
440		Annual	100,054.24	105,056.85	110,309.89	115,825.42	121,616.77	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
441	Deputy City Attorney I		-	-	-	-	-	CAMP
441		Hourly	48.2233	50.6344	53.1661	55.8245	58.6158	
441		Bi-weekly	3,857.86	4,050.75	4,253.29	4,465.96	4,689.26	
441		Monthly	8,358.71	8,776.63	9,215.46	9,676.25	10,160.07	
441		Annual	100,304.46	105,319.55	110,585.49	116,114.96	121,920.86	
442	Associate Civil Engineer		-	-	-	-	-	IBEW
442	Building Inspection Supervisor		-	-	-	-	-	IBEW
442	Plan Check Engineer		-	-	-	-	-	IBEW
442		Hourly	48.3438	50.7610	53.2990	55.9640	58.7621	
442		Bi-weekly	3,867.50	4,060.88	4,263.92	4,477.12	4,700.97	
442		Monthly	8,379.59	8,798.57	9,238.49	9,700.43	10,185.43	
442		Annual	100,555.10	105,582.88	110,861.92	116,405.12	122,225.17	
443		Hourly	48.4647	50.8879	53.4324	56.1039	58.9091	
443		Bi-weekly	3,877.18	4,071.03	4,274.59	4,488.31	4,712.73	
443		Monthly	8,400.55	8,820.57	9,261.62	9,724.68	10,210.91	
443		Annual	100,806.58	105,846.83	111,139.39	116,696.11	122,530.93	
444		Hourly	48.5858	51.0152	53.5659	56.2442	59.0564	
444		Bi-weekly	3,886.86	4,081.22	4,285.27	4,499.54	4,724.51	
444		Monthly	8,421.54	8,842.64	9,284.76	9,749.00	10,236.44	
444		Annual	101,058.46	106,111.62	111,417.07	116,987.94	122,837.31	
445		Hourly	48.7073	51.1427	53.6999	56.3849	59.2042	
445		Bi-weekly	3,896.58	4,091.42	4,295.99	4,510.79	4,736.34	
445		Monthly	8,442.60	8,864.74	9,307.98	9,773.38	10,262.06	
445		Annual	101,311.18	106,376.82	111,695.79	117,280.59	123,144.74	
446		Hourly	48.8290	51.2705	53.8341	56.5259	59.3522	
446		Bi-weekly	3,906.32	4,101.64	4,306.73	4,522.07	4,748.18	
446		Monthly	8,463.69	8,886.89	9,331.24	9,797.82	10,287.72	
446		Annual	101,564.32	106,642.64	111,974.93	117,573.87	123,452.58	
447		Hourly	48.9512	51.3988	53.9687	56.6672	59.5005	
447		Bi-weekly	3,916.10	4,111.90	4,317.50	4,533.38	4,760.04	
447		Monthly	8,484.88	8,909.13	9,354.58	9,822.32	10,313.42	
447		Annual	101,818.50	106,909.50	112,254.90	117,867.78	123,761.04	
448	Laboratory Supervisor		-	-	-	-	-	CAMP
448	Landscape Maintenance Manager		-	-	-	-	-	CAMP
448	Police Record Manager		-	-	-	-	-	CAMP
448		Hourly	49.0735	51.5272	54.1036	56.8088	59.6492	
448		Bi-weekly	3,925.88	4,122.18	4,328.29	4,544.70	4,771.94	
448		Monthly	8,506.07	8,931.38	9,377.96	9,846.86	10,339.20	
448		Annual	102,072.88	107,176.58	112,535.49	118,162.30	124,070.34	
449		Hourly	49.1962	51.6560	54.2388	56.9508	59.7983	
449		Bi-weekly	3,935.70	4,132.48	4,339.10	4,556.06	4,783.86	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
449		Monthly	8,527.34	8,953.71	9,401.39	9,871.47	10,365.04	
449		Annual	102,328.10	107,444.48	112,816.70	118,457.66	124,380.46	
450		Hourly	49.3193	51.7852	54.3745	57.0933	59.9480	
450		Bi-weekly	3,945.54	4,142.82	4,349.96	4,567.46	4,795.84	
450		Monthly	8,548.68	8,976.10	9,424.91	9,896.17	10,390.99	
450		Annual	102,584.14	107,713.22	113,098.96	118,754.06	124,691.84	
451		Hourly	49.4425	51.9147	54.5104	57.2360	60.0978	
451		Bi-weekly	3,955.40	4,153.18	4,360.83	4,578.88	4,807.82	
451		Monthly	8,570.03	8,998.55	9,448.47	9,920.91	10,416.95	
451		Annual	102,840.40	107,982.58	113,381.63	119,050.88	125,003.42	
452		Hourly	49.5662	52.0445	54.6467	57.3789	60.2479	
452		Bi-weekly	3,965.30	4,163.56	4,371.74	4,590.31	4,819.83	
452		Monthly	8,591.48	9,021.05	9,472.10	9,945.68	10,442.97	
452		Annual	103,097.70	108,252.56	113,665.14	119,348.11	125,315.63	
453		Hourly	49.6900	52.1744	54.7832	57.5223	60.3985	
453		Bi-weekly	3,975.20	4,173.95	4,382.66	4,601.78	4,831.88	
453		Monthly	8,612.93	9,043.56	9,495.76	9,970.53	10,469.07	
453		Annual	103,355.20	108,522.75	113,949.06	119,646.38	125,628.88	
454		Hourly	49.8143	52.3050	54.9203	57.6664	60.5498	
454		Bi-weekly	3,985.14	4,184.40	4,393.62	4,613.31	4,843.98	
454		Monthly	8,634.48	9,066.20	9,519.52	9,995.51	10,495.30	
454		Annual	103,613.74	108,794.40	114,234.22	119,946.11	125,943.58	
455		Hourly	49.9388	52.4358	55.0575	57.8104	60.7009	
455		Bi-weekly	3,995.10	4,194.86	4,404.60	4,624.83	4,856.07	
455		Monthly	8,656.06	9,088.87	9,543.30	10,020.47	10,521.49	
455		Annual	103,872.70	109,066.46	114,519.60	120,245.63	126,257.87	
456		Hourly	50.0636	52.5668	55.1951	57.9549	60.8526	
456		Bi-weekly	4,005.09	4,205.34	4,415.61	4,636.39	4,868.21	
456		Monthly	8,677.69	9,111.58	9,567.15	10,045.52	10,547.78	
456		Annual	104,132.29	109,338.94	114,805.81	120,546.19	126,573.41	
457		Hourly	50.1888	52.6983	55.3332	58.0998	61.0048	
457		Bi-weekly	4,015.10	4,215.86	4,426.66	4,647.98	4,880.38	
457		Monthly	8,699.39	9,134.37	9,591.09	10,070.63	10,574.17	
457		Annual	104,392.70	109,612.46	115,093.06	120,847.58	126,889.98	
458	Assistant Water Distribution Superintendent		-	-	-	-	-	CAMP
458	Development Permit Coordinator		-	-	-	-	-	CAMP
458	Fleet Manager		-	-	-	-	-	CAMP
458	Senior Planner		-	-	-	-	-	CAMP
458		Hourly	50.3143	52.8300	55.4716	58.2452	61.1574	
458		Bi-weekly	4,025.14	4,226.40	4,437.73	4,659.62	4,892.59	
458		Monthly	8,721.15	9,157.20	9,615.08	10,095.84	10,600.62	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
458		Annual	104,653.74	109,886.40	115,380.93	121,150.02	127,207.39	
459		Hourly	50.4400	52.9620	55.6101	58.3907	61.3101	
459		Bi-weekly	4,035.20	4,236.96	4,448.81	4,671.26	4,904.81	
459		Monthly	8,742.93	9,180.08	9,639.08	10,121.06	10,627.08	
459		Annual	104,915.20	110,160.96	115,669.01	121,452.66	127,525.01	
460		Hourly	50.5661	53.0943	55.7492	58.5365	61.4635	
460		Bi-weekly	4,045.29	4,247.54	4,459.94	4,682.92	4,917.08	
460		Monthly	8,764.79	9,203.01	9,663.20	10,146.33	10,653.67	
460		Annual	105,177.49	110,436.14	115,958.34	121,755.92	127,844.08	
461		Hourly	50.6926	53.2273	55.8886	58.6830	61.6172	
461		Bi-weekly	4,055.41	4,258.18	4,471.09	4,694.64	4,929.38	
461		Monthly	8,786.72	9,226.07	9,687.36	10,171.72	10,680.32	
461		Annual	105,440.61	110,712.78	116,248.29	122,060.64	128,163.78	
462		Hourly	50.8193	53.3603	56.0283	58.8297	61.7712	
462		Bi-weekly	4,065.54	4,268.82	4,482.26	4,706.38	4,941.70	
462		Monthly	8,808.68	9,249.12	9,711.57	10,197.15	10,707.01	
462		Annual	105,704.14	110,989.42	116,538.86	122,365.78	128,484.10	
463		Hourly	50.9464	53.4936	56.1684	58.9768	61.9257	
463		Bi-weekly	4,075.71	4,279.49	4,493.47	4,718.14	4,954.06	
463		Monthly	8,830.71	9,272.22	9,735.86	10,222.65	10,733.79	
463		Annual	105,968.51	111,266.69	116,830.27	122,671.74	128,805.46	
464	Senior Community Development Analyst		-	-	-	-	-	IBEW
464		Hourly	51.0738	53.6275	56.3088	59.1242	62.0804	
464		Bi-weekly	4,085.90	4,290.20	4,504.70	4,729.94	4,966.43	
464		Monthly	8,852.79	9,295.43	9,760.19	10,248.20	10,760.60	
464		Annual	106,233.50	111,545.20	117,122.30	122,978.34	129,127.23	
465		Hourly	51.2014	53.7615	56.4496	59.2720	62.2357	
465		Bi-weekly	4,096.11	4,300.92	4,515.97	4,741.76	4,978.86	
465		Monthly	8,874.91	9,318.66	9,784.60	10,273.81	10,787.52	
465		Annual	106,498.91	111,823.92	117,415.17	123,285.76	129,450.26	
466	Plant Maintenance Supervisor		-	-	-	-	-	CAMP
466	Facilities Maintenance Supervisor		-	-	-	-	-	CAMP
466		Hourly	51.3293	53.8959	56.5907	59.4203	62.3912	
466		Bi-weekly	4,106.34	4,311.67	4,527.26	4,753.62	4,991.30	
466		Monthly	8,897.08	9,341.96	9,809.06	10,299.52	10,814.48	
466		Annual	106,764.94	112,103.47	117,708.66	123,594.22	129,773.70	
467	Housing Project Developer		-	-	-	-	-	CAMP
467	Purchasing Manager		-	-	-	-	-	CAMP
467	Senior Personnel Analyst		-	-	-	-	-	CAMP
467		Hourly	51.4578	54.0307	56.7322	59.5688	62.5473	
467		Bi-weekly	4,116.62	4,322.46	4,538.58	4,765.50	5,003.78	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
467		Monthly	8,919.35	9,365.32	9,833.58	10,325.26	10,841.53	
467		Annual	107,032.22	112,383.86	118,002.98	123,903.10	130,098.38	
468		Hourly	51.5863	54.1656	56.8739	59.7175	62.7035	
468		Bi-weekly	4,126.90	4,333.25	4,549.91	4,777.40	5,016.28	
468		Monthly	8,941.63	9,388.70	9,858.14	10,351.03	10,868.61	
468		Annual	107,299.50	112,664.45	118,297.71	124,212.40	130,423.28	
469		Hourly	51.7154	54.3011	57.0162	59.8670	62.8604	
469		Bi-weekly	4,137.23	4,344.09	4,561.30	4,789.36	5,028.83	
469		Monthly	8,964.00	9,412.19	9,882.81	10,376.95	10,895.80	
469		Annual	107,568.03	112,946.29	118,593.70	124,523.36	130,749.63	
470		Hourly	51.8446	54.4368	57.1587	60.0167	63.0175	
470		Bi-weekly	4,147.57	4,354.94	4,572.70	4,801.34	5,041.40	
470		Monthly	8,986.40	9,435.71	9,907.51	10,402.90	10,923.03	
470		Annual	107,836.77	113,228.54	118,890.10	124,834.74	131,076.40	
471		Hourly	51.9742	54.5730	57.3016	60.1667	63.1749	
471		Bi-weekly	4,157.94	4,365.84	4,584.13	4,813.34	5,053.99	
471		Monthly	9,008.86	9,459.32	9,932.28	10,428.90	10,950.32	
471		Annual	108,106.34	113,511.84	119,187.33	125,146.74	131,403.79	
472	Water Treatment Plant Supervisor		-	-	-	-	-	IBEW
472	Water Treatment Regulatory Compliance Officer		-	-	-	-	-	IBEW
472		Hourly	52.1042	54.7094	57.4449	60.3170	63.3329	
472		Bi-weekly	4,168.34	4,376.75	4,595.59	4,825.36	5,066.63	
472		Monthly	9,031.40	9,482.96	9,957.12	10,454.95	10,977.70	
472		Annual	108,376.74	113,795.55	119,485.39	125,459.36	131,732.43	
473		Hourly	52.2345	54.8462	57.5884	60.4678	63.4913	
473		Bi-weekly	4,178.76	4,387.70	4,607.07	4,837.42	5,079.30	
473		Monthly	9,053.98	9,506.68	9,981.99	10,481.09	11,005.16	
473		Annual	108,647.76	114,080.10	119,783.87	125,773.02	132,061.90	
474		Hourly	52.3651	54.9834	57.7325	60.6192	63.6502	
474		Bi-weekly	4,189.21	4,398.67	4,618.60	4,849.54	5,092.02	
474		Monthly	9,076.62	9,530.46	10,006.97	10,507.33	11,032.70	
474		Annual	108,919.41	114,365.47	120,083.60	126,087.94	132,392.42	
475		Hourly	52.4960	55.1208	57.8768	60.7707	63.8092	
475		Bi-weekly	4,199.68	4,409.66	4,630.14	4,861.66	5,104.74	
475		Monthly	9,099.31	9,554.27	10,031.98	10,533.59	11,060.26	
475		Annual	109,191.68	114,651.26	120,383.74	126,403.06	132,723.14	
476		Hourly	52.6272	55.2585	58.0214	60.9226	63.9688	
476		Bi-weekly	4,210.18	4,420.68	4,641.71	4,873.81	5,117.50	
476		Monthly	9,122.05	9,578.14	10,057.04	10,559.92	11,087.93	
476		Annual	109,464.58	114,937.68	120,684.51	126,719.01	133,055.10	
477	Asset Manager		-	-	-	-	-	CAMP

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
477	Assistant Maintenance Superintendent		-	-	-	-	-	CAMP
477		Hourly	52.7588	55.3967	58.1665	61.0749	64.1286	
477		Bi-weekly	4,220.70	4,431.74	4,653.32	4,885.99	5,130.29	
477		Monthly	9,144.86	9,602.10	10,082.19	10,586.32	11,115.62	
477		Annual	109,738.30	115,225.14	120,986.32	127,035.79	133,387.49	
478		Hourly	52.8907	55.5352	58.3120	61.2276	64.2890	
478		Bi-weekly	4,231.26	4,442.82	4,664.96	4,898.21	5,143.12	
478		Monthly	9,167.72	9,626.10	10,107.41	10,612.78	11,143.43	
478		Annual	110,012.66	115,513.22	121,288.96	127,353.41	133,721.12	
479		Hourly	53.0229	55.6741	58.4577	61.3806	64.4496	
479		Bi-weekly	4,241.83	4,453.93	4,676.62	4,910.45	5,155.97	
479		Monthly	9,190.64	9,650.18	10,132.67	10,639.30	11,171.26	
479		Annual	110,287.63	115,802.13	121,592.02	127,671.65	134,055.17	
480		Hourly	53.1554	55.8132	58.6039	61.5342	64.6109	
480		Bi-weekly	4,252.43	4,465.06	4,688.31	4,922.74	5,168.87	
480		Monthly	9,213.60	9,674.29	10,158.01	10,665.93	11,199.22	
480		Annual	110,563.23	116,091.46	121,896.11	127,991.14	134,390.67	
481		Hourly	53.2883	55.9528	58.7504	61.6878	64.7723	
481		Bi-weekly	4,263.06	4,476.22	4,700.03	4,935.02	5,181.78	
481		Monthly	9,236.64	9,698.49	10,183.40	10,692.55	11,227.20	
481		Annual	110,839.66	116,381.82	122,200.83	128,310.62	134,726.38	
482	Senior Civil Engineer		-	-	-	-	-	IBEW
482		Hourly	53.4216	56.0926	58.8973	61.8421	64.9342	
482		Bi-weekly	4,273.73	4,487.41	4,711.78	4,947.37	5,194.74	
482		Monthly	9,259.74	9,722.72	10,208.87	10,719.30	11,255.26	
482		Annual	111,116.93	116,672.61	122,506.38	128,631.57	135,063.14	
483		Hourly	53.5551	56.2329	59.0444	61.9966	65.0964	
483		Bi-weekly	4,284.41	4,498.63	4,723.55	4,959.73	5,207.71	
483		Monthly	9,282.88	9,747.04	10,234.36	10,746.08	11,283.38	
483		Annual	111,394.61	116,964.43	122,812.35	128,952.93	135,400.51	
484		Hourly	53.6891	56.3735	59.1921	62.1518	65.2594	
484		Bi-weekly	4,295.13	4,509.88	4,735.37	4,972.14	5,220.75	
484		Monthly	9,306.11	9,771.41	10,259.96	10,772.98	11,311.63	
484		Annual	111,673.33	117,256.88	123,119.57	129,275.74	135,739.55	
485		Hourly	53.8232	56.5142	59.3399	62.3070	65.4223	
485		Bi-weekly	4,305.86	4,521.14	4,747.19	4,984.56	5,233.78	
485		Monthly	9,329.36	9,795.80	10,285.58	10,799.88	11,339.87	
485		Annual	111,952.26	117,549.54	123,426.99	129,598.56	136,078.38	
486		Hourly	53.9578	56.6557	59.4886	62.4630	65.5861	
486		Bi-weekly	4,316.62	4,532.46	4,759.09	4,997.04	5,246.89	
486		Monthly	9,352.69	9,820.32	10,311.36	10,826.92	11,368.26	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
486		Annual	112,232.22	117,843.86	123,736.29	129,923.04	136,419.09	
487	Accounting Manager		-	-	-	-	-	CAMP
487	Administrative Manager		-	-	-	-	-	CAMP
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		-	-	-	-	-	CAMP
487		Hourly	54.0926	56.7973	59.6372	62.6191	65.7501	
487		Bi-weekly	4,327.41	4,543.78	4,770.98	5,009.53	5,260.01	
487		Monthly	9,376.05	9,844.87	10,337.12	10,853.98	11,396.68	
487		Annual	112,512.61	118,138.38	124,045.38	130,247.73	136,760.21	
488		Hourly	54.2279	56.9392	59.7861	62.7754	65.9142	
488		Bi-weekly	4,338.23	4,555.14	4,782.89	5,022.03	5,273.14	
488		Monthly	9,399.50	9,869.46	10,362.92	10,881.07	11,425.13	
488		Annual	112,794.03	118,433.54	124,355.09	130,572.83	137,101.54	
489		Hourly	54.3634	57.0816	59.9357	62.9325	66.0791	
489		Bi-weekly	4,349.07	4,566.53	4,794.86	5,034.60	5,286.33	
489		Monthly	9,422.99	9,894.14	10,388.86	10,908.30	11,453.71	
489		Annual	113,075.87	118,729.73	124,666.26	130,899.60	137,444.53	
490		Hourly	54.4994	57.2243	60.0855	63.0898	66.2443	
490		Bi-weekly	4,359.95	4,577.94	4,806.84	5,047.18	5,299.54	
490		Monthly	9,446.56	9,918.88	10,414.82	10,935.57	11,482.35	
490		Annual	113,358.75	119,026.54	124,977.84	131,226.78	137,788.14	
491		Hourly	54.6356	57.3674	60.2357	63.2475	66.4099	
491		Bi-weekly	4,370.85	4,589.39	4,818.86	5,059.80	5,312.79	
491		Monthly	9,470.17	9,943.68	10,440.86	10,962.90	11,511.05	
491		Annual	113,642.05	119,324.19	125,290.26	131,554.80	138,132.59	
492		Hourly	54.7722	57.5108	60.3863	63.4056	66.5759	
492		Bi-weekly	4,381.78	4,600.86	4,830.90	5,072.45	5,326.07	
492		Monthly	9,493.85	9,968.54	10,466.96	10,990.30	11,539.82	
492		Annual	113,926.18	119,622.46	125,603.50	131,883.65	138,477.87	
493		Hourly	54.9091	57.6546	60.5372	63.5642	66.7424	
493		Bi-weekly	4,392.73	4,612.37	4,842.98	5,085.14	5,339.39	
493		Monthly	9,517.58	9,993.46	10,493.12	11,017.80	11,568.68	
493		Annual	114,210.93	119,921.57	125,917.38	132,213.54	138,824.19	
494		Hourly	55.0464	57.7988	60.6887	63.7232	66.9093	
494		Bi-weekly	4,403.71	4,623.90	4,855.10	5,097.86	5,352.74	
494		Monthly	9,541.38	10,018.46	10,519.38	11,045.36	11,597.61	
494		Annual	114,496.51	120,221.50	126,232.50	132,544.26	139,171.34	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
495		Hourly	55.1840	57.9433	60.8403	63.8824	67.0765	
495		Bi-weekly	4,414.72	4,635.46	4,867.22	5,110.59	5,366.12	
495		Monthly	9,565.23	10,043.51	10,545.65	11,072.95	11,626.59	
495		Annual	114,782.72	120,522.06	126,547.82	132,875.39	139,519.12	
496		Hourly	55.3220	58.0881	60.9925	64.0421	67.2442	
496		Bi-weekly	4,425.76	4,647.05	4,879.40	5,123.37	5,379.54	
496		Monthly	9,589.15	10,068.60	10,572.03	11,100.63	11,655.66	
496		Annual	115,069.76	120,823.25	126,864.40	133,207.57	139,867.94	
497	Building Inspection Manager		-	-	-	-	-	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	55.4602	58.2333	61.1449	64.2022	67.4123	
497		Bi-weekly	4,436.82	4,658.66	4,891.59	5,136.18	5,392.98	
497		Monthly	9,613.10	10,093.77	10,598.45	11,128.38	11,684.80	
497		Annual	115,357.22	121,125.26	127,181.39	133,540.58	140,217.58	
498		Hourly	55.5989	58.3789	61.2979	64.3628	67.5809	
498		Bi-weekly	4,447.91	4,670.31	4,903.83	5,149.02	5,406.47	
498		Monthly	9,637.14	10,119.01	10,624.97	11,156.22	11,714.02	
498		Annual	115,645.71	121,428.11	127,499.63	133,874.62	140,568.27	
499		Hourly	55.7379	58.5248	61.4510	64.5236	67.7498	
499		Bi-weekly	4,459.03	4,681.98	4,916.08	5,161.89	5,419.98	
499		Monthly	9,661.24	10,144.30	10,651.51	11,184.09	11,743.30	
499		Annual	115,934.83	121,731.58	127,818.08	134,209.09	140,919.58	
500		Hourly	55.8773	58.6712	61.6048	64.6850	67.9193	
500		Bi-weekly	4,470.18	4,693.70	4,928.38	5,174.80	5,433.54	
500		Monthly	9,685.40	10,169.68	10,678.17	11,212.07	11,772.68	
500		Annual	116,224.78	122,036.10	128,137.98	134,544.80	141,272.14	
501	Deputy City Attorney II		-	-	-	-	-	CAMP
501		Hourly	56.0170	58.8178	61.7588	64.8467	68.0891	
501		Bi-weekly	4,481.36	4,705.42	4,940.70	5,187.74	5,447.13	
501		Monthly	9,709.61	10,195.09	10,704.86	11,240.10	11,802.11	
501		Annual	116,515.36	122,341.02	128,458.30	134,881.14	141,625.33	
502		Hourly	56.1569	58.9648	61.9130	65.0088	68.2591	
502		Bi-weekly	4,492.55	4,717.18	4,953.04	5,200.70	5,460.73	
502		Monthly	9,733.86	10,220.57	10,731.59	11,268.19	11,831.58	
502		Annual	116,806.35	122,646.78	128,779.04	135,218.30	141,978.93	
503		Hourly	56.2973	59.1122	62.0679	65.1712	68.4298	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
503		Bi-weekly	4,503.78	4,728.98	4,965.43	5,213.70	5,474.38	
503		Monthly	9,758.20	10,246.12	10,758.44	11,296.34	11,861.17	
503		Annual	117,098.38	122,953.38	129,101.23	135,556.10	142,333.98	
504		Hourly	56.4381	59.2600	62.2230	65.3342	68.6009	
504		Bi-weekly	4,515.05	4,740.80	4,977.84	5,226.74	5,488.07	
504		Monthly	9,782.60	10,271.73	10,785.32	11,324.60	11,890.82	
504		Annual	117,391.25	123,260.80	129,423.84	135,895.14	142,689.87	
505		Hourly	56.5792	59.4081	62.3786	65.4975	68.7723	
505		Bi-weekly	4,526.34	4,752.65	4,990.29	5,239.80	5,501.78	
505		Monthly	9,807.06	10,297.40	10,812.29	11,352.90	11,920.53	
505		Annual	117,684.74	123,568.85	129,747.49	136,234.80	143,046.38	
506		Hourly	56.7207	59.5567	62.5345	65.6612	68.9442	
506		Bi-weekly	4,537.66	4,764.54	5,002.76	5,252.90	5,515.54	
506		Monthly	9,831.59	10,323.16	10,839.31	11,381.28	11,950.33	
506		Annual	117,979.06	123,877.94	130,071.76	136,575.30	143,403.94	
507	Assistant Water Superintendent-Treatment		-	-	-	-	-	CAMP
507		Hourly	56.8625	59.7056	62.6908	65.8254	69.1168	
507		Bi-weekly	4,549.00	4,776.45	5,015.26	5,266.03	5,529.34	
507		Monthly	9,856.17	10,348.97	10,866.41	11,409.74	11,980.25	
507		Annual	118,274.00	124,187.65	130,396.86	136,916.83	143,762.94	
508		Hourly	57.0046	59.8548	62.8476	65.9899	69.2894	
508		Bi-weekly	4,560.37	4,788.38	5,027.81	5,279.19	5,543.15	
508		Monthly	9,880.80	10,374.83	10,893.58	11,438.25	12,010.16	
508		Annual	118,569.57	124,497.98	130,723.01	137,258.99	144,121.95	
509		Hourly	57.1472	60.0045	63.0047	66.1549	69.4626	
509		Bi-weekly	4,571.78	4,800.36	5,040.38	5,292.39	5,557.01	
509		Monthly	9,905.52	10,400.78	10,920.82	11,466.85	12,040.18	
509		Annual	118,866.18	124,809.36	131,049.78	137,602.19	144,482.21	
510		Hourly	57.2900	60.1545	63.1623	66.3204	69.6364	
510		Bi-weekly	4,583.20	4,812.36	5,052.98	5,305.63	5,570.91	
510		Monthly	9,930.27	10,426.78	10,948.13	11,495.54	12,070.31	
510		Annual	119,163.20	125,121.36	131,377.58	137,946.43	144,843.71	
511		Hourly	57.4332	60.3050	63.3202	66.4862	69.8105	
511		Bi-weekly	4,594.66	4,824.40	5,065.62	5,318.90	5,584.84	
511		Monthly	9,955.09	10,452.87	10,975.50	11,524.28	12,100.49	
511		Annual	119,461.06	125,434.40	131,706.02	138,291.30	145,205.84	
512		Hourly	57.5769	60.4557	63.4785	66.6524	69.9851	
512		Bi-weekly	4,606.15	4,836.46	5,078.28	5,332.19	5,598.81	
512		Monthly	9,980.00	10,478.99	11,002.94	11,553.08	12,130.75	
512		Annual	119,759.95	125,747.86	132,035.28	138,636.99	145,569.01	
513		Hourly	57.7208	60.6068	63.6371	66.8190	70.1599	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
513		Bi-weekly	4,617.66	4,848.54	5,090.97	5,345.52	5,612.79	
513		Monthly	10,004.94	10,505.18	11,030.43	11,581.96	12,161.05	
513		Annual	120,059.26	126,062.14	132,365.17	138,983.52	145,932.59	
514		Hourly	57.8651	60.7583	63.7962	66.9861	70.3354	
514		Bi-weekly	4,629.21	4,860.66	5,103.70	5,358.89	5,626.83	
514		Monthly	10,029.95	10,531.44	11,058.01	11,610.92	12,191.47	
514		Annual	120,359.41	126,377.26	132,696.10	139,331.09	146,297.63	
515		Hourly	58.0097	60.9102	63.9557	67.1535	70.5112	
515		Bi-weekly	4,640.78	4,872.82	5,116.46	5,372.28	5,640.90	
515		Monthly	10,055.02	10,557.77	11,085.66	11,639.94	12,221.94	
515		Annual	120,660.18	126,693.22	133,027.86	139,679.28	146,663.30	
516		Hourly	58.1548	61.0625	64.1157	67.3215	70.6877	
516		Bi-weekly	4,652.38	4,885.00	5,129.26	5,385.72	5,655.02	
516		Monthly	10,080.17	10,584.17	11,113.39	11,669.06	12,252.54	
516		Annual	120,961.98	127,010.00	133,360.66	140,028.72	147,030.42	
517	City Clerk		-	-	-	-	-	Unrep
517		Hourly	58.3001	61.2151	64.2758	67.4896	70.8641	
517		Bi-weekly	4,664.01	4,897.21	5,142.06	5,399.17	5,669.13	
517		Monthly	10,105.35	10,610.62	11,141.14	11,698.20	12,283.11	
517		Annual	121,264.21	127,327.41	133,693.66	140,378.37	147,397.33	
518		Hourly	58.4459	61.3683	64.4367	67.6585	71.0415	
518		Bi-weekly	4,675.67	4,909.46	5,154.94	5,412.68	5,683.32	
518		Monthly	10,130.62	10,637.17	11,169.03	11,727.47	12,313.86	
518		Annual	121,567.47	127,646.06	134,028.34	140,729.68	147,766.32	
519		Hourly	58.5921	61.5217	64.5977	67.8276	71.2189	
519		Bi-weekly	4,687.37	4,921.74	5,167.82	5,426.21	5,697.51	
519		Monthly	10,155.96	10,663.76	11,196.94	11,756.78	12,344.61	
519		Annual	121,871.57	127,965.14	134,363.22	141,081.41	148,135.31	
520	Traffic Engineer		-	-	-	-	-	IBEW
520		Hourly	58.7385	61.6755	64.7593	67.9972	71.3971	
520		Bi-weekly	4,699.08	4,934.04	5,180.74	5,439.78	5,711.77	
520		Monthly	10,181.34	10,690.42	11,224.95	11,786.18	12,375.50	
520		Annual	122,176.08	128,285.04	134,699.34	141,434.18	148,505.97	
521		Hourly	58.8853	61.8296	64.9211	68.1672	71.5755	
521		Bi-weekly	4,710.82	4,946.37	5,193.69	5,453.38	5,726.04	
521		Monthly	10,206.79	10,717.13	11,252.99	11,815.65	12,406.42	
521		Annual	122,481.42	128,605.57	135,035.89	141,787.78	148,877.04	
522		Hourly	59.0326	61.9843	65.0834	68.3375	71.7544	
522		Bi-weekly	4,722.61	4,958.74	5,206.67	5,467.00	5,740.35	
522		Monthly	10,232.32	10,743.95	11,281.12	11,845.17	12,437.43	
522		Annual	122,787.81	128,927.34	135,373.47	142,142.00	149,249.15	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
523		Hourly	59.1801	62.1391	65.2461	68.5084	71.9338	
523		Bi-weekly	4,734.41	4,971.13	5,219.69	5,480.67	5,754.70	
523		Monthly	10,257.88	10,770.78	11,309.32	11,874.79	12,468.53	
523		Annual	123,094.61	129,249.33	135,711.89	142,497.47	149,622.30	
524		Hourly	59.3281	62.2945	65.4092	68.6796	72.1136	
524		Bi-weekly	4,746.25	4,983.56	5,232.74	5,494.37	5,769.09	
524		Monthly	10,283.54	10,797.71	11,337.60	11,904.46	12,499.69	
524		Annual	123,402.45	129,572.56	136,051.14	142,853.57	149,996.29	
525		Hourly	59.4763	62.4501	65.5727	68.8513	72.2938	
525		Bi-weekly	4,758.10	4,996.01	5,245.82	5,508.10	5,783.50	
525		Monthly	10,309.23	10,824.68	11,365.94	11,934.23	12,530.93	
525		Annual	123,710.70	129,896.21	136,391.22	143,210.70	150,371.10	
526		Hourly	59.6252	62.6064	65.7368	69.0236	72.4748	
526		Bi-weekly	4,770.02	5,008.51	5,258.94	5,521.89	5,797.98	
526		Monthly	10,335.04	10,851.78	11,394.38	11,964.09	12,562.30	
526		Annual	124,020.42	130,221.31	136,732.54	143,569.09	150,747.58	
527	Fire Prevention Manager		-	-	-	-	-	CAMP
527	Code Enforcement Manager		-	-	-	-	-	CAMP
527		Hourly	59.7742	62.7629	65.9010	69.1962	72.6560	
527		Bi-weekly	4,781.94	5,021.03	5,272.08	5,535.70	5,812.48	
527		Monthly	10,360.86	10,878.90	11,422.84	11,994.01	12,593.71	
527		Annual	124,330.34	130,546.83	137,074.08	143,928.10	151,124.48	
528		Hourly	59.9236	62.9198	66.0658	69.3692	72.8376	
528		Bi-weekly	4,793.89	5,033.58	5,285.26	5,549.54	5,827.01	
528		Monthly	10,386.76	10,906.10	11,451.41	12,024.00	12,625.18	
528		Annual	124,641.09	130,873.18	137,416.86	144,287.94	151,502.21	
529	Deputy Finance Director		-	-	-	-	-	Unrep
529		Hourly	60.0734	63.0771	66.2310	69.5426	73.0198	
529		Bi-weekly	4,805.87	5,046.17	5,298.48	5,563.41	5,841.58	
529		Monthly	10,412.72	10,933.36	11,480.04	12,054.05	12,656.77	
529		Annual	124,952.67	131,200.37	137,760.48	144,648.61	151,881.18	
530		Hourly	60.2236	63.2348	66.3966	69.7164	73.2021	
530		Bi-weekly	4,817.89	5,058.78	5,311.73	5,577.31	5,856.17	
530		Monthly	10,438.76	10,960.70	11,508.74	12,084.18	12,688.36	
530		Annual	125,265.09	131,528.38	138,104.93	145,010.11	152,260.37	
531		Hourly	60.3741	63.3928	66.5624	69.8905	73.3850	
531		Bi-weekly	4,829.93	5,071.42	5,324.99	5,591.24	5,870.80	
531		Monthly	10,464.84	10,988.09	11,537.48	12,114.35	12,720.07	
531		Annual	125,578.13	131,857.02	138,449.79	145,372.24	152,640.80	
532		Hourly	60.5251	63.5513	66.7289	70.0653	73.5686	
532		Bi-weekly	4,842.01	5,084.10	5,338.31	5,605.22	5,885.49	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
532		Monthly	10,491.02	11,015.56	11,566.34	12,144.65	12,751.89	
532		Annual	125,892.21	132,186.70	138,796.11	145,735.82	153,022.69	
533		Hourly	60.6764	63.7101	66.8957	70.2405	73.7525	
533		Bi-weekly	4,854.11	5,096.81	5,351.66	5,619.24	5,900.20	
533		Monthly	10,517.24	11,043.08	11,595.26	12,175.02	12,783.77	
533		Annual	126,206.91	132,517.01	139,143.06	146,100.24	153,405.20	
534		Hourly	60.8281	63.8695	67.0630	70.4162	73.9369	
534		Bi-weekly	4,866.25	5,109.56	5,365.04	5,633.30	5,914.95	
534		Monthly	10,543.54	11,070.71	11,624.25	12,205.48	12,815.73	
534		Annual	126,522.45	132,848.56	139,491.04	146,465.70	153,788.75	
535		Hourly	60.9802	64.0292	67.2308	70.5922	74.1218	
535		Bi-weekly	4,878.42	5,122.34	5,378.46	5,647.38	5,929.74	
535		Monthly	10,569.90	11,098.40	11,653.34	12,235.98	12,847.78	
535		Annual	126,838.82	133,180.74	139,840.06	146,831.78	154,173.34	
536		Hourly	61.1327	64.1893	67.3988	70.7686	74.3071	
536		Bi-weekly	4,890.62	5,135.14	5,391.90	5,661.49	5,944.57	
536		Monthly	10,596.34	11,126.15	11,682.46	12,266.56	12,879.90	
536		Annual	127,156.02	133,513.74	140,189.50	147,198.69	154,558.77	
537	Economic Development Manager		-	-	-	-	-	CAMP
537		Hourly	61.2854	64.3497	67.5672	70.9455	74.4927	
537		Bi-weekly	4,902.83	5,147.98	5,405.38	5,675.64	5,959.42	
537		Monthly	10,622.80	11,153.95	11,711.65	12,297.22	12,912.07	
537		Annual	127,473.63	133,847.38	140,539.78	147,566.64	154,944.82	
538		Hourly	61.4387	64.5107	67.7362	71.1230	74.6791	
538		Bi-weekly	4,915.10	5,160.86	5,418.90	5,689.84	5,974.33	
538		Monthly	10,649.38	11,181.86	11,740.94	12,327.99	12,944.38	
538		Annual	127,792.50	134,182.26	140,891.30	147,935.84	155,332.53	
539	Communications and Public Information Officer		-	-	-	-	-	Unrep
539	Employee Relations Manager		-	-	-	-	-	Unrep
539	Human Resources Program Manager		-	-	-	-	-	Unrep
539	Organizational Development Manager		-	-	-	-	-	Unrep
539		Hourly	61.5922	64.6718	67.9055	71.3008	74.8659	
539		Bi-weekly	4,927.38	5,173.74	5,432.44	5,704.06	5,989.27	
539		Monthly	10,675.98	11,209.78	11,770.29	12,358.81	12,976.76	
539		Annual	128,111.78	134,517.34	141,243.44	148,305.66	155,721.07	
540		Hourly	61.7461	64.8335	68.0751	71.4788	75.0528	
540		Bi-weekly	4,939.69	5,186.68	5,446.01	5,718.30	6,004.22	
540		Monthly	10,702.66	11,237.81	11,799.68	12,389.66	13,009.15	
540		Annual	128,431.89	134,853.68	141,596.21	148,675.90	156,109.82	
541		Hourly	61.9006	64.9957	68.2455	71.6577	75.2406	
541		Bi-weekly	4,952.05	5,199.66	5,459.64	5,732.62	6,019.25	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
541		Monthly	10,729.44	11,265.92	11,829.22	12,420.67	13,041.70	
541		Annual	128,753.25	135,191.06	141,950.64	149,048.02	156,500.45	
542		Hourly	62.0553	65.1581	68.4160	71.8367	75.4285	
542		Bi-weekly	4,964.42	5,212.65	5,473.28	5,746.94	6,034.28	
542		Monthly	10,756.25	11,294.07	11,858.77	12,451.70	13,074.27	
542		Annual	129,075.02	135,528.85	142,305.28	149,420.34	156,891.28	
543		Hourly	62.2105	65.3210	68.5870	72.0164	75.6171	
543		Bi-weekly	4,976.84	5,225.68	5,486.96	5,761.31	6,049.37	
543		Monthly	10,783.15	11,322.31	11,888.41	12,482.84	13,106.96	
543		Annual	129,397.84	135,867.68	142,660.96	149,794.11	157,283.57	
544		Hourly	62.3660	65.4843	68.7585	72.1964	75.8062	
544		Bi-weekly	4,989.28	5,238.74	5,500.68	5,775.71	6,064.50	
544		Monthly	10,810.11	11,350.61	11,918.14	12,514.04	13,139.74	
544		Annual	129,721.28	136,207.34	143,017.68	150,168.51	157,676.90	
545		Hourly	62.5219	65.6480	68.9304	72.3769	75.9958	
545		Bi-weekly	5,001.75	5,251.84	5,514.43	5,790.15	6,079.66	
545		Monthly	10,837.13	11,378.99	11,947.94	12,545.33	13,172.61	
545		Annual	130,045.55	136,547.84	143,375.23	150,543.95	158,071.26	
546		Hourly	62.6783	65.8123	69.1028	72.5579	76.1858	
546		Bi-weekly	5,014.26	5,264.98	5,528.22	5,804.63	6,094.86	
546		Monthly	10,864.24	11,407.47	11,977.82	12,576.70	13,205.54	
546		Annual	130,370.86	136,889.58	143,733.82	150,920.43	158,466.46	
547	Planning Manager		-	-	-	-	-	CAMP
547		Hourly	62.8349	65.9767	69.2755	72.7393	76.3764	
547		Bi-weekly	5,026.79	5,278.14	5,542.04	5,819.14	6,110.11	
547		Monthly	10,891.38	11,435.96	12,007.75	12,608.15	13,238.58	
547		Annual	130,696.59	137,231.54	144,093.04	151,297.74	158,862.91	
548		Hourly	62.9920	66.1416	69.4487	72.9211	76.5672	
548		Bi-weekly	5,039.36	5,291.33	5,555.90	5,833.69	6,125.38	
548		Monthly	10,918.61	11,464.54	12,037.78	12,639.66	13,271.65	
548		Annual	131,023.36	137,574.53	144,453.30	151,675.89	159,259.78	
549		Hourly	63.1495	66.3070	69.6223	73.1035	76.7586	
549		Bi-weekly	5,051.96	5,304.56	5,569.78	5,848.28	6,140.69	
549		Monthly	10,945.91	11,493.21	12,067.87	12,671.27	13,304.82	
549		Annual	131,350.96	137,918.56	144,814.38	152,055.28	159,657.89	
550		Hourly	63.3074	66.4727	69.7964	73.2861	76.9505	
550		Bi-weekly	5,064.59	5,317.82	5,583.71	5,862.89	6,156.04	
550		Monthly	10,973.28	11,521.94	12,098.04	12,702.92	13,338.09	
550		Annual	131,679.39	138,263.22	145,176.51	152,435.09	160,057.04	
551		Hourly	63.4656	66.6388	69.9708	73.4693	77.1427	
551		Bi-weekly	5,077.25	5,331.10	5,597.66	5,877.54	6,171.42	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
551		Monthly	11,000.70	11,550.73	12,128.27	12,734.68	13,371.40	
551		Annual	132,008.45	138,608.70	145,539.26	152,816.14	160,456.82	
552		Hourly	63.6243	66.8056	70.1458	73.6531	77.3358	
552		Bi-weekly	5,089.94	5,344.45	5,611.66	5,892.25	6,186.86	
552		Monthly	11,028.21	11,579.64	12,158.61	12,766.54	13,404.87	
552		Annual	132,338.54	138,955.65	145,903.26	153,198.45	160,858.46	
553		Hourly	63.7834	66.9726	70.3213	73.8373	77.5292	
553		Bi-weekly	5,102.67	5,357.81	5,625.70	5,906.98	6,202.34	
553		Monthly	11,055.79	11,608.58	12,189.03	12,798.47	13,438.40	
553		Annual	132,669.47	139,303.01	146,268.30	153,581.58	161,260.74	
554		Hourly	63.9428	67.1399	70.4969	74.0218	77.7229	
554		Bi-weekly	5,115.42	5,371.19	5,639.75	5,921.74	6,217.83	
554		Monthly	11,083.42	11,637.58	12,219.46	12,830.45	13,471.97	
554		Annual	133,001.02	139,650.99	146,633.55	153,965.34	161,663.63	
555	Assistant City Attorney I		-	-	-	-	-	Unrep
555		Hourly	64.1027	67.3078	70.6732	74.2070	77.9172	
555		Bi-weekly	5,128.22	5,384.62	5,653.86	5,936.56	6,233.38	
555		Monthly	11,111.14	11,666.69	12,250.02	12,862.55	13,505.65	
555		Annual	133,333.62	140,000.22	147,000.26	154,350.56	162,067.78	
556		Hourly	64.2629	67.4760	70.8499	74.3924	78.1120	
556		Bi-weekly	5,141.03	5,398.08	5,667.99	5,951.39	6,248.96	
556		Monthly	11,138.90	11,695.84	12,280.65	12,894.68	13,539.41	
556		Annual	133,666.83	140,350.08	147,367.79	154,736.19	162,472.96	
557	Housing and Community Development Program Manager		-	-	-	-	-	CAMP
557	Transportation Program Superintendent		-	-	-	-	-	CAMP
557		Hourly	64.4236	67.6447	71.0269	74.5783	78.3072	
557		Bi-weekly	5,153.89	5,411.58	5,682.15	5,966.26	6,264.58	
557		Monthly	11,166.76	11,725.08	12,311.33	12,926.91	13,573.25	
557		Annual	134,001.09	140,700.98	147,735.95	155,122.86	162,878.98	
558		Hourly	64.5847	67.8140	71.2046	74.7649	78.5031	
558		Bi-weekly	5,166.78	5,425.12	5,696.37	5,981.19	6,280.25	
558		Monthly	11,194.68	11,754.43	12,342.13	12,959.25	13,607.20	
558		Annual	134,336.18	141,053.12	148,105.57	155,510.99	163,286.45	
559		Hourly	64.7461	67.9834	71.3826	74.9517	78.6993	
559		Bi-weekly	5,179.69	5,438.67	5,710.61	5,996.14	6,295.94	
559		Monthly	11,222.66	11,783.79	12,372.98	12,991.63	13,641.21	
559		Annual	134,671.89	141,405.47	148,475.81	155,899.54	163,694.54	
560		Hourly	64.9079	68.1533	71.5610	75.1390	78.8959	
560		Bi-weekly	5,192.63	5,452.26	5,724.88	6,011.12	6,311.67	
560		Monthly	11,250.70	11,813.24	12,403.91	13,024.09	13,675.29	
560		Annual	135,008.43	141,758.86	148,846.88	156,289.12	164,103.47	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
561		Hourly	65.0703	68.3238	71.7400	75.3270	79.0934	
561		Bi-weekly	5,205.62	5,465.90	5,739.20	6,026.16	6,327.47	
561		Monthly	11,278.85	11,842.79	12,434.93	13,056.68	13,709.52	
561		Annual	135,346.22	142,113.50	149,219.20	156,680.16	164,514.27	
562		Hourly	65.2329	68.4946	71.9193	75.5154	79.2910	
562		Bi-weekly	5,218.63	5,479.57	5,753.54	6,041.23	6,343.28	
562		Monthly	11,307.04	11,872.40	12,466.01	13,089.34	13,743.77	
562		Annual	135,684.43	142,468.77	149,592.14	157,072.03	164,925.28	
563		Hourly	65.3959	68.6658	72.0990	75.7040	79.4891	
563		Bi-weekly	5,231.67	5,493.26	5,767.92	6,056.32	6,359.13	
563		Monthly	11,335.29	11,902.07	12,497.16	13,122.03	13,778.11	
563		Annual	136,023.47	142,824.86	149,965.92	157,464.32	165,337.33	
564		Hourly	65.5595	68.8375	72.2794	75.8934	79.6880	
564		Bi-weekly	5,244.76	5,507.00	5,782.35	6,071.47	6,375.04	
564		Monthly	11,363.65	11,931.83	12,528.43	13,154.86	13,812.59	
564		Annual	136,363.76	143,182.00	150,341.15	157,858.27	165,751.04	
565	Assistant to the City Manager		-	-	-	-	-	Unrep
565	Community Engagement Manager		-	-	-	-	-	Unrep
565		Hourly	65.7235	69.0096	72.4601	76.0831	79.8872	
565		Bi-weekly	5,257.88	5,520.77	5,796.81	6,086.65	6,390.98	
565		Monthly	11,392.07	11,961.66	12,559.75	13,187.74	13,847.12	
565		Annual	136,704.88	143,539.97	150,717.01	158,252.85	166,165.38	
566		Hourly	65.8878	69.1821	72.6413	76.2733	80.0869	
566		Bi-weekly	5,271.02	5,534.57	5,811.30	6,101.86	6,406.95	
566		Monthly	11,420.55	11,991.56	12,591.16	13,220.71	13,881.73	
566		Annual	137,046.62	143,898.77	151,093.90	158,648.46	166,580.75	
567		Hourly	66.0524	69.3551	72.8228	76.4639	80.2872	
567		Bi-weekly	5,284.19	5,548.41	5,825.82	6,117.11	6,422.98	
567		Monthly	11,449.08	12,021.55	12,622.62	13,253.74	13,916.45	
567		Annual	137,388.99	144,258.61	151,471.42	159,044.91	166,997.38	
568		Hourly	66.2176	69.5284	73.0049	76.6551	80.4878	
568		Bi-weekly	5,297.41	5,562.27	5,840.39	6,132.41	6,439.02	
568		Monthly	11,477.72	12,051.59	12,654.18	13,286.88	13,951.22	
568		Annual	137,732.61	144,619.07	151,850.19	159,442.61	167,414.62	
569		Hourly	66.3831	69.7023	73.1875	76.8468	80.6892	
569		Bi-weekly	5,310.65	5,576.18	5,855.00	6,147.74	6,455.14	
569		Monthly	11,506.40	12,081.73	12,685.83	13,320.11	13,986.13	
569		Annual	138,076.85	144,980.78	152,230.00	159,841.34	167,833.54	
570		Hourly	66.5491	69.8765	73.3704	77.0390	80.8908	
570		Bi-weekly	5,323.93	5,590.12	5,869.63	6,163.12	6,471.26	
570		Monthly	11,535.18	12,111.93	12,717.54	13,353.43	14,021.07	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
570		Annual	138,422.13	145,343.12	152,610.43	160,241.12	168,252.86	
571		Hourly	66.7154	70.0511	73.5537	77.2315	81.0930	
571		Bi-weekly	5,337.23	5,604.09	5,884.30	6,178.52	6,487.44	
571		Monthly	11,564.00	12,142.19	12,749.31	13,386.79	14,056.12	
571		Annual	138,768.03	145,706.29	152,991.70	160,641.52	168,673.44	
572		Hourly	66.8822	70.2264	73.7377	77.4246	81.2958	
572		Bi-weekly	5,350.58	5,618.11	5,899.02	6,193.97	6,503.66	
572		Monthly	11,592.92	12,172.58	12,781.20	13,420.26	14,091.27	
572		Annual	139,114.98	146,070.91	153,374.42	161,043.17	169,095.26	
573		Hourly	67.0494	70.4018	73.9220	77.6181	81.4991	
573		Bi-weekly	5,363.95	5,632.14	5,913.76	6,209.45	6,519.93	
573		Monthly	11,621.90	12,202.98	12,813.15	13,453.80	14,126.51	
573		Annual	139,462.75	146,435.74	153,757.76	161,445.65	169,518.13	
574		Hourly	67.2171	70.5780	74.1069	77.8122	81.7028	
574		Bi-weekly	5,377.37	5,646.24	5,928.55	6,224.98	6,536.22	
574		Monthly	11,650.96	12,233.52	12,845.20	13,487.45	14,161.82	
574		Annual	139,811.57	146,802.24	154,142.35	161,849.38	169,941.82	
575		Hourly	67.3851	70.7543	74.2920	78.0066	81.9069	
575		Bi-weekly	5,390.81	5,660.34	5,943.36	6,240.53	6,552.55	
575		Monthly	11,680.08	12,264.08	12,877.28	13,521.14	14,197.20	
575		Annual	140,161.01	147,168.94	154,527.36	162,253.73	170,366.35	
576	Assistant Finance Director		-	-	-	-	-	Unrep
576	Assistant Human Resources Director		-	-	-	-	-	Unrep
576	Assistant Public Works Director - Maintenance		-	-	-	-	-	Unrep
576	Employee and Labor Relations Officer		-	-	-	-	-	Unrep
576	Risk Manager/Safety Officer		-	-	-	-	-	Unrep
576	Water Engineering Manager		-	-	-	-	-	CAMP
576		Hourly	67.5536	70.9313	74.4779	78.2017	82.1118	
576		Bi-weekly	5,404.29	5,674.50	5,958.23	6,256.14	6,568.94	
576		Monthly	11,709.29	12,294.76	12,909.50	13,554.96	14,232.71	
576		Annual	140,511.49	147,537.10	154,914.03	162,659.54	170,792.54	
577		Hourly	67.7224	71.1085	74.6640	78.3971	82.3170	
577		Bi-weekly	5,417.79	5,688.68	5,973.12	6,271.77	6,585.36	
577		Monthly	11,738.55	12,325.47	12,941.76	13,588.83	14,268.28	
577		Annual	140,862.59	147,905.68	155,301.12	163,065.97	171,219.36	
578		Hourly	67.8917	71.2864	74.8507	78.5933	82.5230	
578		Bi-weekly	5,431.34	5,702.91	5,988.06	6,287.46	6,601.84	
578		Monthly	11,767.90	12,356.31	12,974.12	13,622.84	14,303.99	
578		Annual	141,214.74	148,275.71	155,689.46	163,474.06	171,647.84	
579		Hourly	68.0615	71.4646	75.0378	78.7896	82.7291	
579		Bi-weekly	5,444.92	5,717.17	6,003.02	6,303.17	6,618.33	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
579		Monthly	11,797.33	12,387.20	13,006.55	13,656.86	14,339.71	
579		Annual	141,567.92	148,646.37	156,078.62	163,882.37	172,076.53	
580		Hourly	68.2316	71.6433	75.2253	78.9866	82.9359	
580		Bi-weekly	5,458.53	5,731.46	6,018.02	6,318.93	6,634.87	
580		Monthly	11,826.81	12,418.17	13,039.05	13,691.01	14,375.56	
580		Annual	141,921.73	149,018.06	156,468.62	164,292.13	172,506.67	
581		Hourly	68.4022	71.8223	75.4134	79.1841	83.1434	
581		Bi-weekly	5,472.18	5,745.78	6,033.07	6,334.73	6,651.47	
581		Monthly	11,856.38	12,449.20	13,071.66	13,725.24	14,411.52	
581		Annual	142,276.58	149,390.38	156,859.87	164,702.93	172,938.27	
582		Hourly	68.5732	72.0018	75.6019	79.3820	83.3510	
582		Bi-weekly	5,485.86	5,760.14	6,048.15	6,350.56	6,668.08	
582		Monthly	11,886.02	12,480.31	13,104.33	13,759.55	14,447.51	
582		Annual	142,632.26	149,763.74	157,251.95	165,114.56	173,370.08	
583		Hourly	68.7447	72.1819	75.7910	79.5806	83.5596	
583		Bi-weekly	5,499.58	5,774.55	6,063.28	6,366.45	6,684.77	
583		Monthly	11,915.75	12,511.53	13,137.11	13,793.97	14,483.66	
583		Annual	142,988.98	150,138.35	157,645.28	165,527.65	173,803.97	
584		Hourly	68.9165	72.3623	75.9805	79.7796	83.7687	
584		Bi-weekly	5,513.32	5,788.98	6,078.44	6,382.37	6,701.50	
584		Monthly	11,945.53	12,542.80	13,169.95	13,828.46	14,519.91	
584		Annual	143,346.32	150,513.58	158,039.44	165,941.57	174,238.90	
585		Hourly	69.0888	72.5433	76.1705	79.9790	83.9781	
585		Bi-weekly	5,527.10	5,803.46	6,093.64	6,398.32	6,718.25	
585		Monthly	11,975.39	12,574.17	13,202.89	13,863.03	14,556.20	
585		Annual	143,704.70	150,890.06	158,434.64	166,356.32	174,674.45	
586	Chief Building Official		-	-	-	-	-	CAMP
586		Hourly	69.2615	72.7246	76.3609	80.1789	84.1880	
586		Bi-weekly	5,540.92	5,817.97	6,108.87	6,414.31	6,735.04	
586		Monthly	12,005.33	12,605.60	13,235.89	13,897.68	14,592.59	
586		Annual	144,063.92	151,267.17	158,830.67	166,772.11	175,111.04	
587		Hourly	69.4347	72.9064	76.5518	80.3793	84.3983	
587		Bi-weekly	5,554.78	5,832.51	6,124.14	6,430.34	6,751.86	
587		Monthly	12,035.35	12,637.11	13,268.98	13,932.41	14,629.04	
587		Annual	144,424.18	151,645.31	159,227.74	167,188.94	175,548.46	
588		Hourly	69.6082	73.0887	76.7430	80.5802	84.6092	
588		Bi-weekly	5,568.66	5,847.10	6,139.44	6,446.42	6,768.74	
588		Monthly	12,065.42	12,668.71	13,302.12	13,967.24	14,665.60	
588		Annual	144,785.06	152,024.50	159,625.44	167,606.82	175,987.14	
589		Hourly	69.7823	73.2715	76.9350	80.7818	84.8209	
589		Bi-weekly	5,582.58	5,861.72	6,154.80	6,462.54	6,785.67	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
589		Monthly	12,095.60	12,700.39	13,335.40	14,002.18	14,702.29	
589		Annual	145,147.18	152,404.72	160,024.80	168,026.14	176,427.47	
590		Hourly	69.9567	73.4546	77.1273	80.9836	85.0328	
590		Bi-weekly	5,596.54	5,876.37	6,170.18	6,478.69	6,802.62	
590		Monthly	12,125.83	12,732.13	13,368.73	14,037.16	14,739.02	
590		Annual	145,509.94	152,785.57	160,424.78	168,445.89	176,868.22	
591		Hourly	70.1317	73.6382	77.3201	81.1861	85.2455	
591		Bi-weekly	5,610.54	5,891.06	6,185.61	6,494.89	6,819.64	
591		Monthly	12,156.16	12,763.96	13,402.15	14,072.26	14,775.89	
591		Annual	145,873.94	153,167.46	160,825.81	168,867.09	177,310.64	
592		Hourly	70.3070	73.8223	77.5134	81.3891	85.4586	
592		Bi-weekly	5,624.56	5,905.78	6,201.07	6,511.13	6,836.69	
592		Monthly	12,186.55	12,795.87	13,435.66	14,107.44	14,812.82	
592		Annual	146,238.56	153,550.38	161,227.87	169,289.33	177,753.89	
593		Hourly	70.4828	74.0069	77.7072	81.5926	85.6721	
593		Bi-weekly	5,638.62	5,920.55	6,216.58	6,527.41	6,853.77	
593		Monthly	12,217.02	12,827.86	13,469.25	14,142.72	14,849.83	
593		Annual	146,604.22	153,934.35	161,630.98	169,712.61	178,197.97	
594	Water Operations Manager		-	-	-	-	-	CAMP
594		Hourly	70.6589	74.1919	77.9015	81.7965	85.8864	
594		Bi-weekly	5,652.71	5,935.35	6,232.12	6,543.72	6,870.91	
594		Monthly	12,247.54	12,859.93	13,502.93	14,178.06	14,886.98	
594		Annual	146,970.51	154,319.15	162,035.12	170,136.72	178,643.71	
595		Hourly	70.8356	74.3773	78.0962	82.0010	86.1011	
595		Bi-weekly	5,666.85	5,950.18	6,247.70	6,560.08	6,888.09	
595		Monthly	12,278.17	12,892.07	13,536.68	14,213.51	14,924.19	
595		Annual	147,338.05	154,704.78	162,440.10	170,562.08	179,090.29	
596		Hourly	71.0127	74.5632	78.2914	82.2059	86.3163	
596		Bi-weekly	5,681.02	5,965.06	6,263.31	6,576.47	6,905.30	
596		Monthly	12,308.87	12,924.29	13,570.51	14,249.02	14,961.49	
596		Annual	147,706.42	155,091.46	162,846.11	170,988.27	179,537.90	
597		Hourly	71.1902	74.7498	78.4872	82.4117	86.5323	
597		Bi-weekly	5,695.22	5,979.98	6,278.98	6,592.94	6,922.58	
597		Monthly	12,339.64	12,956.63	13,604.45	14,284.70	14,998.93	
597		Annual	148,075.62	155,479.58	163,253.38	171,416.34	179,987.18	
598		Hourly	71.3682	74.9365	78.6835	82.6176	86.7485	
598		Bi-weekly	5,709.46	5,994.92	6,294.68	6,609.41	6,939.88	
598		Monthly	12,370.49	12,988.99	13,638.47	14,320.38	15,036.41	
598		Annual	148,445.86	155,867.92	163,661.68	171,844.61	180,436.88	
599		Hourly	71.5466	75.1239	78.8801	82.8242	86.9654	
599		Bi-weekly	5,723.73	6,009.91	6,310.41	6,625.94	6,957.23	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
599		Monthly	12,401.41	13,021.48	13,672.55	14,356.20	15,074.00	
599		Annual	148,816.93	156,257.71	164,070.61	172,274.34	180,888.03	
600	Assistant City Attorney I		-	-	-	-	-	CAMP
600		Hourly	71.7254	75.3116	79.0772	83.0310	87.1826	
600		Bi-weekly	5,738.03	6,024.93	6,326.18	6,642.48	6,974.61	
600		Monthly	12,432.40	13,054.01	13,706.72	14,392.04	15,111.65	
600		Annual	149,188.83	156,648.13	164,480.58	172,704.48	181,339.81	
601		Hourly	71.9047	75.5000	79.2750	83.2387	87.4007	
601		Bi-weekly	5,752.38	6,040.00	6,342.00	6,659.10	6,992.06	
601		Monthly	12,463.48	13,086.67	13,741.00	14,428.04	15,149.46	
601		Annual	149,561.78	157,040.00	164,892.00	173,136.50	181,793.46	
602		Hourly	72.0846	75.6887	79.4732	83.4469	87.6192	
602		Bi-weekly	5,766.77	6,055.10	6,357.86	6,675.75	7,009.54	
602		Monthly	12,494.66	13,119.38	13,775.36	14,464.13	15,187.33	
602		Annual	149,935.97	157,432.50	165,304.26	173,569.55	182,247.94	
603		Hourly	72.2648	75.8780	79.6719	83.6555	87.8383	
603		Bi-weekly	5,781.18	6,070.24	6,373.75	6,692.44	7,027.06	
603		Monthly	12,525.90	13,152.19	13,809.80	14,500.29	15,225.31	
603		Annual	150,310.78	157,826.24	165,717.55	174,003.44	182,703.66	
604		Hourly	72.4454	76.0677	79.8710	83.8646	88.0578	
604		Bi-weekly	5,795.63	6,085.42	6,389.68	6,709.17	7,044.62	
604		Monthly	12,557.20	13,185.07	13,844.31	14,536.53	15,263.35	
604		Annual	150,686.43	158,220.82	166,131.68	174,438.37	183,160.22	
605		Hourly	72.6265	76.2578	80.0708	84.0743	88.2780	
605		Bi-weekly	5,810.12	6,100.62	6,405.66	6,725.94	7,062.24	
605		Monthly	12,588.59	13,218.02	13,878.94	14,572.88	15,301.52	
605		Annual	151,063.12	158,616.22	166,547.26	174,874.54	183,618.24	
606		Hourly	72.8080	76.4485	80.2709	84.2844	88.4986	
606		Bi-weekly	5,824.64	6,115.88	6,421.67	6,742.75	7,079.89	
606		Monthly	12,620.05	13,251.07	13,913.62	14,609.30	15,339.76	
606		Annual	151,440.64	159,012.88	166,963.47	175,311.55	184,077.09	
607		Hourly	72.9901	76.6396	80.4715	84.4951	88.7199	
607		Bi-weekly	5,839.21	6,131.17	6,437.72	6,759.61	7,097.59	
607		Monthly	12,651.62	13,284.20	13,948.39	14,645.82	15,378.12	
607		Annual	151,819.41	159,410.37	167,380.72	175,749.81	184,537.39	
608		Hourly	73.1726	76.8312	80.6727	84.7064	88.9417	
608		Bi-weekly	5,853.81	6,146.50	6,453.82	6,776.51	7,115.34	
608		Monthly	12,683.25	13,317.41	13,983.27	14,682.44	15,416.56	
608		Annual	152,199.01	159,808.90	167,799.22	176,189.31	184,998.74	
609		Hourly	73.3556	77.0233	80.8745	84.9182	89.1641	
609		Bi-weekly	5,868.45	6,161.86	6,469.96	6,793.46	7,133.13	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
609		Monthly	12,714.97	13,350.71	14,018.25	14,719.16	15,455.11	
609		Annual	152,579.65	160,208.46	168,218.96	176,629.86	185,461.33	
610		Hourly	73.5388	77.2158	81.0766	85.1304	89.3869	
610		Bi-weekly	5,883.10	6,177.26	6,486.13	6,810.43	7,150.95	
610		Monthly	12,746.73	13,384.07	14,053.28	14,755.94	15,493.73	
610		Annual	152,960.70	160,608.86	168,639.33	177,071.23	185,924.75	
611		Hourly	73.7227	77.4088	81.2793	85.3432	89.6103	
611		Bi-weekly	5,897.82	6,192.70	6,502.34	6,827.46	7,168.82	
611		Monthly	12,778.60	13,417.53	14,088.41	14,792.82	15,532.45	
611		Annual	153,343.22	161,010.30	169,060.94	177,513.86	186,389.42	
612		Hourly	73.9071	77.6025	81.4826	85.5566	89.8345	
612		Bi-weekly	5,912.57	6,208.20	6,518.61	6,844.53	7,186.76	
612		Monthly	12,810.56	13,451.10	14,123.65	14,829.81	15,571.31	
612		Annual	153,726.77	161,413.20	169,483.81	177,957.73	186,855.76	
613		Hourly	74.0918	77.7964	81.6862	85.7706	90.0591	
613		Bi-weekly	5,927.34	6,223.71	6,534.90	6,861.65	7,204.73	
613		Monthly	12,842.58	13,484.71	14,158.94	14,866.90	15,610.24	
613		Annual	154,110.94	161,816.51	169,907.30	178,402.85	187,322.93	
614		Hourly	74.2770	77.9909	81.8904	85.9849	90.2841	
614		Bi-weekly	5,942.16	6,239.27	6,551.23	6,878.79	7,222.73	
614		Monthly	12,874.68	13,518.42	14,194.34	14,904.05	15,649.24	
614		Annual	154,496.16	162,221.07	170,332.03	178,848.59	187,790.93	
615		Hourly	74.4627	78.1859	82.0951	86.2000	90.5099	
615		Bi-weekly	5,957.02	6,254.87	6,567.61	6,896.00	7,240.79	
615		Monthly	12,906.87	13,552.22	14,229.82	14,941.33	15,688.38	
615		Annual	154,882.42	162,626.67	170,757.81	179,296.00	188,260.59	
616		Hourly	74.6489	78.3814	82.3004	86.4155	90.7362	
616		Bi-weekly	5,971.91	6,270.51	6,584.03	6,913.24	7,258.90	
616		Monthly	12,939.14	13,586.11	14,265.40	14,978.69	15,727.61	
616		Annual	155,269.71	163,033.31	171,184.83	179,744.24	188,731.30	
617		Hourly	74.8355	78.5774	82.5061	86.6314	90.9630	
617		Bi-weekly	5,986.84	6,286.19	6,600.49	6,930.51	7,277.04	
617		Monthly	12,971.49	13,620.08	14,301.06	15,016.11	15,766.92	
617		Annual	155,657.84	163,440.99	171,612.69	180,193.31	189,203.04	
618		Hourly	75.0226	78.7738	82.7125	86.8481	91.1905	
618		Bi-weekly	6,001.81	6,301.90	6,617.00	6,947.85	7,295.24	
618		Monthly	13,003.92	13,654.13	14,336.83	15,053.67	15,806.35	
618		Annual	156,047.01	163,849.50	172,042.00	180,644.05	189,676.24	
619		Hourly	75.2102	78.9706	82.9192	87.0652	91.4185	
619		Bi-weekly	6,016.82	6,317.65	6,633.54	6,965.22	7,313.48	
619		Monthly	13,036.44	13,688.24	14,372.66	15,091.30	15,845.87	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
619		Annual	156,437.22	164,258.85	172,471.94	181,095.62	190,150.48	
620		Hourly	75.3982	79.1681	83.1266	87.2828	91.6470	
620		Bi-weekly	6,031.86	6,333.45	6,650.13	6,982.62	7,331.76	
620		Monthly	13,069.02	13,722.47	14,408.61	15,129.02	15,885.48	
620		Annual	156,828.26	164,669.65	172,903.33	181,548.22	190,625.76	
621		Hourly	75.5867	79.3660	83.3343	87.5010	91.8760	
621		Bi-weekly	6,046.94	6,349.28	6,666.74	7,000.08	7,350.08	
621		Monthly	13,101.70	13,756.77	14,444.61	15,166.84	15,925.17	
621		Annual	157,220.34	165,081.28	173,335.34	182,002.08	191,102.08	
622		Hourly	75.7757	79.5644	83.5427	87.7198	92.1059	
622		Bi-weekly	6,062.06	6,365.15	6,683.42	7,017.58	7,368.47	
622		Monthly	13,134.46	13,791.16	14,480.74	15,204.77	15,965.02	
622		Annual	157,613.46	165,493.95	173,768.82	182,457.18	191,580.27	
623		Hourly	75.9651	79.7633	83.7516	87.9391	92.3361	
623		Bi-weekly	6,077.21	6,381.06	6,700.13	7,035.13	7,386.89	
623		Monthly	13,167.28	13,825.64	14,516.94	15,242.78	16,004.92	
623		Annual	158,007.41	165,907.66	174,203.33	182,913.33	192,059.09	
624		Hourly	76.1550	79.9628	83.9610	88.1591	92.5671	
624		Bi-weekly	6,092.40	6,397.02	6,716.88	7,052.73	7,405.37	
624		Monthly	13,200.20	13,860.22	14,553.24	15,280.91	16,044.96	
624		Annual	158,402.40	166,322.62	174,638.88	183,370.93	192,539.57	
625		Hourly	76.3455	80.1626	84.1708	88.3794	92.7983	
625		Bi-weekly	6,107.64	6,413.01	6,733.66	7,070.35	7,423.86	
625		Monthly	13,233.22	13,894.85	14,589.61	15,319.10	16,085.04	
625		Annual	158,798.64	166,738.21	175,075.26	183,829.15	193,020.46	
626		Hourly	76.5362	80.3631	84.3811	88.6003	93.0303	
626		Bi-weekly	6,122.90	6,429.05	6,750.49	7,088.02	7,442.42	
626		Monthly	13,266.28	13,929.60	14,626.06	15,357.39	16,125.25	
626		Annual	159,195.30	167,155.25	175,512.69	184,288.62	193,503.02	
627		Hourly	76.7276	80.5640	84.5923	88.8218	93.2629	
627		Bi-weekly	6,138.21	6,445.12	6,767.38	7,105.74	7,461.03	
627		Monthly	13,299.45	13,964.43	14,662.67	15,395.78	16,165.57	
627		Annual	159,593.41	167,573.12	175,951.98	184,749.34	193,986.83	
628		Hourly	76.9195	80.7654	84.8037	89.0439	93.4962	
628		Bi-weekly	6,153.56	6,461.23	6,784.30	7,123.51	7,479.70	
628		Monthly	13,332.71	13,999.34	14,699.31	15,434.28	16,206.01	
628		Annual	159,992.56	167,992.03	176,391.70	185,211.31	194,472.10	
629		Hourly	77.1118	80.9674	85.0157	89.2665	93.7299	
629		Bi-weekly	6,168.94	6,477.39	6,801.26	7,141.32	7,498.39	
629		Monthly	13,366.05	14,034.35	14,736.06	15,472.86	16,246.52	
629		Annual	160,392.54	168,412.19	176,832.66	185,674.32	194,958.19	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
630		Hourly	77.3045	81.1698	85.2283	89.4897	93.9642	
630		Bi-weekly	6,184.36	6,493.58	6,818.26	7,159.18	7,517.14	
630		Monthly	13,399.45	14,069.43	14,772.91	15,511.55	16,287.13	
630		Annual	160,793.36	168,833.18	177,274.86	186,138.58	195,445.54	
631		Hourly	77.4977	81.3727	85.4413	89.7134	94.1990	
631		Bi-weekly	6,199.82	6,509.82	6,835.30	7,177.07	7,535.92	
631		Monthly	13,432.94	14,104.60	14,809.83	15,550.32	16,327.83	
631		Annual	161,195.22	169,255.22	177,717.90	186,603.87	195,933.92	
632	Deputy Fire Chief		-	-	-	-	-	Unrep
632		Hourly	77.6915	81.5760	85.6549	89.9376	94.4345	
632		Bi-weekly	6,215.32	6,526.08	6,852.39	7,195.01	7,554.76	
632		Monthly	13,466.53	14,139.84	14,846.85	15,589.18	16,368.65	
632		Annual	161,598.32	169,678.08	178,162.19	187,070.21	196,423.76	
633		Hourly	77.8857	81.7799	85.8690	90.1625	94.6706	
633		Bi-weekly	6,230.86	6,542.39	6,869.52	7,213.00	7,573.65	
633		Monthly	13,500.19	14,175.18	14,883.96	15,628.17	16,409.57	
633		Annual	162,002.26	170,102.19	178,607.52	187,538.00	196,914.85	
634		Hourly	78.0805	81.9845	86.0838	90.3880	94.9073	
634		Bi-weekly	6,246.44	6,558.76	6,886.70	7,231.04	7,592.58	
634		Monthly	13,533.95	14,210.65	14,921.19	15,667.25	16,450.60	
634		Annual	162,407.44	170,527.76	179,054.30	188,007.04	197,407.18	
635		Hourly	78.2757	82.1895	86.2991	90.6139	95.1446	
635		Bi-weekly	6,262.06	6,575.16	6,903.93	7,249.11	7,611.57	
635		Monthly	13,567.79	14,246.18	14,958.51	15,706.41	16,491.73	
635		Annual	162,813.46	170,954.16	179,502.13	188,476.91	197,900.77	
636	Assistant Public Works Director - City Engineer		-	-	-	-	-	Unrep
636	Chief Innovation Officer		-	-	-	-	-	Unrep
636	Finance Director		-	-	-	-	-	Unrep
636	Human Resources Director		-	-	-	-	-	Unrep
636	Housing Director		-	-	-	-	-	Unrep
636	Information and Technology Director		-	-	-	-	-	Unrep
636	Planning and Development Services Director		-	-	-	-	-	Unrep
636	Economic Development Director		-	-	-	-	-	Unrep
636	Public Works Director		-	-	-	-	-	Unrep
636	Special Advisor to CM		-	-	-	-	-	Unrep
636	Water Utilities Director		-	-	-	-	-	Unrep
636		Hourly	78.4713	82.3949	86.5146	90.8403	95.3824	
636		Bi-weekly	6,277.70	6,591.59	6,921.17	7,267.22	7,630.59	
636		Monthly	13,601.69	14,281.78	14,995.86	15,745.65	16,532.95	
636		Annual	163,220.30	171,381.39	179,950.37	188,947.82	198,395.39	
637		Hourly	78.6676	82.6010	86.7309	91.0675	95.6209	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
637		Bi-weekly	6,293.41	6,608.08	6,938.47	7,285.40	7,649.67	
637		Monthly	13,635.72	14,317.51	15,033.36	15,785.03	16,574.29	
637		Annual	163,628.61	171,810.08	180,400.27	189,420.40	198,891.47	
638		Hourly	78.8642	82.8075	86.9479	91.2953	95.8600	
638		Bi-weekly	6,309.14	6,624.60	6,955.83	7,303.62	7,668.80	
638		Monthly	13,669.80	14,353.30	15,070.97	15,824.52	16,615.73	
638		Annual	164,037.54	172,239.60	180,851.63	189,894.22	199,388.80	
639	Assistant City Attorney II		-	-	-	-	-	CAMP
639		Hourly	79.0614	83.0144	87.1651	91.5234	96.0996	
639		Bi-weekly	6,324.91	6,641.15	6,973.21	7,321.87	7,687.97	
639		Monthly	13,703.98	14,389.16	15,108.62	15,864.06	16,657.26	
639		Annual	164,447.71	172,669.95	181,303.41	190,368.67	199,887.17	
640		Hourly	79.2589	83.2219	87.3830	91.7522	96.3398	
640		Bi-weekly	6,340.71	6,657.75	6,990.64	7,340.18	7,707.18	
640		Monthly	13,738.21	14,425.13	15,146.39	15,903.72	16,698.90	
640		Annual	164,858.51	173,101.55	181,756.64	190,844.58	200,386.78	
641	Assistant City Attorney II		-	-	-	-	-	Unrep
641		Hourly	79.4572	83.4300	87.6015	91.9816	96.5807	
641		Bi-weekly	6,356.58	6,674.40	7,008.12	7,358.53	7,726.46	
641		Monthly	13,772.58	14,461.20	15,184.26	15,943.48	16,740.66	
641		Annual	165,270.98	173,534.40	182,211.12	191,321.73	200,887.86	
642		Hourly	79.6558	83.6386	87.8205	92.2115	96.8221	
642		Bi-weekly	6,372.46	6,691.09	7,025.64	7,376.92	7,745.77	
642		Monthly	13,807.01	14,497.36	15,222.22	15,983.33	16,782.50	
642		Annual	165,684.06	173,968.29	182,666.64	191,799.92	201,389.97	
643		Hourly	79.8550	83.8477	88.0401	92.4421	97.0642	
643		Bi-weekly	6,388.40	6,707.82	7,043.21	7,395.37	7,765.14	
643		Monthly	13,841.53	14,533.60	15,260.28	16,023.30	16,824.46	
643		Annual	166,098.40	174,403.22	183,123.41	192,279.57	201,893.54	
644		Hourly	80.0546	84.0573	88.2601	92.6731	97.3068	
644		Bi-weekly	6,404.37	6,724.58	7,060.81	7,413.85	7,784.54	
644		Monthly	13,876.13	14,569.93	15,298.42	16,063.34	16,866.51	
644		Annual	166,513.57	174,839.18	183,581.01	192,760.05	202,398.14	
645		Hourly	80.2547	84.2675	88.4808	92.9049	97.5501	
645		Bi-weekly	6,420.38	6,741.40	7,078.46	7,432.39	7,804.01	
645		Monthly	13,910.82	14,606.37	15,336.67	16,103.52	16,908.68	
645		Annual	166,929.78	175,276.40	184,040.06	193,242.19	202,904.21	
646		Hourly	80.4554	84.4781	88.7021	93.1371	97.7941	
646		Bi-weekly	6,436.43	6,758.25	7,096.17	7,450.97	7,823.53	
646		Monthly	13,945.60	14,642.87	15,375.03	16,143.76	16,950.98	
646		Annual	167,347.23	175,714.45	184,500.37	193,725.17	203,411.73	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
647		Hourly	80.6564	84.6893	88.9237	93.3699	98.0383	
647		Bi-weekly	6,452.51	6,775.14	7,113.90	7,469.59	7,843.06	
647		Monthly	13,980.44	14,679.48	15,413.44	16,184.12	16,993.31	
647		Annual	167,765.31	176,153.74	184,961.30	194,209.39	203,919.66	
648		Hourly	80.8582	84.9010	89.1462	93.6034	98.2836	
648		Bi-weekly	6,468.66	6,792.08	7,131.70	7,488.27	7,862.69	
648		Monthly	14,015.42	14,716.17	15,452.01	16,224.59	17,035.82	
648		Annual	168,185.06	176,594.08	185,424.10	194,695.07	204,429.89	
649		Hourly	81.0603	85.1133	89.3690	93.8374	98.5293	
649		Bi-weekly	6,484.82	6,809.06	7,149.52	7,506.99	7,882.34	
649		Monthly	14,050.45	14,752.97	15,490.63	16,265.15	17,078.41	
649		Annual	168,605.42	177,035.66	185,887.52	195,181.79	204,940.94	
650		Hourly	81.2630	85.3261	89.5924	94.0721	98.7758	
650		Bi-weekly	6,501.04	6,826.09	7,167.39	7,525.77	7,902.06	
650		Monthly	14,085.59	14,789.86	15,529.35	16,305.83	17,121.14	
650		Annual	169,027.04	177,478.29	186,352.19	195,669.97	205,453.66	
651		Hourly	81.4660	85.5393	89.8163	94.3071	99.0226	
651		Bi-weekly	6,517.28	6,843.14	7,185.30	7,544.57	7,921.81	
651		Monthly	14,120.77	14,826.81	15,568.16	16,346.56	17,163.92	
651		Annual	169,449.28	177,921.74	186,817.90	196,158.77	205,967.01	
652		Hourly	81.6697	85.7533	90.0410	94.5430	99.2702	
652		Bi-weekly	6,533.58	6,860.26	7,203.28	7,563.44	7,941.62	
652		Monthly	14,156.08	14,863.91	15,607.11	16,387.45	17,206.84	
652		Annual	169,872.98	178,366.86	187,285.28	196,649.44	206,482.02	
653		Hourly	81.8739	85.9675	90.2660	94.7793	99.5182	
653		Bi-weekly	6,549.91	6,877.40	7,221.28	7,582.34	7,961.46	
653		Monthly	14,191.48	14,901.03	15,646.11	16,428.41	17,249.82	
653		Annual	170,297.71	178,812.40	187,753.28	197,140.94	206,997.86	
654		Hourly	82.0785	86.1825	90.4917	95.0163	99.7670	
654		Bi-weekly	6,566.28	6,894.60	7,239.34	7,601.30	7,981.36	
654		Monthly	14,226.94	14,938.30	15,685.23	16,469.49	17,292.95	
654		Annual	170,723.28	179,259.60	188,222.74	197,633.90	207,515.36	
655		Hourly	82.2838	86.3979	90.7179	95.2537	100.0164	
655		Bi-weekly	6,582.70	6,911.83	7,257.43	7,620.30	8,001.31	
655		Monthly	14,262.53	14,975.64	15,724.44	16,510.64	17,336.18	
655		Annual	171,150.30	179,707.63	188,693.23	198,127.70	208,034.11	
656		Hourly	82.4895	86.6139	90.9447	95.4919	100.2664	
656		Bi-weekly	6,599.16	6,929.11	7,275.58	7,639.35	8,021.31	
656		Monthly	14,298.18	15,013.08	15,763.75	16,551.93	17,379.51	
656		Annual	171,578.16	180,156.91	189,164.98	198,623.15	208,554.11	
657		Hourly	82.6958	86.8305	91.1720	95.7306	100.5171	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
657		Bi-weekly	6,615.66	6,946.44	7,293.76	7,658.45	8,041.37	
657		Monthly	14,333.94	15,050.62	15,803.15	16,593.30	17,422.96	
657		Annual	172,007.26	180,607.44	189,637.76	199,119.65	209,075.57	
658		Hourly	82.9024	87.0476	91.4000	95.9700	100.7685	
658		Bi-weekly	6,632.19	6,963.81	7,312.00	7,677.60	8,061.48	
658		Monthly	14,369.75	15,088.25	15,842.67	16,634.80	17,466.54	
658		Annual	172,436.99	181,059.01	190,112.00	199,617.60	209,598.48	
659		Hourly	83.1097	87.2651	91.6284	96.2098	101.0203	
659		Bi-weekly	6,648.78	6,981.21	7,330.27	7,696.78	8,081.62	
659		Monthly	14,405.68	15,125.95	15,882.26	16,676.37	17,510.19	
659		Annual	172,868.18	181,511.41	190,587.07	200,116.38	210,122.22	
660		Hourly	83.3175	87.4834	91.8576	96.4504	101.2730	
660		Bi-weekly	6,665.40	6,998.67	7,348.61	7,716.03	8,101.84	
660		Monthly	14,441.70	15,163.79	15,921.98	16,718.07	17,553.99	
660		Annual	173,300.40	181,965.47	191,063.81	200,616.83	210,647.84	
661		Hourly	83.5258	87.7020	92.0870	96.6915	101.5260	
661		Bi-weekly	6,682.06	7,016.16	7,366.96	7,735.32	8,122.08	
661		Monthly	14,477.81	15,201.68	15,961.75	16,759.86	17,597.84	
661		Annual	173,733.66	182,420.16	191,540.96	201,118.32	211,174.08	
662		Hourly	83.7346	87.9213	92.3174	96.9333	101.7800	
662		Bi-weekly	6,698.77	7,033.70	7,385.39	7,754.66	8,142.40	
662		Monthly	14,514.00	15,239.69	16,001.68	16,801.77	17,641.87	
662		Annual	174,167.97	182,876.30	192,020.19	201,621.26	211,702.40	
663		Hourly	83.9440	88.1412	92.5483	97.1757	102.0345	
663		Bi-weekly	6,715.52	7,051.30	7,403.86	7,774.06	8,162.76	
663		Monthly	14,550.29	15,277.81	16,041.71	16,843.79	17,685.98	
663		Annual	174,603.52	183,333.70	192,500.46	202,125.46	212,231.76	
664		Hourly	84.1538	88.3614	92.7795	97.4185	102.2895	
664		Bi-weekly	6,732.30	7,068.91	7,422.36	7,793.48	8,183.16	
664		Monthly	14,586.66	15,315.98	16,081.78	16,885.87	17,730.18	
664		Annual	175,039.90	183,791.71	192,981.36	202,630.48	212,762.16	
665		Hourly	84.3642	88.5825	93.0116	97.6622	102.5453	
665		Bi-weekly	6,749.14	7,086.60	7,440.93	7,812.98	8,203.62	
665		Monthly	14,623.13	15,354.30	16,122.01	16,928.12	17,774.52	
665		Annual	175,477.54	184,251.60	193,464.13	203,137.38	213,294.22	
666		Hourly	84.5751	88.8038	93.2440	97.9062	102.8015	
666		Bi-weekly	6,766.01	7,104.30	7,459.52	7,832.50	8,224.12	
666		Monthly	14,659.68	15,392.66	16,162.29	16,970.41	17,818.93	
666		Annual	175,916.21	184,711.90	193,947.52	203,644.90	213,827.12	
667		Hourly	84.7866	89.0260	93.4772	98.1512	103.0587	
667		Bi-weekly	6,782.93	7,122.08	7,478.18	7,852.10	8,244.70	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
667		Monthly	14,696.34	15,431.17	16,202.72	17,012.88	17,863.51	
667		Annual	176,356.13	185,174.08	194,432.58	204,154.50	214,362.10	
668		Hourly	84.9985	89.2484	93.7107	98.3963	103.3162	
668		Bi-weekly	6,799.88	7,139.87	7,496.86	7,871.70	8,265.30	
668		Monthly	14,733.07	15,469.72	16,243.19	17,055.36	17,908.14	
668		Annual	176,796.88	185,636.67	194,918.26	204,664.30	214,897.70	
669		Hourly	85.2110	89.4716	93.9452	98.6424	103.5745	
669		Bi-weekly	6,816.88	7,157.73	7,515.62	7,891.39	8,285.96	
669		Monthly	14,769.91	15,508.41	16,283.84	17,098.02	17,952.91	
669		Annual	177,238.88	186,100.93	195,406.02	205,176.19	215,434.96	
670		Hourly	85.4240	89.6952	94.1800	98.8890	103.8335	
670		Bi-weekly	6,833.92	7,175.62	7,534.40	7,911.12	8,306.68	
670		Monthly	14,806.83	15,547.17	16,324.53	17,140.76	17,997.81	
670		Annual	177,681.92	186,566.02	195,894.40	205,689.12	215,973.68	
671		Hourly	85.6376	89.9195	94.4155	99.1362	104.0930	
671		Bi-weekly	6,851.01	7,193.56	7,553.24	7,930.90	8,327.44	
671		Monthly	14,843.85	15,586.05	16,365.35	17,183.61	18,042.79	
671		Annual	178,126.21	187,032.56	196,384.24	206,203.30	216,513.44	
672	Chief Assistant City Attorney		-	-	-	-	-	Unrep
672		Hourly	85.8516	90.1443	94.6514	99.3839	104.3531	
672		Bi-weekly	6,868.13	7,211.54	7,572.11	7,950.71	8,348.25	
672		Monthly	14,880.94	15,625.01	16,406.24	17,226.54	18,087.87	
672		Annual	178,571.33	187,500.14	196,874.91	206,718.51	217,054.45	
673		Hourly	86.0663	90.3696	94.8882	99.6326	104.6142	
673		Bi-weekly	6,885.30	7,229.57	7,591.06	7,970.61	8,369.14	
673		Monthly	14,918.16	15,664.06	16,447.29	17,269.65	18,133.13	
673		Annual	179,017.90	187,968.77	197,367.46	207,235.81	217,597.54	
674		Hourly	86.2815	90.5955	95.1253	99.8816	104.8757	
674		Bi-weekly	6,902.52	7,247.64	7,610.02	7,990.53	8,390.06	
674		Monthly	14,955.46	15,703.22	16,488.39	17,312.81	18,178.46	
674		Annual	179,465.52	188,438.64	197,860.62	207,753.73	218,141.46	
675		Hourly	86.4971	90.8221	95.3632	100.1313	105.1379	
675		Bi-weekly	6,919.77	7,265.77	7,629.06	8,010.50	8,411.03	
675		Monthly	14,992.83	15,742.50	16,529.62	17,356.09	18,223.90	
675		Annual	179,913.97	188,909.97	198,355.46	208,273.10	218,686.83	
676		Hourly	86.7133	91.0491	95.6015	100.3816	105.4008	
676		Bi-weekly	6,937.06	7,283.93	7,648.12	8,030.53	8,432.06	
676		Monthly	15,030.31	15,781.84	16,570.93	17,399.48	18,269.47	
676		Annual	180,363.66	189,382.13	198,851.12	208,793.73	219,233.66	
677		Hourly	86.9302	91.2767	95.8406	100.6325	105.6642	
677		Bi-weekly	6,954.42	7,302.14	7,667.25	8,050.60	8,453.14	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
677		Monthly	15,067.90	15,821.30	16,612.37	17,442.97	18,315.13	
677		Annual	180,814.82	189,855.54	199,348.45	209,315.60	219,781.54	
678		Hourly	87.1475	91.5049	96.0802	100.8841	105.9283	
678		Bi-weekly	6,971.80	7,320.39	7,686.42	8,070.73	8,474.26	
678		Monthly	15,105.57	15,860.85	16,653.90	17,486.58	18,360.91	
678		Annual	181,266.80	190,330.19	199,846.82	209,838.93	220,330.86	
679		Hourly	87.3654	91.7337	96.3203	101.1364	106.1933	
679		Bi-weekly	6,989.23	7,338.70	7,705.62	8,090.91	8,495.46	
679		Monthly	15,143.34	15,900.51	16,695.52	17,530.31	18,406.84	
679		Annual	181,720.03	190,806.10	200,346.22	210,363.71	220,882.06	
680		Hourly	87.5838	91.9630	96.5612	101.3892	106.4586	
680		Bi-weekly	7,006.70	7,357.04	7,724.90	8,111.14	8,516.69	
680		Monthly	15,181.19	15,940.25	16,737.28	17,574.13	18,452.82	
680		Annual	182,174.30	191,283.04	200,847.30	210,889.54	221,433.89	
681		Hourly	87.8028	92.1929	96.8025	101.6426	106.7248	
681		Bi-weekly	7,024.22	7,375.43	7,744.20	8,131.41	8,537.98	
681		Monthly	15,219.15	15,980.10	16,779.10	17,618.05	18,498.97	
681		Annual	182,629.82	191,761.23	201,349.20	211,416.61	221,987.58	
682		Hourly	88.0224	92.4233	97.0445	101.8968	106.9917	
682		Bi-weekly	7,041.79	7,393.86	7,763.56	8,151.74	8,559.34	
682		Monthly	15,257.22	16,020.04	16,821.05	17,662.11	18,545.23	
682		Annual	183,086.59	192,240.46	201,852.56	211,945.34	222,542.74	
683		Hourly	88.2423	92.6544	97.2871	102.1515	107.2592	
683		Bi-weekly	7,059.38	7,412.35	7,782.97	8,172.12	8,580.74	
683		Monthly	15,295.33	16,060.10	16,863.10	17,706.26	18,591.60	
683		Annual	183,543.98	192,721.15	202,357.17	212,475.12	223,099.14	
684		Hourly	88.4629	92.8860	97.5304	102.4069	107.5273	
684		Bi-weekly	7,077.03	7,430.88	7,802.43	8,192.55	8,602.18	
684		Monthly	15,333.57	16,100.24	16,905.27	17,750.53	18,638.07	
684		Annual	184,002.83	193,202.88	202,863.23	213,006.35	223,656.78	
685		Hourly	88.6841	93.1183	97.7742	102.6630	107.7961	
685		Bi-weekly	7,094.73	7,449.46	7,821.94	8,213.04	8,623.69	
685		Monthly	15,371.91	16,140.51	16,947.53	17,794.92	18,684.66	
685		Annual	184,462.93	193,686.06	203,370.34	213,539.04	224,215.89	
686		Hourly	88.9058	93.3511	98.0187	102.9197	108.0655	
686		Bi-weekly	7,112.46	7,468.09	7,841.50	8,233.58	8,645.24	
686		Monthly	15,410.34	16,180.86	16,989.91	17,839.42	18,731.35	
686		Annual	184,924.06	194,170.29	203,878.90	214,072.98	224,776.24	
687		Hourly	89.1281	93.5845	98.2638	103.1771	108.3359	
687		Bi-weekly	7,130.25	7,486.76	7,861.10	8,254.17	8,666.87	
687		Monthly	15,448.87	16,221.31	17,032.39	17,884.03	18,778.22	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
687		Annual	185,386.45	194,655.76	204,388.70	214,608.37	225,338.67	
688		Hourly	89.3510	93.8185	98.5094	103.4349	108.6066	
688		Bi-weekly	7,148.08	7,505.48	7,880.75	8,274.79	8,688.53	
688		Monthly	15,487.51	16,261.87	17,074.96	17,928.72	18,825.14	
688		Annual	185,850.08	195,142.48	204,899.55	215,144.59	225,901.73	
689		Hourly	89.5743	94.0530	98.7557	103.6935	108.8782	
689		Bi-weekly	7,165.94	7,524.24	7,900.46	8,295.48	8,710.26	
689		Monthly	15,526.21	16,302.52	17,117.66	17,973.54	18,872.22	
689		Annual	186,314.54	195,630.24	205,411.86	215,682.48	226,466.66	
690		Hourly	89.7983	94.2882	99.0027	103.9528	109.1504	
690		Bi-weekly	7,183.86	7,543.06	7,920.22	8,316.22	8,732.03	
690		Monthly	15,565.04	16,343.29	17,160.47	18,018.49	18,919.40	
690		Annual	186,780.46	196,119.46	205,925.62	216,221.82	227,032.83	
691		Hourly	90.0226	94.5237	99.2500	104.2125	109.4232	
691		Bi-weekly	7,201.81	7,561.90	7,940.00	8,337.00	8,753.86	
691		Monthly	15,603.92	16,384.11	17,203.33	18,063.50	18,966.69	
691		Annual	187,247.01	196,609.30	206,440.00	216,762.00	227,600.26	
692		Hourly	90.2478	94.7602	99.4982	104.4731	109.6969	
692		Bi-weekly	7,219.82	7,580.82	7,959.86	8,357.85	8,775.75	
692		Monthly	15,642.95	16,425.10	17,246.36	18,108.67	19,014.13	
692		Annual	187,715.42	197,101.22	206,956.26	217,304.05	228,169.55	
693		Hourly	90.4733	94.9970	99.7470	104.7342	109.9709	
693		Bi-weekly	7,237.86	7,599.76	7,979.76	8,378.74	8,797.67	
693		Monthly	15,682.04	16,466.15	17,289.48	18,153.93	19,061.62	
693		Annual	188,184.46	197,593.76	207,473.76	217,847.14	228,739.47	
694		Hourly	90.6995	95.2346	99.9963	104.9961	110.2459	
694		Bi-weekly	7,255.96	7,618.77	7,999.70	8,399.69	8,819.67	
694		Monthly	15,721.25	16,507.33	17,332.69	18,199.32	19,109.29	
694		Annual	188,654.96	198,087.97	207,992.30	218,391.89	229,311.47	
695	Assistant City Manager		-	-	-	-	-	Unrep
695		Hourly	90.9262	95.4727	100.2463	105.2586	110.5216	
695		Bi-weekly	7,274.10	7,637.82	8,019.70	8,420.69	8,841.73	
695		Monthly	15,760.54	16,548.60	17,376.03	18,244.82	19,157.08	
695		Annual	189,126.50	198,583.22	208,512.30	218,937.89	229,884.93	
696		Hourly	91.1537	95.7113	100.4969	105.5217	110.7978	
696		Bi-weekly	7,292.30	7,656.90	8,039.75	8,441.74	8,863.82	
696		Monthly	15,799.98	16,589.96	17,419.46	18,290.43	19,204.95	
696		Annual	189,599.70	199,079.50	209,033.55	219,485.14	230,459.42	
697		Hourly	91.3815	95.9506	100.7481	105.7855	111.0748	
697		Bi-weekly	7,310.52	7,676.05	8,059.85	8,462.84	8,885.98	
697		Monthly	15,839.46	16,631.44	17,463.00	18,336.15	19,252.97	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
697		Annual	190,073.52	199,577.25	209,556.05	220,033.84	231,035.58	
698		Hourly	91.6101	96.1906	101.0000	106.0500	111.3526	
698		Bi-weekly	7,328.81	7,695.25	8,080.00	8,484.00	8,908.21	
698		Monthly	15,879.08	16,673.04	17,506.67	18,382.00	19,301.12	
698		Annual	190,549.01	200,076.45	210,080.00	220,584.00	231,613.41	
699		Hourly	91.8389	96.4309	101.2524	106.3151	111.6308	
699		Bi-weekly	7,347.11	7,714.47	8,100.19	8,505.21	8,930.46	
699		Monthly	15,918.74	16,714.69	17,550.42	18,427.95	19,349.34	
699		Annual	191,024.91	200,576.27	210,604.99	221,135.41	232,192.06	
700		Hourly	92.0686	96.6720	101.5056	106.5809	111.9099	
700		Bi-weekly	7,365.49	7,733.76	8,120.45	8,526.47	8,952.79	
700		Monthly	15,958.56	16,756.48	17,594.30	18,474.02	19,397.72	
700		Annual	191,502.69	201,077.76	211,131.65	221,688.27	232,772.59	
701		Hourly	92.2988	96.9137	101.7595	106.8474	112.1898	
701		Bi-weekly	7,383.90	7,753.10	8,140.76	8,547.79	8,975.18	
701		Monthly	15,998.46	16,798.38	17,638.31	18,520.22	19,446.23	
701		Annual	191,981.50	201,580.50	211,659.76	222,242.59	233,354.78	
702		Hourly	92.5295	97.1560	102.0138	107.1144	112.4702	
702		Bi-weekly	7,402.36	7,772.48	8,161.10	8,569.15	8,997.62	
702		Monthly	16,038.45	16,840.37	17,682.39	18,566.50	19,494.84	
702		Annual	192,461.36	202,084.48	212,188.70	222,797.95	233,938.02	
703		Hourly	92.7609	97.3990	102.2689	107.3823	112.7514	
703		Bi-weekly	7,420.87	7,791.92	8,181.51	8,590.58	9,020.11	
703		Monthly	16,078.56	16,882.49	17,726.61	18,612.93	19,543.58	
703		Annual	192,942.67	202,589.92	212,719.31	223,355.18	234,522.91	
704		Hourly	92.9927	97.6424	102.5244	107.6507	113.0332	
704		Bi-weekly	7,439.42	7,811.39	8,201.95	8,612.06	9,042.66	
704		Monthly	16,118.74	16,924.68	17,770.90	18,659.46	19,592.42	
704		Annual	193,424.82	203,096.19	213,250.75	223,913.46	235,109.06	
705		Hourly	93.2252	97.8865	102.7808	107.9198	113.3159	
705		Bi-weekly	7,458.02	7,830.92	8,222.46	8,633.58	9,065.27	
705		Monthly	16,159.04	16,966.99	17,815.34	18,706.10	19,641.42	
705		Annual	193,908.42	203,603.92	213,784.06	224,473.18	235,697.07	
706		Hourly	93.4582	98.1312	103.0377	108.1897	113.5991	
706		Bi-weekly	7,476.66	7,850.50	8,243.02	8,655.18	9,087.93	
706		Monthly	16,199.42	17,009.41	17,859.87	18,752.88	19,690.51	
706		Annual	194,393.06	204,112.90	214,318.42	225,034.58	236,286.13	
707		Hourly	93.6919	98.3765	103.2953	108.4600	113.8831	
707		Bi-weekly	7,495.35	7,870.12	8,263.62	8,676.80	9,110.65	
707		Monthly	16,239.93	17,051.93	17,904.52	18,799.73	19,739.74	
707		Annual	194,879.15	204,623.12	214,854.22	225,596.80	236,876.85	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
708		Hourly	93.9261	98.6225	103.5535	108.7312	114.1678	
708		Bi-weekly	7,514.09	7,889.80	8,284.28	8,698.50	9,133.42	
708		Monthly	16,280.52	17,094.57	17,949.27	18,846.74	19,789.09	
708		Annual	195,366.29	205,134.80	215,391.28	226,160.90	237,469.02	
709		Hourly	94.1610	98.8690	103.8126	109.0031	114.4533	
709		Bi-weekly	7,532.88	7,909.52	8,305.01	8,720.25	9,156.26	
709		Monthly	16,321.24	17,137.29	17,994.18	18,893.87	19,838.57	
709		Annual	195,854.88	205,647.52	215,930.21	226,726.45	238,062.86	
710	Deputy Police Chief		-	-	-	-	-	Unrep
710		Hourly	94.3964	99.1163	104.0720	109.2757	114.7394	
710		Bi-weekly	7,551.71	7,929.30	8,325.76	8,742.06	9,179.15	
710		Monthly	16,362.04	17,180.16	18,039.15	18,941.12	19,888.16	
710		Annual	196,344.51	206,161.90	216,469.76	227,293.46	238,657.95	
711		Hourly	94.6324	99.3640	104.3321	109.5488	115.0262	
711		Bi-weekly	7,570.59	7,949.12	8,346.57	8,763.90	9,202.10	
711		Monthly	16,402.95	17,223.09	18,084.23	18,988.46	19,937.88	
711		Annual	196,835.39	206,677.12	217,010.77	227,861.50	239,254.50	
712		Hourly	94.8690	99.6124	104.5930	109.8227	115.3139	
712		Bi-weekly	7,589.52	7,968.99	8,367.44	8,785.82	9,225.11	
712		Monthly	16,443.96	17,266.15	18,129.45	19,035.94	19,987.74	
712		Annual	197,327.52	207,193.79	217,553.44	228,431.22	239,852.91	
713		Hourly	95.1061	99.8614	104.8545	110.0972	115.6021	
713		Bi-weekly	7,608.49	7,988.91	8,388.36	8,807.78	9,248.17	
713		Monthly	16,485.06	17,309.31	18,174.78	19,083.52	20,037.70	
713		Annual	197,820.69	207,711.71	218,097.36	229,002.18	240,452.37	
714		Hourly	95.3438	100.1111	105.1167	110.3724	115.8911	
714		Bi-weekly	7,627.50	8,008.89	8,409.34	8,829.79	9,271.29	
714		Monthly	16,526.26	17,352.59	18,220.23	19,131.22	20,087.79	
714		Annual	198,315.10	208,231.09	218,642.74	229,574.59	241,053.49	
715		Hourly	95.5822	100.3613	105.3794	110.6484	116.1808	
715		Bi-weekly	7,646.58	8,028.90	8,430.35	8,851.87	9,294.46	
715		Monthly	16,567.58	17,395.96	18,265.76	19,179.06	20,138.01	
715		Annual	198,810.98	208,751.50	219,189.15	230,148.67	241,656.06	
716		Hourly	95.8212	100.6123	105.6429	110.9250	116.4712	
716		Bi-weekly	7,665.70	8,048.98	8,451.43	8,874.00	9,317.70	
716		Monthly	16,609.01	17,439.47	18,311.44	19,227.00	20,188.34	
716		Annual	199,308.10	209,273.58	219,737.23	230,724.00	242,260.10	
717		Hourly	96.0608	100.8638	105.9070	111.2023	116.7624	
717		Bi-weekly	7,684.86	8,069.10	8,472.56	8,896.18	9,340.99	
717		Monthly	16,650.54	17,483.06	18,357.21	19,275.07	20,238.82	
717		Annual	199,806.46	209,796.70	220,286.56	231,300.78	242,865.79	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
718		Hourly	96.3010	101.1159	106.1718	111.4803	117.0544	
718		Bi-weekly	7,704.08	8,089.27	8,493.74	8,918.42	9,364.35	
718		Monthly	16,692.17	17,526.76	18,403.11	19,323.25	20,289.43	
718		Annual	200,306.08	210,321.07	220,837.34	231,879.02	243,473.15	
719		Hourly	96.5416	101.3687	106.4371	111.7589	117.3469	
719		Bi-weekly	7,723.33	8,109.50	8,514.97	8,940.71	9,387.75	
719		Monthly	16,733.88	17,570.58	18,449.10	19,371.54	20,340.13	
719		Annual	200,806.53	210,846.90	221,389.17	232,458.51	244,081.55	
720		Hourly	96.7829	101.6222	106.7033	112.0384	117.6403	
720		Bi-weekly	7,742.63	8,129.78	8,536.26	8,963.07	9,411.22	
720		Monthly	16,775.70	17,614.52	18,495.24	19,419.99	20,390.99	
720		Annual	201,308.43	211,374.18	221,942.86	233,039.87	244,691.82	
721		Hourly	97.0249	101.8762	106.9700	112.3185	117.9344	
721		Bi-weekly	7,761.99	8,150.10	8,557.60	8,985.48	9,434.75	
721		Monthly	16,817.65	17,658.54	18,541.47	19,468.54	20,441.96	
721		Annual	201,811.79	211,902.50	222,497.60	233,622.48	245,303.55	
722		Hourly	97.2675	102.1308	107.2374	112.5992	118.2292	
722		Bi-weekly	7,781.40	8,170.46	8,578.99	9,007.94	9,458.34	
722		Monthly	16,859.70	17,702.67	18,587.82	19,517.20	20,493.06	
722		Annual	202,316.40	212,432.06	223,053.79	234,206.34	245,916.74	
723		Hourly	97.5107	102.3862	107.5056	112.8809	118.5249	
723		Bi-weekly	7,800.86	8,190.90	8,600.45	9,030.47	9,481.99	
723		Monthly	16,901.86	17,746.94	18,634.30	19,566.02	20,544.32	
723		Annual	202,822.26	212,963.30	223,611.65	234,792.27	246,531.79	
724		Hourly	97.7544	102.6422	107.7743	113.1630	118.8211	
724		Bi-weekly	7,820.35	8,211.38	8,621.94	9,053.04	9,505.69	
724		Monthly	16,944.10	17,791.32	18,680.88	19,614.92	20,595.66	
724		Annual	203,329.15	213,495.78	224,170.54	235,379.04	247,147.89	
725		Hourly	97.9988	102.8988	108.0436	113.4457	119.1181	
725		Bi-weekly	7,839.90	8,231.90	8,643.49	9,075.66	9,529.45	
725		Monthly	16,986.46	17,835.79	18,727.56	19,663.92	20,647.14	
725		Annual	203,837.50	214,029.50	224,730.69	235,967.06	247,765.65	
726		Hourly	98.2438	103.1560	108.3138	113.7295	119.4160	
726		Bi-weekly	7,859.50	8,252.48	8,665.10	9,098.36	9,553.28	
726		Monthly	17,028.93	17,880.37	18,774.39	19,713.11	20,698.77	
726		Annual	204,347.10	214,564.48	225,292.70	236,557.36	248,385.28	
727		Hourly	98.4894	103.4140	108.5847	114.0139	119.7145	
727		Bi-weekly	7,879.15	8,273.12	8,686.78	9,121.11	9,577.16	
727		Monthly	17,071.50	17,925.09	18,821.35	19,762.41	20,750.51	
727		Annual	204,857.95	215,101.12	225,856.18	237,148.91	249,006.16	
728		Hourly	98.7357	103.6725	108.8562	114.2990	120.0140	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
728		Bi-weekly	7,898.86	8,293.80	8,708.50	9,143.92	9,601.12	
728		Monthly	17,114.19	17,969.90	18,868.41	19,811.83	20,802.43	
728		Annual	205,370.26	215,638.80	226,420.90	237,741.92	249,629.12	
729		Hourly	98.9825	103.9316	109.1282	114.5846	120.3139	
729		Bi-weekly	7,918.60	8,314.53	8,730.26	9,166.77	9,625.11	
729		Monthly	17,156.97	18,014.81	18,915.56	19,861.33	20,854.41	
729		Annual	205,883.60	216,177.73	226,986.66	238,335.97	250,252.91	
730		Hourly	99.2300	104.1915	109.4010	114.8712	120.6146	
730		Bi-weekly	7,938.40	8,335.32	8,752.08	9,189.70	9,649.17	
730		Monthly	17,199.87	18,059.86	18,962.84	19,911.01	20,906.53	
730		Annual	206,398.40	216,718.32	227,554.08	238,932.10	250,878.37	
731		Hourly	99.4780	104.4519	109.6745	115.1582	120.9162	
731		Bi-weekly	7,958.24	8,356.15	8,773.96	9,212.66	9,673.30	
731		Monthly	17,242.85	18,105.00	19,010.25	19,960.76	20,958.81	
731		Annual	206,914.24	217,259.95	228,122.96	239,529.06	251,505.70	
732		Hourly	99.7268	104.7131	109.9488	115.4462	121.2185	
732		Bi-weekly	7,978.14	8,377.05	8,795.90	9,235.70	9,697.48	
732		Monthly	17,285.98	18,150.27	19,057.79	20,010.68	21,011.21	
732		Annual	207,431.74	217,803.25	228,693.50	240,128.10	252,134.48	
733		Hourly	99.9760	104.9748	110.2235	115.7346	121.5214	
733		Bi-weekly	7,998.08	8,397.98	8,817.88	9,258.77	9,721.71	
733		Monthly	17,329.17	18,195.63	19,105.41	20,060.66	21,063.71	
733		Annual	207,950.08	218,347.58	229,264.88	240,727.97	252,764.51	
734	Fire Chief		-	-	-	-	-	Unrep
734		Hourly	100.2260	105.2373	110.4990	116.0240	121.8253	
734		Bi-weekly	8,018.08	8,418.98	8,839.92	9,281.92	9,746.02	
734		Monthly	17,372.51	18,241.13	19,153.16	20,110.83	21,116.39	
734		Annual	208,470.08	218,893.58	229,837.92	241,329.92	253,396.62	
735		Hourly	100.4765	105.5004	110.7755	116.3142	122.1300	
735		Bi-weekly	8,038.12	8,440.03	8,862.04	9,305.14	9,770.40	
735		Monthly	17,415.93	18,286.74	19,201.09	20,161.13	21,169.20	
735		Annual	208,991.12	219,440.83	230,413.04	241,933.54	254,030.40	
736		Hourly	100.7277	105.7641	111.0523	116.6050	122.4352	
736		Bi-weekly	8,058.22	8,461.13	8,884.18	9,328.40	9,794.82	
736		Monthly	17,459.47	18,332.44	19,249.07	20,211.53	21,222.10	
736		Annual	209,513.62	219,989.33	230,988.78	242,538.40	254,665.22	
737		Hourly	100.9796	106.0285	111.3300	116.8965	122.7413	
737		Bi-weekly	8,078.37	8,482.28	8,906.40	9,351.72	9,819.30	
737		Monthly	17,503.13	18,378.27	19,297.20	20,262.06	21,275.16	
737		Annual	210,037.57	220,539.28	231,566.40	243,144.72	255,301.90	
738		Hourly	101.2320	106.2936	111.6083	117.1887	123.0480	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
738		Bi-weekly	8,098.56	8,503.49	8,928.66	9,375.10	9,843.84	
738		Monthly	17,546.88	18,424.22	19,345.44	20,312.71	21,328.32	
738		Annual	210,562.56	221,090.69	232,145.26	243,752.50	255,939.84	
739		Hourly	101.4851	106.5594	111.8875	117.4818	123.3559	
739		Bi-weekly	8,118.81	8,524.75	8,951.00	9,398.54	9,868.47	
739		Monthly	17,590.75	18,470.30	19,393.83	20,363.51	21,381.69	
739		Annual	211,089.01	221,643.55	232,726.00	244,362.14	256,580.27	
740		Hourly	101.7389	106.8257	112.1670	117.7754	123.6641	
740		Bi-weekly	8,139.11	8,546.06	8,973.36	9,422.03	9,893.13	
740		Monthly	17,634.74	18,516.46	19,442.28	20,414.40	21,435.11	
740		Annual	211,616.91	222,197.46	233,307.36	244,972.83	257,221.33	
741		Hourly	101.9932	107.0928	112.4474	118.0698	123.9733	
741		Bi-weekly	8,159.46	8,567.42	8,995.79	9,445.58	9,917.86	
741		Monthly	17,678.82	18,562.75	19,490.88	20,465.43	21,488.71	
741		Annual	212,145.86	222,753.02	233,890.59	245,585.18	257,864.46	
742		Hourly	102.2482	107.3606	112.7287	118.3651	124.2834	
742		Bi-weekly	8,179.86	8,588.85	9,018.30	9,469.21	9,942.67	
742		Monthly	17,723.02	18,609.17	19,539.64	20,516.62	21,542.46	
742		Annual	212,676.26	223,310.05	234,475.70	246,199.41	258,509.47	
743		Hourly	102.5037	107.6289	113.0105	118.6609	124.5941	
743		Bi-weekly	8,200.30	8,610.31	9,040.84	9,492.87	9,967.53	
743		Monthly	17,767.31	18,655.68	19,588.49	20,567.89	21,596.31	
743		Annual	213,207.70	223,868.11	235,061.84	246,814.67	259,155.73	
744		Hourly	102.7600	107.8980	113.2929	118.9576	124.9054	
744		Bi-weekly	8,220.80	8,631.84	9,063.43	9,516.61	9,992.43	
744		Monthly	17,811.73	18,702.32	19,637.44	20,619.32	21,650.27	
744		Annual	213,740.80	224,427.84	235,649.23	247,431.81	259,803.23	
745		Hourly	103.0169	108.1678	113.5761	119.2549	125.2177	
745		Bi-weekly	8,241.35	8,653.42	9,086.09	9,540.39	10,017.42	
745		Monthly	17,856.26	18,749.09	19,686.52	20,670.85	21,704.40	
745		Annual	214,275.15	224,989.02	236,238.29	248,050.19	260,452.82	
746		Hourly	103.2745	108.4382	113.8601	119.5531	125.5308	
746		Bi-weekly	8,261.96	8,675.06	9,108.81	9,564.25	10,042.46	
746		Monthly	17,900.91	18,795.96	19,735.75	20,722.54	21,758.67	
746		Annual	214,810.96	225,551.46	236,829.01	248,670.45	261,104.06	
747		Hourly	103.5326	108.7093	114.1447	119.8520	125.8447	
747		Bi-weekly	8,282.61	8,696.74	9,131.58	9,588.16	10,067.58	
747		Monthly	17,945.65	18,842.95	19,785.08	20,774.35	21,813.08	
747		Annual	215,347.81	226,115.34	237,420.98	249,292.16	261,756.98	
748		Hourly	103.7916	108.9810	114.4301	120.1516	126.1591	
748		Bi-weekly	8,303.33	8,718.48	9,154.41	9,612.13	10,092.73	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
748		Monthly	17,990.54	18,890.04	19,834.55	20,826.28	21,867.58	
748		Annual	215,886.53	226,680.48	238,014.61	249,915.33	262,410.93	
749		Hourly	104.0510	109.2535	114.7163	120.4521	126.4747	
749		Bi-weekly	8,324.08	8,740.28	9,177.30	9,636.17	10,117.98	
749		Monthly	18,035.51	18,937.27	19,884.16	20,878.36	21,922.28	
749		Annual	216,426.08	227,247.28	238,609.90	250,540.37	263,067.38	
750		Hourly	104.3111	109.5267	115.0031	120.7532	126.7909	
750		Bi-weekly	8,344.89	8,762.14	9,200.25	9,660.26	10,143.27	
750		Monthly	18,080.59	18,984.63	19,933.87	20,930.56	21,977.09	
750		Annual	216,967.09	227,815.54	239,206.45	251,166.66	263,725.07	
751		Hourly	104.5719	109.8005	115.2906	121.0551	127.1078	
751		Bi-weekly	8,365.75	8,784.04	9,223.25	9,684.41	10,168.62	
751		Monthly	18,125.80	19,032.09	19,983.70	20,982.88	22,032.02	
751		Annual	217,509.55	228,385.04	239,804.45	251,794.61	264,384.22	
752		Hourly	104.8333	110.0750	115.5787	121.3577	127.4255	
752		Bi-weekly	8,386.66	8,806.00	9,246.30	9,708.62	10,194.04	
752		Monthly	18,171.11	19,079.67	20,033.64	21,035.34	22,087.09	
752		Annual	218,053.26	228,956.00	240,403.70	252,424.02	265,045.04	
753		Hourly	105.0954	110.3502	115.8677	121.6611	127.7442	
753		Bi-weekly	8,407.63	8,828.02	9,269.42	9,732.89	10,219.54	
753		Monthly	18,216.54	19,127.37	20,083.74	21,087.92	22,142.33	
753		Annual	218,598.43	229,528.42	241,004.82	253,055.09	265,707.94	
754		Hourly	105.3582	110.6261	116.1574	121.9652	128.0635	
754		Bi-weekly	8,428.66	8,850.09	9,292.59	9,757.22	10,245.08	
754		Monthly	18,262.09	19,175.19	20,133.95	21,140.64	22,197.67	
754		Annual	219,145.06	230,102.29	241,607.39	253,687.62	266,372.08	
755		Hourly	105.6216	110.9026	116.4478	122.2702	128.3837	
755		Bi-weekly	8,449.73	8,872.21	9,315.82	9,781.62	10,270.70	
755		Monthly	18,307.74	19,223.12	20,184.29	21,193.50	22,253.18	
755		Annual	219,692.93	230,677.41	242,211.42	254,322.02	267,038.10	
756		Hourly	105.8855	111.1798	116.7389	122.5758	128.7046	
756		Bi-weekly	8,470.84	8,894.38	9,339.11	9,806.06	10,296.37	
756		Monthly	18,353.49	19,271.17	20,234.74	21,246.47	22,308.80	
756		Annual	220,241.84	231,253.98	242,816.91	254,957.66	267,705.57	
757		Hourly	106.1504	111.4578	117.0308	122.8823	129.0263	
757		Bi-weekly	8,492.03	8,916.62	9,362.46	9,830.58	10,322.10	
757		Monthly	18,399.40	19,319.35	20,285.34	21,299.60	22,364.56	
757		Annual	220,792.83	231,832.22	243,424.06	255,595.18	268,374.70	
758		Hourly	106.4157	111.7365	117.3233	123.1893	129.3488	
758		Bi-weekly	8,513.26	8,938.92	9,385.86	9,855.14	10,347.90	
758		Monthly	18,445.39	19,367.66	20,336.04	21,352.81	22,420.46	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
758		Annual	221,344.66	232,411.92	244,032.46	256,233.74	269,045.50	
759		Hourly	106.6817	112.0158	117.6165	123.4974	129.6723	
759		Bi-weekly	8,534.54	8,961.26	9,409.32	9,879.79	10,373.78	
759		Monthly	18,491.50	19,416.07	20,386.86	21,406.22	22,476.53	
759		Annual	221,897.94	232,992.86	244,642.32	256,874.59	269,718.38	
760		Hourly	106.9485	112.2959	117.9107	123.8063	129.9966	
760		Bi-weekly	8,555.88	8,983.67	9,432.86	9,904.50	10,399.73	
760		Monthly	18,537.74	19,464.62	20,437.86	21,459.76	22,532.74	
760		Annual	222,452.88	233,575.47	245,254.26	257,517.10	270,392.93	
761		Hourly	107.2158	112.5766	118.2054	124.1157	130.3215	
761		Bi-weekly	8,577.26	9,006.13	9,456.43	9,929.26	10,425.72	
761		Monthly	18,584.07	19,513.28	20,488.94	21,513.39	22,589.06	
761		Annual	223,008.86	234,159.33	245,867.23	258,160.66	271,068.72	
762		Hourly	107.4838	112.8581	118.5010	124.4261	130.6474	
762		Bi-weekly	8,598.70	9,028.65	9,480.08	9,954.09	10,451.79	
762		Monthly	18,630.53	19,562.07	20,540.17	21,567.19	22,645.55	
762		Annual	223,566.30	234,744.85	246,482.08	258,806.29	271,746.59	
763		Hourly	107.7525	113.1400	118.7970	124.7369	130.9738	
763		Bi-weekly	8,620.20	9,051.20	9,503.76	9,978.95	10,477.90	
763		Monthly	18,677.10	19,610.93	20,591.48	21,621.06	22,702.13	
763		Annual	224,125.20	235,331.20	247,097.76	259,452.75	272,425.50	
764		Hourly	108.0220	113.4231	119.0943	125.0489	131.3014	
764		Bi-weekly	8,641.76	9,073.85	9,527.54	10,003.91	10,504.11	
764		Monthly	18,723.81	19,660.00	20,643.01	21,675.14	22,758.91	
764		Annual	224,685.76	235,920.05	247,716.14	260,101.71	273,106.91	
765		Hourly	108.2919	113.7065	119.3918	125.3615	131.6296	
765		Bi-weekly	8,663.35	9,096.52	9,551.34	10,028.92	10,530.37	
765		Monthly	18,770.60	19,709.13	20,694.58	21,729.33	22,815.80	
765		Annual	225,247.15	236,509.52	248,334.94	260,751.92	273,789.57	
766		Hourly	108.5627	113.9908	119.6903	125.6748	131.9587	
766		Bi-weekly	8,685.02	9,119.26	9,575.22	10,053.98	10,556.70	
766		Monthly	18,817.54	19,758.41	20,746.32	21,783.63	22,872.84	
766		Annual	225,810.42	237,100.86	248,955.82	261,403.58	274,474.10	
767		Hourly	108.8340	114.2757	119.9895	125.9890	132.2885	
767		Bi-weekly	8,706.72	9,142.06	9,599.16	10,079.12	10,583.08	
767		Monthly	18,864.56	19,807.79	20,798.18	21,838.09	22,930.01	
767		Annual	226,374.72	237,693.46	249,578.16	262,057.12	275,160.08	
768		Hourly	109.1061	114.5615	120.2896	126.3041	132.6192	
768		Bi-weekly	8,728.49	9,164.92	9,623.17	10,104.33	10,609.54	
768		Monthly	18,911.72	19,857.33	20,850.20	21,892.71	22,987.33	
768		Annual	226,940.69	238,287.92	250,202.37	262,712.53	275,847.94	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
769		Hourly	109.3789	114.8478	120.5901	126.6197	132.9506	
769		Bi-weekly	8,750.31	9,187.82	9,647.21	10,129.58	10,636.05	
769		Monthly	18,959.01	19,906.95	20,902.28	21,947.42	23,044.77	
769		Annual	227,508.11	238,883.42	250,827.41	263,368.98	276,537.25	
770		Hourly	109.6524	115.1350	120.8918	126.9365	133.2832	
770		Bi-weekly	8,772.19	9,210.80	9,671.34	10,154.92	10,662.66	
770		Monthly	19,006.42	19,956.73	20,954.58	22,002.33	23,102.42	
770		Annual	228,076.99	239,480.80	251,454.94	264,027.92	277,229.06	
771		Hourly	109.9264	115.4228	121.1939	127.2536	133.6162	
771		Bi-weekly	8,794.11	9,233.82	9,695.51	10,180.29	10,689.30	
771		Monthly	19,053.91	20,006.62	21,006.94	22,057.29	23,160.14	
771		Annual	228,646.91	240,079.42	252,083.31	264,687.49	277,921.70	
772		Hourly	110.2013	115.7114	121.4969	127.5719	133.9505	
772		Bi-weekly	8,816.10	9,256.91	9,719.75	10,205.75	10,716.04	
772		Monthly	19,101.56	20,056.64	21,059.46	22,112.46	23,218.09	
772		Annual	229,218.70	240,679.71	252,713.55	265,349.55	278,617.04	
773		Hourly	110.4769	116.0008	121.8008	127.8908	134.2854	
773		Bi-weekly	8,838.15	9,280.06	9,744.06	10,231.26	10,742.83	
773		Monthly	19,149.33	20,106.81	21,112.14	22,167.74	23,276.14	
773		Annual	229,791.95	241,281.66	253,345.66	266,012.86	279,313.63	
774		Hourly	110.7530	116.2906	122.1052	128.2104	134.6209	
774		Bi-weekly	8,860.24	9,303.25	9,768.42	10,256.83	10,769.67	
774		Monthly	19,197.19	20,157.04	21,164.90	22,223.14	23,334.29	
774		Annual	230,366.24	241,884.45	253,978.82	266,677.63	280,011.47	
775	Police Chief		-	-	-	-	-	Unrep
775		Hourly	111.0299	116.5814	122.4105	128.5309	134.9575	
775		Bi-weekly	8,882.39	9,326.51	9,792.84	10,282.47	10,796.60	
775		Monthly	19,245.18	20,207.44	21,217.82	22,278.69	23,392.63	
775		Annual	230,942.19	242,489.31	254,613.84	267,344.27	280,711.60	
776		Hourly	111.3075	116.8729	122.7165	128.8523	135.2949	
776		Bi-weekly	8,904.60	9,349.83	9,817.32	10,308.18	10,823.59	
776		Monthly	19,293.30	20,257.97	21,270.86	22,334.40	23,451.12	
776		Annual	231,519.60	243,095.63	255,250.32	268,012.78	281,413.39	
777		Hourly	111.5858	117.1651	123.0234	129.1746	135.6333	
777		Bi-weekly	8,926.86	9,373.21	9,841.87	10,333.97	10,850.66	
777		Monthly	19,341.54	20,308.62	21,324.06	22,390.26	23,509.77	
777		Annual	232,098.46	243,703.41	255,888.67	268,683.17	282,117.26	
778		Hourly	111.8647	117.4580	123.3309	129.4974	135.9723	
778		Bi-weekly	8,949.18	9,396.64	9,866.47	10,359.79	10,877.78	
778		Monthly	19,389.88	20,359.39	21,377.36	22,446.22	23,568.53	
778		Annual	232,678.58	244,312.64	256,528.27	269,354.59	282,822.38	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
779		Hourly	112.1444	117.7517	123.6392	129.8212	136.3122	
779		Bi-weekly	8,971.55	9,420.14	9,891.14	10,385.70	10,904.98	
779		Monthly	19,438.36	20,410.30	21,430.80	22,502.34	23,627.45	
779		Annual	233,260.35	244,923.54	257,169.54	270,028.10	283,529.38	
780		Hourly	112.4247	118.0459	123.9482	130.1455	136.6529	
780		Bi-weekly	8,993.98	9,443.67	9,915.86	10,411.64	10,932.23	
780		Monthly	19,486.95	20,461.29	21,484.36	22,558.55	23,686.50	
780		Annual	233,843.38	245,535.47	257,812.26	270,702.64	284,238.03	
781		Hourly	112.7059	118.3411	124.2583	130.4711	136.9947	
781		Bi-weekly	9,016.47	9,467.29	9,940.66	10,437.69	10,959.58	
781		Monthly	19,535.69	20,512.46	21,538.11	22,614.99	23,745.75	
781		Annual	234,428.27	246,149.49	258,457.26	271,379.89	284,948.98	
782		Hourly	112.9876	118.6370	124.5689	130.7974	137.3373	
782		Bi-weekly	9,039.01	9,490.96	9,965.51	10,463.79	10,986.98	
782		Monthly	19,584.52	20,563.75	21,591.94	22,671.55	23,805.13	
782		Annual	235,014.21	246,764.96	259,103.31	272,058.59	285,661.58	
783		Hourly	113.2700	118.9335	124.8802	131.1243	137.6804	
783		Bi-weekly	9,061.60	9,514.68	9,990.42	10,489.94	11,014.43	
783		Monthly	19,633.47	20,615.14	21,645.90	22,728.21	23,864.60	
783		Annual	235,601.60	247,381.68	259,750.82	272,738.54	286,375.23	
784		Hourly	113.5533	119.2309	125.1925	131.4520	138.0245	
784		Bi-weekly	9,084.26	9,538.47	10,015.40	10,516.16	11,041.96	
784		Monthly	19,682.57	20,666.69	21,700.03	22,785.01	23,924.25	
784		Annual	236,190.86	248,000.27	260,400.40	273,420.16	287,090.96	
785		Hourly	113.8371	119.5289	125.5054	131.7807	138.3697	
785		Bi-weekly	9,106.97	9,562.31	10,040.43	10,542.46	11,069.58	
785		Monthly	19,731.76	20,718.34	21,754.27	22,841.99	23,984.08	
785		Annual	236,781.17	248,620.11	261,051.23	274,103.86	287,808.98	
786		Hourly	114.1217	119.8278	125.8192	132.1102	138.7158	
786		Bi-weekly	9,129.74	9,586.22	10,065.54	10,568.82	11,097.26	
786		Monthly	19,781.10	20,770.15	21,808.66	22,899.10	24,044.07	
786		Annual	237,373.14	249,241.82	261,703.94	274,789.22	288,528.86	
787		Hourly	114.4069	120.1273	126.1337	132.4403	139.0624	
787		Bi-weekly	9,152.55	9,610.18	10,090.70	10,595.22	11,124.99	
787		Monthly	19,830.53	20,822.07	21,863.18	22,956.32	24,104.15	
787		Annual	237,966.35	249,864.78	262,358.10	275,475.82	289,249.79	
788		Hourly	114.6931	120.4278	126.4492	132.7716	139.4103	
788		Bi-weekly	9,175.45	9,634.22	10,115.94	10,621.73	11,152.82	
788		Monthly	19,880.14	20,874.15	21,917.86	23,013.74	24,164.45	
788		Annual	238,561.65	250,489.82	263,014.34	276,164.93	289,973.42	
789		Hourly	114.9797	120.7288	126.7652	133.1035	139.7585	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
789		Bi-weekly	9,198.38	9,658.30	10,141.22	10,648.28	11,180.68	
789		Monthly	19,929.82	20,926.33	21,972.64	23,071.27	24,224.81	
789		Annual	239,157.78	251,115.90	263,671.62	276,855.28	290,697.68	
790		Hourly	115.2672	121.0306	127.0821	133.4363	140.1081	
790		Bi-weekly	9,221.38	9,682.45	10,166.57	10,674.90	11,208.65	
790		Monthly	19,979.65	20,978.64	22,027.56	23,128.96	24,285.40	
790		Annual	239,755.78	251,743.65	264,330.77	277,547.50	291,424.85	
791		Hourly	115.5554	121.3332	127.3999	133.7698	140.4584	
791		Bi-weekly	9,244.43	9,706.66	10,191.99	10,701.58	11,236.67	
791		Monthly	20,029.60	21,031.09	22,082.65	23,186.77	24,346.12	
791		Annual	240,355.23	252,373.06	264,991.79	278,241.18	292,153.47	
792		Hourly	115.8443	121.6365	127.7182	134.1042	140.8095	
792		Bi-weekly	9,267.54	9,730.92	10,217.46	10,728.34	11,264.76	
792		Monthly	20,079.68	21,083.66	22,137.82	23,244.73	24,406.98	
792		Annual	240,956.14	253,003.92	265,653.86	278,936.74	292,883.76	
793		Hourly	116.1338	121.9406	128.0375	134.4394	141.1614	
793		Bi-weekly	9,290.70	9,755.25	10,243.00	10,755.15	11,292.91	
793		Monthly	20,129.86	21,136.37	22,193.17	23,302.83	24,467.98	
793		Annual	241,558.30	253,636.45	266,318.00	279,633.95	293,615.71	
794		Hourly	116.4242	122.2454	128.3577	134.7756	141.5144	
794		Bi-weekly	9,313.94	9,779.63	10,268.62	10,782.05	11,321.15	
794		Monthly	20,180.20	21,189.20	22,248.67	23,361.10	24,529.16	
794		Annual	242,162.34	254,270.43	266,984.02	280,333.25	294,349.95	
795		Hourly	116.7153	122.5510	128.6785	135.1125	141.8682	
795		Bi-weekly	9,337.22	9,804.08	10,294.28	10,809.00	11,349.46	
795		Monthly	20,230.65	21,242.17	22,304.27	23,419.50	24,590.49	
795		Annual	242,767.82	254,906.08	267,651.28	281,034.00	295,085.86	
796		Hourly	117.0071	122.8575	129.0003	135.4504	142.2229	
796		Bi-weekly	9,360.57	9,828.60	10,320.02	10,836.03	11,377.83	
796		Monthly	20,281.23	21,295.30	22,360.05	23,478.07	24,651.97	
796		Annual	243,374.77	255,543.60	268,320.62	281,736.83	295,823.63	
797		Hourly	117.2996	123.1646	129.3228	135.7889	142.5783	
797		Bi-weekly	9,383.97	9,853.17	10,345.82	10,863.11	11,406.26	
797		Monthly	20,331.93	21,348.53	22,415.95	23,536.74	24,713.57	
797		Annual	243,983.17	256,182.37	268,991.42	282,440.91	296,562.86	
798		Hourly	117.5928	123.4725	129.6461	136.1284	142.9349	
798		Bi-weekly	9,407.42	9,877.80	10,371.69	10,890.27	11,434.79	
798		Monthly	20,382.75	21,401.90	22,471.99	23,595.59	24,775.38	
798		Annual	244,593.02	256,822.80	269,663.89	283,147.07	297,304.59	
799		Hourly	117.8868	123.7812	129.9702	136.4687	143.2922	
799		Bi-weekly	9,430.94	9,902.50	10,397.62	10,917.50	11,463.38	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
799		Monthly	20,433.71	21,455.41	22,528.17	23,654.58	24,837.32	
799		Annual	245,204.54	257,464.90	270,338.02	283,854.90	298,047.78	
800		Hourly	118.1816	124.0907	130.2952	136.8100	143.6504	
800		Bi-weekly	9,454.53	9,927.26	10,423.62	10,944.80	11,492.03	
800		Monthly	20,484.81	21,509.06	22,584.50	23,713.73	24,899.40	
800		Annual	245,817.73	258,108.66	271,014.02	284,564.80	298,792.83	
801		Hourly	118.4770	124.4008	130.6209	137.1519	144.0096	
801		Bi-weekly	9,478.16	9,952.06	10,449.67	10,972.15	11,520.77	
801		Monthly	20,536.01	21,562.81	22,640.96	23,773.00	24,961.66	
801		Annual	246,432.16	258,753.66	271,691.47	285,275.95	299,539.97	
802		Hourly	118.7732	124.7118	130.9474	137.4948	144.3694	
802		Bi-weekly	9,501.86	9,976.94	10,475.79	10,999.58	11,549.55	
802		Monthly	20,587.36	21,616.71	22,697.55	23,832.43	25,024.03	
802		Annual	247,048.26	259,400.54	272,370.59	285,989.18	300,288.35	
803		Hourly	119.0701	125.0236	131.2747	137.8385	144.7305	
803		Bi-weekly	9,525.61	10,001.89	10,501.98	11,027.08	11,578.44	
803		Monthly	20,638.82	21,670.76	22,754.28	23,892.01	25,086.62	
803		Annual	247,665.81	260,049.09	273,051.38	286,704.08	301,039.44	
804		Hourly	119.3678	125.3362	131.6030	138.1832	145.0923	
804		Bi-weekly	9,549.42	10,026.90	10,528.24	11,054.66	11,607.38	
804		Monthly	20,690.42	21,724.94	22,811.19	23,951.76	25,149.33	
804		Annual	248,285.02	260,699.30	273,734.24	287,421.06	301,791.98	
805		Hourly	119.6662	125.6495	131.9320	138.5285	145.4550	
805		Bi-weekly	9,573.30	10,051.96	10,554.56	11,082.28	11,636.40	
805		Monthly	20,742.14	21,779.25	22,868.21	24,011.61	25,212.20	
805		Annual	248,905.70	261,350.96	274,418.56	288,139.28	302,546.40	
806		Hourly	119.9654	125.9636	132.2618	138.8749	145.8186	
806		Bi-weekly	9,597.23	10,077.09	10,580.94	11,109.99	11,665.49	
806		Monthly	20,794.00	21,833.69	22,925.38	24,071.65	25,275.22	
806		Annual	249,528.03	262,004.29	275,104.54	288,859.79	303,302.69	
807		Hourly	120.2653	126.2784	132.5923	139.2219	146.1830	
807		Bi-weekly	9,621.22	10,102.27	10,607.38	11,137.75	11,694.64	
807		Monthly	20,845.99	21,888.26	22,982.67	24,131.80	25,338.39	
807		Annual	250,151.82	262,659.07	275,791.98	289,581.55	304,060.64	
808		Hourly	120.5659	126.5942	132.9240	139.5703	146.5487	
808		Bi-weekly	9,645.27	10,127.54	10,633.92	11,165.62	11,723.90	
808		Monthly	20,898.09	21,943.00	23,040.16	24,192.19	25,401.78	
808		Annual	250,777.07	263,315.94	276,481.92	290,306.22	304,821.30	
809		Hourly	120.8673	126.9107	133.2563	139.9190	146.9150	
809		Bi-weekly	9,669.38	10,152.86	10,660.50	11,193.52	11,753.20	
809		Monthly	20,950.33	21,997.86	23,097.76	24,252.63	25,465.27	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
809		Annual	251,403.98	263,974.26	277,173.10	291,031.52	305,583.20	
810		Hourly	121.1695	127.2280	133.5894	140.2689	147.2824	
810		Bi-weekly	9,693.56	10,178.24	10,687.15	11,221.51	11,782.59	
810		Monthly	21,002.71	22,052.85	23,155.50	24,313.28	25,528.95	
810		Annual	252,032.56	264,634.24	277,865.95	291,759.31	306,347.39	
811		Hourly	121.4724	127.5461	133.9235	140.6196	147.6507	
811		Bi-weekly	9,717.79	10,203.69	10,713.88	11,249.57	11,812.06	
811		Monthly	21,055.22	22,107.99	23,213.41	24,374.06	25,592.79	
811		Annual	252,662.59	265,295.89	278,560.88	292,488.77	307,113.46	
812		Hourly	121.7761	127.8649	134.2581	140.9711	148.0197	
812		Bi-weekly	9,742.09	10,229.19	10,740.65	11,277.69	11,841.58	
812		Monthly	21,107.86	22,163.25	23,271.40	24,434.99	25,656.75	
812		Annual	253,294.29	265,958.99	279,256.85	293,219.89	307,880.98	
813		Hourly	122.0805	128.1845	134.5937	141.3234	148.3896	
813		Bi-weekly	9,766.44	10,254.76	10,767.50	11,305.87	11,871.17	
813		Monthly	21,160.62	22,218.65	23,329.58	24,496.06	25,720.86	
813		Annual	253,927.44	266,623.76	279,954.90	293,952.67	308,650.37	
814		Hourly	122.3857	128.5051	134.9303	141.6769	148.7607	
814		Bi-weekly	9,790.86	10,280.41	10,794.42	11,334.15	11,900.86	
814		Monthly	21,213.52	22,274.22	23,387.92	24,557.33	25,785.19	
814		Annual	254,562.26	267,290.61	280,655.02	294,687.95	309,422.26	
815		Hourly	122.6917	128.8262	135.2676	142.0309	149.1325	
815		Bi-weekly	9,815.34	10,306.10	10,821.41	11,362.47	11,930.60	
815		Monthly	21,266.56	22,329.88	23,446.38	24,618.69	25,849.63	
815		Annual	255,198.74	267,958.50	281,356.61	295,424.27	310,195.60	
816		Hourly	122.9985	129.1484	135.6058	142.3861	149.5053	
816		Bi-weekly	9,839.88	10,331.87	10,848.46	11,390.89	11,960.42	
816		Monthly	21,319.74	22,385.72	23,505.01	24,680.26	25,914.25	
816		Annual	255,836.88	268,628.67	282,060.06	296,163.09	310,971.02	
817		Hourly	123.3059	129.4713	135.9449	142.7421	149.8793	
817		Bi-weekly	9,864.47	10,357.70	10,875.59	11,419.37	11,990.34	
817		Monthly	21,373.02	22,441.69	23,563.78	24,741.96	25,979.08	
817		Annual	256,476.27	269,300.30	282,765.39	296,903.57	311,748.94	
818		Hourly	123.6142	129.7949	136.2847	143.0988	150.2537	
818		Bi-weekly	9,889.14	10,383.59	10,902.78	11,447.90	12,020.30	
818		Monthly	21,426.46	22,497.78	23,622.68	24,803.79	26,043.98	
818		Annual	257,117.54	269,973.39	283,472.18	297,645.50	312,527.70	
819		Hourly	123.9232	130.1193	136.6253	143.4565	150.6295	
819		Bi-weekly	9,913.86	10,409.54	10,930.02	11,476.52	12,050.36	
819		Monthly	21,480.02	22,554.01	23,681.72	24,865.79	26,109.11	
819		Annual	257,760.26	270,648.14	284,180.62	298,389.52	313,309.36	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
820		Hourly	124.2330	130.4447	136.9669	143.8153	151.0060	
820		Bi-weekly	9,938.64	10,435.58	10,957.35	11,505.22	12,080.48	
820		Monthly	21,533.72	22,610.42	23,740.93	24,927.99	26,174.37	
820		Annual	258,404.64	271,324.98	284,891.15	299,135.82	314,092.48	
821		Hourly	124.5437	130.7710	137.3094	144.1749	151.3837	
821		Bi-weekly	9,963.50	10,461.68	10,984.75	11,533.99	12,110.70	
821		Monthly	21,587.58	22,666.97	23,800.30	24,990.32	26,239.84	
821		Annual	259,050.90	272,003.68	285,603.55	299,883.79	314,878.10	
822		Hourly	124.8550	131.0978	137.6527	144.5353	151.7621	
822		Bi-weekly	9,988.40	10,487.82	11,012.22	11,562.82	12,140.97	
822		Monthly	21,641.53	22,723.62	23,859.80	25,052.79	26,305.43	
822		Annual	259,698.40	272,683.42	286,317.62	300,633.42	315,665.17	
823		Hourly	125.1671	131.4254	137.9967	144.8966	152.1414	
823		Bi-weekly	10,013.37	10,514.03	11,039.74	11,591.73	12,171.31	
823		Monthly	21,695.63	22,780.40	23,919.43	25,115.41	26,371.18	
823		Annual	260,347.57	273,364.83	287,033.14	301,384.93	316,454.11	
824		Hourly	125.4801	131.7541	138.3418	145.2588	152.5217	
824		Bi-weekly	10,038.41	10,540.33	11,067.34	11,620.70	12,201.74	
824		Monthly	21,749.88	22,837.38	23,979.25	25,178.19	26,437.10	
824		Annual	260,998.61	274,048.53	287,750.94	302,138.30	317,245.14	
825		Hourly	125.7938	132.0835	138.6877	145.6221	152.9032	
825		Bi-weekly	10,063.50	10,566.68	11,095.02	11,649.77	12,232.26	
825		Monthly	21,804.26	22,894.47	24,039.20	25,241.16	26,503.22	
825		Annual	261,651.10	274,733.68	288,470.42	302,893.97	318,038.66	
826		Hourly	126.1083	132.4136	139.0343	145.9860	153.2853	
826		Bi-weekly	10,088.66	10,593.09	11,122.74	11,678.88	12,262.82	
826		Monthly	21,858.77	22,951.69	24,099.28	25,304.24	26,569.45	
826		Annual	262,305.26	275,420.29	289,191.34	303,650.88	318,833.42	
827		Hourly	126.4235	132.7446	139.3820	146.3509	153.6685	
827		Bi-weekly	10,113.88	10,619.57	11,150.56	11,708.07	12,293.48	
827		Monthly	21,913.41	23,009.06	24,159.55	25,367.49	26,635.87	
827		Annual	262,960.88	276,108.77	289,914.56	304,409.87	319,630.48	
828		Hourly	126.7395	133.0765	139.7304	146.7169	154.0528	
828		Bi-weekly	10,139.16	10,646.12	11,178.43	11,737.35	12,324.22	
828		Monthly	21,968.18	23,066.59	24,219.94	25,430.93	26,702.49	
828		Annual	263,618.16	276,799.12	290,639.23	305,171.15	320,429.82	
829		Hourly	127.0564	133.4093	140.0798	147.0838	154.4380	
829		Bi-weekly	10,164.51	10,672.74	11,206.38	11,766.70	12,355.04	
829		Monthly	22,023.11	23,124.28	24,280.50	25,494.53	26,769.25	
829		Annual	264,277.31	277,491.34	291,365.98	305,934.30	321,231.04	
830		Hourly	127.3741	133.7428	140.4300	147.4515	154.8240	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
830		Bi-weekly	10,189.93	10,699.42	11,234.40	11,796.12	12,385.92	
830		Monthly	22,078.18	23,182.09	24,341.20	25,558.26	26,836.16	
830		Annual	264,938.13	278,185.02	292,094.40	306,699.12	322,033.92	
831		Hourly	127.6926	134.0772	140.7810	147.8200	155.2110	
831		Bi-weekly	10,215.41	10,726.18	11,262.48	11,825.60	12,416.88	
831		Monthly	22,133.38	23,240.05	24,402.04	25,622.13	26,903.24	
831		Annual	265,600.61	278,880.58	292,824.48	307,465.60	322,838.88	
832		Hourly	128.0117	134.4123	141.1329	148.1895	155.5990	
832		Bi-weekly	10,240.94	10,752.98	11,290.63	11,855.16	12,447.92	
832		Monthly	22,188.70	23,298.13	24,463.04	25,686.18	26,970.49	
832		Annual	266,264.34	279,577.58	293,556.43	308,234.16	323,645.92	
833		Hourly	128.3317	134.7483	141.4856	148.5600	155.9879	
833		Bi-weekly	10,266.54	10,779.86	11,318.85	11,884.80	12,479.03	
833		Monthly	22,244.16	23,356.37	24,524.17	25,750.40	27,037.90	
833		Annual	266,929.94	280,276.46	294,290.05	309,004.80	324,454.83	
834		Hourly	128.6526	135.0852	141.8395	148.9315	156.3780	
834		Bi-weekly	10,292.21	10,806.82	11,347.16	11,914.52	12,510.24	
834		Monthly	22,299.78	23,414.77	24,585.51	25,814.79	27,105.52	
834		Annual	267,597.41	280,977.22	295,026.16	309,777.52	325,266.24	
835		Hourly	128.9741	135.4229	142.1940	149.3038	156.7689	
835		Bi-weekly	10,317.93	10,833.83	11,375.52	11,944.30	12,541.51	
835		Monthly	22,355.51	23,473.30	24,646.96	25,879.33	27,173.28	
835		Annual	268,266.13	281,679.63	295,763.52	310,551.90	326,079.31	
836		Hourly	129.2967	135.7616	142.5496	149.6771	157.1609	
836		Bi-weekly	10,343.74	10,860.93	11,403.97	11,974.17	12,572.87	
836		Monthly	22,411.43	23,532.01	24,708.60	25,944.03	27,241.22	
836		Annual	268,937.14	282,384.13	296,503.17	311,328.37	326,894.67	
837		Hourly	129.6198	136.1009	142.9060	150.0513	157.5538	
837		Bi-weekly	10,369.58	10,888.07	11,432.48	12,004.10	12,604.30	
837		Monthly	22,467.43	23,590.82	24,770.37	26,008.89	27,309.33	
837		Annual	269,609.18	283,089.87	297,244.48	312,106.70	327,711.90	
838		Hourly	129.9440	136.4412	143.2633	150.4265	157.9478	
838		Bi-weekly	10,395.52	10,915.30	11,461.06	12,034.12	12,635.82	
838		Monthly	22,523.63	23,649.81	24,832.31	26,073.93	27,377.62	
838		Annual	270,283.52	283,797.70	297,987.66	312,887.12	328,531.42	
839		Hourly	130.2688	136.7822	143.6213	150.8024	158.3425	
839		Bi-weekly	10,421.50	10,942.58	11,489.70	12,064.19	12,667.40	
839		Monthly	22,579.93	23,708.92	24,894.36	26,139.08	27,446.03	
839		Annual	270,959.10	284,506.98	298,732.30	313,668.99	329,352.40	
840		Hourly	130.5945	137.1242	143.9804	151.1795	158.7385	
840		Bi-weekly	10,447.56	10,969.94	11,518.43	12,094.36	12,699.08	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
840		Monthly	22,636.38	23,768.20	24,956.60	26,204.45	27,514.67	
840		Annual	271,636.56	285,218.34	299,479.23	314,453.36	330,176.08	
841		Hourly	130.9209	137.4670	144.3404	151.5574	159.1352	
841		Bi-weekly	10,473.67	10,997.36	11,547.23	12,124.59	12,730.82	
841		Monthly	22,692.96	23,827.61	25,019.00	26,269.95	27,583.44	
841		Annual	272,315.47	285,931.36	300,228.03	315,239.39	331,001.22	
842		Hourly	131.2483	137.8108	144.7013	151.9364	159.5332	
842		Bi-weekly	10,499.86	11,024.86	11,576.10	12,154.91	12,762.66	
842		Monthly	22,749.71	23,887.21	25,081.56	26,335.64	27,652.42	
842		Annual	272,996.46	286,646.46	300,978.70	316,027.71	331,829.06	
843		Hourly	131.5764	138.1552	145.0630	152.3162	159.9320	
843		Bi-weekly	10,526.11	11,052.42	11,605.04	12,185.30	12,794.56	
843		Monthly	22,806.58	23,946.90	25,144.25	26,401.48	27,721.55	
843		Annual	273,678.91	287,362.82	301,731.04	316,817.70	332,658.56	
844		Hourly	131.9053	138.5006	145.4256	152.6970	160.3318	
844		Bi-weekly	10,552.42	11,080.05	11,634.05	12,215.76	12,826.54	
844		Monthly	22,863.59	24,006.77	25,207.10	26,467.48	27,790.85	
844		Annual	274,363.02	288,081.25	302,485.25	317,609.76	333,490.14	
845		Hourly	132.2351	138.8469	145.7893	153.0787	160.7326	
845		Bi-weekly	10,578.81	11,107.75	11,663.14	12,246.30	12,858.61	
845		Monthly	22,920.75	24,066.80	25,270.15	26,533.64	27,860.32	
845		Annual	275,049.01	288,801.55	303,241.74	318,403.70	334,323.81	
846		Hourly	132.5656	139.1939	146.1536	153.4612	161.1343	
846		Bi-weekly	10,605.25	11,135.51	11,692.29	12,276.90	12,890.74	
846		Monthly	22,978.04	24,126.94	25,333.29	26,599.94	27,929.95	
846		Annual	275,736.45	289,523.31	303,999.49	319,199.30	335,159.34	
847		Hourly	132.8971	139.5419	146.5190	153.8450	161.5373	
847		Bi-weekly	10,631.77	11,163.35	11,721.52	12,307.60	12,922.98	
847		Monthly	23,035.50	24,187.26	25,396.63	26,666.47	27,999.80	
847		Annual	276,425.97	290,247.15	304,759.52	319,997.60	335,997.58	
848		Hourly	133.2294	139.8908	146.8853	154.2295	161.9410	
848		Bi-weekly	10,658.35	11,191.26	11,750.82	12,338.36	12,955.28	
848		Monthly	23,093.10	24,247.74	25,460.12	26,733.11	28,069.77	
848		Annual	277,117.15	290,972.86	305,521.42	320,797.36	336,837.28	
849		Hourly	133.5625	140.2406	147.2526	154.6153	162.3459	
849		Bi-weekly	10,685.00	11,219.25	11,780.21	12,369.22	12,987.67	
849		Monthly	23,150.83	24,308.37	25,523.78	26,799.99	28,139.96	
849		Annual	277,810.00	291,700.45	306,285.41	321,599.82	337,679.47	
850		Hourly	133.8964	140.5912	147.6207	155.0017	162.7518	
850		Bi-weekly	10,711.71	11,247.30	11,809.66	12,400.14	13,020.14	
850		Monthly	23,208.71	24,369.14	25,587.59	26,866.96	28,210.31	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
850		Annual	278,504.51	292,429.70	307,051.06	322,403.54	338,523.74	
851		Hourly	134.2310	140.9426	147.9897	155.3892	163.1587	
851		Bi-weekly	10,738.48	11,275.41	11,839.18	12,431.14	13,052.70	
851		Monthly	23,266.71	24,430.05	25,651.55	26,934.13	28,280.84	
851		Annual	279,200.48	293,160.61	307,818.58	323,209.54	339,370.10	
852		Hourly	134.5666	141.2950	148.3598	155.7777	163.5667	
852		Bi-weekly	10,765.33	11,303.60	11,868.78	12,462.22	13,085.34	
852		Monthly	23,324.88	24,491.13	25,715.70	27,001.47	28,351.56	
852		Annual	279,898.53	293,893.60	308,588.38	324,017.62	340,218.74	
853		Hourly	134.9030	141.6482	148.7306	156.1672	163.9756	
853		Bi-weekly	10,792.24	11,331.86	11,898.45	12,493.38	13,118.05	
853		Monthly	23,383.19	24,552.36	25,779.97	27,068.98	28,422.44	
853		Annual	280,598.24	294,628.26	309,359.65	324,827.78	341,069.25	
854		Hourly	135.2402	142.0023	149.1024	156.5575	164.3855	
854		Bi-weekly	10,819.22	11,360.18	11,928.19	12,524.60	13,150.84	
854		Monthly	23,441.64	24,613.73	25,844.42	27,136.63	28,493.49	
854		Annual	281,299.62	295,364.78	310,132.99	325,639.60	341,921.84	
855		Hourly	135.5785	142.3573	149.4752	156.9490	164.7965	
855		Bi-weekly	10,846.28	11,388.58	11,958.02	12,555.92	13,183.72	
855		Monthly	23,500.27	24,675.27	25,909.04	27,204.49	28,564.73	
855		Annual	282,003.28	296,103.18	310,908.42	326,453.92	342,776.72	
856		Hourly	135.9174	142.7133	149.8489	157.3415	165.2085	
856		Bi-weekly	10,873.39	11,417.06	11,987.91	12,587.32	13,216.68	
856		Monthly	23,559.02	24,736.97	25,973.81	27,272.53	28,636.14	
856		Annual	282,708.19	296,843.66	311,685.71	327,270.32	343,633.68	
857		Hourly	136.2572	143.0700	150.2235	157.7347	165.6214	
857		Bi-weekly	10,900.58	11,445.60	12,017.88	12,618.78	13,249.71	
857		Monthly	23,617.92	24,798.80	26,038.74	27,340.68	28,707.71	
857		Annual	283,414.98	297,585.60	312,464.88	328,088.18	344,492.51	
858		Hourly	136.5978	143.4276	150.5990	158.1290	166.0355	
858		Bi-weekly	10,927.82	11,474.21	12,047.92	12,650.32	13,282.84	
858		Monthly	23,676.95	24,860.78	26,103.83	27,409.03	28,779.49	
858		Annual	284,123.42	298,329.41	313,245.92	328,908.32	345,353.84	
859		Hourly	136.9393	143.7862	150.9756	158.5244	166.4507	
859		Bi-weekly	10,955.14	11,502.90	12,078.05	12,681.95	13,316.06	
859		Monthly	23,736.15	24,922.94	26,169.10	27,477.56	28,851.46	
859		Annual	284,833.74	299,075.30	314,029.25	329,730.75	346,217.46	
860		Hourly	137.2816	144.1457	151.3530	158.9207	166.8667	
860		Bi-weekly	10,982.53	11,531.66	12,108.24	12,713.66	13,349.34	
860		Monthly	23,795.48	24,985.26	26,234.52	27,546.26	28,923.56	
860		Annual	285,545.73	299,823.06	314,814.24	330,555.06	347,082.74	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
861		Hourly	137.6248	144.5060	151.7314	159.3179	167.2837	
861		Bi-weekly	11,009.98	11,560.48	12,138.51	12,745.43	13,382.70	
861		Monthly	23,854.97	25,047.71	26,300.11	27,615.10	28,995.84	
861		Annual	286,259.58	300,572.48	315,601.31	331,381.23	347,950.10	
862		Hourly	137.9689	144.8673	152.1107	159.7162	167.7020	
862		Bi-weekly	11,037.51	11,589.38	12,168.86	12,777.30	13,416.16	
862		Monthly	23,914.61	25,110.33	26,365.86	27,684.14	29,068.35	
862		Annual	286,975.31	301,323.98	316,390.26	332,209.70	348,820.16	
863		Hourly	138.3138	145.2295	152.4909	160.1155	168.1212	
863		Bi-weekly	11,065.10	11,618.36	12,199.27	12,809.24	13,449.70	
863		Monthly	23,974.39	25,173.11	26,431.76	27,753.35	29,141.01	
863		Annual	287,692.70	302,077.36	317,181.07	333,040.24	349,692.10	
864		Hourly	138.6596	145.5927	152.8723	160.5159	168.5418	
864		Bi-weekly	11,092.77	11,647.42	12,229.78	12,841.27	13,483.34	
864		Monthly	24,034.33	25,236.07	26,497.87	27,822.76	29,213.91	
864		Annual	288,411.97	302,832.82	317,974.38	333,873.07	350,566.94	
865		Hourly	139.0062	145.9566	153.2544	160.9171	168.9630	
865		Bi-weekly	11,120.50	11,676.53	12,260.35	12,873.37	13,517.04	
865		Monthly	24,094.41	25,299.14	26,564.10	27,892.30	29,286.92	
865		Annual	289,132.90	303,589.73	318,769.15	334,707.57	351,443.04	
866		Hourly	139.3537	146.3215	153.6376	161.3194	169.3854	
866		Bi-weekly	11,148.30	11,705.72	12,291.01	12,905.55	13,550.83	
866		Monthly	24,154.64	25,362.39	26,630.52	27,962.03	29,360.14	
866		Annual	289,855.70	304,348.72	319,566.21	335,544.35	352,321.63	
867		Hourly	139.7022	146.6872	154.0217	161.7228	169.8089	
867		Bi-weekly	11,176.18	11,734.98	12,321.74	12,937.82	13,584.71	
867		Monthly	24,215.05	25,425.78	26,697.10	28,031.95	29,433.54	
867		Annual	290,580.58	305,109.38	320,365.14	336,383.42	353,202.51	
868		Hourly	140.0514	147.0539	154.4067	162.1270	170.2334	
868		Bi-weekly	11,204.11	11,764.31	12,352.54	12,970.16	13,618.67	
868		Monthly	24,275.58	25,489.34	26,763.83	28,102.01	29,507.12	
868		Annual	291,306.91	305,872.11	321,165.94	337,224.16	354,085.47	
869		Hourly	140.4016	147.4216	154.7928	162.5325	170.6591	
869		Bi-weekly	11,232.13	11,793.73	12,383.42	13,002.60	13,652.73	
869		Monthly	24,336.28	25,553.08	26,830.75	28,172.30	29,580.91	
869		Annual	292,035.33	306,636.93	321,969.02	338,067.60	354,970.93	
870		Hourly	140.7526	147.7902	155.1797	162.9387	171.0857	
870		Bi-weekly	11,260.21	11,823.22	12,414.38	13,035.10	13,686.86	
870		Monthly	24,397.12	25,616.97	26,897.82	28,242.71	29,654.86	
870		Annual	292,765.41	307,403.62	322,773.78	338,912.50	355,858.26	
871		Hourly	141.1044	148.1596	155.5676	163.3461	171.5133	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
871		Bi-weekly	11,288.35	11,852.77	12,445.41	13,067.69	13,721.06	
871		Monthly	24,458.10	25,681.00	26,965.05	28,313.32	29,728.97	
871		Annual	293,497.15	308,171.97	323,580.61	339,759.89	356,747.66	
872		Hourly	141.4572	148.5300	155.9565	163.7544	171.9421	
872		Bi-weekly	11,316.58	11,882.40	12,476.52	13,100.35	13,755.37	
872		Monthly	24,519.25	25,745.20	27,032.46	28,384.10	29,803.30	
872		Annual	294,230.98	308,942.40	324,389.52	340,609.15	357,639.57	
873		Hourly	141.8108	148.9013	156.3464	164.1637	172.3719	
873		Bi-weekly	11,344.86	11,912.10	12,507.71	13,133.10	13,789.75	
873		Monthly	24,580.54	25,809.56	27,100.04	28,455.04	29,877.80	
873		Annual	294,966.46	309,714.70	325,200.51	341,460.50	358,533.55	
874		Hourly	142.1654	149.2737	156.7374	164.5742	172.8029	
874		Bi-weekly	11,373.23	11,941.90	12,538.99	13,165.94	13,824.23	
874		Monthly	24,642.00	25,874.11	27,167.82	28,526.20	29,952.50	
874		Annual	295,704.03	310,489.30	326,013.79	342,314.34	359,430.03	
875		Hourly	142.5208	149.6468	157.1292	164.9857	173.2350	
875		Bi-weekly	11,401.66	11,971.74	12,570.34	13,198.86	13,858.80	
875		Monthly	24,703.61	25,938.78	27,235.73	28,597.52	30,027.40	
875		Annual	296,443.26	311,265.34	326,828.74	343,170.26	360,328.80	
876		Hourly	142.8771	150.0209	157.5220	165.3981	173.6681	
876		Bi-weekly	11,430.17	12,001.67	12,601.76	13,231.85	13,893.45	
876		Monthly	24,765.36	26,003.62	27,303.81	28,669.00	30,102.47	
876		Annual	297,184.37	312,043.47	327,645.76	344,028.05	361,229.65	
877		Hourly	143.2343	150.3961	157.9158	165.8116	174.1021	
877		Bi-weekly	11,458.74	12,031.69	12,633.26	13,264.93	13,928.17	
877		Monthly	24,827.28	26,068.66	27,372.07	28,740.68	30,177.70	
877		Annual	297,927.34	312,823.89	328,464.86	344,888.13	362,132.37	
878		Hourly	143.5923	150.7719	158.3105	166.2260	174.5373	
878		Bi-weekly	11,487.38	12,061.75	12,664.84	13,298.08	13,962.98	
878		Monthly	24,889.33	26,133.80	27,440.49	28,812.51	30,253.13	
878		Annual	298,671.98	313,605.55	329,285.84	345,750.08	363,037.58	
879		Hourly	143.9514	151.1489	158.7064	166.6416	174.9737	
879		Bi-weekly	11,516.11	12,091.91	12,696.51	13,331.33	13,997.90	
879		Monthly	24,951.58	26,199.14	27,509.11	28,884.54	30,328.78	
879		Annual	299,418.91	314,389.71	330,109.31	346,614.53	363,945.30	
880		Hourly	144.3112	151.5268	159.1031	167.0582	175.4112	
880		Bi-weekly	11,544.90	12,122.14	12,728.25	13,364.66	14,032.90	
880		Monthly	25,013.94	26,264.65	27,577.87	28,956.76	30,404.61	
880		Annual	300,167.30	315,175.74	330,934.45	347,481.06	364,855.30	
881		Hourly	144.6720	151.9056	159.5010	167.4759	175.8497	
881		Bi-weekly	11,573.76	12,152.45	12,760.08	13,398.07	14,067.98	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
881		Monthly	25,076.48	26,330.30	27,646.84	29,029.16	30,480.62	
881		Annual	300,917.76	315,963.65	331,762.08	348,349.87	365,767.38	
882		Hourly	145.0337	152.2853	159.8996	167.8945	176.2892	
882		Bi-weekly	11,602.70	12,182.82	12,791.97	13,431.56	14,103.14	
882		Monthly	25,139.18	26,396.12	27,715.93	29,101.71	30,556.80	
882		Annual	301,670.10	316,753.42	332,591.17	349,220.56	366,681.54	
883		Hourly	145.3962	152.6661	160.2994	168.3144	176.7301	
883		Bi-weekly	11,631.70	12,213.29	12,823.95	13,465.15	14,138.41	
883		Monthly	25,202.01	26,462.12	27,785.23	29,174.50	30,633.22	
883		Annual	302,424.10	317,545.49	333,422.75	350,093.95	367,598.61	
884		Hourly	145.7597	153.0477	160.7001	168.7351	177.1718	
884		Bi-weekly	11,660.78	12,243.82	12,856.01	13,498.81	14,173.74	
884		Monthly	25,265.02	26,528.27	27,854.68	29,247.42	30,709.78	
884		Annual	303,180.18	318,339.22	334,256.21	350,969.01	368,517.34	
885		Hourly	146.1241	153.4303	161.1019	169.1569	177.6147	
885		Bi-weekly	11,689.93	12,274.42	12,888.15	13,532.55	14,209.18	
885		Monthly	25,328.18	26,594.59	27,924.33	29,320.53	30,786.55	
885		Annual	303,938.13	319,135.02	335,091.95	351,846.35	369,438.58	
886		Hourly	146.4895	153.8139	161.5046	169.5798	178.0589	
886		Bi-weekly	11,719.16	12,305.11	12,920.37	13,566.38	14,244.71	
886		Monthly	25,391.51	26,661.08	27,994.13	29,393.83	30,863.54	
886		Annual	304,698.16	319,932.91	335,929.57	352,725.98	370,362.51	
887		Hourly	146.8558	154.1984	161.9084	170.0038	178.5039	
887		Bi-weekly	11,748.46	12,335.87	12,952.67	13,600.30	14,280.31	
887		Monthly	25,455.01	26,727.72	28,064.12	29,467.33	30,940.68	
887		Annual	305,460.06	320,732.67	336,769.47	353,607.90	371,288.11	
888		Hourly	147.2227	154.5839	162.3131	170.4287	178.9501	
888		Bi-weekly	11,777.82	12,366.71	12,985.05	13,634.30	14,316.01	
888		Monthly	25,518.60	26,794.54	28,134.27	29,540.98	31,018.02	
888		Annual	306,223.22	321,534.51	337,611.25	354,491.70	372,216.21	
889		Hourly	147.5910	154.9704	162.7189	170.8549	179.3976	
889		Bi-weekly	11,807.28	12,397.63	13,017.51	13,668.39	14,351.81	
889		Monthly	25,582.44	26,861.54	28,204.61	29,614.85	31,095.58	
889		Annual	306,989.28	322,338.43	338,455.31	355,378.19	373,147.01	
890		Hourly	147.9599	155.3579	163.1258	171.2822	179.8462	
890		Bi-weekly	11,836.79	12,428.63	13,050.06	13,702.58	14,387.70	
890		Monthly	25,646.38	26,928.70	28,275.14	29,688.92	31,173.34	
890		Annual	307,756.59	323,144.43	339,301.66	356,266.98	374,080.10	
891		Hourly	148.3298	155.7463	163.5336	171.7104	180.2958	
891		Bi-weekly	11,866.38	12,459.70	13,082.69	13,736.83	14,423.66	
891		Monthly	25,710.50	26,996.03	28,345.82	29,763.14	31,251.27	

July 2023
3% COLA

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Setp 4	Step 5	BU
891		Annual	308,525.98	323,952.30	340,149.89	357,157.63	375,015.26	
892		Hourly	148.7006	156.1355	163.9423	172.1395	180.7464	
892		Bi-weekly	11,896.05	12,490.84	13,115.38	13,771.16	14,459.71	
892		Monthly	25,774.77	27,063.49	28,416.67	29,837.51	31,329.38	
892		Annual	309,297.25	324,761.84	340,999.98	358,050.16	375,952.51	
893		Hourly	149.0724	156.5259	164.3523	172.5699	181.1983	
893		Bi-weekly	11,925.79	12,522.07	13,148.18	13,805.59	14,495.86	
893		Monthly	25,839.22	27,131.16	28,487.73	29,912.12	31,407.71	
893		Annual	310,070.59	325,573.87	341,852.78	358,945.39	376,892.46	
894		Hourly	149.4450	156.9173	164.7632	173.0014	181.6515	
894		Bi-weekly	11,955.60	12,553.38	13,181.06	13,840.11	14,532.12	
894		Monthly	25,903.80	27,199.00	28,558.96	29,986.91	31,486.26	
894		Annual	310,845.60	326,387.98	342,707.46	359,842.91	377,835.12	
895		Hourly	149.8187	157.3095	165.1750	173.4338	182.1054	
895		Bi-weekly	11,985.50	12,584.76	13,214.00	13,874.70	14,568.43	
895		Monthly	25,968.58	27,266.98	28,630.33	30,061.86	31,564.94	
895		Annual	311,622.90	327,203.76	343,564.00	360,742.30	378,779.23	
896		Hourly	150.1932	157.7028	165.5881	173.8674	182.5608	
896		Bi-weekly	12,015.46	12,616.22	13,247.05	13,909.39	14,604.86	
896		Monthly	26,033.49	27,335.15	28,701.94	30,137.02	31,643.87	
896		Annual	312,401.86	328,021.82	344,423.25	361,644.19	379,726.46	
897		Hourly	150.5686	158.0971	166.0018	174.3019	183.0170	
897		Bi-weekly	12,045.49	12,647.77	13,280.14	13,944.15	14,641.36	
897		Monthly	26,098.56	27,403.50	28,773.65	30,212.33	31,722.95	
897		Annual	313,182.69	328,841.97	345,283.74	362,547.95	380,675.36	
898		Hourly	150.9451	158.4924	166.4169	174.7377	183.4747	
898		Bi-weekly	12,075.61	12,679.39	13,313.35	13,979.02	14,677.98	
898		Monthly	26,163.82	27,472.02	28,845.60	30,287.87	31,802.28	
898		Annual	313,965.81	329,664.19	346,147.15	363,454.42	381,627.38	
899		Hourly	151.3225	158.8885	166.8330	175.1747	183.9334	
899		Bi-weekly	12,105.80	12,711.08	13,346.64	14,013.98	14,714.67	
899		Monthly	26,229.23	27,540.67	28,917.72	30,363.62	31,881.79	
899		Annual	314,750.80	330,488.08	347,012.64	364,363.38	382,581.47	
900		Hourly	151.7008	159.2858	167.2501	175.6125	184.3931	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M01		Hourly	16.0742	16.8779	17.7219	18.6079	19.5383	
M01		Bi-weekly	1,285.94	1,350.23	1,417.75	1,488.63	1,563.06	
M01		Monthly	2,786.20	2,925.50	3,071.80	3,225.37	3,386.64	
M01		Annual	33,434.34	35,106.03	36,861.55	38,704.43	40,639.66	
M02		Hourly	16.1145	16.9201	17.7662	18.6544	19.5872	
M02		Bi-weekly	1,289.16	1,353.61	1,421.30	1,492.35	1,566.98	
M02		Monthly	2,793.18	2,932.82	3,079.48	3,233.43	3,395.12	
M02		Annual	33,518.16	35,193.81	36,953.70	38,801.15	40,741.38	
M03		Hourly	16.1546	16.9623	17.8106	18.7010	19.6360	
M03		Bi-weekly	1,292.37	1,356.98	1,424.85	1,496.08	1,570.88	
M03		Monthly	2,800.13	2,940.13	3,087.17	3,241.51	3,403.57	
M03		Annual	33,601.57	35,281.58	37,046.05	38,898.08	40,842.88	
M04		Hourly	16.1950	17.0048	17.8551	18.7479	19.6852	
M04		Bi-weekly	1,295.60	1,360.38	1,428.41	1,499.83	1,574.82	
M04		Monthly	2,807.13	2,947.50	3,094.88	3,249.64	3,412.10	
M04		Annual	33,685.60	35,369.98	37,138.61	38,995.63	40,945.22	
M05		Hourly	16.2356	17.0473	17.8998	18.7947	19.7345	
M05		Bi-weekly	1,298.85	1,363.78	1,431.98	1,503.58	1,578.76	
M05		Monthly	2,814.17	2,954.87	3,102.63	3,257.75	3,420.65	
M05		Annual	33,770.05	35,458.38	37,231.58	39,092.98	41,047.76	
M06		Hourly	16.2761	17.0899	17.9444	18.8416	19.7836	
M06		Bi-weekly	1,302.09	1,367.19	1,435.55	1,507.33	1,582.69	
M06		Monthly	2,821.19	2,962.25	3,110.36	3,265.88	3,429.16	
M06		Annual	33,854.29	35,546.99	37,324.35	39,190.53	41,149.89	
M07		Hourly	16.3167	17.1325	17.9893	18.8887	19.8331	
M07		Bi-weekly	1,305.34	1,370.60	1,439.14	1,511.10	1,586.65	
M07		Monthly	2,828.23	2,969.63	3,118.15	3,274.04	3,437.74	
M07		Annual	33,938.74	35,635.60	37,417.74	39,288.50	41,252.85	
M08		Hourly	16.3576	17.1756	18.0343	18.9360	19.8828	
M08		Bi-weekly	1,308.61	1,374.05	1,442.74	1,514.88	1,590.62	
M08		Monthly	2,835.32	2,977.10	3,125.95	3,282.24	3,446.35	
M08		Annual	34,023.81	35,725.25	37,511.34	39,386.88	41,356.22	
M09		Hourly	16.3985	17.2184	18.0794	18.9833	19.9326	
M09		Bi-weekly	1,311.88	1,377.47	1,446.35	1,518.66	1,594.61	
M09		Monthly	2,842.41	2,984.52	3,133.76	3,290.44	3,454.98	
M09		Annual	34,108.88	35,814.27	37,605.15	39,485.26	41,459.81	
M10		Hourly	16.4395	17.2615	18.1245	19.0308	19.9823	
M10		Bi-weekly	1,315.16	1,380.92	1,449.96	1,522.46	1,598.58	
M10		Monthly	2,849.51	2,991.99	3,141.58	3,298.67	3,463.60	
M10		Annual	34,194.16	35,903.92	37,698.96	39,584.06	41,563.18	
M11		Hourly	16.4805	17.3045	18.1698	19.0783	20.0322	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M11		Bi-weekly	1,318.44	1,384.36	1,453.58	1,526.26	1,602.58	
M11		Monthly	2,856.62	2,999.45	3,149.43	3,306.91	3,472.25	
M11		Annual	34,279.44	35,993.36	37,793.18	39,682.86	41,666.98	
M12		Hourly	16.5217	17.3478	18.2152	19.1260	20.0822	
M12		Bi-weekly	1,321.74	1,387.82	1,457.22	1,530.08	1,606.58	
M12		Monthly	2,863.76	3,006.95	3,157.30	3,315.17	3,480.92	
M12		Annual	34,365.14	36,083.42	37,887.62	39,782.08	41,770.98	
M13		Hourly	16.5631	17.3913	18.2609	19.1740	20.1327	
M13		Bi-weekly	1,325.05	1,391.30	1,460.87	1,533.92	1,610.62	
M13		Monthly	2,870.94	3,014.49	3,165.22	3,323.49	3,489.67	
M13		Annual	34,451.25	36,173.90	37,982.67	39,881.92	41,876.02	
M14		Hourly	16.6045	17.4347	18.3065	19.2218	20.1829	
M14		Bi-weekly	1,328.36	1,394.78	1,464.52	1,537.74	1,614.63	
M14		Monthly	2,878.11	3,022.02	3,173.13	3,331.78	3,498.37	
M14		Annual	34,537.36	36,264.18	38,077.52	39,981.34	41,980.43	
M15		Hourly	16.6460	17.4783	18.3522	19.2698	20.2333	
M15		Bi-weekly	1,331.68	1,398.26	1,468.18	1,541.58	1,618.66	
M15		Monthly	2,885.31	3,029.57	3,181.05	3,340.10	3,507.11	
M15		Annual	34,623.68	36,354.86	38,172.58	40,081.18	42,085.26	
M16		Hourly	16.6876	17.5221	18.3981	19.3181	20.2839	
M16		Bi-weekly	1,335.01	1,401.77	1,471.85	1,545.45	1,622.71	
M16		Monthly	2,892.52	3,037.16	3,189.00	3,348.47	3,515.88	
M16		Annual	34,710.21	36,445.97	38,268.05	40,181.65	42,190.51	
M17		Hourly	16.7294	17.5658	18.4441	19.3664	20.3347	
M17		Bi-weekly	1,338.35	1,405.26	1,475.53	1,549.31	1,626.78	
M17		Monthly	2,899.76	3,044.74	3,196.98	3,356.84	3,524.68	
M17		Annual	34,797.15	36,536.86	38,363.73	40,282.11	42,296.18	
M18		Hourly	16.7712	17.6097	18.4903	19.4148	20.3856	
M18		Bi-weekly	1,341.70	1,408.78	1,479.22	1,553.18	1,630.85	
M18		Monthly	2,907.01	3,052.35	3,204.99	3,365.23	3,533.50	
M18		Annual	34,884.10	36,628.18	38,459.82	40,382.78	42,402.05	
M19		Hourly	16.8131	17.6538	18.5365	19.4633	20.4364	
M19		Bi-weekly	1,345.05	1,412.30	1,482.92	1,557.06	1,634.91	
M19		Monthly	2,914.27	3,059.99	3,212.99	3,373.64	3,542.31	
M19		Annual	34,971.25	36,719.90	38,555.92	40,483.66	42,507.71	
M20		Hourly	16.8551	17.6979	18.5828	19.5119	20.4875	
M20		Bi-weekly	1,348.41	1,415.83	1,486.62	1,560.95	1,639.00	
M20		Monthly	2,921.55	3,067.64	3,221.02	3,382.06	3,551.17	
M20		Annual	35,058.61	36,811.63	38,652.22	40,584.75	42,614.00	
M21		Hourly	16.8973	17.7422	18.6292	19.5607	20.5387	
M21		Bi-weekly	1,351.78	1,419.38	1,490.34	1,564.86	1,643.10	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M21		Monthly	2,928.87	3,075.32	3,229.06	3,390.52	3,560.04	
M21		Annual	35,146.38	36,903.78	38,748.74	40,686.26	42,720.50	
M22		Hourly	16.9396	17.7866	18.6759	19.6097	20.5902	
M22		Bi-weekly	1,355.17	1,422.93	1,494.07	1,568.78	1,647.22	
M22		Monthly	2,936.20	3,083.01	3,237.16	3,399.02	3,568.97	
M22		Annual	35,234.37	36,996.13	38,845.87	40,788.18	42,827.62	
M23		Hourly	16.9819	17.8309	18.7225	19.6586	20.6415	
M23		Bi-weekly	1,358.55	1,426.47	1,497.80	1,572.69	1,651.32	
M23		Monthly	2,943.53	3,090.69	3,245.23	3,407.49	3,577.86	
M23		Annual	35,322.35	37,088.27	38,942.80	40,889.89	42,934.32	
M24		Hourly	17.0244	17.8755	18.7693	19.7078	20.6931	
M24		Bi-weekly	1,361.95	1,430.04	1,501.54	1,576.62	1,655.45	
M24		Monthly	2,950.90	3,098.42	3,253.35	3,416.02	3,586.80	
M24		Annual	35,410.75	37,181.04	39,040.14	40,992.22	43,041.65	
M25		Hourly	17.0669	17.9201	18.8162	19.7570	20.7449	
M25		Bi-weekly	1,365.35	1,433.61	1,505.30	1,580.56	1,659.59	
M25		Monthly	2,958.26	3,106.15	3,261.48	3,424.55	3,595.78	
M25		Annual	35,499.15	37,273.81	39,137.70	41,094.56	43,149.39	
M26		Hourly	17.1095	17.9651	18.8633	19.8065	20.7967	
M26		Bi-weekly	1,368.76	1,437.21	1,509.06	1,584.52	1,663.74	
M26		Monthly	2,965.65	3,113.95	3,269.64	3,433.13	3,604.76	
M26		Annual	35,587.76	37,367.41	39,235.66	41,197.52	43,257.14	
M27		Hourly	17.1523	18.0100	18.9104	19.8559	20.8487	
M27		Bi-weekly	1,372.18	1,440.80	1,512.83	1,588.47	1,667.90	
M27		Monthly	2,973.07	3,121.73	3,277.80	3,441.69	3,613.78	
M27		Annual	35,676.78	37,460.80	39,333.63	41,300.27	43,365.30	
M28		Hourly	17.1951	18.0550	18.9578	19.9056	20.9009	
M28		Bi-weekly	1,375.61	1,444.40	1,516.62	1,592.45	1,672.07	
M28		Monthly	2,980.48	3,129.53	3,286.02	3,450.30	3,622.82	
M28		Annual	35,765.81	37,554.40	39,432.22	41,403.65	43,473.87	
M29		Hourly	17.2382	18.1001	19.0050	19.9553	20.9531	
M29		Bi-weekly	1,379.06	1,448.01	1,520.40	1,596.42	1,676.25	
M29		Monthly	2,987.96	3,137.35	3,294.20	3,458.92	3,631.87	
M29		Annual	35,855.46	37,648.21	39,530.40	41,507.02	43,582.45	
M30		Hourly	17.2813	18.1454	19.0527	20.0054	21.0057	
M30		Bi-weekly	1,382.50	1,451.63	1,524.22	1,600.43	1,680.46	
M30		Monthly	2,995.43	3,145.20	3,302.47	3,467.60	3,640.99	
M30		Annual	35,945.10	37,742.43	39,629.62	41,611.23	43,691.86	
M31		Hourly	17.3245	18.1907	19.1002	20.0552	21.0580	
M31		Bi-weekly	1,385.96	1,455.26	1,528.02	1,604.42	1,684.64	
M31		Monthly	3,002.91	3,153.06	3,310.70	3,476.24	3,650.05	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M31		Annual	36,034.96	37,836.66	39,728.42	41,714.82	43,800.64	
M32		Hourly	17.3678	18.2363	19.1480	20.1054	21.1108	
M32		Bi-weekly	1,389.42	1,458.90	1,531.84	1,608.43	1,688.86	
M32		Monthly	3,010.42	3,160.96	3,318.99	3,484.94	3,659.21	
M32		Annual	36,125.02	37,931.50	39,827.84	41,819.23	43,910.46	
M33		Hourly	17.4112	18.2817	19.1958	20.1557	21.1634	
M33		Bi-weekly	1,392.90	1,462.54	1,535.66	1,612.46	1,693.07	
M33		Monthly	3,017.94	3,168.83	3,327.27	3,493.66	3,668.32	
M33		Annual	36,215.30	38,025.94	39,927.26	41,923.86	44,019.87	
M34		Hourly	17.4548	18.3275	19.2438	20.2061	21.2164	
M34		Bi-weekly	1,396.38	1,466.20	1,539.50	1,616.49	1,697.31	
M34		Monthly	3,025.50	3,176.77	3,335.59	3,502.39	3,677.51	
M34		Annual	36,305.98	38,121.20	40,027.10	42,028.69	44,130.11	
M35		Hourly	17.4984	18.3733	19.2920	20.2565	21.2693	
M35		Bi-weekly	1,399.87	1,469.86	1,543.36	1,620.52	1,701.54	
M35		Monthly	3,033.06	3,184.71	3,343.95	3,511.13	3,686.68	
M35		Annual	36,396.67	38,216.46	40,127.36	42,133.52	44,240.14	
M36		Hourly	17.5420	18.4192	19.3402	20.3072	21.3225	
M36		Bi-weekly	1,403.36	1,473.54	1,547.22	1,624.58	1,705.80	
M36		Monthly	3,040.61	3,192.66	3,352.30	3,519.92	3,695.90	
M36		Annual	36,487.36	38,311.94	40,227.62	42,238.98	44,350.80	
M37		Hourly	17.5860	18.4653	19.3886	20.3581	21.3759	
M37		Bi-weekly	1,406.88	1,477.22	1,551.09	1,628.65	1,710.07	
M37		Monthly	3,048.24	3,200.65	3,360.69	3,528.74	3,705.16	
M37		Annual	36,578.88	38,407.82	40,328.29	42,344.85	44,461.87	
M38		Hourly	17.6299	18.5114	19.4369	20.4087	21.4292	
M38		Bi-weekly	1,410.39	1,480.91	1,554.95	1,632.70	1,714.34	
M38		Monthly	3,055.85	3,208.64	3,369.06	3,537.51	3,714.40	
M38		Annual	36,670.19	38,503.71	40,428.75	42,450.10	44,572.74	
M39		Hourly	17.6741	18.5577	19.4855	20.4599	21.4829	
M39		Bi-weekly	1,413.93	1,484.62	1,558.84	1,636.79	1,718.63	
M39		Monthly	3,063.51	3,216.67	3,377.49	3,546.38	3,723.70	
M39		Annual	36,762.13	38,600.02	40,529.84	42,556.59	44,684.43	
M40		Hourly	17.7182	18.6041	19.5343	20.5110	21.5366	
M40		Bi-weekly	1,417.46	1,488.33	1,562.74	1,640.88	1,722.93	
M40		Monthly	3,071.16	3,224.71	3,385.95	3,555.24	3,733.01	
M40		Annual	36,853.86	38,696.53	40,631.34	42,662.88	44,796.13	
M41		Hourly	17.7625	18.6506	19.5832	20.5623	21.5904	
M41		Bi-weekly	1,421.00	1,492.05	1,566.66	1,644.98	1,727.23	
M41		Monthly	3,078.83	3,232.77	3,394.42	3,564.13	3,742.34	
M41		Annual	36,946.00	38,793.25	40,733.06	42,769.58	44,908.03	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M42		Hourly	17.8069	18.6973	19.6321	20.6137	21.6443	
M42		Bi-weekly	1,424.55	1,495.78	1,570.57	1,649.10	1,731.54	
M42		Monthly	3,086.53	3,240.87	3,402.90	3,573.04	3,751.68	
M42		Annual	37,038.35	38,890.38	40,834.77	42,876.50	45,020.14	
M43		Hourly	17.8513	18.7439	19.6812	20.6653	21.6986	
M43		Bi-weekly	1,428.10	1,499.51	1,574.50	1,653.22	1,735.89	
M43		Monthly	3,094.23	3,248.94	3,411.41	3,581.99	3,761.09	
M43		Annual	37,130.70	38,987.31	40,936.90	42,983.82	45,133.09	
M44		Hourly	17.8960	18.7908	19.7304	20.7169	21.7528	
M44		Bi-weekly	1,431.68	1,503.26	1,578.43	1,657.35	1,740.22	
M44		Monthly	3,101.97	3,257.07	3,419.94	3,590.93	3,770.49	
M44		Annual	37,223.68	39,084.86	41,039.23	43,091.15	45,245.82	
M45		Hourly	17.9407	18.8378	19.7796	20.7687	21.8071	
M45		Bi-weekly	1,435.26	1,507.02	1,582.37	1,661.50	1,744.57	
M45		Monthly	3,109.72	3,265.22	3,428.46	3,599.91	3,779.90	
M45		Annual	37,316.66	39,182.62	41,141.57	43,198.90	45,358.77	
M46		Hourly	17.9857	18.8849	19.8293	20.8207	21.8618	
M46		Bi-weekly	1,438.86	1,510.79	1,586.34	1,665.66	1,748.94	
M46		Monthly	3,117.52	3,273.38	3,437.08	3,608.92	3,789.38	
M46		Annual	37,410.26	39,280.59	41,244.94	43,307.06	45,472.54	
M47		Hourly	18.0306	18.9321	19.8787	20.8726	21.9163	
M47		Bi-weekly	1,442.45	1,514.57	1,590.30	1,669.81	1,753.30	
M47		Monthly	3,125.30	3,281.56	3,445.64	3,617.92	3,798.83	
M47		Annual	37,503.65	39,378.77	41,347.70	43,415.01	45,585.90	
M48		Hourly	18.0757	18.9795	19.9285	20.9249	21.9712	
M48		Bi-weekly	1,446.06	1,518.36	1,594.28	1,673.99	1,757.70	
M48		Monthly	3,133.12	3,289.78	3,454.27	3,626.98	3,808.34	
M48		Annual	37,597.46	39,477.36	41,451.28	43,523.79	45,700.10	
M49		Hourly	18.1209	19.0269	19.9782	20.9771	22.0259	
M49		Bi-weekly	1,449.67	1,522.15	1,598.26	1,678.17	1,762.07	
M49		Monthly	3,140.96	3,298.00	3,462.89	3,636.03	3,817.82	
M49		Annual	37,691.47	39,575.95	41,554.66	43,632.37	45,813.87	
M50		Hourly	18.1661	19.0745	20.0282	21.0296	22.0811	
M50		Bi-weekly	1,453.29	1,525.96	1,602.26	1,682.37	1,766.49	
M50		Monthly	3,148.79	3,306.25	3,471.56	3,645.13	3,827.39	
M50		Annual	37,785.49	39,674.96	41,658.66	43,741.57	45,928.69	
M51		Hourly	18.2116	19.1222	20.0783	21.0822	22.1363	
M51		Bi-weekly	1,456.93	1,529.78	1,606.26	1,686.58	1,770.90	
M51		Monthly	3,156.68	3,314.52	3,480.24	3,654.25	3,836.96	
M51		Annual	37,880.13	39,774.18	41,762.86	43,850.98	46,043.50	
M52		Hourly	18.2572	19.1699	20.1285	21.1349	22.1918	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M52		Bi-weekly	1,460.58	1,533.59	1,610.28	1,690.79	1,775.34	
M52		Monthly	3,164.58	3,322.78	3,488.94	3,663.38	3,846.58	
M52		Annual	37,974.98	39,873.39	41,867.28	43,960.59	46,158.94	
M53		Hourly	18.3027	19.2178	20.1787	21.1876	22.2471	
M53		Bi-weekly	1,464.22	1,537.42	1,614.30	1,695.01	1,779.77	
M53		Monthly	3,172.47	3,331.09	3,497.64	3,672.52	3,856.16	
M53		Annual	38,069.62	39,973.02	41,971.70	44,070.21	46,273.97	
M54		Hourly	18.3485	19.2659	20.2292	21.2407	22.3027	
M54		Bi-weekly	1,467.88	1,541.27	1,618.34	1,699.26	1,784.22	
M54		Monthly	3,180.41	3,339.42	3,506.40	3,681.72	3,865.80	
M54		Annual	38,164.88	40,073.07	42,076.74	44,180.66	46,389.62	
M55		Hourly	18.3945	19.3141	20.2799	21.2939	22.3585	
M55		Bi-weekly	1,471.56	1,545.13	1,622.39	1,703.51	1,788.68	
M55		Monthly	3,188.38	3,347.78	3,515.18	3,690.94	3,875.47	
M55		Annual	38,260.56	40,173.33	42,182.19	44,291.31	46,505.68	
M56		Hourly	18.4403	19.3624	20.3304	21.3471	22.4143	
M56		Bi-weekly	1,475.22	1,548.99	1,626.43	1,707.77	1,793.14	
M56		Monthly	3,196.32	3,356.15	3,523.94	3,700.16	3,885.15	
M56		Annual	38,355.82	40,273.79	42,287.23	44,401.97	46,621.74	
M57		Hourly	18.4864	19.4108	20.3813	21.4004	22.4705	
M57		Bi-weekly	1,478.91	1,552.86	1,630.50	1,712.03	1,797.64	
M57		Monthly	3,204.31	3,364.54	3,532.76	3,709.40	3,894.89	
M57		Annual	38,451.71	40,374.46	42,393.10	44,512.83	46,738.64	
M58		Hourly	18.5327	19.4593	20.4323	21.4539	22.5265	
M58		Bi-weekly	1,482.62	1,556.74	1,634.58	1,716.31	1,802.12	
M58		Monthly	3,212.34	3,372.95	3,541.60	3,718.68	3,904.59	
M58		Annual	38,548.02	40,475.34	42,499.18	44,624.11	46,855.12	
M59		Hourly	18.5790	19.5080	20.4833	21.5074	22.5829	
M59		Bi-weekly	1,486.32	1,560.64	1,638.66	1,720.59	1,806.63	
M59		Monthly	3,220.36	3,381.39	3,550.44	3,727.95	3,914.37	
M59		Annual	38,644.32	40,576.64	42,605.26	44,735.39	46,972.43	
M60		Hourly	18.6255	19.5567	20.5345	21.5613	22.6393	
M60		Bi-weekly	1,490.04	1,564.54	1,642.76	1,724.90	1,811.14	
M60		Monthly	3,228.42	3,389.83	3,559.31	3,737.29	3,924.15	
M60		Annual	38,741.04	40,677.94	42,711.76	44,847.50	47,089.74	
M61		Hourly	18.6720	19.6055	20.5859	21.6152	22.6959	
M61		Bi-weekly	1,493.76	1,568.44	1,646.87	1,729.22	1,815.67	
M61		Monthly	3,236.48	3,398.29	3,568.22	3,746.64	3,933.96	
M61		Annual	38,837.76	40,779.44	42,818.67	44,959.62	47,207.47	
M62		Hourly	18.7187	19.6548	20.6375	21.6693	22.7528	
M62		Bi-weekly	1,497.50	1,572.38	1,651.00	1,733.54	1,820.22	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M62		Monthly	3,244.58	3,406.83	3,577.17	3,756.01	3,943.82	
M62		Annual	38,934.90	40,881.98	42,926.00	45,072.14	47,325.82	
M63		Hourly	18.7655	19.7038	20.6890	21.7233	22.8096	
M63		Bi-weekly	1,501.24	1,576.30	1,655.12	1,737.86	1,824.77	
M63		Monthly	3,252.69	3,415.33	3,586.09	3,765.37	3,953.66	
M63		Annual	39,032.24	40,983.90	43,033.12	45,184.46	47,443.97	
M64		Hourly	18.8124	19.7530	20.7407	21.7778	22.8666	
M64		Bi-weekly	1,504.99	1,580.24	1,659.26	1,742.22	1,829.33	
M64		Monthly	3,260.82	3,423.85	3,595.06	3,774.82	3,963.54	
M64		Annual	39,129.79	41,086.24	43,140.66	45,297.82	47,562.53	
M65		Hourly	18.8594	19.8025	20.7925	21.8322	22.9238	
M65		Bi-weekly	1,508.75	1,584.20	1,663.40	1,746.58	1,833.90	
M65		Monthly	3,268.96	3,432.43	3,604.03	3,784.25	3,973.46	
M65		Annual	39,227.55	41,189.20	43,248.40	45,410.98	47,681.50	
M66		Hourly	18.9066	19.8519	20.8445	21.8868	22.9811	
M66		Bi-weekly	1,512.53	1,588.15	1,667.56	1,750.94	1,838.49	
M66		Monthly	3,277.14	3,441.00	3,613.05	3,793.71	3,983.39	
M66		Annual	39,325.73	41,291.95	43,356.56	45,524.54	47,800.69	
M67	Cashier Clerk		-	-	-	-	-	IBEW
M67		Hourly	18.9539	19.9017	20.8967	21.9416	23.0386	
M67		Bi-weekly	1,516.31	1,592.14	1,671.74	1,755.33	1,843.09	
M67		Monthly	3,285.34	3,449.63	3,622.10	3,803.21	3,993.36	
M67		Annual	39,424.11	41,395.54	43,465.14	45,638.53	47,920.29	
M68		Hourly	19.0012	19.9513	20.9489	21.9963	23.0961	
M68		Bi-weekly	1,520.10	1,596.10	1,675.91	1,759.70	1,847.69	
M68		Monthly	3,293.54	3,458.23	3,631.14	3,812.69	4,003.32	
M68		Annual	39,522.50	41,498.70	43,573.71	45,752.30	48,039.89	
M69		Hourly	19.0487	20.0013	21.0013	22.0514	23.1540	
M69		Bi-weekly	1,523.90	1,600.10	1,680.10	1,764.11	1,852.32	
M69		Monthly	3,301.78	3,466.89	3,640.23	3,822.24	4,013.36	
M69		Annual	39,621.30	41,602.70	43,682.70	45,866.91	48,160.32	
M70		Hourly	19.0963	20.0511	21.0537	22.1064	23.2118	
M70		Bi-weekly	1,527.70	1,604.09	1,684.30	1,768.51	1,856.94	
M70		Monthly	3,310.03	3,475.52	3,649.31	3,831.78	4,023.38	
M70		Annual	39,720.30	41,706.29	43,791.70	45,981.31	48,280.54	
M71		Hourly	19.1441	20.1014	21.1065	22.1618	23.2699	
M71		Bi-weekly	1,531.53	1,608.11	1,688.52	1,772.94	1,861.59	
M71		Monthly	3,318.31	3,484.24	3,658.46	3,841.38	4,033.45	
M71		Annual	39,819.73	41,810.91	43,901.52	46,096.54	48,401.39	
M72		Hourly	19.1920	20.1515	21.1592	22.2171	23.3281	
M72		Bi-weekly	1,535.36	1,612.12	1,692.74	1,777.37	1,866.25	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M72		Monthly	3,326.61	3,492.93	3,667.60	3,850.96	4,043.54	
M72		Annual	39,919.36	41,915.12	44,011.14	46,211.57	48,522.45	
M73		Hourly	19.2400	20.2020	21.2121	22.2727	23.3864	
M73		Bi-weekly	1,539.20	1,616.16	1,696.97	1,781.82	1,870.91	
M73		Monthly	3,334.93	3,501.68	3,676.76	3,860.60	4,053.64	
M73		Annual	40,019.20	42,020.16	44,121.17	46,327.22	48,643.71	
M74		Hourly	19.2881	20.2525	21.2652	22.3285	23.4450	
M74		Bi-weekly	1,543.05	1,620.20	1,701.22	1,786.28	1,875.60	
M74		Monthly	3,343.27	3,510.43	3,685.97	3,870.27	4,063.80	
M74		Annual	40,119.25	42,125.20	44,231.62	46,443.28	48,765.60	
M75	Administrative Clerk I		-	-	-	-	-	IBEW
M75		Hourly	19.3363	20.3032	21.3183	22.3843	23.5035	
M75		Bi-weekly	1,546.90	1,624.26	1,705.46	1,790.74	1,880.28	
M75		Monthly	3,351.63	3,519.22	3,695.17	3,879.95	4,073.94	
M75		Annual	40,219.50	42,230.66	44,342.06	46,559.34	48,887.28	
M76		Hourly	19.3846	20.3539	21.3716	22.4402	23.5622	
M76		Bi-weekly	1,550.77	1,628.31	1,709.73	1,795.22	1,884.98	
M76		Monthly	3,360.00	3,528.01	3,704.41	3,889.64	4,084.12	
M76		Annual	40,319.97	42,336.11	44,452.93	46,675.62	49,009.38	
M77		Hourly	19.4330	20.4047	21.4250	22.4963	23.6211	
M77		Bi-weekly	1,554.64	1,632.38	1,714.00	1,799.70	1,889.69	
M77		Monthly	3,368.39	3,536.82	3,713.67	3,899.36	4,094.32	
M77		Annual	40,420.64	42,441.78	44,564.00	46,792.30	49,131.89	
M78		Hourly	19.4817	20.4558	21.4786	22.5525	23.6801	
M78		Bi-weekly	1,558.54	1,636.46	1,718.29	1,804.20	1,894.41	
M78		Monthly	3,376.83	3,545.67	3,722.96	3,909.10	4,104.55	
M78		Annual	40,521.94	42,548.06	44,675.49	46,909.20	49,254.61	
M79		Hourly	19.5303	20.5069	21.5323	22.6089	23.7393	
M79		Bi-weekly	1,562.42	1,640.55	1,722.58	1,808.71	1,899.14	
M79		Monthly	3,385.25	3,554.53	3,732.27	3,918.88	4,114.81	
M79		Annual	40,623.02	42,654.35	44,787.18	47,026.51	49,377.74	
M80		Hourly	19.5792	20.5582	21.5860	22.6654	23.7986	
M80		Bi-weekly	1,566.34	1,644.66	1,726.88	1,813.23	1,903.89	
M80		Monthly	3,393.73	3,563.42	3,741.57	3,928.67	4,125.09	
M80		Annual	40,724.74	42,761.06	44,898.88	47,144.03	49,501.09	
M81		Hourly	19.6282	20.6095	21.6400	22.7220	23.8581	
M81		Bi-weekly	1,570.26	1,648.76	1,731.20	1,817.76	1,908.65	
M81		Monthly	3,402.22	3,572.31	3,750.93	3,938.48	4,135.40	
M81		Annual	40,826.66	42,867.76	45,011.20	47,261.76	49,624.85	
M82		Hourly	19.6772	20.6611	21.6942	22.7789	23.9178	
M82		Bi-weekly	1,574.18	1,652.89	1,735.54	1,822.31	1,913.42	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M82		Monthly	3,410.72	3,581.26	3,760.33	3,948.34	4,145.75	
M82		Annual	40,928.58	42,975.09	45,123.94	47,380.11	49,749.02	
M83		Hourly	19.7264	20.7127	21.7483	22.8357	23.9776	
M83		Bi-weekly	1,578.11	1,657.02	1,739.86	1,826.86	1,918.21	
M83		Monthly	3,419.24	3,590.20	3,769.71	3,958.19	4,156.12	
M83		Annual	41,030.91	43,082.42	45,236.46	47,498.26	49,873.41	
M84		Hourly	19.7758	20.7646	21.8028	22.8929	24.0375	
M84		Bi-weekly	1,582.06	1,661.17	1,744.22	1,831.43	1,923.00	
M84		Monthly	3,427.81	3,599.20	3,779.15	3,968.10	4,166.50	
M84		Annual	41,133.66	43,190.37	45,349.82	47,617.23	49,998.00	
M85		Hourly	19.8251	20.8164	21.8572	22.9500	24.0975	
M85		Bi-weekly	1,586.01	1,665.31	1,748.58	1,836.00	1,927.80	
M85		Monthly	3,436.35	3,608.18	3,788.58	3,978.00	4,176.90	
M85		Annual	41,236.21	43,298.11	45,462.98	47,736.00	50,122.80	
M86		Hourly	19.8748	20.8685	21.9119	23.0075	24.1579	
M86		Bi-weekly	1,589.98	1,669.48	1,752.95	1,840.60	1,932.63	
M86		Monthly	3,444.97	3,617.21	3,798.06	3,987.97	4,187.37	
M86		Annual	41,339.58	43,406.48	45,576.75	47,855.60	50,248.43	
M87		Hourly	19.9244	20.9206	21.9667	23.0650	24.2182	
M87		Bi-weekly	1,593.95	1,673.65	1,757.34	1,845.20	1,937.46	
M87		Monthly	3,453.56	3,626.24	3,807.56	3,997.93	4,197.82	
M87		Annual	41,442.75	43,514.85	45,690.74	47,975.20	50,373.86	
M88		Hourly	19.9742	20.9730	22.0215	23.1226	24.2786	
M88		Bi-weekly	1,597.94	1,677.84	1,761.72	1,849.81	1,942.29	
M88		Monthly	3,462.20	3,635.32	3,817.06	4,007.92	4,208.29	
M88		Annual	41,546.34	43,623.84	45,804.72	48,095.01	50,499.49	
M89		Hourly	20.0241	21.0254	22.0766	23.1805	24.3394	
M89		Bi-weekly	1,601.93	1,682.03	1,766.13	1,854.44	1,947.15	
M89		Monthly	3,470.84	3,644.40	3,826.61	4,017.95	4,218.83	
M89		Annual	41,650.13	43,732.83	45,919.33	48,215.44	50,625.95	
M90		Hourly	20.0742	21.0780	22.1318	23.2384	24.4004	
M90		Bi-weekly	1,605.94	1,686.24	1,770.54	1,859.07	1,952.03	
M90		Monthly	3,479.53	3,653.52	3,836.18	4,027.99	4,229.40	
M90		Annual	41,754.34	43,842.24	46,034.14	48,335.87	50,752.83	
M91		Hourly	20.1244	21.1308	22.1873	23.2966	24.4615	
M91		Bi-weekly	1,609.95	1,690.46	1,774.98	1,863.73	1,956.92	
M91		Monthly	3,488.23	3,662.67	3,845.80	4,038.08	4,239.99	
M91		Annual	41,858.75	43,952.06	46,149.58	48,456.93	50,879.92	
M92		Hourly	20.1747	21.1835	22.2426	23.3548	24.5225	
M92		Bi-weekly	1,613.98	1,694.68	1,779.41	1,868.38	1,961.80	
M92		Monthly	3,496.95	3,671.81	3,855.38	4,048.17	4,250.57	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
M92		Annual	41,963.38	44,061.68	46,264.61	48,577.98	51,006.80	
M93		Hourly	20.2252	21.2365	22.2984	23.4132	24.5839	
M93		Bi-weekly	1,618.02	1,698.92	1,783.87	1,873.06	1,966.71	
M93		Monthly	3,505.70	3,680.99	3,865.06	4,058.29	4,261.21	
M93		Annual	42,068.42	44,171.92	46,380.67	48,699.46	51,134.51	
M94		Hourly	20.2758	21.2896	22.3540	23.4717	24.6454	
M94		Bi-weekly	1,622.06	1,703.17	1,788.32	1,877.74	1,971.63	
M94		Monthly	3,514.47	3,690.20	3,874.69	4,068.43	4,271.87	
M94		Annual	42,173.66	44,282.37	46,496.32	48,821.14	51,262.43	
M95		Hourly	20.3263	21.3427	22.4098	23.5302	24.7068	
M95		Bi-weekly	1,626.10	1,707.42	1,792.78	1,882.42	1,976.54	
M95		Monthly	3,523.23	3,699.40	3,884.37	4,078.57	4,282.51	
M95		Annual	42,278.70	44,392.82	46,612.38	48,942.82	51,390.14	
M96		Hourly	20.3772	21.3961	22.4659	23.5893	24.7687	
M96		Bi-weekly	1,630.18	1,711.69	1,797.27	1,887.14	1,981.50	
M96		Monthly	3,532.05	3,708.66	3,894.09	4,088.81	4,293.24	
M96		Annual	42,384.58	44,503.89	46,729.07	49,065.74	51,518.90	
M97		Hourly	20.4282	21.4495	22.5220	23.6482	24.8306	
M97		Bi-weekly	1,634.26	1,715.96	1,801.76	1,891.86	1,986.45	
M97		Monthly	3,540.89	3,717.91	3,903.81	4,099.02	4,303.97	
M97		Annual	42,490.66	44,614.96	46,845.76	49,188.26	51,647.65	
M98		Hourly	20.4793	21.5032	22.5783	23.7072	24.8926	
M98		Bi-weekly	1,638.34	1,720.26	1,806.26	1,896.58	1,991.41	
M98		Monthly	3,549.75	3,727.22	3,913.57	4,109.25	4,314.72	
M98		Annual	42,596.94	44,726.66	46,962.86	49,310.98	51,776.61	
M99		Hourly	20.5304	21.5570	22.6348	23.7664	24.9548	
M99		Bi-weekly	1,642.43	1,724.56	1,810.78	1,901.31	1,996.38	
M99		Monthly	3,558.60	3,736.55	3,923.37	4,119.51	4,325.50	
M99		Annual	42,703.23	44,838.56	47,080.38	49,434.11	51,905.98	
N00		Hourly	20.5818	21.6108	22.6914	23.8260	25.0172	
N00		Bi-weekly	1,646.54	1,728.86	1,815.31	1,906.08	2,001.38	
N00		Monthly	3,567.51	3,745.87	3,933.18	4,129.84	4,336.32	
N00		Annual	42,810.14	44,950.46	47,198.11	49,558.08	52,035.78	
N01		Hourly	20.6333	21.6649	22.7483	23.8856	25.0799	
N01		Bi-weekly	1,650.66	1,733.19	1,819.86	1,910.85	2,006.39	
N01		Monthly	3,576.44	3,755.25	3,943.04	4,140.17	4,347.18	
N01		Annual	42,917.26	45,062.99	47,316.46	49,682.05	52,166.19	
N02		Hourly	20.6849	21.7191	22.8050	23.9452	25.1425	
N02		Bi-weekly	1,654.79	1,737.53	1,824.40	1,915.62	2,011.40	
N02		Monthly	3,585.38	3,764.64	3,952.87	4,150.50	4,358.03	
N02		Annual	43,024.59	45,175.73	47,434.40	49,806.02	52,296.40	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N03		Hourly	20.7366	21.7734	22.8620	24.0051	25.2052	
N03		Bi-weekly	1,658.93	1,741.87	1,828.96	1,920.41	2,016.42	
N03		Monthly	3,594.34	3,774.06	3,962.75	4,160.88	4,368.90	
N03		Annual	43,132.13	45,288.67	47,552.96	49,930.61	52,426.82	
N04		Hourly	20.7883	21.8278	22.9191	24.0651	25.2684	
N04		Bi-weekly	1,663.06	1,746.22	1,833.53	1,925.21	2,021.47	
N04		Monthly	3,603.31	3,783.49	3,972.64	4,171.28	4,379.86	
N04		Annual	43,239.66	45,401.82	47,671.73	50,055.41	52,558.27	
N05		Hourly	20.8403	21.8824	22.9764	24.1253	25.3315	
N05		Bi-weekly	1,667.22	1,750.59	1,838.11	1,930.02	2,026.52	
N05		Monthly	3,612.32	3,792.95	3,982.58	4,181.72	4,390.79	
N05		Annual	43,347.82	45,515.39	47,790.91	50,180.62	52,689.52	
N06	Accounting Clerk I		-	-	-	-	-	IBEW
N06		Hourly	20.8924	21.9370	23.0339	24.1855	25.3948	
N06		Bi-weekly	1,671.39	1,754.96	1,842.71	1,934.84	2,031.58	
N06		Monthly	3,621.35	3,802.41	3,992.54	4,192.15	4,401.77	
N06		Annual	43,456.19	45,628.96	47,910.51	50,305.84	52,821.18	
N07		Hourly	20.9446	21.9919	23.0915	24.2461	25.4583	
N07		Bi-weekly	1,675.57	1,759.35	1,847.32	1,939.69	2,036.66	
N07		Monthly	3,630.40	3,811.93	4,002.53	4,202.66	4,412.77	
N07		Annual	43,564.77	45,743.15	48,030.32	50,431.89	52,953.26	
N08		Hourly	20.9970	22.0468	23.1493	24.3067	25.5221	
N08		Bi-weekly	1,679.76	1,763.74	1,851.94	1,944.54	2,041.77	
N08		Monthly	3,639.48	3,821.45	4,012.55	4,213.16	4,423.83	
N08		Annual	43,673.76	45,857.34	48,150.54	50,557.94	53,085.97	
N09		Hourly	21.0495	22.1020	23.2071	24.3675	25.5859	
N09		Bi-weekly	1,683.96	1,768.16	1,856.57	1,949.40	2,046.87	
N09		Monthly	3,648.58	3,831.01	4,022.56	4,223.70	4,434.89	
N09		Annual	43,782.96	45,972.16	48,270.77	50,684.40	53,218.67	
N10		Hourly	21.1021	22.1573	23.2651	24.4283	25.6498	
N10		Bi-weekly	1,688.17	1,772.58	1,861.21	1,954.26	2,051.98	
N10		Monthly	3,657.70	3,840.60	4,032.62	4,234.24	4,445.97	
N10		Annual	43,892.37	46,087.18	48,391.41	50,810.86	53,351.58	
N11		Hourly	21.1549	22.2127	23.3232	24.4894	25.7138	
N11		Bi-weekly	1,692.39	1,777.02	1,865.86	1,959.15	2,057.10	
N11		Monthly	3,666.85	3,850.20	4,042.69	4,244.83	4,457.06	
N11		Annual	44,002.19	46,202.42	48,512.26	50,937.95	53,484.70	
N12		Hourly	21.2077	22.2681	23.3815	24.5507	25.7781	
N12		Bi-weekly	1,696.62	1,781.45	1,870.52	1,964.06	2,062.25	
N12		Monthly	3,676.00	3,859.80	4,052.79	4,255.46	4,468.20	
N12		Annual	44,112.02	46,317.65	48,633.52	51,065.46	53,618.45	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N13		Hourly	21.2607	22.3238	23.4399	24.6120	25.8426	
N13		Bi-weekly	1,700.86	1,785.90	1,875.19	1,968.96	2,067.41	
N13		Monthly	3,685.19	3,869.46	4,062.92	4,266.08	4,479.38	
N13		Annual	44,222.26	46,433.50	48,754.99	51,192.96	53,752.61	
N14		Hourly	21.3139	22.3796	23.4986	24.6735	25.9073	
N14		Bi-weekly	1,705.11	1,790.37	1,879.89	1,973.88	2,072.58	
N14		Monthly	3,694.41	3,879.13	4,073.09	4,276.74	4,490.60	
N14		Annual	44,332.91	46,549.57	48,877.09	51,320.88	53,887.18	
N15		Hourly	21.3672	22.4356	23.5574	24.7352	25.9720	
N15		Bi-weekly	1,709.38	1,794.85	1,884.59	1,978.82	2,077.76	
N15		Monthly	3,703.65	3,888.84	4,083.28	4,287.44	4,501.81	
N15		Annual	44,443.78	46,666.05	48,999.39	51,449.22	54,021.76	
N16	Administrative Clerk II		-	-	-	-	-	IBEW
N16		Hourly	21.4207	22.4918	23.6164	24.7971	26.0370	
N16		Bi-weekly	1,713.66	1,799.34	1,889.31	1,983.77	2,082.96	
N16		Monthly	3,712.92	3,898.58	4,093.51	4,298.16	4,513.08	
N16		Annual	44,555.06	46,782.94	49,122.11	51,577.97	54,156.96	
N17		Hourly	21.4742	22.5478	23.6753	24.8591	26.1021	
N17		Bi-weekly	1,717.94	1,803.82	1,894.02	1,988.73	2,088.17	
N17		Monthly	3,722.20	3,908.29	4,103.72	4,308.91	4,524.36	
N17		Annual	44,666.34	46,899.42	49,244.62	51,706.93	54,292.37	
N18		Hourly	21.5278	22.6043	23.7345	24.9213	26.1674	
N18		Bi-weekly	1,722.22	1,808.34	1,898.76	1,993.70	2,093.39	
N18		Monthly	3,731.49	3,918.08	4,113.98	4,319.69	4,535.68	
N18		Annual	44,777.82	47,016.94	49,367.76	51,836.30	54,428.19	
N19		Hourly	21.5817	22.6608	23.7939	24.9836	26.2328	
N19		Bi-weekly	1,726.54	1,812.86	1,903.51	1,998.69	2,098.62	
N19		Monthly	3,740.83	3,927.87	4,124.28	4,330.49	4,547.02	
N19		Annual	44,889.94	47,134.46	49,491.31	51,965.89	54,564.22	
N20	Administrative Clerk I Conf		-	-	-	-	-	CAMP
N20		Hourly	21.6357	22.7175	23.8534	25.0460	26.2983	
N20		Bi-weekly	1,730.86	1,817.40	1,908.27	2,003.68	2,103.86	
N20		Monthly	3,750.19	3,937.70	4,134.59	4,341.31	4,558.37	
N20		Annual	45,002.26	47,252.40	49,615.07	52,095.68	54,700.46	
N21		Hourly	21.6897	22.7742	23.9130	25.1087	26.3642	
N21		Bi-weekly	1,735.18	1,821.94	1,913.04	2,008.70	2,109.14	
N21		Monthly	3,759.55	3,947.53	4,144.92	4,352.18	4,569.80	
N21		Annual	45,114.58	47,370.34	49,739.04	52,226.10	54,837.54	
N22		Hourly	21.7439	22.8311	23.9727	25.1713	26.4299	
N22		Bi-weekly	1,739.51	1,826.49	1,917.82	2,013.70	2,114.39	
N22		Monthly	3,768.94	3,957.39	4,155.27	4,363.03	4,581.18	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N22		Annual	45,227.31	47,488.69	49,863.22	52,356.30	54,974.19	
N23		Hourly	21.7984	22.8882	24.0327	25.2344	26.4961	
N23		Bi-weekly	1,743.87	1,831.06	1,922.62	2,018.75	2,119.69	
N23		Monthly	3,778.39	3,967.29	4,165.67	4,373.96	4,592.66	
N23		Annual	45,340.67	47,607.46	49,988.02	52,487.55	55,111.89	
N24		Hourly	21.8528	22.9454	24.0926	25.2973	26.5622	
N24		Bi-weekly	1,748.22	1,835.63	1,927.41	2,023.78	2,124.98	
N24		Monthly	3,787.82	3,977.20	4,176.05	4,384.87	4,604.12	
N24		Annual	45,453.82	47,726.43	50,112.61	52,618.38	55,249.38	
N25		Hourly	21.9074	23.0028	24.1529	25.3606	26.6286	
N25		Bi-weekly	1,752.59	1,840.22	1,932.23	2,028.85	2,130.29	
N25		Monthly	3,797.28	3,987.15	4,186.50	4,395.84	4,615.62	
N25		Annual	45,567.39	47,845.82	50,238.03	52,750.05	55,387.49	
N26		Hourly	21.9623	23.0604	24.2133	25.4241	26.6953	
N26		Bi-weekly	1,756.98	1,844.83	1,937.06	2,033.93	2,135.62	
N26		Monthly	3,806.80	3,997.14	4,196.97	4,406.84	4,627.19	
N26		Annual	45,681.58	47,965.63	50,363.66	52,882.13	55,526.22	
N27		Hourly	22.0171	23.1179	24.2738	25.4875	26.7619	
N27		Bi-weekly	1,761.37	1,849.43	1,941.90	2,039.00	2,140.95	
N27		Monthly	3,816.30	4,007.10	4,207.46	4,417.83	4,638.73	
N27		Annual	45,795.57	48,085.23	50,489.50	53,014.00	55,664.75	
N28		Hourly	22.0722	23.1758	24.3347	25.5513	26.8288	
N28		Bi-weekly	1,765.78	1,854.06	1,946.78	2,044.10	2,146.30	
N28		Monthly	3,825.85	4,017.14	4,218.02	4,428.89	4,650.33	
N28		Annual	45,910.18	48,205.66	50,616.18	53,146.70	55,803.90	
N29		Hourly	22.1273	23.2337	24.3953	25.6151	26.8959	
N29		Bi-weekly	1,770.18	1,858.70	1,951.62	2,049.21	2,151.67	
N29		Monthly	3,835.40	4,027.18	4,228.52	4,439.95	4,661.96	
N29		Annual	46,024.78	48,326.10	50,742.22	53,279.41	55,943.47	
N30		Hourly	22.1827	23.2918	24.4564	25.6791	26.9631	
N30		Bi-weekly	1,774.62	1,863.34	1,956.51	2,054.33	2,157.05	
N30		Monthly	3,845.00	4,037.25	4,239.11	4,451.04	4,673.60	
N30		Annual	46,140.02	48,446.94	50,869.31	53,412.53	56,083.25	
N31		Hourly	22.2381	23.3501	24.5176	25.7435	27.0307	
N31		Bi-weekly	1,779.05	1,868.01	1,961.41	2,059.48	2,162.46	
N31		Monthly	3,854.60	4,047.35	4,249.72	4,462.21	4,685.32	
N31		Annual	46,255.25	48,568.21	50,996.61	53,546.48	56,223.86	
N32		Hourly	22.2937	23.4084	24.5789	25.8079	27.0983	
N32		Bi-weekly	1,783.50	1,872.67	1,966.31	2,064.63	2,167.86	
N32		Monthly	3,864.24	4,057.46	4,260.34	4,473.37	4,697.04	
N32		Annual	46,370.90	48,689.47	51,124.11	53,680.43	56,364.46	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N33		Hourly	22.3496	23.4670	24.6404	25.8724	27.1660	
N33		Bi-weekly	1,787.97	1,877.36	1,971.23	2,069.79	2,173.28	
N33		Monthly	3,873.93	4,067.61	4,271.00	4,484.55	4,708.77	
N33		Annual	46,487.17	48,811.36	51,252.03	53,814.59	56,505.28	
N34		Hourly	22.4053	23.5256	24.7018	25.9369	27.2337	
N34		Bi-weekly	1,792.42	1,882.05	1,976.14	2,074.95	2,178.70	
N34		Monthly	3,883.59	4,077.77	4,281.65	4,495.73	4,720.51	
N34		Annual	46,603.02	48,933.25	51,379.74	53,948.75	56,646.10	
N35		Hourly	22.4613	23.5844	24.7636	26.0017	27.3018	
N35		Bi-weekly	1,796.90	1,886.75	1,981.09	2,080.14	2,184.14	
N35		Monthly	3,893.29	4,087.96	4,292.36	4,506.96	4,732.31	
N35		Annual	46,719.50	49,055.55	51,508.29	54,083.54	56,787.74	
N36	Bridge Operator		-	-	-	-	-	IBEW
N36		Hourly	22.5176	23.6434	24.8256	26.0668	27.3702	
N36		Bi-weekly	1,801.41	1,891.47	1,986.05	2,085.34	2,189.62	
N36		Monthly	3,903.05	4,098.19	4,303.10	4,518.25	4,744.17	
N36		Annual	46,836.61	49,178.27	51,637.25	54,218.94	56,930.02	
N37		Hourly	22.5738	23.7025	24.8876	26.1319	27.4385	
N37		Bi-weekly	1,805.90	1,896.20	1,991.01	2,090.55	2,195.08	
N37		Monthly	3,912.79	4,108.43	4,313.85	4,529.53	4,756.01	
N37		Annual	46,953.50	49,301.20	51,766.21	54,354.35	57,072.08	
N38		Hourly	22.6302	23.7617	24.9499	26.1973	27.5072	
N38		Bi-weekly	1,810.42	1,900.94	1,995.99	2,095.78	2,200.58	
N38		Monthly	3,922.57	4,118.70	4,324.65	4,540.87	4,767.92	
N38		Annual	47,070.82	49,424.34	51,895.79	54,490.38	57,214.98	
N39		Hourly	22.6868	23.8211	25.0122	26.2628	27.5760	
N39		Bi-weekly	1,814.94	1,905.69	2,000.98	2,101.02	2,206.08	
N39		Monthly	3,932.38	4,128.99	4,335.45	4,552.22	4,779.84	
N39		Annual	47,188.54	49,547.89	52,025.38	54,626.62	57,358.08	
N40		Hourly	22.7435	23.8807	25.0746	26.3284	27.6449	
N40		Bi-weekly	1,819.48	1,910.46	2,005.97	2,106.27	2,211.59	
N40		Monthly	3,942.21	4,139.32	4,346.26	4,563.59	4,791.78	
N40		Annual	47,306.48	49,671.86	52,155.17	54,763.07	57,501.39	
N41		Hourly	22.8004	23.9404	25.1375	26.3944	27.7141	
N41		Bi-weekly	1,824.03	1,915.23	2,011.00	2,111.55	2,217.13	
N41		Monthly	3,952.07	4,149.67	4,357.17	4,575.03	4,803.78	
N41		Annual	47,424.83	49,796.03	52,286.00	54,900.35	57,645.33	
N42		Hourly	22.8573	24.0002	25.2002	26.4602	27.7832	
N42		Bi-weekly	1,828.58	1,920.02	2,016.02	2,116.82	2,222.66	
N42		Monthly	3,961.93	4,160.04	4,368.04	4,586.44	4,815.76	
N42		Annual	47,543.18	49,920.42	52,416.42	55,037.22	57,789.06	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N43	Police Clerk		-	-	-	-	-	IBEW
N43		Hourly	22.9145	24.0602	25.2632	26.5264	27.8526	
N43		Bi-weekly	1,833.16	1,924.82	2,021.06	2,122.11	2,228.21	
N43		Monthly	3,971.85	4,170.44	4,378.96	4,597.91	4,827.78	
N43		Annual	47,662.16	50,045.22	52,547.46	55,174.91	57,933.41	
N44		Hourly	22.9718	24.1204	25.3264	26.5926	27.9224	
N44		Bi-weekly	1,837.74	1,929.63	2,026.11	2,127.41	2,233.79	
N44		Monthly	3,981.78	4,180.87	4,389.91	4,609.38	4,839.88	
N44		Annual	47,781.34	50,170.43	52,678.91	55,312.61	58,078.59	
N45		Hourly	23.0293	24.1807	25.3897	26.6592	27.9922	
N45		Bi-weekly	1,842.34	1,934.46	2,031.18	2,132.74	2,239.38	
N45		Monthly	3,991.75	4,191.32	4,400.88	4,620.93	4,851.98	
N45		Annual	47,900.94	50,295.86	52,810.58	55,451.14	58,223.78	
N46	Accounting Clerk II		-	-	-	-	-	IBEW
N46	Customer Service Representative		-	-	-	-	-	IBEW
N46	Marina Maintenance Attendant		-	-	-	-	-	IBEW
N46	Marina Office Attendant		-	-	-	-	-	IBEW
N46		Hourly	23.0868	24.2412	25.4532	26.7259	28.0621	
N46		Bi-weekly	1,846.94	1,939.30	2,036.26	2,138.07	2,244.97	
N46		Monthly	4,001.71	4,201.81	4,411.89	4,632.49	4,864.10	
N46		Annual	48,020.54	50,421.70	52,942.66	55,589.87	58,369.17	
N47		Hourly	23.1445	24.3017	25.5169	26.7927	28.1323	
N47		Bi-weekly	1,851.56	1,944.14	2,041.35	2,143.42	2,250.58	
N47		Monthly	4,011.71	4,212.30	4,422.93	4,644.07	4,876.27	
N47		Annual	48,140.56	50,547.54	53,075.15	55,728.82	58,515.18	
N48		Hourly	23.2024	24.3625	25.5807	26.8596	28.2026	
N48		Bi-weekly	1,856.19	1,949.00	2,046.46	2,148.77	2,256.21	
N48		Monthly	4,021.75	4,222.83	4,433.99	4,655.66	4,888.45	
N48		Annual	48,260.99	50,674.00	53,207.86	55,867.97	58,661.41	
N49		Hourly	23.2604	24.4234	25.6446	26.9269	28.2732	
N49		Bi-weekly	1,860.83	1,953.87	2,051.57	2,154.15	2,261.86	
N49		Monthly	4,031.80	4,233.39	4,445.06	4,667.33	4,900.69	
N49		Annual	48,381.63	50,800.67	53,340.77	56,007.95	58,808.26	
N50		Hourly	23.3186	24.4845	25.7088	26.9942	28.3440	
N50		Bi-weekly	1,865.49	1,958.76	2,056.70	2,159.54	2,267.52	
N50		Monthly	4,041.89	4,243.98	4,456.19	4,679.00	4,912.96	
N50		Annual	48,502.69	50,927.76	53,474.30	56,147.94	58,955.52	
N51		Hourly	23.3769	24.5458	25.7731	27.0618	28.4148	
N51		Bi-weekly	1,870.15	1,963.66	2,061.85	2,164.94	2,273.18	
N51		Monthly	4,052.00	4,254.61	4,467.34	4,690.71	4,925.23	
N51		Annual	48,623.95	51,055.26	53,608.05	56,288.54	59,102.78	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N52		Hourly	23.4353	24.6070	25.8374	27.1294	28.4858	
N52		Bi-weekly	1,874.82	1,968.56	2,066.99	2,170.35	2,278.86	
N52		Monthly	4,062.12	4,265.21	4,478.48	4,702.43	4,937.54	
N52		Annual	48,745.42	51,182.56	53,741.79	56,429.15	59,250.46	
N53		Hourly	23.4938	24.6685	25.9019	27.1969	28.5569	
N53		Bi-weekly	1,879.50	1,973.48	2,072.15	2,175.75	2,284.55	
N53		Monthly	4,072.26	4,275.87	4,489.66	4,714.13	4,949.86	
N53		Annual	48,867.10	51,310.48	53,875.95	56,569.55	59,398.35	
N54		Hourly	23.5527	24.7303	25.9668	27.2651	28.6284	
N54		Bi-weekly	1,884.22	1,978.42	2,077.34	2,181.21	2,290.27	
N54		Monthly	4,082.47	4,286.59	4,500.91	4,725.95	4,962.26	
N54		Annual	48,989.62	51,439.02	54,010.94	56,711.41	59,547.07	
N55		Hourly	23.6115	24.7921	26.0317	27.3332	28.6999	
N55		Bi-weekly	1,888.92	1,983.37	2,082.54	2,186.66	2,295.99	
N55		Monthly	4,092.66	4,297.30	4,512.16	4,737.76	4,974.65	
N55		Annual	49,111.92	51,567.57	54,145.94	56,853.06	59,695.79	
N56	Maintenance Worker I		-	-	-	-	-	IBEW
N56	Secretary		-	-	-	-	-	IBEW
N56		Hourly	23.6705	24.8540	26.0968	27.4016	28.7717	
N56		Bi-weekly	1,893.64	1,988.32	2,087.74	2,192.13	2,301.74	
N56		Monthly	4,102.89	4,308.03	4,523.45	4,749.61	4,987.10	
N56		Annual	49,234.64	51,696.32	54,281.34	56,995.33	59,845.14	
N57		Hourly	23.7297	24.9161	26.1619	27.4700	28.8436	
N57		Bi-weekly	1,898.38	1,993.29	2,092.95	2,197.60	2,307.49	
N57		Monthly	4,113.15	4,318.79	4,534.73	4,761.47	4,999.56	
N57		Annual	49,357.78	51,825.49	54,416.75	57,137.60	59,994.69	
N58		Hourly	23.7891	24.9785	26.2275	27.5389	28.9158	
N58		Bi-weekly	1,903.13	1,998.28	2,098.20	2,203.11	2,313.26	
N58		Monthly	4,123.44	4,329.61	4,546.10	4,773.41	5,012.07	
N58		Annual	49,481.33	51,955.28	54,553.20	57,280.91	60,144.86	
N59	Administrative Clerk II Conf		-	-	-	-	-	CAMP
N59		Hourly	23.8485	25.0409	26.2929	27.6076	28.9879	
N59		Bi-weekly	1,907.88	2,003.27	2,103.43	2,208.61	2,319.03	
N59		Monthly	4,133.74	4,340.42	4,557.44	4,785.32	5,024.57	
N59		Annual	49,604.88	52,085.07	54,689.23	57,423.81	60,294.83	
N60		Hourly	23.9081	25.1035	26.3586	27.6766	29.0604	
N60		Bi-weekly	1,912.65	2,008.28	2,108.69	2,214.13	2,324.83	
N60		Monthly	4,144.07	4,351.27	4,568.82	4,797.28	5,037.14	
N60		Annual	49,728.85	52,215.28	54,825.89	57,567.33	60,445.63	
N61		Hourly	23.9679	25.1663	26.4245	27.7458	29.1331	
N61		Bi-weekly	1,917.43	2,013.30	2,113.96	2,219.66	2,330.65	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N61		Monthly	4,154.44	4,362.16	4,580.25	4,809.27	5,049.74	
N61		Annual	49,853.23	52,345.90	54,962.96	57,711.26	60,596.85	
N62		Hourly	24.0278	25.2292	26.4907	27.8152	29.2060	
N62		Bi-weekly	1,922.22	2,018.34	2,119.26	2,225.22	2,336.48	
N62		Monthly	4,164.82	4,373.06	4,591.72	4,821.30	5,062.37	
N62		Annual	49,977.82	52,476.74	55,100.66	57,855.62	60,748.48	
N63		Hourly	24.0879	25.2923	26.5569	27.8847	29.2790	
N63		Bi-weekly	1,927.03	2,023.38	2,124.55	2,230.78	2,342.32	
N63		Monthly	4,175.24	4,384.00	4,603.20	4,833.35	5,075.03	
N63		Annual	50,102.83	52,607.98	55,238.35	58,000.18	60,900.32	
N64		Hourly	24.1481	25.3556	26.6233	27.9546	29.3523	
N64		Bi-weekly	1,931.85	2,028.45	2,129.86	2,236.37	2,348.18	
N64		Monthly	4,185.67	4,394.97	4,614.71	4,845.46	5,087.73	
N64		Annual	50,228.05	52,739.65	55,376.46	58,145.57	61,052.78	
N65		Hourly	24.2085	25.4189	26.6898	28.0242	29.4255	
N65		Bi-weekly	1,936.68	2,033.51	2,135.18	2,241.94	2,354.04	
N65		Monthly	4,196.14	4,405.94	4,626.23	4,857.53	5,100.42	
N65		Annual	50,353.68	52,871.31	55,514.78	58,290.34	61,205.04	
N66	Parts Specialist		-	-	-	-	-	IBEW
N66	Water Maintenance Worker I		-	-	-	-	-	IBEW
N66		Hourly	24.2690	25.4824	26.7566	28.0944	29.4992	
N66		Bi-weekly	1,941.52	2,038.59	2,140.53	2,247.55	2,359.94	
N66		Monthly	4,206.63	4,416.95	4,637.81	4,869.70	5,113.20	
N66		Annual	50,479.52	53,003.39	55,653.73	58,436.35	61,358.34	
N67	Housing Specialist I		-	-	-	-	-	IBEW
N67		Hourly	24.3297	25.5462	26.8235	28.1647	29.5729	
N67		Bi-weekly	1,946.38	2,043.70	2,145.88	2,253.18	2,365.83	
N67		Monthly	4,217.15	4,428.01	4,649.41	4,881.88	5,125.97	
N67		Annual	50,605.78	53,136.10	55,792.88	58,582.58	61,511.63	
N68		Hourly	24.3905	25.6100	26.8905	28.2351	29.6469	
N68		Bi-weekly	1,951.24	2,048.80	2,151.24	2,258.81	2,371.75	
N68		Monthly	4,227.69	4,439.07	4,661.02	4,894.08	5,138.80	
N68		Annual	50,732.24	53,268.80	55,932.24	58,729.01	61,665.55	
N69	Meter Reader		-	-	-	-	-	IBEW
N69		Hourly	24.4515	25.6741	26.9578	28.3056	29.7210	
N69		Bi-weekly	1,956.12	2,053.93	2,156.62	2,264.45	2,377.68	
N69		Monthly	4,238.26	4,450.18	4,672.69	4,906.30	5,151.64	
N69		Annual	50,859.12	53,402.13	56,072.22	58,875.65	61,819.68	
N70		Hourly	24.5126	25.7383	27.0251	28.3764	29.7952	
N70		Bi-weekly	1,961.01	2,059.06	2,162.01	2,270.11	2,383.62	
N70		Monthly	4,248.85	4,461.31	4,684.35	4,918.58	5,164.50	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N70		Annual	50,986.21	53,535.66	56,212.21	59,022.91	61,974.02	
N71		Hourly	24.5738	25.8025	27.0927	28.4473	29.8697	
N71		Bi-weekly	1,965.90	2,064.20	2,167.42	2,275.78	2,389.58	
N71		Monthly	4,259.46	4,472.43	4,696.07	4,930.87	5,177.42	
N71		Annual	51,113.50	53,669.20	56,352.82	59,170.38	62,128.98	
N72		Hourly	24.6353	25.8670	27.1604	28.5184	29.9443	
N72		Bi-weekly	1,970.82	2,069.36	2,172.83	2,281.47	2,395.54	
N72		Monthly	4,270.12	4,483.61	4,707.80	4,943.19	5,190.35	
N72		Annual	51,241.42	53,803.36	56,493.63	59,318.27	62,284.14	
N73		Hourly	24.6968	25.9318	27.2283	28.5897	30.0191	
N73		Bi-weekly	1,975.74	2,074.54	2,178.26	2,287.18	2,401.53	
N73		Monthly	4,280.78	4,494.85	4,719.57	4,955.55	5,203.31	
N73		Annual	51,369.34	53,938.14	56,634.86	59,466.58	62,439.73	
N74		Hourly	24.7586	25.9966	27.2963	28.6612	30.0942	
N74		Bi-weekly	1,980.69	2,079.73	2,183.70	2,292.90	2,407.54	
N74		Monthly	4,291.49	4,506.08	4,731.36	4,967.94	5,216.33	
N74		Annual	51,497.89	54,072.93	56,776.30	59,615.30	62,595.94	
N75	Building Maintenance Worker I		-	-	-	-	-	IBEW
N75	Public Works Maintenance Worker II		-	-	-	-	-	IBEW
N75		Hourly	24.8205	26.0616	27.3646	28.7329	30.1695	
N75		Bi-weekly	1,985.64	2,084.93	2,189.17	2,298.63	2,413.56	
N75		Monthly	4,302.22	4,517.34	4,743.20	4,980.37	5,229.38	
N75		Annual	51,626.64	54,208.13	56,918.37	59,764.43	62,752.56	
N76		Hourly	24.8826	26.1268	27.4330	28.8047	30.2450	
N76		Bi-weekly	1,990.61	2,090.14	2,194.64	2,304.38	2,419.60	
N76		Monthly	4,312.98	4,528.65	4,755.05	4,992.82	5,242.47	
N76		Annual	51,755.81	54,343.74	57,060.64	59,913.78	62,909.60	
N77	Warehouse Specialist		-	-	-	-	-	IBEW
N77		Hourly	24.9448	26.1921	27.5016	28.8768	30.3206	
N77		Bi-weekly	1,995.58	2,095.37	2,200.13	2,310.14	2,425.65	
N77		Monthly	4,323.77	4,539.96	4,766.94	5,005.31	5,255.57	
N77		Annual	51,885.18	54,479.57	57,203.33	60,063.74	63,066.85	
N78		Hourly	25.0072	26.2575	27.5702	28.9488	30.3961	
N78		Bi-weekly	2,000.58	2,100.60	2,205.62	2,315.90	2,431.69	
N78		Monthly	4,334.58	4,551.30	4,778.84	5,017.79	5,268.66	
N78		Annual	52,014.98	54,615.60	57,346.02	60,213.50	63,223.89	
N79		Hourly	25.0696	26.3231	27.6393	29.0213	30.4723	
N79		Bi-weekly	2,005.57	2,105.85	2,211.14	2,321.70	2,437.78	
N79		Monthly	4,345.40	4,562.67	4,790.81	5,030.36	5,281.87	
N79		Annual	52,144.77	54,752.05	57,489.74	60,364.30	63,382.38	
N80		Hourly	25.1323	26.3890	27.7084	29.0939	30.5485	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N80		Bi-weekly	2,010.58	2,111.12	2,216.67	2,327.51	2,443.88	
N80		Monthly	4,356.27	4,574.09	4,802.79	5,042.94	5,295.07	
N80		Annual	52,275.18	54,889.12	57,633.47	60,515.31	63,540.88	
N81		Hourly	25.1951	26.4549	27.7777	29.1665	30.6249	
N81		Bi-weekly	2,015.61	2,116.39	2,222.22	2,333.32	2,449.99	
N81		Monthly	4,367.15	4,585.52	4,814.80	5,055.53	5,308.32	
N81		Annual	52,405.81	55,026.19	57,777.62	60,666.32	63,699.79	
N82		Hourly	25.2582	26.5212	27.8472	29.2395	30.7016	
N82		Bi-weekly	2,020.66	2,121.70	2,227.78	2,339.16	2,456.13	
N82		Monthly	4,378.09	4,597.01	4,826.85	5,068.18	5,321.61	
N82		Annual	52,537.06	55,164.10	57,922.18	60,818.16	63,859.33	
N83		Hourly	25.3213	26.5874	27.9167	29.3126	30.7782	
N83		Bi-weekly	2,025.70	2,126.99	2,233.34	2,345.01	2,462.26	
N83		Monthly	4,389.03	4,608.48	4,838.90	5,080.85	5,334.89	
N83		Annual	52,668.30	55,301.79	58,066.74	60,970.21	64,018.66	
N84		Hourly	25.3846	26.6538	27.9865	29.3858	30.8551	
N84		Bi-weekly	2,030.77	2,132.30	2,238.92	2,350.86	2,468.41	
N84		Monthly	4,400.00	4,619.99	4,850.99	5,093.54	5,348.22	
N84		Annual	52,799.97	55,439.90	58,211.92	61,122.46	64,178.61	
N85	Reservoir Keeper I		-	-	-	-	-	IBEW
N85	Public Works Maintenance Worker IIA		-	-	-	-	-	IBEW
N85	Senior Customer Service Representative		-	-	-	-	-	IBEW
N85	Water Treatment Plant Operator Trainee I		-	-	-	-	-	IBEW
N85		Hourly	25.4480	26.7205	28.0565	29.4593	30.9323	
N85		Bi-weekly	2,035.84	2,137.64	2,244.52	2,356.74	2,474.58	
N85		Monthly	4,410.99	4,631.55	4,863.13	5,106.28	5,361.60	
N85		Annual	52,931.84	55,578.64	58,357.52	61,275.34	64,339.18	
N86		Hourly	25.5118	26.7873	28.1267	29.5331	31.0097	
N86		Bi-weekly	2,040.94	2,142.98	2,250.14	2,362.65	2,480.78	
N86		Monthly	4,422.05	4,643.13	4,875.30	5,119.07	5,375.02	
N86		Annual	53,064.54	55,717.58	58,503.54	61,428.85	64,500.18	
N87		Hourly	25.5755	26.8543	28.1970	29.6067	31.0870	
N87		Bi-weekly	2,046.04	2,148.34	2,255.76	2,368.54	2,486.96	
N87		Monthly	4,433.09	4,654.75	4,887.48	5,131.83	5,388.41	
N87		Annual	53,197.04	55,856.94	58,649.76	61,581.94	64,660.96	
N88		Hourly	25.6394	26.9213	28.2673	29.6807	31.1648	
N88		Bi-weekly	2,051.15	2,153.70	2,261.38	2,374.46	2,493.18	
N88		Monthly	4,444.16	4,666.36	4,899.67	5,144.66	5,401.90	
N88		Annual	53,329.95	55,996.30	58,795.98	61,735.86	64,822.78	
N89	Senior Administrative Clerk Conf		-	-	-	-	-	CAMP
N89		Hourly	25.7035	26.9888	28.3382	29.7551	31.2429	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N89		Bi-weekly	2,056.28	2,159.10	2,267.06	2,380.41	2,499.43	
N89		Monthly	4,455.27	4,678.06	4,911.96	5,157.55	5,415.44	
N89		Annual	53,463.28	56,136.70	58,943.46	61,890.61	64,985.23	
N90		Hourly	25.7677	27.0561	28.4089	29.8294	31.3208	
N90		Bi-weekly	2,061.42	2,164.49	2,272.71	2,386.35	2,505.66	
N90		Monthly	4,466.40	4,689.72	4,924.21	5,170.43	5,428.94	
N90		Annual	53,596.82	56,276.69	59,090.51	62,045.15	65,147.26	
N91		Hourly	25.8322	27.1237	28.4800	29.9040	31.3991	
N91		Bi-weekly	2,066.58	2,169.90	2,278.40	2,392.32	2,511.93	
N91		Monthly	4,477.58	4,701.44	4,936.53	5,183.36	5,442.51	
N91		Annual	53,730.98	56,417.30	59,238.40	62,200.32	65,310.13	
N92		Hourly	25.8968	27.1916	28.5512	29.9788	31.4776	
N92		Bi-weekly	2,071.74	2,175.33	2,284.10	2,398.30	2,518.21	
N92		Monthly	4,488.78	4,713.21	4,948.88	5,196.33	5,456.12	
N92		Annual	53,865.34	56,558.53	59,386.50	62,355.90	65,473.41	
N93		Hourly	25.9615	27.2596	28.6226	30.0536	31.5563	
N93		Bi-weekly	2,076.92	2,180.77	2,289.81	2,404.29	2,524.50	
N93		Monthly	4,499.99	4,725.00	4,961.25	5,209.29	5,469.76	
N93		Annual	53,999.92	56,699.97	59,535.01	62,511.49	65,637.10	
N94		Hourly	26.0265	27.3277	28.6940	30.1288	31.6352	
N94		Bi-weekly	2,082.12	2,186.22	2,295.52	2,410.30	2,530.82	
N94		Monthly	4,511.26	4,736.80	4,973.63	5,222.33	5,483.44	
N94		Annual	54,135.12	56,841.62	59,683.52	62,667.90	65,801.22	
N95	Maintenance Worker II		-	-	-	-	-	IBEW
N95		Hourly	26.0914	27.3959	28.7657	30.2040	31.7142	
N95		Bi-weekly	2,087.31	2,191.67	2,301.26	2,416.32	2,537.14	
N95		Monthly	4,522.51	4,748.62	4,986.06	5,235.36	5,497.13	
N95		Annual	54,270.11	56,983.47	59,832.66	62,824.32	65,965.54	
N96		Hourly	26.1566	27.4644	28.8377	30.2795	31.7935	
N96		Bi-weekly	2,092.53	2,197.15	2,307.02	2,422.36	2,543.48	
N96		Monthly	4,533.81	4,760.50	4,998.54	5,248.45	5,510.87	
N96		Annual	54,405.73	57,125.95	59,982.42	62,981.36	66,130.48	
N97		Hourly	26.2222	27.5332	28.9100	30.3555	31.8734	
N97		Bi-weekly	2,097.78	2,202.66	2,312.80	2,428.44	2,549.87	
N97		Monthly	4,545.18	4,772.42	5,011.07	5,261.62	5,524.72	
N97		Annual	54,542.18	57,269.06	60,132.80	63,139.44	66,296.67	
N98		Hourly	26.2877	27.6021	28.9821	30.4312	31.9529	
N98		Bi-weekly	2,103.02	2,208.17	2,318.57	2,434.50	2,556.23	
N98		Monthly	4,556.54	4,784.36	5,023.56	5,274.74	5,538.50	
N98		Annual	54,678.42	57,412.37	60,282.77	63,296.90	66,462.03	
N99		Hourly	26.3534	27.6711	29.0545	30.5074	32.0327	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
N99		Bi-weekly	2,108.27	2,213.69	2,324.36	2,440.59	2,562.62	
N99		Monthly	4,567.92	4,796.32	5,036.11	5,287.95	5,552.34	
N99		Annual	54,815.07	57,555.89	60,433.36	63,455.39	66,628.02	
200		Hourly	26.4192	27.7402	29.1272	30.5835	32.1126	
200		Bi-weekly	2,113.54	2,219.22	2,330.18	2,446.68	2,569.01	
200		Monthly	4,579.33	4,808.30	5,048.72	5,301.14	5,566.18	
200		Annual	54,951.94	57,699.62	60,584.58	63,613.68	66,794.21	
201		Hourly	26.4853	27.8096	29.2001	30.6601	32.1932	
201		Bi-weekly	2,118.82	2,224.77	2,336.01	2,452.81	2,575.46	
201		Monthly	4,590.79	4,820.33	5,061.35	5,314.42	5,580.16	
201		Annual	55,089.42	57,843.97	60,736.21	63,773.01	66,961.86	
202		Hourly	26.5515	27.8790	29.2730	30.7366	32.2735	
202		Bi-weekly	2,124.12	2,230.32	2,341.84	2,458.93	2,581.88	
202		Monthly	4,602.26	4,832.36	5,073.99	5,327.68	5,594.07	
202		Annual	55,227.12	57,988.32	60,887.84	63,932.13	67,128.88	
203		Hourly	26.6179	27.9488	29.3462	30.8135	32.3542	
203		Bi-weekly	2,129.43	2,235.90	2,347.70	2,465.08	2,588.34	
203		Monthly	4,613.77	4,844.46	5,086.68	5,341.01	5,608.06	
203		Annual	55,365.23	58,133.50	61,040.10	64,092.08	67,296.74	
204		Hourly	26.6844	28.0187	29.4197	30.8906	32.4351	
204		Bi-weekly	2,134.75	2,241.50	2,353.58	2,471.25	2,594.81	
204		Monthly	4,625.30	4,856.58	5,099.42	5,354.37	5,622.08	
204		Annual	55,503.55	58,278.90	61,192.98	64,252.45	67,465.01	
205	Water Maintenance Worker II		-	-	-	-	-	IBEW
205		Hourly	26.7512	28.0886	29.4931	30.9677	32.5161	
205		Bi-weekly	2,140.10	2,247.09	2,359.45	2,477.42	2,601.29	
205		Monthly	4,636.88	4,868.69	5,112.14	5,367.74	5,636.12	
205		Annual	55,642.50	58,424.29	61,345.65	64,412.82	67,633.49	
206		Hourly	26.8180	28.1590	29.5669	31.0451	32.5973	
206		Bi-weekly	2,145.44	2,252.72	2,365.35	2,483.61	2,607.78	
206		Monthly	4,648.45	4,880.89	5,124.93	5,381.15	5,650.20	
206		Annual	55,781.44	58,570.72	61,499.15	64,573.81	67,802.38	
207	Housing Specialist II		-	-	-	-	-	IBEW
207		Hourly	26.8851	28.2293	29.6408	31.1229	32.6790	
207		Bi-weekly	2,150.81	2,258.34	2,371.26	2,489.83	2,614.32	
207		Monthly	4,660.08	4,893.08	5,137.74	5,394.64	5,664.36	
207		Annual	55,921.01	58,716.94	61,652.86	64,735.63	67,972.32	
208		Hourly	26.9523	28.2999	29.7149	31.2007	32.7607	
208		Bi-weekly	2,156.18	2,263.99	2,377.19	2,496.06	2,620.86	
208		Monthly	4,671.73	4,905.32	5,150.58	5,408.12	5,678.52	
208		Annual	56,060.78	58,863.79	61,806.99	64,897.46	68,142.26	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
209		Hourly	27.0197	28.3706	29.7891	31.2785	32.8425	
209		Bi-weekly	2,161.58	2,269.65	2,383.13	2,502.28	2,627.40	
209		Monthly	4,683.42	4,917.57	5,163.44	5,421.61	5,692.70	
209		Annual	56,200.98	59,010.85	61,961.33	65,059.28	68,312.40	
210	Senior Meter Reader		-	-	-	-	-	IBEW
210	Utility Field Representative		-	-	-	-	-	IBEW
210		Hourly	27.0872	28.4415	29.8636	31.3568	32.9247	
210		Bi-weekly	2,166.98	2,275.32	2,389.09	2,508.54	2,633.98	
210		Monthly	4,695.12	4,929.86	5,176.36	5,435.18	5,706.95	
210		Annual	56,341.38	59,158.32	62,116.29	65,222.14	68,483.38	
211		Hourly	27.1549	28.5128	29.9384	31.4353	33.0071	
211		Bi-weekly	2,172.39	2,281.02	2,395.07	2,514.82	2,640.57	
211		Monthly	4,706.85	4,942.22	5,189.32	5,448.79	5,721.23	
211		Annual	56,482.19	59,306.62	62,271.87	65,385.42	68,654.77	
212		Hourly	27.2228	28.5839	30.0133	31.5139	33.0896	
212		Bi-weekly	2,177.82	2,286.71	2,401.06	2,521.11	2,647.17	
212		Monthly	4,718.62	4,954.54	5,202.31	5,462.41	5,735.53	
212		Annual	56,623.42	59,454.51	62,427.66	65,548.91	68,826.37	
213		Hourly	27.2909	28.6554	30.0883	31.5927	33.1724	
213		Bi-weekly	2,183.27	2,292.43	2,407.06	2,527.42	2,653.79	
213		Monthly	4,730.42	4,966.94	5,215.31	5,476.07	5,749.88	
213		Annual	56,765.07	59,603.23	62,583.66	65,712.82	68,998.59	
214	Equipment Mechanic I		-	-	-	-	-	IBEW
214		Hourly	27.3591	28.7271	30.1634	31.6716	33.2552	
214		Bi-weekly	2,188.73	2,298.17	2,413.07	2,533.73	2,660.42	
214		Monthly	4,742.24	4,979.36	5,228.32	5,489.74	5,764.24	
214		Annual	56,906.93	59,752.37	62,739.87	65,876.93	69,170.82	
215	Building Maintenance Worker II		-	-	-	-	-	IBEW
215	IS Support Technician I		-	-	-	-	-	IBEW
215	Senior Public Works Maintenance Worker		-	-	-	-	-	IBEW
215		Hourly	27.4275	28.7988	30.2387	31.7507	33.3383	
215		Bi-weekly	2,194.20	2,303.90	2,419.10	2,540.06	2,667.06	
215		Monthly	4,754.10	4,991.79	5,241.38	5,503.46	5,778.64	
215		Annual	57,049.20	59,901.50	62,896.50	66,041.46	69,343.66	
216		Hourly	27.4961	28.8709	30.3144	31.8301	33.4216	
216		Bi-weekly	2,199.69	2,309.67	2,425.15	2,546.41	2,673.73	
216		Monthly	4,765.99	5,004.29	5,254.50	5,517.22	5,793.08	
216		Annual	57,191.89	60,051.47	63,053.95	66,206.61	69,516.93	
217		Hourly	27.5648	28.9431	30.3903	31.9098	33.5052	
217		Bi-weekly	2,205.18	2,315.45	2,431.22	2,552.78	2,680.42	
217		Monthly	4,777.90	5,016.80	5,267.65	5,531.03	5,807.57	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
217		Annual	57,334.78	60,201.65	63,211.82	66,372.38	69,690.82	
218		Hourly	27.6338	29.0154	30.4662	31.9894	33.5888	
218		Bi-weekly	2,210.70	2,321.23	2,437.30	2,559.15	2,687.10	
218		Monthly	4,789.86	5,029.34	5,280.81	5,544.83	5,822.06	
218		Annual	57,478.30	60,352.03	63,369.70	66,537.95	69,864.70	
219		Hourly	27.7029	29.0879	30.5424	32.0696	33.6731	
219		Bi-weekly	2,216.23	2,327.03	2,443.39	2,565.57	2,693.85	
219		Monthly	4,801.84	5,041.90	5,294.02	5,558.73	5,836.67	
219		Annual	57,622.03	60,502.83	63,528.19	66,704.77	70,040.05	
220		Hourly	27.7721	29.1606	30.6187	32.1496	33.7571	
220		Bi-weekly	2,221.77	2,332.85	2,449.50	2,571.97	2,700.57	
220		Monthly	4,813.83	5,054.50	5,307.24	5,572.60	5,851.23	
220		Annual	57,765.97	60,654.05	63,686.90	66,871.17	70,214.77	
221		Hourly	27.8415	29.2336	30.6952	32.2300	33.8415	
221		Bi-weekly	2,227.32	2,338.69	2,455.62	2,578.40	2,707.32	
221		Monthly	4,825.86	5,067.16	5,320.50	5,586.53	5,865.86	
221		Annual	57,910.32	60,805.89	63,846.02	67,038.40	70,390.32	
222		Hourly	27.9110	29.3066	30.7720	32.3106	33.9260	
222		Bi-weekly	2,232.88	2,344.53	2,461.76	2,584.85	2,714.08	
222		Monthly	4,837.91	5,079.81	5,333.81	5,600.50	5,880.51	
222		Annual	58,054.88	60,957.73	64,005.76	67,206.05	70,566.08	
223		Hourly	27.9809	29.3799	30.8489	32.3913	34.0110	
223		Bi-weekly	2,238.47	2,350.39	2,467.91	2,591.30	2,720.88	
223		Monthly	4,850.02	5,092.52	5,347.14	5,614.49	5,895.24	
223		Annual	58,200.27	61,110.19	64,165.71	67,373.90	70,742.88	
224		Hourly	28.0508	29.4534	30.9260	32.4723	34.0959	
224		Bi-weekly	2,244.06	2,356.27	2,474.08	2,597.78	2,727.67	
224		Monthly	4,862.14	5,105.26	5,360.51	5,628.53	5,909.96	
224		Annual	58,345.66	61,263.07	64,326.08	67,542.38	70,919.47	
225	Building Permit Technician I		-	-	-	-	-	IBEW
225	Police Assistant		-	-	-	-	-	IBEW
225	Reservoir Keeper II		-	-	-	-	-	IBEW
225	Water Treatment Plant Operator Trainee II		-	-	-	-	-	IBEW
225		Hourly	28.1210	29.5270	31.0033	32.5535	34.1812	
225		Bi-weekly	2,249.68	2,362.16	2,480.26	2,604.28	2,734.50	
225		Monthly	4,874.31	5,118.01	5,373.91	5,642.61	5,924.74	
225		Annual	58,491.68	61,416.16	64,486.86	67,711.28	71,096.90	
226	Executive Secretary		-	-	-	-	-	IBEW
226	Planning Technician		-	-	-	-	-	IBEW
226		Hourly	28.1913	29.6009	31.0810	32.6350	34.2668	
226		Bi-weekly	2,255.30	2,368.07	2,486.48	2,610.80	2,741.34	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
226		Monthly	4,886.49	5,130.82	5,387.37	5,656.73	5,939.58	
226		Annual	58,637.90	61,569.87	64,648.48	67,880.80	71,274.94	
227		Hourly	28.2618	29.6748	31.1586	32.7165	34.3524	
227		Bi-weekly	2,260.94	2,373.98	2,492.69	2,617.32	2,748.19	
227		Monthly	4,898.71	5,143.63	5,400.82	5,670.86	5,954.42	
227		Annual	58,784.54	61,723.58	64,809.89	68,050.32	71,452.99	
228		Hourly	28.3324	29.7490	31.2364	32.7983	34.4382	
228		Bi-weekly	2,266.59	2,379.92	2,498.91	2,623.86	2,755.06	
228		Monthly	4,910.95	5,156.49	5,414.31	5,685.04	5,969.29	
228		Annual	58,931.39	61,877.92	64,971.71	68,220.46	71,631.46	
229		Hourly	28.4033	29.8234	31.3147	32.8804	34.5244	
229		Bi-weekly	2,272.26	2,385.87	2,505.18	2,630.43	2,761.95	
229		Monthly	4,923.24	5,169.39	5,427.88	5,699.27	5,984.23	
229		Annual	59,078.86	62,032.67	65,134.58	68,391.23	71,810.75	
230		Hourly	28.4742	29.8979	31.3928	32.9624	34.6105	
230		Bi-weekly	2,277.94	2,391.83	2,511.42	2,636.99	2,768.84	
230		Monthly	4,935.53	5,182.30	5,441.42	5,713.48	5,999.15	
230		Annual	59,226.34	62,187.63	65,297.02	68,561.79	71,989.84	
231		Hourly	28.5454	29.9727	31.4713	33.0450	34.6972	
231		Bi-weekly	2,283.63	2,397.82	2,517.70	2,643.60	2,775.78	
231		Monthly	4,947.87	5,195.27	5,455.03	5,727.80	6,014.18	
231		Annual	59,374.43	62,343.22	65,460.30	68,733.60	72,170.18	
232		Hourly	28.6168	30.0476	31.5499	33.1274	34.7838	
232		Bi-weekly	2,289.34	2,403.81	2,523.99	2,650.19	2,782.70	
232		Monthly	4,960.25	5,208.25	5,468.65	5,742.08	6,029.19	
232		Annual	59,522.94	62,499.01	65,623.79	68,904.99	72,350.30	
233		Hourly	28.6883	30.1227	31.6288	33.2103	34.8708	
233		Bi-weekly	2,295.06	2,409.82	2,530.30	2,656.82	2,789.66	
233		Monthly	4,972.64	5,221.27	5,482.33	5,756.45	6,044.27	
233		Annual	59,671.66	62,655.22	65,787.90	69,077.42	72,531.26	
234		Hourly	28.7601	30.1981	31.7079	33.2933	34.9580	
234		Bi-weekly	2,300.81	2,415.85	2,536.63	2,663.46	2,796.64	
234		Monthly	4,985.08	5,234.34	5,496.04	5,770.84	6,059.39	
234		Annual	59,821.01	62,812.05	65,952.43	69,250.06	72,712.64	
235	Engineering Technician I		-	-	-	-	-	IBEW
235	Heavy Equipment Operator		-	-	-	-	-	IBEW
235	Meter Mechanic		-	-	-	-	-	IBEW
235	Senior Housing Specialist		-	-	-	-	-	IBEW
235	Water Distribution Technician		-	-	-	-	-	IBEW
235		Hourly	28.8320	30.2736	31.7872	33.3766	35.0455	
235		Bi-weekly	2,306.56	2,421.89	2,542.98	2,670.13	2,803.64	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
235		Monthly	4,997.55	5,247.42	5,509.78	5,785.28	6,074.55	
235		Annual	59,970.56	62,969.09	66,117.38	69,423.33	72,894.64	
236		Hourly	28.9040	30.3493	31.8667	33.4601	35.1330	
236		Bi-weekly	2,312.32	2,427.94	2,549.34	2,676.81	2,810.64	
236		Monthly	5,010.03	5,260.55	5,523.56	5,799.75	6,089.72	
236		Annual	60,120.32	63,126.54	66,282.74	69,597.01	73,076.64	
237		Hourly	28.9763	30.4251	31.9464	33.5437	35.2209	
237		Bi-weekly	2,318.10	2,434.01	2,555.71	2,683.50	2,817.67	
237		Monthly	5,022.56	5,273.68	5,537.38	5,814.24	6,104.96	
237		Annual	60,270.70	63,284.21	66,448.51	69,770.90	73,259.47	
238	Warehouse Supervisor		-	-	-	-	-	IBEW
238		Hourly	29.0488	30.5012	32.0263	33.6276	35.3090	
238		Bi-weekly	2,323.90	2,440.10	2,562.10	2,690.21	2,824.72	
238		Monthly	5,035.13	5,286.88	5,551.23	5,828.78	6,120.23	
238		Annual	60,421.50	63,442.50	66,614.70	69,945.41	73,442.72	
239		Hourly	29.1214	30.5774	32.1062	33.7116	35.3971	
239		Bi-weekly	2,329.71	2,446.19	2,568.50	2,696.93	2,831.77	
239		Monthly	5,047.71	5,300.08	5,565.08	5,843.34	6,135.50	
239		Annual	60,572.51	63,600.99	66,780.90	70,120.13	73,625.97	
240		Hourly	29.1942	30.6539	32.1866	33.7959	35.4857	
240		Bi-weekly	2,335.54	2,452.31	2,574.93	2,703.67	2,838.86	
240		Monthly	5,060.33	5,313.34	5,579.01	5,857.96	6,150.86	
240		Annual	60,723.94	63,760.11	66,948.13	70,295.47	73,810.26	
241		Hourly	29.2672	30.7306	32.2671	33.8805	35.5744	
241		Bi-weekly	2,341.38	2,458.45	2,581.37	2,710.44	2,845.95	
241		Monthly	5,072.98	5,326.64	5,592.96	5,872.62	6,166.23	
241		Annual	60,875.78	63,919.65	67,115.57	70,471.44	73,994.75	
242		Hourly	29.3403	30.8074	32.3478	33.9652	35.6634	
242		Bi-weekly	2,347.22	2,464.59	2,587.82	2,717.22	2,853.07	
242		Monthly	5,085.65	5,339.95	5,606.95	5,887.30	6,181.66	
242		Annual	61,027.82	64,079.39	67,283.42	70,647.62	74,179.87	
243		Hourly	29.4136	30.8843	32.4285	34.0499	35.7524	
243		Bi-weekly	2,353.09	2,470.74	2,594.28	2,723.99	2,860.19	
243		Monthly	5,098.36	5,353.28	5,620.94	5,901.98	6,197.08	
243		Annual	61,180.29	64,239.34	67,451.28	70,823.79	74,364.99	
244		Hourly	29.4871	30.9616	32.5097	34.1351	35.8419	
244		Bi-weekly	2,358.97	2,476.93	2,600.78	2,730.81	2,867.35	
244		Monthly	5,111.10	5,366.68	5,635.02	5,916.75	6,212.60	
244		Annual	61,333.17	64,400.13	67,620.18	71,001.01	74,551.15	
245		Hourly	29.5609	31.0391	32.5910	34.2205	35.9316	
245		Bi-weekly	2,364.87	2,483.13	2,607.28	2,737.64	2,874.53	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
245		Monthly	5,123.89	5,380.11	5,649.11	5,931.55	6,228.14	
245		Annual	61,486.67	64,561.33	67,789.28	71,178.64	74,737.73	
246		Hourly	29.6349	31.1166	32.6724	34.3060	36.0213	
246		Bi-weekly	2,370.79	2,489.33	2,613.79	2,744.48	2,881.70	
246		Monthly	5,136.72	5,393.54	5,663.22	5,946.37	6,243.69	
246		Annual	61,640.59	64,722.53	67,958.59	71,356.48	74,924.30	
247		Hourly	29.7089	31.1943	32.7540	34.3917	36.1113	
247		Bi-weekly	2,376.71	2,495.54	2,620.32	2,751.34	2,888.90	
247		Monthly	5,149.54	5,407.01	5,677.36	5,961.23	6,259.29	
247		Annual	61,794.51	64,884.14	68,128.32	71,534.74	75,111.50	
248		Hourly	29.7832	31.2722	32.8359	34.4776	36.2016	
248		Bi-weekly	2,382.66	2,501.78	2,626.87	2,758.21	2,896.13	
248		Monthly	5,162.42	5,420.52	5,691.56	5,976.12	6,274.94	
248		Annual	61,949.06	65,046.18	68,298.67	71,713.41	75,299.33	
249		Hourly	29.8576	31.3505	32.9181	34.5639	36.2922	
249		Bi-weekly	2,388.61	2,508.04	2,633.45	2,765.11	2,903.38	
249		Monthly	5,175.32	5,434.09	5,705.80	5,991.08	6,290.65	
249		Annual	62,103.81	65,209.04	68,469.65	71,892.91	75,487.78	
250		Hourly	29.9323	31.4289	33.0004	34.6504	36.3830	
250		Bi-weekly	2,394.58	2,514.31	2,640.03	2,772.03	2,910.64	
250		Monthly	5,188.27	5,447.68	5,720.07	6,006.07	6,306.39	
250		Annual	62,259.18	65,372.11	68,640.83	72,072.83	75,676.64	
251		Hourly	30.0071	31.5075	33.0829	34.7371	36.4738	
251		Bi-weekly	2,400.57	2,520.60	2,646.63	2,778.97	2,917.90	
251		Monthly	5,201.23	5,461.30	5,734.37	6,021.10	6,322.13	
251		Annual	62,414.77	65,535.60	68,812.43	72,253.17	75,865.50	
252		Hourly	30.0822	31.5863	33.1657	34.8239	36.5651	
252		Bi-weekly	2,406.58	2,526.90	2,653.26	2,785.91	2,925.21	
252		Monthly	5,214.25	5,474.96	5,748.72	6,036.14	6,337.95	
252		Annual	62,570.98	65,699.50	68,984.66	72,433.71	76,055.41	
253	Equipment Mechanic II		-	-	-	-	-	IBEW
253		Hourly	30.1574	31.6652	33.2484	34.9109	36.6565	
253		Bi-weekly	2,412.59	2,533.22	2,659.87	2,792.87	2,932.52	
253		Monthly	5,227.28	5,488.64	5,763.06	6,051.22	6,353.79	
253		Annual	62,727.39	65,863.62	69,156.67	72,614.67	76,245.52	
254	Accounting Technician		-	-	-	-	-	IBEW
254	Building Permit Technician II		-	-	-	-	-	IBEW
254	IS Support Technician II		-	-	-	-	-	IBEW
254	Senior Building Maintenance Worker		-	-	-	-	-	IBEW
254		Hourly	30.2327	31.7443	33.3315	34.9982	36.7480	
254		Bi-weekly	2,418.62	2,539.54	2,666.52	2,799.86	2,939.84	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
254		Monthly	5,240.34	5,502.35	5,777.46	6,066.36	6,369.65	
254		Annual	62,884.02	66,028.14	69,329.52	72,796.26	76,435.84	
255		Hourly	30.3084	31.8237	33.4150	35.0857	36.8400	
255		Bi-weekly	2,424.67	2,545.90	2,673.20	2,806.86	2,947.20	
255		Monthly	5,253.46	5,516.11	5,791.93	6,081.52	6,385.60	
255		Annual	63,041.47	66,193.30	69,503.20	72,978.26	76,627.20	
256		Hourly	30.3841	31.9032	33.4984	35.1734	36.9321	
256		Bi-weekly	2,430.73	2,552.26	2,679.87	2,813.87	2,954.57	
256		Monthly	5,266.58	5,529.89	5,806.39	6,096.72	6,401.56	
256		Annual	63,198.93	66,358.66	69,676.67	73,160.67	76,818.77	
257		Hourly	30.4601	31.9831	33.5822	35.2613	37.0244	
257		Bi-weekly	2,436.81	2,558.65	2,686.58	2,820.90	2,961.95	
257		Monthly	5,279.75	5,543.74	5,820.92	6,111.96	6,417.56	
257		Annual	63,357.01	66,524.85	69,850.98	73,343.50	77,010.75	
258		Hourly	30.5362	32.0631	33.6662	35.3494	37.1169	
258		Bi-weekly	2,442.90	2,565.05	2,693.30	2,827.95	2,969.35	
258		Monthly	5,292.94	5,557.60	5,835.48	6,127.23	6,433.60	
258		Annual	63,515.30	66,691.25	70,025.70	73,526.75	77,203.15	
259		Hourly	30.6125	32.1431	33.7503	35.4378	37.2098	
259		Bi-weekly	2,449.00	2,571.45	2,700.02	2,835.02	2,976.78	
259		Monthly	5,306.17	5,571.47	5,850.05	6,142.55	6,449.70	
259		Annual	63,674.00	66,857.65	70,200.62	73,710.62	77,396.38	
260	Legal Secretary		-	-	-	-	-	CAMP
260	Personnel Technician		-	-	-	-	-	CAMP
260		Hourly	30.6891	32.2236	33.8348	35.5266	37.3029	
260		Bi-weekly	2,455.13	2,577.89	2,706.78	2,842.13	2,984.23	
260		Monthly	5,319.44	5,585.42	5,864.70	6,157.94	6,465.84	
260		Annual	63,833.33	67,025.09	70,376.38	73,895.33	77,590.03	
261		Hourly	30.7658	32.3041	33.9192	35.6152	37.3960	
261		Bi-weekly	2,461.26	2,584.33	2,713.54	2,849.22	2,991.68	
261		Monthly	5,332.74	5,599.38	5,879.33	6,173.30	6,481.97	
261		Annual	63,992.86	67,192.53	70,551.94	74,079.62	77,783.68	
262		Hourly	30.8426	32.3848	34.0041	35.7043	37.4895	
262		Bi-weekly	2,467.41	2,590.78	2,720.33	2,856.34	2,999.16	
262		Monthly	5,346.05	5,613.37	5,894.04	6,188.75	6,498.18	
262		Annual	64,152.61	67,360.38	70,728.53	74,264.94	77,978.16	
263		Hourly	30.9198	32.4657	34.0890	35.7935	37.5833	
263		Bi-weekly	2,473.58	2,597.26	2,727.12	2,863.48	3,006.66	
263		Monthly	5,359.43	5,627.39	5,908.76	6,204.21	6,514.44	
263		Annual	64,313.18	67,528.66	70,905.12	74,450.48	78,173.26	
264	Code Enforcement Officer		-	-	-	-	-	IBEW

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
264	Customer Service Supervisor		-	-	-	-	-	IBEW
264	Senior Police Assistant		-	-	-	-	-	IBEW
264		Hourly	30.9971	32.5470	34.1744	35.8830	37.6772	
264		Bi-weekly	2,479.77	2,603.76	2,733.95	2,870.64	3,014.18	
264		Monthly	5,372.83	5,641.48	5,923.56	6,219.72	6,530.72	
264		Annual	64,473.97	67,697.76	71,082.75	74,636.64	78,368.58	
265	Traffic and Lighting Technician I		-	-	-	-	-	IBEW
265		Hourly	31.0747	32.6283	34.2598	35.9728	37.7713	
265		Bi-weekly	2,485.98	2,610.26	2,740.78	2,877.82	3,021.70	
265		Monthly	5,386.28	5,655.57	5,938.37	6,235.29	6,547.03	
265		Annual	64,635.38	67,866.86	71,260.38	74,823.42	78,564.30	
266		Hourly	31.1522	32.7099	34.3454	36.0627	37.8658	
266		Bi-weekly	2,492.18	2,616.79	2,747.63	2,885.02	3,029.26	
266		Monthly	5,399.72	5,669.72	5,953.20	6,250.87	6,563.41	
266		Annual	64,796.58	68,036.59	71,438.43	75,010.42	78,760.86	
267		Hourly	31.2301	32.7916	34.4313	36.1527	37.9603	
267		Bi-weekly	2,498.41	2,623.33	2,754.50	2,892.22	3,036.82	
267		Monthly	5,413.22	5,683.88	5,968.09	6,266.47	6,579.79	
267		Annual	64,958.61	68,206.53	71,617.10	75,197.62	78,957.42	
268		Hourly	31.3082	32.8736	34.5173	36.2431	38.0552	
268		Bi-weekly	2,504.66	2,629.89	2,761.38	2,899.45	3,044.42	
268		Monthly	5,426.76	5,698.09	5,983.00	6,282.14	6,596.24	
268		Annual	65,121.06	68,377.09	71,795.98	75,385.65	79,154.82	
269		Hourly	31.3865	32.9558	34.6035	36.3337	38.1504	
269		Bi-weekly	2,510.92	2,636.46	2,768.28	2,906.70	3,052.03	
269		Monthly	5,440.33	5,712.34	5,997.94	6,297.84	6,612.74	
269		Annual	65,283.92	68,548.06	71,975.28	75,574.10	79,352.83	
270		Hourly	31.4650	33.0382	34.6902	36.4247	38.2460	
270		Bi-weekly	2,517.20	2,643.06	2,775.22	2,913.98	3,059.68	
270		Monthly	5,453.93	5,726.62	6,012.97	6,313.62	6,629.31	
270		Annual	65,447.20	68,719.46	72,155.62	75,763.38	79,551.68	
271		Hourly	31.5436	33.1208	34.7768	36.5157	38.3415	
271		Bi-weekly	2,523.49	2,649.66	2,782.14	2,921.26	3,067.32	
271		Monthly	5,467.56	5,740.94	6,027.98	6,329.39	6,645.86	
271		Annual	65,610.69	68,891.26	72,335.74	75,952.66	79,750.32	
272		Hourly	31.6225	33.2037	34.8639	36.6070	38.4373	
272		Bi-weekly	2,529.80	2,656.30	2,789.11	2,928.56	3,074.98	
272		Monthly	5,481.23	5,755.31	6,043.08	6,345.21	6,662.47	
272		Annual	65,774.80	69,063.70	72,516.91	76,142.56	79,949.58	
273		Hourly	31.7015	33.2866	34.9510	36.6985	38.5335	
273		Bi-weekly	2,536.12	2,662.93	2,796.08	2,935.88	3,082.68	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
273		Monthly	5,494.93	5,769.68	6,058.17	6,361.07	6,679.14	
273		Annual	65,939.12	69,236.13	72,698.08	76,332.88	80,149.68	
274	Electrician		-	-	-	-	-	IBEW
274	Senior Meter Mechanic		-	-	-	-	-	IBEW
274	Senior Water Distribution Technician		-	-	-	-	-	IBEW
274		Hourly	31.7809	33.3699	35.0383	36.7903	38.6297	
274		Bi-weekly	2,542.47	2,669.59	2,803.06	2,943.22	3,090.38	
274		Monthly	5,508.69	5,784.12	6,073.31	6,376.99	6,695.82	
274		Annual	66,104.27	69,409.39	72,879.66	76,523.82	80,349.78	
275		Hourly	31.8603	33.4533	35.1260	36.8822	38.7264	
275		Bi-weekly	2,548.82	2,676.26	2,810.08	2,950.58	3,098.11	
275		Monthly	5,522.45	5,798.57	6,088.51	6,392.92	6,712.58	
275		Annual	66,269.42	69,582.86	73,062.08	76,714.98	80,550.91	
276		Hourly	31.9399	33.5369	35.2138	36.9745	38.8233	
276		Bi-weekly	2,555.19	2,682.95	2,817.10	2,957.96	3,105.86	
276		Monthly	5,536.25	5,813.06	6,103.73	6,408.91	6,729.37	
276		Annual	66,434.99	69,756.75	73,244.70	76,906.96	80,752.46	
277	Communications Operator I		-	-	-	-	-	IBEW
277		Hourly	32.0198	33.6207	35.3018	37.0669	38.9203	
277		Bi-weekly	2,561.58	2,689.66	2,824.14	2,965.35	3,113.62	
277		Monthly	5,550.10	5,827.59	6,118.98	6,424.93	6,746.19	
277		Annual	66,601.18	69,931.06	73,427.74	77,099.15	80,954.22	
278		Hourly	32.0998	33.7048	35.3901	37.1596	39.0176	
278		Bi-weekly	2,567.98	2,696.38	2,831.21	2,972.77	3,121.41	
278		Monthly	5,563.97	5,842.17	6,134.28	6,441.00	6,763.05	
278		Annual	66,767.58	70,105.98	73,611.41	77,291.97	81,156.61	
279		Hourly	32.1801	33.7890	35.4786	37.2525	39.1151	
279		Bi-weekly	2,574.41	2,703.12	2,838.29	2,980.20	3,129.21	
279		Monthly	5,577.88	5,856.76	6,149.62	6,457.10	6,779.95	
279		Annual	66,934.61	70,281.12	73,795.49	77,485.20	81,359.41	
280		Hourly	32.2605	33.8735	35.5672	37.3455	39.2128	
280		Bi-weekly	2,580.84	2,709.88	2,845.38	2,987.64	3,137.02	
280		Monthly	5,591.82	5,871.41	6,164.98	6,473.22	6,796.89	
280		Annual	67,101.84	70,456.88	73,979.78	77,678.64	81,562.62	
281	Laboratory Analyst I		-	-	-	-	-	IBEW
281		Hourly	32.3412	33.9583	35.6561	37.4389	39.3109	
281		Bi-weekly	2,587.30	2,716.66	2,852.49	2,995.11	3,144.87	
281		Monthly	5,605.81	5,886.11	6,180.39	6,489.41	6,813.89	
281		Annual	67,269.70	70,633.26	74,164.69	77,872.91	81,766.67	
282		Hourly	32.4220	34.0431	35.7453	37.5326	39.4091	
282		Bi-weekly	2,593.76	2,723.45	2,859.62	3,002.61	3,152.73	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
282		Monthly	5,619.81	5,900.80	6,195.85	6,505.65	6,830.91	
282		Annual	67,437.76	70,809.65	74,350.22	78,067.81	81,970.93	
283	Senior Equipment Mechanic		-	-	-	-	-	IBEW
283		Hourly	32.5031	34.1282	35.8346	37.6263	39.5076	
283		Bi-weekly	2,600.25	2,730.26	2,866.77	3,010.10	3,160.61	
283		Monthly	5,633.87	5,915.56	6,211.33	6,521.89	6,847.98	
283		Annual	67,606.45	70,986.66	74,535.97	78,262.70	82,175.81	
284	Building Supervisor		-	-	-	-	-	IBEW
284		Hourly	32.5844	34.2136	35.9243	37.7206	39.6066	
284		Bi-weekly	2,606.75	2,737.09	2,873.94	3,017.65	3,168.53	
284		Monthly	5,647.96	5,930.36	6,226.88	6,538.24	6,865.14	
284		Annual	67,775.55	71,164.29	74,722.54	78,458.85	82,381.73	
285		Hourly	32.6658	34.2990	36.0141	37.8148	39.7056	
285		Bi-weekly	2,613.26	2,743.92	2,881.13	3,025.18	3,176.45	
285		Monthly	5,662.07	5,945.16	6,242.44	6,554.57	6,882.30	
285		Annual	67,944.86	71,341.92	74,909.33	78,654.78	82,587.65	
286		Hourly	32.7474	34.3848	36.1040	37.9093	39.8048	
286		Bi-weekly	2,619.79	2,750.78	2,888.32	3,032.74	3,184.38	
286		Monthly	5,676.22	5,960.03	6,258.03	6,570.95	6,899.50	
286		Annual	68,114.59	71,520.38	75,096.32	78,851.34	82,793.98	
287		Hourly	32.8294	34.4708	36.1943	38.0041	39.9043	
287		Bi-weekly	2,626.35	2,757.66	2,895.54	3,040.33	3,192.34	
287		Monthly	5,690.43	5,974.94	6,273.68	6,587.38	6,916.75	
287		Annual	68,285.15	71,699.26	75,284.14	79,048.53	83,000.94	
288		Hourly	32.9114	34.5570	36.2847	38.0991	40.0040	
288		Bi-weekly	2,632.91	2,764.56	2,902.78	3,047.93	3,200.32	
288		Monthly	5,704.64	5,989.88	6,289.35	6,603.84	6,934.03	
288		Annual	68,455.71	71,878.56	75,472.18	79,246.13	83,208.32	
289		Hourly	32.9937	34.6433	36.3755	38.1943	40.1039	
289		Bi-weekly	2,639.50	2,771.46	2,910.04	3,055.54	3,208.31	
289		Monthly	5,718.91	6,004.84	6,305.09	6,620.35	6,951.34	
289		Annual	68,626.90	72,058.06	75,661.04	79,444.14	83,416.11	
290		Hourly	33.0762	34.7300	36.4665	38.2898	40.2044	
290		Bi-weekly	2,646.10	2,778.40	2,917.32	3,063.18	3,216.35	
290		Monthly	5,733.21	6,019.87	6,320.86	6,636.90	6,968.76	
290		Annual	68,798.50	72,238.40	75,850.32	79,642.78	83,625.15	
291		Hourly	33.1588	34.8168	36.5576	38.3854	40.3047	
291		Bi-weekly	2,652.70	2,785.34	2,924.61	3,070.83	3,224.38	
291		Monthly	5,747.53	6,034.91	6,336.65	6,653.47	6,986.15	
291		Annual	68,970.30	72,418.94	76,039.81	79,841.63	83,833.78	
292		Hourly	33.2417	34.9038	36.6489	38.4814	40.4055	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
292		Bi-weekly	2,659.34	2,792.30	2,931.91	3,078.51	3,232.44	
292		Monthly	5,761.90	6,049.99	6,352.48	6,670.11	7,003.62	
292		Annual	69,142.74	72,599.90	76,229.71	80,041.31	84,043.44	
293		Hourly	33.3248	34.9911	36.7406	38.5777	40.5066	
293		Bi-weekly	2,665.98	2,799.29	2,939.25	3,086.22	3,240.53	
293		Monthly	5,776.30	6,065.12	6,368.37	6,686.80	7,021.14	
293		Annual	69,315.58	72,781.49	76,420.45	80,241.62	84,253.73	
294	Assistant Planner		-	-	-	-	-	IBEW
294		Hourly	33.4082	35.0786	36.8326	38.6741	40.6079	
294		Bi-weekly	2,672.66	2,806.29	2,946.61	3,093.93	3,248.63	
294		Monthly	5,790.76	6,080.29	6,384.32	6,703.51	7,038.70	
294		Annual	69,489.06	72,963.49	76,611.81	80,442.13	84,464.43	
295		Hourly	33.4917	35.1663	36.9245	38.7707	40.7093	
295		Bi-weekly	2,679.34	2,813.30	2,953.96	3,101.66	3,256.74	
295		Monthly	5,805.23	6,095.49	6,400.25	6,720.26	7,056.28	
295		Annual	69,662.74	73,145.90	76,802.96	80,643.06	84,675.34	
296		Hourly	33.5754	35.2541	37.0169	38.8677	40.8111	
296		Bi-weekly	2,686.03	2,820.33	2,961.35	3,109.42	3,264.89	
296		Monthly	5,819.74	6,110.71	6,416.26	6,737.07	7,073.92	
296		Annual	69,836.83	73,328.53	76,995.15	80,844.82	84,887.09	
297		Hourly	33.6594	35.3423	37.1094	38.9649	40.9131	
297		Bi-weekly	2,692.75	2,827.38	2,968.75	3,117.19	3,273.05	
297		Monthly	5,834.30	6,126.00	6,432.30	6,753.92	7,091.60	
297		Annual	70,011.55	73,511.98	77,187.55	81,046.99	85,099.25	
298		Hourly	33.7435	35.4307	37.2022	39.0622	41.0153	
298		Bi-weekly	2,699.48	2,834.46	2,976.18	3,124.98	3,281.22	
298		Monthly	5,848.87	6,141.32	6,448.38	6,770.78	7,109.32	
298		Annual	70,186.48	73,695.86	77,380.58	81,249.38	85,311.82	
299	Contracts and Records Technician		-	-	-	-	-	CAMP
299	Executive Secretary Conf		-	-	-	-	-	CAMP
299		Hourly	33.8279	35.5192	37.2952	39.1599	41.1179	
299		Bi-weekly	2,706.23	2,841.54	2,983.62	3,132.79	3,289.43	
299		Monthly	5,863.50	6,156.66	6,464.50	6,787.72	7,127.10	
299		Annual	70,362.03	73,879.94	77,574.02	81,452.59	85,525.23	
300		Hourly	33.9124	35.6081	37.3886	39.2579	41.2209	
300		Bi-weekly	2,712.99	2,848.65	2,991.09	3,140.63	3,297.67	
300		Monthly	5,878.15	6,172.07	6,480.69	6,804.70	7,144.96	
300		Annual	70,537.79	74,064.85	77,768.29	81,656.43	85,739.47	
301		Hourly	33.9972	35.6971	37.4819	39.3560	41.3238	
301		Bi-weekly	2,719.78	2,855.77	2,998.55	3,148.48	3,305.90	
301		Monthly	5,892.85	6,187.50	6,496.86	6,821.71	7,162.79	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
301		Annual	70,714.18	74,249.97	77,962.35	81,860.48	85,953.50	
302		Hourly	34.0822	35.7863	37.5755	39.4544	41.4270	
302		Bi-weekly	2,726.58	2,862.90	3,006.04	3,156.35	3,314.16	
302		Monthly	5,907.58	6,202.96	6,513.09	6,838.76	7,180.68	
302		Annual	70,890.98	74,435.50	78,157.04	82,065.15	86,168.16	
303		Hourly	34.1674	35.8758	37.6696	39.5531	41.5307	
303		Bi-weekly	2,733.39	2,870.06	3,013.57	3,164.25	3,322.46	
303		Monthly	5,922.35	6,218.47	6,529.40	6,855.87	7,198.66	
303		Annual	71,068.19	74,621.66	78,352.77	82,270.45	86,383.86	
304	Building Inspector I		-	-	-	-	-	IBEW
304	Engineering Technician II		-	-	-	-	-	IBEW
304	Fire Prevention Inspector		-	-	-	-	-	IBEW
304	Housing Specialist Supervisor		-	-	-	-	-	IBEW
304		Hourly	34.2529	35.9655	37.7638	39.6520	41.6347	
304		Bi-weekly	2,740.23	2,877.24	3,021.10	3,172.16	3,330.78	
304		Monthly	5,937.17	6,234.02	6,545.73	6,873.01	7,216.68	
304		Annual	71,246.03	74,808.24	78,548.70	82,476.16	86,600.18	
305	Traffic and Lighting Technician II		-	-	-	-	-	IBEW
305		Hourly	34.3384	36.0554	37.8581	39.7509	41.7385	
305		Bi-weekly	2,747.07	2,884.43	3,028.65	3,180.07	3,339.08	
305		Monthly	5,951.99	6,249.60	6,562.07	6,890.16	7,234.67	
305		Annual	71,423.87	74,995.23	78,744.85	82,681.87	86,816.08	
306		Hourly	34.4242	36.1455	37.9527	39.8503	41.8429	
306		Bi-weekly	2,753.94	2,891.64	3,036.22	3,188.02	3,347.43	
306		Monthly	5,966.86	6,265.22	6,578.47	6,907.39	7,252.77	
306		Annual	71,602.34	75,182.64	78,941.62	82,888.62	87,033.23	
307		Hourly	34.5104	36.2358	38.0476	39.9500	41.9475	
307		Bi-weekly	2,760.83	2,898.86	3,043.81	3,196.00	3,355.80	
307		Monthly	5,981.80	6,280.87	6,594.92	6,924.67	7,270.90	
307		Annual	71,781.63	75,370.46	79,139.01	83,096.00	87,250.80	
308		Hourly	34.5967	36.3265	38.1428	40.0499	42.0524	
308		Bi-weekly	2,767.74	2,906.12	3,051.42	3,203.99	3,364.19	
308		Monthly	5,996.76	6,296.59	6,611.42	6,941.98	7,289.08	
308		Annual	71,961.14	75,559.12	79,337.02	83,303.79	87,468.99	
309		Hourly	34.6832	36.4173	38.2381	40.1500	42.1575	
309		Bi-weekly	2,774.66	2,913.38	3,059.05	3,212.00	3,372.60	
309		Monthly	6,011.76	6,312.33	6,627.94	6,959.33	7,307.30	
309		Annual	72,141.06	75,747.98	79,535.25	83,512.00	87,687.60	
310	Utility Mechanic I		-	-	-	-	-	IBEW
310		Hourly	34.7698	36.5084	38.3338	40.2504	42.2631	
310		Bi-weekly	2,781.58	2,920.67	3,066.70	3,220.03	3,381.05	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
310		Monthly	6,026.77	6,328.12	6,644.53	6,976.74	7,325.60	
310		Annual	72,321.18	75,937.47	79,734.30	83,720.83	87,907.25	
311		Hourly	34.8568	36.5996	38.4296	40.3511	42.3686	
311		Bi-weekly	2,788.54	2,927.97	3,074.37	3,228.09	3,389.49	
311		Monthly	6,041.85	6,343.93	6,661.13	6,994.19	7,343.89	
311		Annual	72,502.14	76,127.17	79,933.57	83,930.29	88,126.69	
312		Hourly	34.9439	36.6911	38.5256	40.4519	42.4745	
312		Bi-weekly	2,795.51	2,935.29	3,082.05	3,236.15	3,397.96	
312		Monthly	6,056.94	6,359.79	6,677.77	7,011.66	7,362.25	
312		Annual	72,683.31	76,317.49	80,133.25	84,139.95	88,346.96	
313	Executive Assistant to the Mayor		-	-	-	-	-	Unrep
313		Hourly	35.0313	36.7828	38.6220	40.5532	42.5808	
313		Bi-weekly	2,802.50	2,942.62	3,089.76	3,244.26	3,406.46	
313		Monthly	6,072.09	6,375.69	6,694.48	7,029.22	7,380.67	
313		Annual	72,865.10	76,508.22	80,333.76	84,350.66	88,568.06	
314	IS Services Specialist		-	-	-	-	-	IBEW
314		Hourly	35.1188	36.8748	38.7185	40.6544	42.6871	
314		Bi-weekly	2,809.50	2,949.98	3,097.48	3,252.35	3,414.97	
314		Monthly	6,087.26	6,391.63	6,711.21	7,046.76	7,399.10	
314		Annual	73,047.10	76,699.58	80,534.48	84,561.15	88,789.17	
315		Hourly	35.2066	36.9670	38.8153	40.7562	42.7940	
315		Bi-weekly	2,816.53	2,957.36	3,105.22	3,260.50	3,423.52	
315		Monthly	6,102.48	6,407.61	6,727.99	7,064.41	7,417.63	
315		Annual	73,229.73	76,891.36	80,735.82	84,772.90	89,011.52	
316		Hourly	35.2947	37.0594	38.9124	40.8579	42.9008	
316		Bi-weekly	2,823.58	2,964.75	3,112.99	3,268.63	3,432.06	
316		Monthly	6,117.75	6,423.63	6,744.82	7,082.04	7,436.14	
316		Annual	73,412.98	77,083.55	80,937.79	84,984.43	89,233.66	
317		Hourly	35.3830	37.1521	39.0096	40.9600	43.0081	
317		Bi-weekly	2,830.64	2,972.17	3,120.77	3,276.80	3,440.65	
317		Monthly	6,133.05	6,439.70	6,761.66	7,099.73	7,454.74	
317		Annual	73,596.64	77,276.37	81,139.97	85,196.80	89,456.85	
318		Hourly	35.4713	37.2448	39.1071	41.0625	43.1156	
318		Bi-weekly	2,837.70	2,979.58	3,128.57	3,285.00	3,449.25	
318		Monthly	6,148.36	6,455.77	6,778.56	7,117.50	7,473.37	
318		Annual	73,780.30	77,469.18	81,342.77	85,410.00	89,680.45	
319		Hourly	35.5600	37.3381	39.2050	41.1653	43.2234	
319		Bi-weekly	2,844.80	2,987.05	3,136.40	3,293.22	3,457.87	
319		Monthly	6,163.73	6,471.94	6,795.53	7,135.32	7,492.06	
319		Annual	73,964.80	77,663.25	81,546.40	85,623.82	89,904.67	
320		Hourly	35.6489	37.4314	39.3029	41.2681	43.3315	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
320		Bi-weekly	2,851.91	2,994.51	3,144.23	3,301.45	3,466.52	
320		Monthly	6,179.14	6,488.11	6,812.50	7,153.14	7,510.79	
320		Annual	74,149.71	77,857.31	81,750.03	85,837.65	90,129.52	
321		Hourly	35.7380	37.5250	39.4012	41.3713	43.4398	
321		Bi-weekly	2,859.04	3,002.00	3,152.10	3,309.70	3,475.18	
321		Monthly	6,194.59	6,504.33	6,829.54	7,171.03	7,529.57	
321		Annual	74,335.04	78,052.00	81,954.50	86,052.30	90,354.78	
322		Hourly	35.8273	37.6187	39.4996	41.4746	43.5484	
322		Bi-weekly	2,866.18	3,009.50	3,159.97	3,317.97	3,483.87	
322		Monthly	6,210.07	6,520.58	6,846.60	7,188.93	7,548.39	
322		Annual	74,520.78	78,246.90	82,159.17	86,267.17	90,580.67	
323	Laboratory Analyst II		-	-	-	-	-	IBEW
323		Hourly	35.9169	37.7128	39.5985	41.5784	43.6574	
323		Bi-weekly	2,873.35	3,017.02	3,167.88	3,326.27	3,492.59	
323		Monthly	6,225.60	6,536.89	6,863.74	7,206.92	7,567.28	
323		Annual	74,707.15	78,442.62	82,364.88	86,483.07	90,807.39	
324	GIS Specialist I		-	-	-	-	-	IBEW
324		Hourly	36.0068	37.8071	39.6974	41.6823	43.7665	
324		Bi-weekly	2,880.54	3,024.57	3,175.79	3,334.58	3,501.32	
324		Monthly	6,241.18	6,553.23	6,880.88	7,224.93	7,586.19	
324		Annual	74,894.14	78,638.77	82,570.59	86,699.18	91,034.32	
325		Hourly	36.0969	37.9016	39.7967	41.7866	43.8759	
325		Bi-weekly	2,887.75	3,032.13	3,183.74	3,342.93	3,510.07	
325		Monthly	6,256.80	6,569.61	6,898.10	7,243.01	7,605.16	
325		Annual	75,081.55	78,835.33	82,777.14	86,916.13	91,261.87	
326		Hourly	36.1870	37.9963	39.8961	41.8909	43.9854	
326		Bi-weekly	2,894.96	3,039.70	3,191.69	3,351.27	3,518.83	
326		Monthly	6,272.41	6,586.03	6,915.32	7,261.09	7,624.14	
326		Annual	75,268.96	79,032.30	82,983.89	87,133.07	91,489.63	
327	Communications Operator II		-	-	-	-	-	IBEW
327		Hourly	36.2775	38.0914	39.9959	41.9958	44.0955	
327		Bi-weekly	2,902.20	3,047.31	3,199.67	3,359.66	3,527.64	
327		Monthly	6,288.10	6,602.51	6,932.62	7,279.27	7,643.22	
327		Annual	75,457.20	79,230.11	83,191.47	87,351.26	91,718.64	
328	Crime Analyst		-	-	-	-	-	IBEW
328		Hourly	36.3682	38.1865	40.0959	42.1007	44.2057	
328		Bi-weekly	2,909.46	3,054.92	3,207.67	3,368.06	3,536.46	
328		Monthly	6,303.82	6,618.99	6,949.96	7,297.46	7,662.32	
328		Annual	75,645.86	79,427.92	83,399.47	87,569.46	91,947.86	
329		Hourly	36.4591	38.2821	40.1962	42.2060	44.3163	
329		Bi-weekly	2,916.73	3,062.57	3,215.70	3,376.48	3,545.30	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
329		Monthly	6,319.58	6,635.56	6,967.34	7,315.71	7,681.49	
329		Annual	75,834.93	79,626.77	83,608.10	87,788.48	92,177.90	
330	Instrument Technician I		-	-	-	-	-	IBEW
330		Hourly	36.5503	38.3778	40.2967	42.3116	44.4271	
330		Bi-weekly	2,924.02	3,070.22	3,223.74	3,384.93	3,554.17	
330		Monthly	6,335.39	6,652.15	6,984.76	7,334.01	7,700.70	
330		Annual	76,024.62	79,825.82	83,817.14	88,008.13	92,408.37	
331		Hourly	36.6416	38.4737	40.3973	42.4173	44.5381	
331		Bi-weekly	2,931.33	3,077.90	3,231.78	3,393.38	3,563.05	
331		Monthly	6,351.21	6,668.78	7,002.20	7,352.33	7,719.94	
331		Annual	76,214.53	80,025.30	84,026.38	88,227.98	92,639.25	
332		Hourly	36.7332	38.5698	40.4984	42.5232	44.6495	
332		Bi-weekly	2,938.66	3,085.58	3,239.87	3,401.86	3,571.96	
332		Monthly	6,367.09	6,685.43	7,019.72	7,370.69	7,739.25	
332		Annual	76,405.06	80,225.18	84,236.67	88,448.26	92,870.96	
333		Hourly	36.8251	38.6664	40.5997	42.6296	44.7611	
333		Bi-weekly	2,946.01	3,093.31	3,247.98	3,410.37	3,580.89	
333		Monthly	6,383.02	6,702.18	7,037.28	7,389.13	7,758.59	
333		Annual	76,596.21	80,426.11	84,447.38	88,669.57	93,103.09	
334	Associate Planner		-	-	-	-	-	IBEW
334	Building Inspector II		-	-	-	-	-	IBEW
334		Hourly	36.9172	38.7630	40.7012	42.7362	44.8730	
334		Bi-weekly	2,953.38	3,101.04	3,256.10	3,418.90	3,589.84	
334		Monthly	6,398.98	6,718.92	7,054.88	7,407.61	7,777.99	
334		Annual	76,787.78	80,627.04	84,658.50	88,891.30	93,335.84	
335		Hourly	37.0093	38.8598	40.8028	42.8430	44.9851	
335		Bi-weekly	2,960.74	3,108.78	3,264.22	3,427.44	3,598.81	
335		Monthly	6,414.95	6,735.70	7,072.49	7,426.12	7,797.42	
335		Annual	76,979.34	80,828.38	84,869.82	89,113.44	93,569.01	
336		Hourly	37.1019	38.9571	40.9049	42.9501	45.0976	
336		Bi-weekly	2,968.15	3,116.57	3,272.39	3,436.01	3,607.81	
336		Monthly	6,431.00	6,752.56	7,090.18	7,444.68	7,816.92	
336		Annual	77,171.95	81,030.77	85,082.19	89,336.21	93,803.01	
337		Hourly	37.1947	39.0545	41.0072	43.0576	45.2105	
337		Bi-weekly	2,975.58	3,124.36	3,280.58	3,444.61	3,616.84	
337		Monthly	6,447.08	6,769.45	7,107.92	7,463.32	7,836.49	
337		Annual	77,364.98	81,233.36	85,294.98	89,559.81	94,037.84	
338		Hourly	37.2876	39.1521	41.1097	43.1651	45.3234	
338		Bi-weekly	2,983.01	3,132.17	3,288.78	3,453.21	3,625.87	
338		Monthly	6,463.18	6,786.36	7,125.68	7,481.95	7,856.06	
338		Annual	77,558.21	81,436.37	85,508.18	89,783.41	94,272.67	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
339	Deputy City Clerk		-	-	-	-	-	CAMP
339	Police Records Supervisor		-	-	-	-	-	IBEW
339		Hourly	37.3809	39.2499	41.2125	43.2731	45.4367	
339		Bi-weekly	2,990.47	3,139.99	3,297.00	3,461.85	3,634.94	
339		Monthly	6,479.36	6,803.32	7,143.50	7,500.67	7,875.70	
339		Annual	77,752.27	81,639.79	85,722.00	90,008.05	94,508.34	
340		Hourly	37.4744	39.3482	41.3156	43.3813	45.5504	
340		Bi-weekly	2,997.95	3,147.86	3,305.25	3,470.50	3,644.03	
340		Monthly	6,495.56	6,820.36	7,161.37	7,519.43	7,895.40	
340		Annual	77,946.75	81,844.26	85,936.45	90,233.10	94,744.83	
341	Accountant		-	-	-	-	-	IBEW
341	Marina Supervisor		-	-	-	-	-	IBEW
341	Public Works Supervisor		-	-	-	-	-	IBEW
341		Hourly	37.5681	39.4464	41.4188	43.4897	45.6642	
341		Bi-weekly	3,005.45	3,155.71	3,313.50	3,479.18	3,653.14	
341		Monthly	6,511.80	6,837.38	7,179.26	7,538.22	7,915.13	
341		Annual	78,141.65	82,048.51	86,151.10	90,458.58	94,981.54	
342		Hourly	37.6620	39.5450	41.5222	43.5984	45.7782	
342		Bi-weekly	3,012.96	3,163.60	3,321.78	3,487.87	3,662.26	
342		Monthly	6,528.08	6,854.47	7,197.18	7,557.06	7,934.89	
342		Annual	78,336.96	82,253.60	86,366.18	90,684.67	95,218.66	
343	Equipment Maintenance Supervisor		-	-	-	-	-	IBEW
343	Landscape Inspector		-	-	-	-	-	IBEW
343	Landscape Supervisor		-	-	-	-	-	IBEW
343	Senior Engineering Technician		-	-	-	-	-	IBEW
343		Hourly	37.7562	39.6440	41.6261	43.7074	45.8929	
343		Bi-weekly	3,020.50	3,171.52	3,330.09	3,496.59	3,671.43	
343		Monthly	6,544.41	6,871.63	7,215.19	7,575.95	7,954.77	
343		Annual	78,532.90	82,459.52	86,582.29	90,911.39	95,457.23	
344		Hourly	37.8505	39.7431	41.7301	43.8166	46.0074	
344		Bi-weekly	3,028.04	3,179.45	3,338.41	3,505.33	3,680.59	
344		Monthly	6,560.75	6,888.80	7,233.22	7,594.88	7,974.62	
344		Annual	78,729.04	82,665.65	86,798.61	91,138.53	95,695.39	
345		Hourly	37.9452	39.8425	41.8346	43.9263	46.1226	
345		Bi-weekly	3,035.62	3,187.40	3,346.77	3,514.10	3,689.81	
345		Monthly	6,577.17	6,906.03	7,251.33	7,613.89	7,994.58	
345		Annual	78,926.02	82,872.40	87,015.97	91,366.70	95,935.01	
346		Hourly	38.0401	39.9421	41.9391	44.0361	46.2379	
346		Bi-weekly	3,043.21	3,195.37	3,355.13	3,522.89	3,699.03	
346		Monthly	6,593.62	6,923.30	7,269.44	7,632.92	8,014.57	
346		Annual	79,123.41	83,079.57	87,233.33	91,595.09	96,174.83	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
347		Hourly	38.1351	40.0419	42.0440	44.1462	46.3535	
347		Bi-weekly	3,050.81	3,203.35	3,363.52	3,531.70	3,708.28	
347		Monthly	6,610.08	6,940.60	7,287.63	7,652.01	8,034.61	
347		Annual	79,321.01	83,287.15	87,451.52	91,824.10	96,415.28	
348		Hourly	38.2304	40.1420	42.1490	44.2565	46.4694	
348		Bi-weekly	3,058.43	3,211.36	3,371.92	3,540.52	3,717.55	
348		Monthly	6,626.60	6,957.95	7,305.83	7,671.13	8,054.70	
348		Annual	79,519.23	83,495.36	87,669.92	92,053.52	96,656.35	
349		Hourly	38.3260	40.2423	42.2544	44.3671	46.5855	
349		Bi-weekly	3,066.08	3,219.38	3,380.35	3,549.37	3,726.84	
349		Monthly	6,643.17	6,975.33	7,324.10	7,690.30	8,074.82	
349		Annual	79,718.08	83,703.98	87,889.15	92,283.57	96,897.84	
350		Hourly	38.4218	40.3429	42.3601	44.4781	46.7021	
350		Bi-weekly	3,073.74	3,227.43	3,388.81	3,558.25	3,736.17	
350		Monthly	6,659.78	6,992.77	7,342.42	7,709.54	8,095.03	
350		Annual	79,917.34	83,913.23	88,109.01	92,514.45	97,140.37	
351		Hourly	38.5179	40.4437	42.4659	44.5891	46.8187	
351		Bi-weekly	3,081.43	3,235.50	3,397.27	3,567.13	3,745.50	
351		Monthly	6,676.44	7,010.24	7,360.76	7,728.78	8,115.24	
351		Annual	80,117.23	84,122.90	88,329.07	92,745.33	97,382.90	
352	Utility Mechanic II		-	-	-	-	-	IBEW
352		Hourly	38.6142	40.5448	42.5721	44.7008	46.9358	
352		Bi-weekly	3,089.14	3,243.58	3,405.77	3,576.06	3,754.86	
352		Monthly	6,693.13	7,027.77	7,379.16	7,748.14	8,135.54	
352		Annual	80,317.54	84,333.18	88,549.97	92,977.66	97,626.46	
353		Hourly	38.7107	40.6463	42.6786	44.8125	47.0531	
353		Bi-weekly	3,096.86	3,251.70	3,414.29	3,585.00	3,764.25	
353		Monthly	6,709.86	7,045.36	7,397.62	7,767.50	8,155.87	
353		Annual	80,518.26	84,544.30	88,771.49	93,210.00	97,870.45	
354		Hourly	38.8075	40.7478	42.7853	44.9245	47.1707	
354		Bi-weekly	3,104.60	3,259.82	3,422.82	3,593.96	3,773.66	
354		Monthly	6,726.63	7,062.95	7,416.12	7,786.91	8,176.26	
354		Annual	80,719.60	84,755.42	88,993.42	93,442.96	98,115.06	
355		Hourly	38.9044	40.8496	42.8921	45.0368	47.2885	
355		Bi-weekly	3,112.35	3,267.97	3,431.37	3,602.94	3,783.08	
355		Monthly	6,743.43	7,080.60	7,434.63	7,806.38	8,196.67	
355		Annual	80,921.15	84,967.17	89,215.57	93,676.54	98,360.08	
356		Hourly	39.0018	40.9519	42.9995	45.1494	47.4069	
356		Bi-weekly	3,120.14	3,276.15	3,439.96	3,611.95	3,792.55	
356		Monthly	6,760.31	7,098.33	7,453.25	7,825.90	8,217.20	
356		Annual	81,123.74	85,179.95	89,438.96	93,910.75	98,606.35	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
357		Hourly	39.0992	41.0542	43.1068	45.2621	47.5252	
357		Bi-weekly	3,127.94	3,284.34	3,448.54	3,620.97	3,802.02	
357		Monthly	6,777.20	7,116.06	7,471.85	7,845.43	8,237.70	
357		Annual	81,326.34	85,392.74	89,662.14	94,145.17	98,852.42	
358	Administrative Analyst I		-	-	-	-	-	CAMP
358	Community and Volunteer Coordinator		-	-	-	-	-	CAMP
358	Paralegal		-	-	-	-	-	CAMP
358	Personnel Analyst I		-	-	-	-	-	CAMP
358		Hourly	39.1971	41.1569	43.2148	45.3755	47.6443	
358		Bi-weekly	3,135.77	3,292.55	3,457.18	3,630.04	3,811.54	
358		Monthly	6,794.16	7,133.86	7,490.57	7,865.09	8,258.35	
358		Annual	81,529.97	85,606.35	89,886.78	94,381.04	99,100.14	
359		Hourly	39.2949	41.2597	43.3226	45.4888	47.7633	
359		Bi-weekly	3,143.59	3,300.78	3,465.81	3,639.10	3,821.06	
359		Monthly	6,811.12	7,151.68	7,509.25	7,884.73	8,278.97	
359		Annual	81,733.39	85,820.18	90,111.01	94,616.70	99,347.66	
360		Hourly	39.3933	41.3629	43.4311	45.6026	47.8827	
360		Bi-weekly	3,151.46	3,309.03	3,474.49	3,648.21	3,830.62	
360		Monthly	6,828.17	7,169.57	7,528.06	7,904.45	8,299.67	
360		Annual	81,938.06	86,034.83	90,336.69	94,853.41	99,596.02	
361		Hourly	39.4917	41.4664	43.5397	45.7167	48.0024	
361		Bi-weekly	3,159.34	3,317.31	3,483.18	3,657.34	3,840.19	
361		Monthly	6,845.23	7,187.51	7,546.88	7,924.23	8,320.42	
361		Annual	82,142.74	86,250.11	90,562.58	95,090.74	99,844.99	
362	Utility Supervisor		-	-	-	-	-	IBEW
362	Water Quality Analyst		-	-	-	-	-	IBEW
362		Hourly	39.5905	41.5701	43.6485	45.8310	48.1225	
362		Bi-weekly	3,167.24	3,325.61	3,491.88	3,666.48	3,849.80	
362		Monthly	6,862.35	7,205.48	7,565.74	7,944.04	8,341.23	
362		Annual	82,348.24	86,465.81	90,788.88	95,328.48	100,094.80	
363	GIS Specialist II		-	-	-	-	-	IBEW
363	Senior Building Inspector		-	-	-	-	-	IBEW
363		Hourly	39.6895	41.6739	43.7576	45.9455	48.2427	
363		Bi-weekly	3,175.16	3,333.91	3,500.61	3,675.64	3,859.42	
363		Monthly	6,879.51	7,223.48	7,584.65	7,963.89	8,362.07	
363		Annual	82,554.16	86,681.71	91,015.81	95,566.64	100,344.82	
364		Hourly	39.7886	41.7780	43.8670	46.0603	48.3633	
364		Bi-weekly	3,183.09	3,342.24	3,509.36	3,684.82	3,869.06	
364		Monthly	6,896.69	7,241.52	7,603.61	7,983.79	8,382.97	
364		Annual	82,760.29	86,898.24	91,243.36	95,805.42	100,595.66	
365		Hourly	39.8881	41.8826	43.9768	46.1755	48.4844	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
365		Bi-weekly	3,191.05	3,350.61	3,518.14	3,694.04	3,878.75	
365		Monthly	6,913.94	7,259.65	7,622.65	8,003.75	8,403.96	
365		Annual	82,967.25	87,115.81	91,471.74	96,045.04	100,847.55	
366		Hourly	39.9878	41.9872	44.0867	46.2910	48.6056	
366		Bi-weekly	3,199.02	3,358.98	3,526.94	3,703.28	3,888.45	
366		Monthly	6,931.22	7,277.78	7,641.70	8,023.77	8,424.97	
366		Annual	83,174.62	87,333.38	91,700.34	96,285.28	101,099.65	
367		Hourly	40.0878	42.0923	44.1970	46.4068	48.7271	
367		Bi-weekly	3,207.02	3,367.38	3,535.76	3,712.54	3,898.17	
367		Monthly	6,948.55	7,296.00	7,660.81	8,043.85	8,446.03	
367		Annual	83,382.62	87,551.98	91,929.76	96,526.14	101,352.37	
368		Hourly	40.1881	42.1975	44.3074	46.5227	48.8489	
368		Bi-weekly	3,215.05	3,375.80	3,544.59	3,721.82	3,907.91	
368		Monthly	6,965.94	7,314.23	7,679.95	8,063.94	8,467.14	
368		Annual	83,591.25	87,770.80	92,159.39	96,767.22	101,605.71	
369		Hourly	40.2886	42.3029	44.4181	46.6390	48.9708	
369		Bi-weekly	3,223.09	3,384.23	3,553.45	3,731.12	3,917.66	
369		Monthly	6,983.36	7,332.50	7,699.14	8,084.09	8,488.27	
369		Annual	83,800.29	87,990.03	92,389.65	97,009.12	101,859.26	
370		Hourly	40.3893	42.4087	44.5292	46.7556	49.0934	
370		Bi-weekly	3,231.14	3,392.70	3,562.34	3,740.45	3,927.47	
370		Monthly	7,000.81	7,350.84	7,718.40	8,104.30	8,509.52	
370		Annual	84,009.74	88,210.10	92,620.74	97,251.65	102,114.27	
371		Hourly	40.4902	42.5147	44.6405	46.8725	49.2162	
371		Bi-weekly	3,239.22	3,401.18	3,571.24	3,749.80	3,937.30	
371		Monthly	7,018.30	7,369.22	7,737.69	8,124.57	8,530.81	
371		Annual	84,219.62	88,430.58	92,852.24	97,494.80	102,369.70	
372	Instrument Technician II		-	-	-	-	-	IBEW
372		Hourly	40.5914	42.6210	44.7520	46.9895	49.3391	
372		Bi-weekly	3,247.31	3,409.68	3,580.16	3,759.16	3,947.13	
372		Monthly	7,035.84	7,387.64	7,757.01	8,144.85	8,552.11	
372		Annual	84,430.11	88,651.68	93,084.16	97,738.16	102,625.33	
373	Senior Code Enforcement Officer		-	-	-	-	-	IBEW
373		Hourly	40.6929	42.7276	44.8640	47.1073	49.4626	
373		Bi-weekly	3,255.43	3,418.21	3,589.12	3,768.58	3,957.01	
373		Monthly	7,053.44	7,406.12	7,776.43	8,165.27	8,573.52	
373		Annual	84,641.23	88,873.41	93,317.12	97,983.18	102,882.21	
374		Hourly	40.7947	42.8344	44.9762	47.2250	49.5863	
374		Bi-weekly	3,263.58	3,426.75	3,598.10	3,778.00	3,966.90	
374		Monthly	7,071.08	7,424.63	7,795.88	8,185.67	8,594.96	
374		Annual	84,852.98	89,095.55	93,550.50	98,228.00	103,139.50	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
375	Community Development Analyst I		-	-	-	-	-	IBEW
375		Hourly	40.8966	42.9414	45.0885	47.3429	49.7100	
375		Bi-weekly	3,271.73	3,435.31	3,607.08	3,787.43	3,976.80	
375		Monthly	7,088.74	7,443.18	7,815.34	8,206.10	8,616.40	
375		Annual	85,064.93	89,318.11	93,784.08	98,473.23	103,396.80	
376		Hourly	40.9988	43.0487	45.2012	47.4613	49.8344	
376		Bi-weekly	3,279.90	3,443.90	3,616.10	3,796.90	3,986.75	
376		Monthly	7,106.46	7,461.78	7,834.88	8,226.63	8,637.96	
376		Annual	85,277.50	89,541.30	94,018.50	98,719.50	103,655.55	
377		Hourly	41.1013	43.1565	45.3142	47.5800	49.9590	
377		Bi-weekly	3,288.10	3,452.52	3,625.14	3,806.40	3,996.72	
377		Monthly	7,124.23	7,480.46	7,854.46	8,247.20	8,659.56	
377		Annual	85,490.70	89,765.52	94,253.54	98,966.40	103,914.72	
378		Hourly	41.2041	43.2643	45.4275	47.6989	50.0839	
378		Bi-weekly	3,296.33	3,461.14	3,634.20	3,815.91	4,006.71	
378		Monthly	7,142.04	7,499.15	7,874.10	8,267.81	8,681.21	
378		Annual	85,704.53	89,989.74	94,489.20	99,213.71	104,174.51	
379		Hourly	41.3072	43.3726	45.5412	47.8183	50.2092	
379		Bi-weekly	3,304.58	3,469.81	3,643.30	3,825.46	4,016.74	
379		Monthly	7,159.92	7,517.92	7,893.81	8,288.51	8,702.93	
379		Annual	85,918.98	90,215.01	94,725.70	99,462.06	104,435.14	
380		Hourly	41.4104	43.4809	45.6550	47.9377	50.3346	
380		Bi-weekly	3,312.83	3,478.47	3,652.40	3,835.02	4,026.77	
380		Monthly	7,177.80	7,536.69	7,913.53	8,309.20	8,724.66	
380		Annual	86,133.63	90,440.27	94,962.40	99,710.42	104,695.97	
381		Hourly	41.5139	43.5896	45.7691	48.0575	50.4603	
381		Bi-weekly	3,321.11	3,487.17	3,661.53	3,844.60	4,036.82	
381		Monthly	7,195.74	7,555.53	7,933.31	8,329.97	8,746.45	
381		Annual	86,348.91	90,666.37	95,199.73	99,959.60	104,957.42	
382		Hourly	41.6178	43.6987	45.8836	48.1777	50.5867	
382		Bi-weekly	3,329.42	3,495.90	3,670.69	3,854.22	4,046.94	
382		Monthly	7,213.75	7,574.44	7,953.16	8,350.80	8,768.36	
382		Annual	86,565.02	90,893.30	95,437.89	100,209.62	105,220.34	
383	Assistant Engineer		-	-	-	-	-	IBEW
383	Forensic Analyst		-	-	-	-	-	IBEW
383	Senior Landscape Inspector		-	-	-	-	-	IBEW
383		Hourly	41.7217	43.8079	45.9983	48.2980	50.7130	
383		Bi-weekly	3,337.74	3,504.63	3,679.86	3,863.84	4,057.04	
383		Monthly	7,231.76	7,593.37	7,973.04	8,371.65	8,790.25	
383		Annual	86,781.14	91,120.43	95,676.46	100,459.84	105,483.04	
384		Hourly	41.8260	43.9173	46.1132	48.4189	50.8398	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
384		Bi-weekly	3,346.08	3,513.38	3,689.06	3,873.51	4,067.18	
384		Monthly	7,249.84	7,612.33	7,992.96	8,392.61	8,812.23	
384		Annual	86,998.08	91,347.98	95,915.46	100,711.31	105,746.78	
385		Hourly	41.9306	44.0271	46.2285	48.5399	50.9669	
385		Bi-weekly	3,354.45	3,522.17	3,698.28	3,883.19	4,077.35	
385		Monthly	7,267.97	7,631.36	8,012.94	8,413.58	8,834.26	
385		Annual	87,215.65	91,576.37	96,155.28	100,962.99	106,011.15	
386		Hourly	42.0354	44.1371	46.3440	48.6613	51.0944	
386		Bi-weekly	3,362.83	3,530.97	3,707.52	3,892.90	4,087.55	
386		Monthly	7,286.14	7,650.43	8,032.96	8,434.63	8,856.36	
386		Annual	87,433.63	91,805.17	96,395.52	101,215.50	106,276.35	
387		Hourly	42.1405	44.2475	46.4598	48.7829	51.2220	
387		Bi-weekly	3,371.24	3,539.80	3,716.78	3,902.63	4,097.76	
387		Monthly	7,304.35	7,669.57	8,053.03	8,455.70	8,878.48	
387		Annual	87,652.24	92,034.80	96,636.38	101,468.43	106,541.76	
388	Media Services Specialist		-	-	-	-	-	CAMP
388		Hourly	42.2459	44.3582	46.5762	48.9049	51.3501	
388		Bi-weekly	3,379.67	3,548.66	3,726.10	3,912.39	4,108.01	
388		Monthly	7,322.62	7,688.76	8,073.21	8,476.85	8,900.68	
388		Annual	87,871.47	92,265.06	96,878.50	101,722.19	106,808.21	
389		Hourly	42.3514	44.4690	46.6926	49.0272	51.4786	
389		Bi-weekly	3,388.11	3,557.52	3,735.41	3,922.18	4,118.29	
389		Monthly	7,340.91	7,707.96	8,093.38	8,498.05	8,922.96	
389		Annual	88,090.91	92,495.52	97,120.61	101,976.58	107,075.49	
390		Hourly	42.4574	44.5803	46.8093	49.1497	51.6071	
390		Bi-weekly	3,396.59	3,566.42	3,744.74	3,931.98	4,128.57	
390		Monthly	7,359.28	7,727.25	8,113.61	8,519.28	8,945.23	
390		Annual	88,311.39	92,727.02	97,363.34	102,231.38	107,342.77	
391	Senior Utility Mechanic		-	-	-	-	-	IBEW
391		Hourly	42.5635	44.6917	46.9263	49.2726	51.7363	
391		Bi-weekly	3,405.08	3,575.34	3,754.10	3,941.81	4,138.90	
391		Monthly	7,377.67	7,746.56	8,133.89	8,540.58	8,967.63	
391		Annual	88,532.08	92,958.74	97,606.70	102,487.01	107,611.50	
392		Hourly	42.6699	44.8034	47.0436	49.3957	51.8655	
392		Bi-weekly	3,413.59	3,584.27	3,763.49	3,951.66	4,149.24	
392		Monthly	7,396.12	7,765.92	8,154.22	8,561.92	8,990.02	
392		Annual	88,753.39	93,191.07	97,850.69	102,743.06	107,880.24	
393		Hourly	42.7766	44.9154	47.1612	49.5193	51.9952	
393		Bi-weekly	3,422.13	3,593.23	3,772.90	3,961.54	4,159.62	
393		Monthly	7,414.61	7,785.34	8,174.61	8,583.35	9,012.50	
393		Annual	88,975.33	93,424.03	98,095.30	103,000.14	108,150.02	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
394		Hourly	42.8836	45.0278	47.2792	49.6431	52.1253	
394		Bi-weekly	3,430.69	3,602.22	3,782.34	3,971.45	4,170.02	
394		Monthly	7,433.16	7,804.82	8,195.06	8,604.80	9,035.05	
394		Annual	89,197.89	93,657.82	98,340.74	103,257.65	108,420.62	
395	Communications Supervisor		-	-	-	-	-	IBEW
395		Hourly	42.9908	45.1403	47.3973	49.7671	52.2555	
395		Bi-weekly	3,439.26	3,611.22	3,791.78	3,981.37	4,180.44	
395		Monthly	7,451.74	7,824.32	8,215.53	8,626.30	9,057.62	
395		Annual	89,420.86	93,891.82	98,586.38	103,515.57	108,691.44	
396		Hourly	43.0983	45.2532	47.5158	49.8917	52.3862	
396		Bi-weekly	3,447.86	3,620.26	3,801.26	3,991.34	4,190.90	
396		Monthly	7,470.37	7,843.89	8,236.07	8,647.90	9,080.28	
396		Annual	89,644.46	94,126.66	98,832.86	103,774.74	108,963.30	
397		Hourly	43.2060	45.3664	47.6347	50.0165	52.5173	
397		Bi-weekly	3,456.48	3,629.31	3,810.78	4,001.32	4,201.38	
397		Monthly	7,489.04	7,863.51	8,256.68	8,669.53	9,103.00	
397		Annual	89,868.48	94,362.11	99,080.18	104,034.32	109,235.98	
398	Executive Assistant to the City Manager		-	-	-	-	-	Unrep
398	Law Office Supervisor		-	-	-	-	-	Unrep
398		Hourly	43.3141	45.4798	47.7538	50.1414	52.6486	
398		Bi-weekly	3,465.13	3,638.38	3,820.30	4,011.31	4,211.89	
398		Monthly	7,507.78	7,883.17	8,277.33	8,691.18	9,125.76	
398		Annual	90,093.33	94,597.98	99,327.90	104,294.11	109,509.09	
399		Hourly	43.4222	45.5933	47.8730	50.2667	52.7801	
399		Bi-weekly	3,473.78	3,647.46	3,829.84	4,021.34	4,222.41	
399		Monthly	7,526.52	7,902.84	8,297.99	8,712.90	9,148.55	
399		Annual	90,318.18	94,834.06	99,575.84	104,554.74	109,782.61	
400	Payroll Supervisor		-	-	-	-	-	IBEW
400	Senior Accountant		-	-	-	-	-	IBEW
400		Hourly	43.5309	45.7074	47.9927	50.3924	52.9121	
400		Bi-weekly	3,482.47	3,656.59	3,839.42	4,031.39	4,232.97	
400		Monthly	7,545.36	7,922.62	8,318.74	8,734.68	9,171.43	
400		Annual	90,544.27	95,071.39	99,824.82	104,816.19	110,057.17	
401		Hourly	43.6398	45.8217	48.1127	50.5184	53.0444	
401		Bi-weekly	3,491.18	3,665.74	3,849.02	4,041.47	4,243.55	
401		Monthly	7,564.23	7,942.43	8,339.54	8,756.52	9,194.36	
401		Annual	90,770.78	95,309.14	100,074.42	105,078.27	110,332.35	
402		Hourly	43.7487	45.9362	48.2330	50.6447	53.1769	
402		Bi-weekly	3,499.90	3,674.90	3,858.64	4,051.58	4,254.15	
402		Monthly	7,583.11	7,962.28	8,360.39	8,778.42	9,217.33	
402		Annual	90,997.30	95,547.30	100,324.64	105,340.98	110,607.95	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
403	GIS Specialist III		-	-	-	-	-	IBEW
403		Hourly	43.8581	46.0511	48.3537	50.7713	53.3098	
403		Bi-weekly	3,508.65	3,684.09	3,868.30	4,061.70	4,264.78	
403		Monthly	7,602.07	7,982.19	8,381.31	8,800.36	9,240.37	
403		Annual	91,224.85	95,786.29	100,575.70	105,604.30	110,884.38	
404		Hourly	43.9678	46.1662	48.4745	50.8982	53.4431	
404		Bi-weekly	3,517.42	3,693.30	3,877.96	4,071.86	4,275.45	
404		Monthly	7,621.09	8,002.14	8,402.25	8,822.36	9,263.47	
404		Annual	91,453.02	96,025.70	100,826.96	105,868.26	111,161.65	
405		Hourly	44.0777	46.2816	48.5956	51.0255	53.5767	
405		Bi-weekly	3,526.22	3,702.53	3,887.65	4,082.04	4,286.14	
405		Monthly	7,640.14	8,022.14	8,423.24	8,844.42	9,286.63	
405		Annual	91,681.62	96,265.73	101,078.85	106,133.04	111,439.54	
406		Hourly	44.1879	46.3974	48.7171	51.1530	53.7107	
406		Bi-weekly	3,535.03	3,711.79	3,897.37	4,092.24	4,296.86	
406		Monthly	7,659.24	8,042.22	8,444.30	8,866.52	9,309.86	
406		Annual	91,910.83	96,506.59	101,331.57	106,398.24	111,718.26	
407		Hourly	44.2983	46.5133	48.8389	51.2808	53.8449	
407		Bi-weekly	3,543.86	3,721.06	3,907.11	4,102.46	4,307.59	
407		Monthly	7,678.37	8,062.31	8,465.41	8,888.67	9,333.12	
407		Annual	92,140.46	96,747.66	101,584.91	106,664.06	111,997.39	
408		Hourly	44.4091	46.6295	48.9611	51.4091	53.9795	
408		Bi-weekly	3,552.73	3,730.36	3,916.89	4,112.73	4,318.36	
408		Monthly	7,697.58	8,082.45	8,486.59	8,910.91	9,356.45	
408		Annual	92,370.93	96,989.36	101,839.09	106,930.93	112,277.36	
409		Hourly	44.5201	46.7461	49.0834	51.5376	54.1146	
409		Bi-weekly	3,561.61	3,739.69	3,926.67	4,123.01	4,329.17	
409		Monthly	7,716.82	8,102.66	8,507.79	8,933.18	9,379.86	
409		Annual	92,601.81	97,231.89	102,093.47	107,198.21	112,558.37	
410	Senior Instrument Technician		-	-	-	-	-	IBEW
410		Hourly	44.6314	46.8630	49.2062	51.6666	54.2498	
410		Bi-weekly	3,570.51	3,749.04	3,936.50	4,133.33	4,339.98	
410		Monthly	7,736.11	8,122.92	8,529.08	8,955.54	9,403.30	
410		Annual	92,833.31	97,475.04	102,348.90	107,466.53	112,839.58	
411		Hourly	44.7431	46.9803	49.3293	51.7957	54.3855	
411		Bi-weekly	3,579.45	3,758.42	3,946.34	4,143.66	4,350.84	
411		Monthly	7,755.47	8,143.25	8,550.41	8,977.92	9,426.82	
411		Annual	93,065.65	97,719.02	102,604.94	107,735.06	113,121.84	
412		Hourly	44.8549	47.0976	49.4525	51.9251	54.5213	
412		Bi-weekly	3,588.39	3,767.81	3,956.20	4,154.01	4,361.70	
412		Monthly	7,774.85	8,163.58	8,571.77	9,000.35	9,450.36	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
412		Annual	93,298.19	97,963.01	102,861.20	108,004.21	113,404.30	
413	Water Treatment Plant Operator		-	-	-	-	-	IBEW
413		Hourly	44.9670	47.2154	49.5763	52.0551	54.6578	
413		Bi-weekly	3,597.36	3,777.23	3,966.10	4,164.41	4,372.62	
413		Monthly	7,794.28	8,184.00	8,593.23	9,022.88	9,474.02	
413		Annual	93,531.36	98,208.03	103,118.70	108,274.61	113,688.22	
414	Community Development Analyst II		-	-	-	-	-	IBEW
414		Hourly	45.0795	47.3334	49.7001	52.1851	54.7944	
414		Bi-weekly	3,606.36	3,786.67	3,976.01	4,174.81	4,383.55	
414		Monthly	7,813.78	8,204.46	8,614.68	9,045.42	9,497.70	
414		Annual	93,765.36	98,453.47	103,376.21	108,545.01	113,972.35	
415		Hourly	45.1921	47.4517	49.8243	52.3155	54.9312	
415		Bi-weekly	3,615.37	3,796.14	3,985.94	4,185.24	4,394.50	
415		Monthly	7,833.30	8,224.96	8,636.21	9,068.02	9,521.41	
415		Annual	93,999.57	98,699.54	103,634.54	108,816.24	114,256.90	
416		Hourly	45.3052	47.5704	49.9490	52.4465	55.0687	
416		Bi-weekly	3,624.42	3,805.63	3,995.92	4,195.72	4,405.50	
416		Monthly	7,852.90	8,245.54	8,657.83	9,090.73	9,545.24	
416		Annual	94,234.82	98,946.43	103,893.92	109,088.72	114,542.90	
417		Hourly	45.4184	47.6892	50.0737	52.5774	55.2062	
417		Bi-weekly	3,633.47	3,815.14	4,005.90	4,206.19	4,416.50	
417		Monthly	7,872.52	8,266.13	8,679.44	9,113.42	9,569.08	
417		Annual	94,470.27	99,193.54	104,153.30	109,360.99	114,828.90	
418	Administrative Analyst II		-	-	-	-	-	CAMP
418	Personnel Analyst II		-	-	-	-	-	CAMP
418	HRIS Analyst		-	-	-	-	-	CAMP
418		Hourly	45.5320	47.8086	50.1990	52.7090	55.3445	
418		Bi-weekly	3,642.56	3,824.69	4,015.92	4,216.72	4,427.56	
418		Monthly	7,892.21	8,286.82	8,701.16	9,136.23	9,593.05	
418		Annual	94,706.56	99,441.89	104,413.92	109,634.72	115,116.56	
419		Hourly	45.6457	47.9281	50.3245	52.8406	55.4827	
419		Bi-weekly	3,651.66	3,834.25	4,025.96	4,227.25	4,438.62	
419		Monthly	7,911.92	8,307.54	8,722.91	9,159.04	9,617.00	
419		Annual	94,943.06	99,690.45	104,674.96	109,908.45	115,404.02	
420		Hourly	45.7598	48.0479	50.4502	52.9727	55.6214	
420		Bi-weekly	3,660.78	3,843.83	4,036.02	4,237.82	4,449.71	
420		Monthly	7,931.70	8,328.30	8,744.70	9,181.94	9,641.04	
420		Annual	95,180.38	99,939.63	104,936.42	110,183.22	115,692.51	
421		Hourly	45.8742	48.1680	50.5763	53.1050	55.7604	
421		Bi-weekly	3,669.94	3,853.44	4,046.10	4,248.40	4,460.83	
421		Monthly	7,951.53	8,349.12	8,766.56	9,204.87	9,665.14	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
421		Annual	95,418.34	100,189.44	105,198.70	110,458.40	115,981.63	
422		Hourly	45.9890	48.2885	50.7028	53.2379	55.8999	
422		Bi-weekly	3,679.12	3,863.08	4,056.22	4,259.03	4,471.99	
422		Monthly	7,971.43	8,370.01	8,788.49	9,227.90	9,689.32	
422		Annual	95,657.12	100,440.08	105,461.82	110,734.83	116,271.79	
423		Hourly	46.1039	48.4092	50.8296	53.3711	56.0396	
423		Bi-weekly	3,688.31	3,872.74	4,066.37	4,269.69	4,483.17	
423		Monthly	7,991.34	8,390.93	8,810.46	9,250.99	9,713.53	
423		Annual	95,896.11	100,691.14	105,725.57	111,011.89	116,562.37	
424		Hourly	46.2192	48.5302	50.9566	53.5045	56.1797	
424		Bi-weekly	3,697.54	3,882.42	4,076.53	4,280.36	4,494.38	
424		Monthly	8,011.33	8,411.90	8,832.48	9,274.11	9,737.82	
424		Annual	96,135.94	100,942.82	105,989.73	111,289.36	116,853.78	
425		Hourly	46.3348	48.6515	51.0841	53.6383	56.3202	
425		Bi-weekly	3,706.78	3,892.12	4,086.73	4,291.06	4,505.62	
425		Monthly	8,031.37	8,432.93	8,854.58	9,297.31	9,762.17	
425		Annual	96,376.38	101,195.12	106,254.93	111,567.66	117,146.02	
426		Hourly	46.4506	48.7732	51.2118	53.7725	56.4610	
426		Bi-weekly	3,716.05	3,901.86	4,096.94	4,301.80	4,516.88	
426		Monthly	8,051.44	8,454.02	8,876.71	9,320.57	9,786.57	
426		Annual	96,617.25	101,448.26	106,520.54	111,846.80	117,438.88	
427		Hourly	46.5667	48.8950	51.3397	53.9068	56.6021	
427		Bi-weekly	3,725.34	3,911.60	4,107.18	4,312.54	4,528.17	
427		Monthly	8,071.56	8,475.13	8,898.88	9,343.85	9,811.03	
427		Annual	96,858.74	101,701.60	106,786.58	112,126.14	117,732.37	
428	Marina Manager		-	-	-	-	-	CAMP
428	Network Administrator		-	-	-	-	-	CAMP
428		Hourly	46.6831	49.0172	51.4681	54.0415	56.7435	
428		Bi-weekly	3,734.65	3,921.38	4,117.45	4,323.32	4,539.48	
428		Monthly	8,091.74	8,496.32	8,921.14	9,367.19	9,835.54	
428		Annual	97,100.85	101,955.78	107,053.65	112,406.32	118,026.48	
429		Hourly	46.7998	49.1399	51.5968	54.1767	56.8856	
429		Bi-weekly	3,743.98	3,931.19	4,127.74	4,334.14	4,550.85	
429		Monthly	8,111.97	8,517.58	8,943.45	9,390.63	9,860.17	
429		Annual	97,343.58	102,210.99	107,321.34	112,687.54	118,322.05	
430		Hourly	46.9168	49.2627	51.7259	54.3121	57.0277	
430		Bi-weekly	3,753.34	3,941.02	4,138.07	4,344.97	4,562.22	
430		Monthly	8,132.25	8,538.87	8,965.82	9,414.10	9,884.80	
430		Annual	97,586.94	102,466.42	107,589.87	112,969.17	118,617.62	
431		Hourly	47.0341	49.3857	51.8551	54.4479	57.1703	
431		Bi-weekly	3,762.73	3,950.86	4,148.41	4,355.83	4,573.62	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
431		Monthly	8,152.58	8,560.19	8,988.22	9,437.64	9,909.52	
431		Annual	97,830.93	102,722.26	107,858.61	113,251.63	118,914.22	
432		Hourly	47.1516	49.5092	51.9846	54.5838	57.3130	
432		Bi-weekly	3,772.13	3,960.74	4,158.77	4,366.70	4,585.04	
432		Monthly	8,172.94	8,581.60	9,010.66	9,461.19	9,934.25	
432		Annual	98,075.33	102,979.14	108,127.97	113,534.30	119,211.04	
433	Advanced Water Treatment Plant Operator		-	-	-	-	-	IBEW
433	Building Plan Engineer		-	-	-	-	-	IBEW
433		Hourly	47.2696	49.6330	52.1146	54.7203	57.4563	
433		Bi-weekly	3,781.57	3,970.64	4,169.17	4,377.62	4,596.50	
433		Monthly	8,193.40	8,603.05	9,033.20	9,484.85	9,959.09	
433		Annual	98,320.77	103,236.64	108,398.37	113,818.22	119,509.10	
434		Hourly	47.3877	49.7571	52.2450	54.8572	57.6001	
434		Bi-weekly	3,791.02	3,980.57	4,179.60	4,388.58	4,608.01	
434		Monthly	8,213.87	8,624.56	9,055.80	9,508.58	9,984.02	
434		Annual	98,566.42	103,494.77	108,669.60	114,102.98	119,808.21	
435		Hourly	47.5063	49.8816	52.3757	54.9945	57.7443	
435		Bi-weekly	3,800.50	3,990.53	4,190.06	4,399.56	4,619.54	
435		Monthly	8,234.43	8,646.14	9,078.46	9,532.38	10,009.01	
435		Annual	98,813.10	103,753.73	108,941.46	114,388.56	120,108.14	
436		Hourly	47.6249	50.0063	52.5066	55.1319	57.8885	
436		Bi-weekly	3,809.99	4,000.50	4,200.53	4,410.55	4,631.08	
436		Monthly	8,254.98	8,667.76	9,101.14	9,556.20	10,034.01	
436		Annual	99,059.79	104,013.10	109,213.73	114,674.35	120,408.08	
437		Hourly	47.7440	50.1311	52.6377	55.2696	58.0331	
437		Bi-weekly	3,819.52	4,010.49	4,211.02	4,421.57	4,642.65	
437		Monthly	8,275.63	8,689.39	9,123.87	9,580.06	10,059.07	
437		Annual	99,307.52	104,272.69	109,486.42	114,960.77	120,708.85	
438	Communications Manager		-	-	-	-	-	CAMP
438		Hourly	47.8635	50.2566	52.7695	55.4079	58.1783	
438		Bi-weekly	3,829.08	4,020.53	4,221.56	4,432.63	4,654.26	
438		Monthly	8,296.34	8,711.14	9,146.71	9,604.04	10,084.24	
438		Annual	99,556.08	104,533.73	109,760.56	115,248.43	121,010.86	
439		Hourly	47.9831	50.3822	52.9014	55.5465	58.3239	
439		Bi-weekly	3,838.65	4,030.58	4,232.11	4,443.72	4,665.91	
439		Monthly	8,317.07	8,732.92	9,169.58	9,628.06	10,109.48	
439		Annual	99,804.85	104,794.98	110,034.91	115,536.72	121,313.71	
440		Hourly	48.1030	50.5081	53.0336	55.6853	58.4696	
440		Bi-weekly	3,848.24	4,040.65	4,242.69	4,454.82	4,677.57	
440		Monthly	8,337.85	8,754.74	9,192.49	9,652.12	10,134.73	
440		Annual	100,054.24	105,056.85	110,309.89	115,825.42	121,616.77	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
441		Hourly	48.2233	50.6344	53.1661	55.8245	58.6158	
441		Bi-weekly	3,857.86	4,050.75	4,253.29	4,465.96	4,689.26	
441		Monthly	8,358.71	8,776.63	9,215.46	9,676.25	10,160.07	
441		Annual	100,304.46	105,319.55	110,585.49	116,114.96	121,920.86	
442	Associate Civil Engineer		-	-	-	-	-	IBEW
442	Building Inspection Supervisor		-	-	-	-	-	IBEW
442	Plan Check Engineer		-	-	-	-	-	IBEW
442		Hourly	48.3438	50.7610	53.2990	55.9640	58.7621	
442		Bi-weekly	3,867.50	4,060.88	4,263.92	4,477.12	4,700.97	
442		Monthly	8,379.59	8,798.57	9,238.49	9,700.43	10,185.43	
442		Annual	100,555.10	105,582.88	110,861.92	116,405.12	122,225.17	
443		Hourly	48.4647	50.8879	53.4324	56.1039	58.9091	
443		Bi-weekly	3,877.18	4,071.03	4,274.59	4,488.31	4,712.73	
443		Monthly	8,400.55	8,820.57	9,261.62	9,724.68	10,210.91	
443		Annual	100,806.58	105,846.83	111,139.39	116,696.11	122,530.93	
444		Hourly	48.5858	51.0152	53.5659	56.2442	59.0564	
444		Bi-weekly	3,886.86	4,081.22	4,285.27	4,499.54	4,724.51	
444		Monthly	8,421.54	8,842.64	9,284.76	9,749.00	10,236.44	
444		Annual	101,058.46	106,111.62	111,417.07	116,987.94	122,837.31	
445		Hourly	48.7073	51.1427	53.6999	56.3849	59.2042	
445		Bi-weekly	3,896.58	4,091.42	4,295.99	4,510.79	4,736.34	
445		Monthly	8,442.60	8,864.74	9,307.98	9,773.38	10,262.06	
445		Annual	101,311.18	106,376.82	111,695.79	117,280.59	123,144.74	
446		Hourly	48.8290	51.2705	53.8341	56.5259	59.3522	
446		Bi-weekly	3,906.32	4,101.64	4,306.73	4,522.07	4,748.18	
446		Monthly	8,463.69	8,886.89	9,331.24	9,797.82	10,287.72	
446		Annual	101,564.32	106,642.64	111,974.93	117,573.87	123,452.58	
447		Hourly	48.9512	51.3988	53.9687	56.6672	59.5005	
447		Bi-weekly	3,916.10	4,111.90	4,317.50	4,533.38	4,760.04	
447		Monthly	8,484.88	8,909.13	9,354.58	9,822.32	10,313.42	
447		Annual	101,818.50	106,909.50	112,254.90	117,867.78	123,761.04	
448	Laboratory Supervisor		-	-	-	-	-	CAMP
448	Landscape Maintenance Manager		-	-	-	-	-	CAMP
448	Police Record Manager		-	-	-	-	-	CAMP
448		Hourly	49.0735	51.5272	54.1036	56.8088	59.6492	
448		Bi-weekly	3,925.88	4,122.18	4,328.29	4,544.70	4,771.94	
448		Monthly	8,506.07	8,931.38	9,377.96	9,846.86	10,339.20	
448		Annual	102,072.88	107,176.58	112,535.49	118,162.30	124,070.34	
449		Hourly	49.1962	51.6560	54.2388	56.9508	59.7983	
449		Bi-weekly	3,935.70	4,132.48	4,339.10	4,556.06	4,783.86	
449		Monthly	8,527.34	8,953.71	9,401.39	9,871.47	10,365.04	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
449		Annual	102,328.10	107,444.48	112,816.70	118,457.66	124,380.46	
450		Hourly	49.3193	51.7852	54.3745	57.0933	59.9480	
450		Bi-weekly	3,945.54	4,142.82	4,349.96	4,567.46	4,795.84	
450		Monthly	8,548.68	8,976.10	9,424.91	9,896.17	10,390.99	
450		Annual	102,584.14	107,713.22	113,098.96	118,754.06	124,691.84	
451		Hourly	49.4425	51.9147	54.5104	57.2360	60.0978	
451		Bi-weekly	3,955.40	4,153.18	4,360.83	4,578.88	4,807.82	
451		Monthly	8,570.03	8,998.55	9,448.47	9,920.91	10,416.95	
451		Annual	102,840.40	107,982.58	113,381.63	119,050.88	125,003.42	
452	Deputy City Attorney I		-	-	-	-	-	CAMP
452		Hourly	49.5662	52.0445	54.6467	57.3789	60.2479	
452		Bi-weekly	3,965.30	4,163.56	4,371.74	4,590.31	4,819.83	
452		Monthly	8,591.48	9,021.05	9,472.10	9,945.68	10,442.97	
452		Annual	103,097.70	108,252.56	113,665.14	119,348.11	125,315.63	
453		Hourly	49.6900	52.1744	54.7832	57.5223	60.3985	
453		Bi-weekly	3,975.20	4,173.95	4,382.66	4,601.78	4,831.88	
453		Monthly	8,612.93	9,043.56	9,495.76	9,970.53	10,469.07	
453		Annual	103,355.20	108,522.75	113,949.06	119,646.38	125,628.88	
454		Hourly	49.8143	52.3050	54.9203	57.6664	60.5498	
454		Bi-weekly	3,985.14	4,184.40	4,393.62	4,613.31	4,843.98	
454		Monthly	8,634.48	9,066.20	9,519.52	9,995.51	10,495.30	
454		Annual	103,613.74	108,794.40	114,234.22	119,946.11	125,943.58	
455		Hourly	49.9388	52.4358	55.0575	57.8104	60.7009	
455		Bi-weekly	3,995.10	4,194.86	4,404.60	4,624.83	4,856.07	
455		Monthly	8,656.06	9,088.87	9,543.30	10,020.47	10,521.49	
455		Annual	103,872.70	109,066.46	114,519.60	120,245.63	126,257.87	
456		Hourly	50.0636	52.5668	55.1951	57.9549	60.8526	
456		Bi-weekly	4,005.09	4,205.34	4,415.61	4,636.39	4,868.21	
456		Monthly	8,677.69	9,111.58	9,567.15	10,045.52	10,547.78	
456		Annual	104,132.29	109,338.94	114,805.81	120,546.19	126,573.41	
457		Hourly	50.1888	52.6983	55.3332	58.0998	61.0048	
457		Bi-weekly	4,015.10	4,215.86	4,426.66	4,647.98	4,880.38	
457		Monthly	8,699.39	9,134.37	9,591.09	10,070.63	10,574.17	
457		Annual	104,392.70	109,612.46	115,093.06	120,847.58	126,889.98	
458	Assistant Water Distribution Superintendent		-	-	-	-	-	CAMP
458	Development Permit Coordinator		-	-	-	-	-	CAMP
458	Fleet Manager		-	-	-	-	-	CAMP
458	Senior Planner		-	-	-	-	-	CAMP
458		Hourly	50.3143	52.8300	55.4716	58.2452	61.1574	
458		Bi-weekly	4,025.14	4,226.40	4,437.73	4,659.62	4,892.59	
458		Monthly	8,721.15	9,157.20	9,615.08	10,095.84	10,600.62	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
458		Annual	104,653.74	109,886.40	115,380.93	121,150.02	127,207.39	
459		Hourly	50.4400	52.9620	55.6101	58.3907	61.3101	
459		Bi-weekly	4,035.20	4,236.96	4,448.81	4,671.26	4,904.81	
459		Monthly	8,742.93	9,180.08	9,639.08	10,121.06	10,627.08	
459		Annual	104,915.20	110,160.96	115,669.01	121,452.66	127,525.01	
460		Hourly	50.5661	53.0943	55.7492	58.5365	61.4635	
460		Bi-weekly	4,045.29	4,247.54	4,459.94	4,682.92	4,917.08	
460		Monthly	8,764.79	9,203.01	9,663.20	10,146.33	10,653.67	
460		Annual	105,177.49	110,436.14	115,958.34	121,755.92	127,844.08	
461		Hourly	50.6926	53.2273	55.8886	58.6830	61.6172	
461		Bi-weekly	4,055.41	4,258.18	4,471.09	4,694.64	4,929.38	
461		Monthly	8,786.72	9,226.07	9,687.36	10,171.72	10,680.32	
461		Annual	105,440.61	110,712.78	116,248.29	122,060.64	128,163.78	
462		Hourly	50.8193	53.3603	56.0283	58.8297	61.7712	
462		Bi-weekly	4,065.54	4,268.82	4,482.26	4,706.38	4,941.70	
462		Monthly	8,808.68	9,249.12	9,711.57	10,197.15	10,707.01	
462		Annual	105,704.14	110,989.42	116,538.86	122,365.78	128,484.10	
463		Hourly	50.9464	53.4936	56.1684	58.9768	61.9257	
463		Bi-weekly	4,075.71	4,279.49	4,493.47	4,718.14	4,954.06	
463		Monthly	8,830.71	9,272.22	9,735.86	10,222.65	10,733.79	
463		Annual	105,968.51	111,266.69	116,830.27	122,671.74	128,805.46	
464		Hourly	51.0738	53.6275	56.3088	59.1242	62.0804	
464		Bi-weekly	4,085.90	4,290.20	4,504.70	4,729.94	4,966.43	
464		Monthly	8,852.79	9,295.43	9,760.19	10,248.20	10,760.60	
464		Annual	106,233.50	111,545.20	117,122.30	122,978.34	129,127.23	
465		Hourly	51.2014	53.7615	56.4496	59.2720	62.2357	
465		Bi-weekly	4,096.11	4,300.92	4,515.97	4,741.76	4,978.86	
465		Monthly	8,874.91	9,318.66	9,784.60	10,273.81	10,787.52	
465		Annual	106,498.91	111,823.92	117,415.17	123,285.76	129,450.26	
466	Facilities Maintenance Supervisor		-	-	-	-	-	CAMP
466	Plant Maintenance Supervisor		-	-	-	-	-	CAMP
466		Hourly	51.3293	53.8959	56.5907	59.4203	62.3912	
466		Bi-weekly	4,106.34	4,311.67	4,527.26	4,753.62	4,991.30	
466		Monthly	8,897.08	9,341.96	9,809.06	10,299.52	10,814.48	
466		Annual	106,764.94	112,103.47	117,708.66	123,594.22	129,773.70	
467	Purchasing Manager		-	-	-	-	-	CAMP
467	Housing Project Developer		-	-	-	-	-	CAMP
467	Senior Personnel Analyst		-	-	-	-	-	CAMP
467		Hourly	51.4578	54.0307	56.7322	59.5688	62.5473	
467		Bi-weekly	4,116.62	4,322.46	4,538.58	4,765.50	5,003.78	
467		Monthly	8,919.35	9,365.32	9,833.58	10,325.26	10,841.53	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
467		Annual	107,032.22	112,383.86	118,002.98	123,903.10	130,098.38	
468		Hourly	51.5863	54.1656	56.8739	59.7175	62.7035	
468		Bi-weekly	4,126.90	4,333.25	4,549.91	4,777.40	5,016.28	
468		Monthly	8,941.63	9,388.70	9,858.14	10,351.03	10,868.61	
468		Annual	107,299.50	112,664.45	118,297.71	124,212.40	130,423.28	
469		Hourly	51.7154	54.3011	57.0162	59.8670	62.8604	
469		Bi-weekly	4,137.23	4,344.09	4,561.30	4,789.36	5,028.83	
469		Monthly	8,964.00	9,412.19	9,882.81	10,376.95	10,895.80	
469		Annual	107,568.03	112,946.29	118,593.70	124,523.36	130,749.63	
470		Hourly	51.8446	54.4368	57.1587	60.0167	63.0175	
470		Bi-weekly	4,147.57	4,354.94	4,572.70	4,801.34	5,041.40	
470		Monthly	8,986.40	9,435.71	9,907.51	10,402.90	10,923.03	
470		Annual	107,836.77	113,228.54	118,890.10	124,834.74	131,076.40	
471		Hourly	51.9742	54.5730	57.3016	60.1667	63.1749	
471		Bi-weekly	4,157.94	4,365.84	4,584.13	4,813.34	5,053.99	
471		Monthly	9,008.86	9,459.32	9,932.28	10,428.90	10,950.32	
471		Annual	108,106.34	113,511.84	119,187.33	125,146.74	131,403.79	
472	Water Treatment Plant Supervisor		-	-	-	-	-	IBEW
472	Water Treatment Regulatory Compliance Officer		-	-	-	-	-	IBEW
472		Hourly	52.1042	54.7094	57.4449	60.3170	63.3329	
472		Bi-weekly	4,168.34	4,376.75	4,595.59	4,825.36	5,066.63	
472		Monthly	9,031.40	9,482.96	9,957.12	10,454.95	10,977.70	
472		Annual	108,376.74	113,795.55	119,485.39	125,459.36	131,732.43	
473		Hourly	52.2345	54.8462	57.5884	60.4678	63.4913	
473		Bi-weekly	4,178.76	4,387.70	4,607.07	4,837.42	5,079.30	
473		Monthly	9,053.98	9,506.68	9,981.99	10,481.09	11,005.16	
473		Annual	108,647.76	114,080.10	119,783.87	125,773.02	132,061.90	
474	Senior Community Development Analyst		-	-	-	-	-	IBEW
474		Hourly	52.3651	54.9834	57.7325	60.6192	63.6502	
474		Bi-weekly	4,189.21	4,398.67	4,618.60	4,849.54	5,092.02	
474		Monthly	9,076.62	9,530.46	10,006.97	10,507.33	11,032.70	
474		Annual	108,919.41	114,365.47	120,083.60	126,087.94	132,392.42	
475		Hourly	52.4960	55.1208	57.8768	60.7707	63.8092	
475		Bi-weekly	4,199.68	4,409.66	4,630.14	4,861.66	5,104.74	
475		Monthly	9,099.31	9,554.27	10,031.98	10,533.59	11,060.26	
475		Annual	109,191.68	114,651.26	120,383.74	126,403.06	132,723.14	
476		Hourly	52.6272	55.2585	58.0214	60.9226	63.9688	
476		Bi-weekly	4,210.18	4,420.68	4,641.71	4,873.81	5,117.50	
476		Monthly	9,122.05	9,578.14	10,057.04	10,559.92	11,087.93	
476		Annual	109,464.58	114,937.68	120,684.51	126,719.01	133,055.10	
477	Asset Manager		-	-	-	-	-	CAMP

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
477	Assistant Maintenance Superintendent		-	-	-	-	-	CAMP
477		Hourly	52.7588	55.3967	58.1665	61.0749	64.1286	CAMP
477		Bi-weekly	4,220.70	4,431.74	4,653.32	4,885.99	5,130.29	
477		Monthly	9,144.86	9,602.10	10,082.19	10,586.32	11,115.62	
477		Annual	109,738.30	115,225.14	120,986.32	127,035.79	133,387.49	
478		Hourly	52.8907	55.5352	58.3120	61.2276	64.2890	
478		Bi-weekly	4,231.26	4,442.82	4,664.96	4,898.21	5,143.12	
478		Monthly	9,167.72	9,626.10	10,107.41	10,612.78	11,143.43	
478		Annual	110,012.66	115,513.22	121,288.96	127,353.41	133,721.12	
479		Hourly	53.0229	55.6741	58.4577	61.3806	64.4496	
479		Bi-weekly	4,241.83	4,453.93	4,676.62	4,910.45	5,155.97	
479		Monthly	9,190.64	9,650.18	10,132.67	10,639.30	11,171.26	
479		Annual	110,287.63	115,802.13	121,592.02	127,671.65	134,055.17	
480		Hourly	53.1554	55.8132	58.6039	61.5342	64.6109	
480		Bi-weekly	4,252.43	4,465.06	4,688.31	4,922.74	5,168.87	
480		Monthly	9,213.60	9,674.29	10,158.01	10,665.93	11,199.22	
480		Annual	110,563.23	116,091.46	121,896.11	127,991.14	134,390.67	
481		Hourly	53.2883	55.9528	58.7504	61.6878	64.7723	
481		Bi-weekly	4,263.06	4,476.22	4,700.03	4,935.02	5,181.78	
481		Monthly	9,236.64	9,698.49	10,183.40	10,692.55	11,227.20	
481		Annual	110,839.66	116,381.82	122,200.83	128,310.62	134,726.38	
482	Senior Civil Engineer		-	-	-	-	-	IBEW
482		Hourly	53.4216	56.0926	58.8973	61.8421	64.9342	
482		Bi-weekly	4,273.73	4,487.41	4,711.78	4,947.37	5,194.74	
482		Monthly	9,259.74	9,722.72	10,208.87	10,719.30	11,255.26	
482		Annual	111,116.93	116,672.61	122,506.38	128,631.57	135,063.14	
483		Hourly	53.5551	56.2329	59.0444	61.9966	65.0964	
483		Bi-weekly	4,284.41	4,498.63	4,723.55	4,959.73	5,207.71	
483		Monthly	9,282.88	9,747.04	10,234.36	10,746.08	11,283.38	
483		Annual	111,394.61	116,964.43	122,812.35	128,952.93	135,400.51	
484		Hourly	53.6891	56.3735	59.1921	62.1518	65.2594	
484		Bi-weekly	4,295.13	4,509.88	4,735.37	4,972.14	5,220.75	
484		Monthly	9,306.11	9,771.41	10,259.96	10,772.98	11,311.63	
484		Annual	111,673.33	117,256.88	123,119.57	129,275.74	135,739.55	
485		Hourly	53.8232	56.5142	59.3399	62.3070	65.4223	
485		Bi-weekly	4,305.86	4,521.14	4,747.19	4,984.56	5,233.78	
485		Monthly	9,329.36	9,795.80	10,285.58	10,799.88	11,339.87	
485		Annual	111,952.26	117,549.54	123,426.99	129,598.56	136,078.38	
486		Hourly	53.9578	56.6557	59.4886	62.4630	65.5861	
486		Bi-weekly	4,316.62	4,532.46	4,759.09	4,997.04	5,246.89	
486		Monthly	9,352.69	9,820.32	10,311.36	10,826.92	11,368.26	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
486		Annual	112,232.22	117,843.86	123,736.29	129,923.04	136,419.09	
487	Accounting Manager		-	-	-	-	-	CAMP
487	Administrative Manager		-	-	-	-	-	CAMP
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		-	-	-	-	-	CAMP
487		Hourly	54.0926	56.7973	59.6372	62.6191	65.7501	
487		Bi-weekly	4,327.41	4,543.78	4,770.98	5,009.53	5,260.01	
487		Monthly	9,376.05	9,844.87	10,337.12	10,853.98	11,396.68	
487		Annual	112,512.61	118,138.38	124,045.38	130,247.73	136,760.21	
488		Hourly	54.2279	56.9392	59.7861	62.7754	65.9142	
488		Bi-weekly	4,338.23	4,555.14	4,782.89	5,022.03	5,273.14	
488		Monthly	9,399.50	9,869.46	10,362.92	10,881.07	11,425.13	
488		Annual	112,794.03	118,433.54	124,355.09	130,572.83	137,101.54	
489		Hourly	54.3634	57.0816	59.9357	62.9325	66.0791	
489		Bi-weekly	4,349.07	4,566.53	4,794.86	5,034.60	5,286.33	
489		Monthly	9,422.99	9,894.14	10,388.86	10,908.30	11,453.71	
489		Annual	113,075.87	118,729.73	124,666.26	130,899.60	137,444.53	
490		Hourly	54.4994	57.2243	60.0855	63.0898	66.2443	
490		Bi-weekly	4,359.95	4,577.94	4,806.84	5,047.18	5,299.54	
490		Monthly	9,446.56	9,918.88	10,414.82	10,935.57	11,482.35	
490		Annual	113,358.75	119,026.54	124,977.84	131,226.78	137,788.14	
491		Hourly	54.6356	57.3674	60.2357	63.2475	66.4099	
491		Bi-weekly	4,370.85	4,589.39	4,818.86	5,059.80	5,312.79	
491		Monthly	9,470.17	9,943.68	10,440.86	10,962.90	11,511.05	
491		Annual	113,642.05	119,324.19	125,290.26	131,554.80	138,132.59	
492		Hourly	54.7722	57.5108	60.3863	63.4056	66.5759	
492		Bi-weekly	4,381.78	4,600.86	4,830.90	5,072.45	5,326.07	
492		Monthly	9,493.85	9,968.54	10,466.96	10,990.30	11,539.82	
492		Annual	113,926.18	119,622.46	125,603.50	131,883.65	138,477.87	
493		Hourly	54.9091	57.6546	60.5372	63.5642	66.7424	
493		Bi-weekly	4,392.73	4,612.37	4,842.98	5,085.14	5,339.39	
493		Monthly	9,517.58	9,993.46	10,493.12	11,017.80	11,568.68	
493		Annual	114,210.93	119,921.57	125,917.38	132,213.54	138,824.19	
494		Hourly	55.0464	57.7988	60.6887	63.7232	66.9093	
494		Bi-weekly	4,403.71	4,623.90	4,855.10	5,097.86	5,352.74	
494		Monthly	9,541.38	10,018.46	10,519.38	11,045.36	11,597.61	
494		Annual	114,496.51	120,221.50	126,232.50	132,544.26	139,171.34	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
495		Hourly	55.1840	57.9433	60.8403	63.8824	67.0765	
495		Bi-weekly	4,414.72	4,635.46	4,867.22	5,110.59	5,366.12	
495		Monthly	9,565.23	10,043.51	10,545.65	11,072.95	11,626.59	
495		Annual	114,782.72	120,522.06	126,547.82	132,875.39	139,519.12	
496		Hourly	55.3220	58.0881	60.9925	64.0421	67.2442	
496		Bi-weekly	4,425.76	4,647.05	4,879.40	5,123.37	5,379.54	
496		Monthly	9,589.15	10,068.60	10,572.03	11,100.63	11,655.66	
496		Annual	115,069.76	120,823.25	126,864.40	133,207.57	139,867.94	
497	Building Inspection Manager		-	-	-	-	-	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	55.4602	58.2333	61.1449	64.2022	67.4123	
497		Bi-weekly	4,436.82	4,658.66	4,891.59	5,136.18	5,392.98	
497		Monthly	9,613.10	10,093.77	10,598.45	11,128.38	11,684.80	
497		Annual	115,357.22	121,125.26	127,181.39	133,540.58	140,217.58	
498		Hourly	55.5989	58.3789	61.2979	64.3628	67.5809	
498		Bi-weekly	4,447.91	4,670.31	4,903.83	5,149.02	5,406.47	
498		Monthly	9,637.14	10,119.01	10,624.97	11,156.22	11,714.02	
498		Annual	115,645.71	121,428.11	127,499.63	133,874.62	140,568.27	
499		Hourly	55.7379	58.5248	61.4510	64.5236	67.7498	
499		Bi-weekly	4,459.03	4,681.98	4,916.08	5,161.89	5,419.98	
499		Monthly	9,661.24	10,144.30	10,651.51	11,184.09	11,743.30	
499		Annual	115,934.83	121,731.58	127,818.08	134,209.09	140,919.58	
500		Hourly	55.8773	58.6712	61.6048	64.6850	67.9193	
500		Bi-weekly	4,470.18	4,693.70	4,928.38	5,174.80	5,433.54	
500		Monthly	9,685.40	10,169.68	10,678.17	11,212.07	11,772.68	
500		Annual	116,224.78	122,036.10	128,137.98	134,544.80	141,272.14	
501		Hourly	56.0170	58.8178	61.7588	64.8467	68.0891	
501		Bi-weekly	4,481.36	4,705.42	4,940.70	5,187.74	5,447.13	
501		Monthly	9,709.61	10,195.09	10,704.86	11,240.10	11,802.11	
501		Annual	116,515.36	122,341.02	128,458.30	134,881.14	141,625.33	
502		Hourly	56.1569	58.9648	61.9130	65.0088	68.2591	
502		Bi-weekly	4,492.55	4,717.18	4,953.04	5,200.70	5,460.73	
502		Monthly	9,733.86	10,220.57	10,731.59	11,268.19	11,831.58	
502		Annual	116,806.35	122,646.78	128,779.04	135,218.30	141,978.93	
503		Hourly	56.2973	59.1122	62.0679	65.1712	68.4298	
503		Bi-weekly	4,503.78	4,728.98	4,965.43	5,213.70	5,474.38	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
503		Monthly	9,758.20	10,246.12	10,758.44	11,296.34	11,861.17	
503		Annual	117,098.38	122,953.38	129,101.23	135,556.10	142,333.98	
504		Hourly	56.4381	59.2600	62.2230	65.3342	68.6009	
504		Bi-weekly	4,515.05	4,740.80	4,977.84	5,226.74	5,488.07	
504		Monthly	9,782.60	10,271.73	10,785.32	11,324.60	11,890.82	
504		Annual	117,391.25	123,260.80	129,423.84	135,895.14	142,689.87	
505		Hourly	56.5792	59.4081	62.3786	65.4975	68.7723	
505		Bi-weekly	4,526.34	4,752.65	4,990.29	5,239.80	5,501.78	
505		Monthly	9,807.06	10,297.40	10,812.29	11,352.90	11,920.53	
505		Annual	117,684.74	123,568.85	129,747.49	136,234.80	143,046.38	
506		Hourly	56.7207	59.5567	62.5345	65.6612	68.9442	
506		Bi-weekly	4,537.66	4,764.54	5,002.76	5,252.90	5,515.54	
506		Monthly	9,831.59	10,323.16	10,839.31	11,381.28	11,950.33	
506		Annual	117,979.06	123,877.94	130,071.76	136,575.30	143,403.94	
507	Assistant Water Superintendent-Treatment		-	-	-	-	-	CAMP
507		Hourly	56.8625	59.7056	62.6908	65.8254	69.1168	
507		Bi-weekly	4,549.00	4,776.45	5,015.26	5,266.03	5,529.34	
507		Monthly	9,856.17	10,348.97	10,866.41	11,409.74	11,980.25	
507		Annual	118,274.00	124,187.65	130,396.86	136,916.83	143,762.94	
508		Hourly	57.0046	59.8548	62.8476	65.9899	69.2894	
508		Bi-weekly	4,560.37	4,788.38	5,027.81	5,279.19	5,543.15	
508		Monthly	9,880.80	10,374.83	10,893.58	11,438.25	12,010.16	
508		Annual	118,569.57	124,497.98	130,723.01	137,258.99	144,121.95	
509		Hourly	57.1472	60.0045	63.0047	66.1549	69.4626	
509		Bi-weekly	4,571.78	4,800.36	5,040.38	5,292.39	5,557.01	
509		Monthly	9,905.52	10,400.78	10,920.82	11,466.85	12,040.18	
509		Annual	118,866.18	124,809.36	131,049.78	137,602.19	144,482.21	
510		Hourly	57.2900	60.1545	63.1623	66.3204	69.6364	
510		Bi-weekly	4,583.20	4,812.36	5,052.98	5,305.63	5,570.91	
510		Monthly	9,930.27	10,426.78	10,948.13	11,495.54	12,070.31	
510		Annual	119,163.20	125,121.36	131,377.58	137,946.43	144,843.71	
511	Deputy City Attorney II		-	-	-	-	-	CAMP
511		Hourly	57.4332	60.3050	63.3202	66.4862	69.8105	
511		Bi-weekly	4,594.66	4,824.40	5,065.62	5,318.90	5,584.84	
511		Monthly	9,955.09	10,452.87	10,975.50	11,524.28	12,100.49	
511		Annual	119,461.06	125,434.40	131,706.02	138,291.30	145,205.84	
512		Hourly	57.5769	60.4557	63.4785	66.6524	69.9851	
512		Bi-weekly	4,606.15	4,836.46	5,078.28	5,332.19	5,598.81	
512		Monthly	9,980.00	10,478.99	11,002.94	11,553.08	12,130.75	
512		Annual	119,759.95	125,747.86	132,035.28	138,636.99	145,569.01	
513		Hourly	57.7208	60.6068	63.6371	66.8190	70.1599	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
513		Bi-weekly	4,617.66	4,848.54	5,090.97	5,345.52	5,612.79	
513		Monthly	10,004.94	10,505.18	11,030.43	11,581.96	12,161.05	
513		Annual	120,059.26	126,062.14	132,365.17	138,983.52	145,932.59	
514		Hourly	57.8651	60.7583	63.7962	66.9861	70.3354	
514		Bi-weekly	4,629.21	4,860.66	5,103.70	5,358.89	5,626.83	
514		Monthly	10,029.95	10,531.44	11,058.01	11,610.92	12,191.47	
514		Annual	120,359.41	126,377.26	132,696.10	139,331.09	146,297.63	
515		Hourly	58.0097	60.9102	63.9557	67.1535	70.5112	
515		Bi-weekly	4,640.78	4,872.82	5,116.46	5,372.28	5,640.90	
515		Monthly	10,055.02	10,557.77	11,085.66	11,639.94	12,221.94	
515		Annual	120,660.18	126,693.22	133,027.86	139,679.28	146,663.30	
516		Hourly	58.1548	61.0625	64.1157	67.3215	70.6877	
516		Bi-weekly	4,652.38	4,885.00	5,129.26	5,385.72	5,655.02	
516		Monthly	10,080.17	10,584.17	11,113.39	11,669.06	12,252.54	
516		Annual	120,961.98	127,010.00	133,360.66	140,028.72	147,030.42	
517		Hourly	58.3001	61.2151	64.2758	67.4896	70.8641	
517		Bi-weekly	4,664.01	4,897.21	5,142.06	5,399.17	5,669.13	
517		Monthly	10,105.35	10,610.62	11,141.14	11,698.20	12,283.11	
517		Annual	121,264.21	127,327.41	133,693.66	140,378.37	147,397.33	
518		Hourly	58.4459	61.3683	64.4367	67.6585	71.0415	
518		Bi-weekly	4,675.67	4,909.46	5,154.94	5,412.68	5,683.32	
518		Monthly	10,130.62	10,637.17	11,169.03	11,727.47	12,313.86	
518		Annual	121,567.47	127,646.06	134,028.34	140,729.68	147,766.32	
519		Hourly	58.5921	61.5217	64.5977	67.8276	71.2189	
519		Bi-weekly	4,687.37	4,921.74	5,167.82	5,426.21	5,697.51	
519		Monthly	10,155.96	10,663.76	11,196.94	11,756.78	12,344.61	
519		Annual	121,871.57	127,965.14	134,363.22	141,081.41	148,135.31	
520	Traffic Engineer		-	-	-	-	-	IBEW
520		Hourly	58.7385	61.6755	64.7593	67.9972	71.3971	
520		Bi-weekly	4,699.08	4,934.04	5,180.74	5,439.78	5,711.77	
520		Monthly	10,181.34	10,690.42	11,224.95	11,786.18	12,375.50	
520		Annual	122,176.08	128,285.04	134,699.34	141,434.18	148,505.97	
521		Hourly	58.8853	61.8296	64.9211	68.1672	71.5755	
521		Bi-weekly	4,710.82	4,946.37	5,193.69	5,453.38	5,726.04	
521		Monthly	10,206.79	10,717.13	11,252.99	11,815.65	12,406.42	
521		Annual	122,481.42	128,605.57	135,035.89	141,787.78	148,877.04	
522		Hourly	59.0326	61.9843	65.0834	68.3375	71.7544	
522		Bi-weekly	4,722.61	4,958.74	5,206.67	5,467.00	5,740.35	
522		Monthly	10,232.32	10,743.95	11,281.12	11,845.17	12,437.43	
522		Annual	122,787.81	128,927.34	135,373.47	142,142.00	149,249.15	
523	City Clerk		-	-	-	-	-	Unrep

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
523		Hourly	59.1801	62.1391	65.2461	68.5084	71.9338	
523		Bi-weekly	4,734.41	4,971.13	5,219.69	5,480.67	5,754.70	
523		Monthly	10,257.88	10,770.78	11,309.32	11,874.79	12,468.53	
523		Annual	123,094.61	129,249.33	135,711.89	142,497.47	149,622.30	
524		Hourly	59.3281	62.2945	65.4092	68.6796	72.1136	
524		Bi-weekly	4,746.25	4,983.56	5,232.74	5,494.37	5,769.09	
524		Monthly	10,283.54	10,797.71	11,337.60	11,904.46	12,499.69	
524		Annual	123,402.45	129,572.56	136,051.14	142,853.57	149,996.29	
525		Hourly	59.4763	62.4501	65.5727	68.8513	72.2938	
525		Bi-weekly	4,758.10	4,996.01	5,245.82	5,508.10	5,783.50	
525		Monthly	10,309.23	10,824.68	11,365.94	11,934.23	12,530.93	
525		Annual	123,710.70	129,896.21	136,391.22	143,210.70	150,371.10	
526		Hourly	59.6252	62.6064	65.7368	69.0236	72.4748	
526		Bi-weekly	4,770.02	5,008.51	5,258.94	5,521.89	5,797.98	
526		Monthly	10,335.04	10,851.78	11,394.38	11,964.09	12,562.30	
526		Annual	124,020.42	130,221.31	136,732.54	143,569.09	150,747.58	
527	Fire Prevention Manager		-	-	-	-	-	CAMP
527	Code Enforcement Manager		-	-	-	-	-	CAMP
527		Hourly	59.7742	62.7629	65.9010	69.1962	72.6560	
527		Bi-weekly	4,781.94	5,021.03	5,272.08	5,535.70	5,812.48	
527		Monthly	10,360.86	10,878.90	11,422.84	11,994.01	12,593.71	
527		Annual	124,330.34	130,546.83	137,074.08	143,928.10	151,124.48	
528		Hourly	59.9236	62.9198	66.0658	69.3692	72.8376	
528		Bi-weekly	4,793.89	5,033.58	5,285.26	5,549.54	5,827.01	
528		Monthly	10,386.76	10,906.10	11,451.41	12,024.00	12,625.18	
528		Annual	124,641.09	130,873.18	137,416.86	144,287.94	151,502.21	
529	Deputy Finance Director		-	-	-	-	-	Unrep
529		Hourly	60.0734	63.0771	66.2310	69.5426	73.0198	
529		Bi-weekly	4,805.87	5,046.17	5,298.48	5,563.41	5,841.58	
529		Monthly	10,412.72	10,933.36	11,480.04	12,054.05	12,656.77	
529		Annual	124,952.67	131,200.37	137,760.48	144,648.61	151,881.18	
530		Hourly	60.2236	63.2348	66.3966	69.7164	73.2021	
530		Bi-weekly	4,817.89	5,058.78	5,311.73	5,577.31	5,856.17	
530		Monthly	10,438.76	10,960.70	11,508.74	12,084.18	12,688.36	
530		Annual	125,265.09	131,528.38	138,104.93	145,010.11	152,260.37	
531		Hourly	60.3741	63.3928	66.5624	69.8905	73.3850	
531		Bi-weekly	4,829.93	5,071.42	5,324.99	5,591.24	5,870.80	
531		Monthly	10,464.84	10,988.09	11,537.48	12,114.35	12,720.07	
531		Annual	125,578.13	131,857.02	138,449.79	145,372.24	152,640.80	
532		Hourly	60.5251	63.5513	66.7289	70.0653	73.5686	
532		Bi-weekly	4,842.01	5,084.10	5,338.31	5,605.22	5,885.49	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
532		Monthly	10,491.02	11,015.56	11,566.34	12,144.65	12,751.89	
532		Annual	125,892.21	132,186.70	138,796.11	145,735.82	153,022.69	
533		Hourly	60.6764	63.7101	66.8957	70.2405	73.7525	
533		Bi-weekly	4,854.11	5,096.81	5,351.66	5,619.24	5,900.20	
533		Monthly	10,517.24	11,043.08	11,595.26	12,175.02	12,783.77	
533		Annual	126,206.91	132,517.01	139,143.06	146,100.24	153,405.20	
534		Hourly	60.8281	63.8695	67.0630	70.4162	73.9369	
534		Bi-weekly	4,866.25	5,109.56	5,365.04	5,633.30	5,914.95	
534		Monthly	10,543.54	11,070.71	11,624.25	12,205.48	12,815.73	
534		Annual	126,522.45	132,848.56	139,491.04	146,465.70	153,788.75	
535		Hourly	60.9802	64.0292	67.2308	70.5922	74.1218	
535		Bi-weekly	4,878.42	5,122.34	5,378.46	5,647.38	5,929.74	
535		Monthly	10,569.90	11,098.40	11,653.34	12,235.98	12,847.78	
535		Annual	126,838.82	133,180.74	139,840.06	146,831.78	154,173.34	
536		Hourly	61.1327	64.1893	67.3988	70.7686	74.3071	
536		Bi-weekly	4,890.62	5,135.14	5,391.90	5,661.49	5,944.57	
536		Monthly	10,596.34	11,126.15	11,682.46	12,266.56	12,879.90	
536		Annual	127,156.02	133,513.74	140,189.50	147,198.69	154,558.77	
537	Economic Development Manager		-	-	-	-	-	CAMP
537		Hourly	61.2854	64.3497	67.5672	70.9455	74.4927	
537		Bi-weekly	4,902.83	5,147.98	5,405.38	5,675.64	5,959.42	
537		Monthly	10,622.80	11,153.95	11,711.65	12,297.22	12,912.07	
537		Annual	127,473.63	133,847.38	140,539.78	147,566.64	154,944.82	
538		Hourly	61.4387	64.5107	67.7362	71.1230	74.6791	
538		Bi-weekly	4,915.10	5,160.86	5,418.90	5,689.84	5,974.33	
538		Monthly	10,649.38	11,181.86	11,740.94	12,327.99	12,944.38	
538		Annual	127,792.50	134,182.26	140,891.30	147,935.84	155,332.53	
539		Hourly	61.5922	64.6718	67.9055	71.3008	74.8659	
539		Bi-weekly	4,927.38	5,173.74	5,432.44	5,704.06	5,989.27	
539		Monthly	10,675.98	11,209.78	11,770.29	12,358.81	12,976.76	
539		Annual	128,111.78	134,517.34	141,243.44	148,305.66	155,721.07	
540		Hourly	61.7461	64.8335	68.0751	71.4788	75.0528	
540		Bi-weekly	4,939.69	5,186.68	5,446.01	5,718.30	6,004.22	
540		Monthly	10,702.66	11,237.81	11,799.68	12,389.66	13,009.15	
540		Annual	128,431.89	134,853.68	141,596.21	148,675.90	156,109.82	
541		Hourly	61.9006	64.9957	68.2455	71.6577	75.2406	
541		Bi-weekly	4,952.05	5,199.66	5,459.64	5,732.62	6,019.25	
541		Monthly	10,729.44	11,265.92	11,829.22	12,420.67	13,041.70	
541		Annual	128,753.25	135,191.06	141,950.64	149,048.02	156,500.45	
542		Hourly	62.0553	65.1581	68.4160	71.8367	75.4285	
542		Bi-weekly	4,964.42	5,212.65	5,473.28	5,746.94	6,034.28	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
542		Monthly	10,756.25	11,294.07	11,858.77	12,451.70	13,074.27	
542		Annual	129,075.02	135,528.85	142,305.28	149,420.34	156,891.28	
543		Hourly	62.2105	65.3210	68.5870	72.0164	75.6171	
543		Bi-weekly	4,976.84	5,225.68	5,486.96	5,761.31	6,049.37	
543		Monthly	10,783.15	11,322.31	11,888.41	12,482.84	13,106.96	
543		Annual	129,397.84	135,867.68	142,660.96	149,794.11	157,283.57	
544		Hourly	62.3660	65.4843	68.7585	72.1964	75.8062	
544		Bi-weekly	4,989.28	5,238.74	5,500.68	5,775.71	6,064.50	
544		Monthly	10,810.11	11,350.61	11,918.14	12,514.04	13,139.74	
544		Annual	129,721.28	136,207.34	143,017.68	150,168.51	157,676.90	
545		Hourly	62.5219	65.6480	68.9304	72.3769	75.9958	
545		Bi-weekly	5,001.75	5,251.84	5,514.43	5,790.15	6,079.66	
545		Monthly	10,837.13	11,378.99	11,947.94	12,545.33	13,172.61	
545		Annual	130,045.55	136,547.84	143,375.23	150,543.95	158,071.26	
546		Hourly	62.6783	65.8123	69.1028	72.5579	76.1858	
546		Bi-weekly	5,014.26	5,264.98	5,528.22	5,804.63	6,094.86	
546		Monthly	10,864.24	11,407.47	11,977.82	12,576.70	13,205.54	
546		Annual	130,370.86	136,889.58	143,733.82	150,920.43	158,466.46	
547	Planning Manager		-	-	-	-	-	CAMP
547		Hourly	62.8349	65.9767	69.2755	72.7393	76.3764	
547		Bi-weekly	5,026.79	5,278.14	5,542.04	5,819.14	6,110.11	
547		Monthly	10,891.38	11,435.96	12,007.75	12,608.15	13,238.58	
547		Annual	130,696.59	137,231.54	144,093.04	151,297.74	158,862.91	
548		Hourly	62.9920	66.1416	69.4487	72.9211	76.5672	
548		Bi-weekly	5,039.36	5,291.33	5,555.90	5,833.69	6,125.38	
548		Monthly	10,918.61	11,464.54	12,037.78	12,639.66	13,271.65	
548		Annual	131,023.36	137,574.53	144,453.30	151,675.89	159,259.78	
549	Communications and Public Information Officer		-	-	-	-	-	Unrep
549	Employee Relations Manager		-	-	-	-	-	Unrep
549	Human Resources Program Manager		-	-	-	-	-	Unrep
549	Organizational Development Manager		-	-	-	-	-	Unrep
549		Hourly	63.1495	66.3070	69.6223	73.1035	76.7586	
549		Bi-weekly	5,051.96	5,304.56	5,569.78	5,848.28	6,140.69	
549		Monthly	10,945.91	11,493.21	12,067.87	12,671.27	13,304.82	
549		Annual	131,350.96	137,918.56	144,814.38	152,055.28	159,657.89	
550		Hourly	63.3074	66.4727	69.7964	73.2861	76.9505	
550		Bi-weekly	5,064.59	5,317.82	5,583.71	5,862.89	6,156.04	
550		Monthly	10,973.28	11,521.94	12,098.04	12,702.92	13,338.09	
550		Annual	131,679.39	138,263.22	145,176.51	152,435.09	160,057.04	
551		Hourly	63.4656	66.6388	69.9708	73.4693	77.1427	
551		Bi-weekly	5,077.25	5,331.10	5,597.66	5,877.54	6,171.42	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
551		Monthly	11,000.70	11,550.73	12,128.27	12,734.68	13,371.40	
551		Annual	132,008.45	138,608.70	145,539.26	152,816.14	160,456.82	
552		Hourly	63.6243	66.8056	70.1458	73.6531	77.3358	
552		Bi-weekly	5,089.94	5,344.45	5,611.66	5,892.25	6,186.86	
552		Monthly	11,028.21	11,579.64	12,158.61	12,766.54	13,404.87	
552		Annual	132,338.54	138,955.65	145,903.26	153,198.45	160,858.46	
553		Hourly	63.7834	66.9726	70.3213	73.8373	77.5292	
553		Bi-weekly	5,102.67	5,357.81	5,625.70	5,906.98	6,202.34	
553		Monthly	11,055.79	11,608.58	12,189.03	12,798.47	13,438.40	
553		Annual	132,669.47	139,303.01	146,268.30	153,581.58	161,260.74	
554		Hourly	63.9428	67.1399	70.4969	74.0218	77.7229	
554		Bi-weekly	5,115.42	5,371.19	5,639.75	5,921.74	6,217.83	
554		Monthly	11,083.42	11,637.58	12,219.46	12,830.45	13,471.97	
554		Annual	133,001.02	139,650.99	146,633.55	153,965.34	161,663.63	
555		Hourly	64.1027	67.3078	70.6732	74.2070	77.9172	
555		Bi-weekly	5,128.22	5,384.62	5,653.86	5,936.56	6,233.38	
555		Monthly	11,111.14	11,666.69	12,250.02	12,862.55	13,505.65	
555		Annual	133,333.62	140,000.22	147,000.26	154,350.56	162,067.78	
556		Hourly	64.2629	67.4760	70.8499	74.3924	78.1120	
556		Bi-weekly	5,141.03	5,398.08	5,667.99	5,951.39	6,248.96	
556		Monthly	11,138.90	11,695.84	12,280.65	12,894.68	13,539.41	
556		Annual	133,666.83	140,350.08	147,367.79	154,736.19	162,472.96	
557	Housing and Community Development Program Manager		-	-	-	-	-	CAMP
557	Transportation Program Superintendent		-	-	-	-	-	CAMP
557		Hourly	64.4236	67.6447	71.0269	74.5783	78.3072	
557		Bi-weekly	5,153.89	5,411.58	5,682.15	5,966.26	6,264.58	
557		Monthly	11,166.76	11,725.08	12,311.33	12,926.91	13,573.25	
557		Annual	134,001.09	140,700.98	147,735.95	155,122.86	162,878.98	
558		Hourly	64.5847	67.8140	71.2046	74.7649	78.5031	
558		Bi-weekly	5,166.78	5,425.12	5,696.37	5,981.19	6,280.25	
558		Monthly	11,194.68	11,754.43	12,342.13	12,959.25	13,607.20	
558		Annual	134,336.18	141,053.12	148,105.57	155,510.99	163,286.45	
559		Hourly	64.7461	67.9834	71.3826	74.9517	78.6993	
559		Bi-weekly	5,179.69	5,438.67	5,710.61	5,996.14	6,295.94	
559		Monthly	11,222.66	11,783.79	12,372.98	12,991.63	13,641.21	
559		Annual	134,671.89	141,405.47	148,475.81	155,899.54	163,694.54	
560		Hourly	64.9079	68.1533	71.5610	75.1390	78.8959	
560		Bi-weekly	5,192.63	5,452.26	5,724.88	6,011.12	6,311.67	
560		Monthly	11,250.70	11,813.24	12,403.91	13,024.09	13,675.29	
560		Annual	135,008.43	141,758.86	148,846.88	156,289.12	164,103.47	
561		Hourly	65.0703	68.3238	71.7400	75.3270	79.0934	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
561		Bi-weekly	5,205.62	5,465.90	5,739.20	6,026.16	6,327.47	
561		Monthly	11,278.85	11,842.79	12,434.93	13,056.68	13,709.52	
561		Annual	135,346.22	142,113.50	149,219.20	156,680.16	164,514.27	
562		Hourly	65.2329	68.4946	71.9193	75.5154	79.2910	
562		Bi-weekly	5,218.63	5,479.57	5,753.54	6,041.23	6,343.28	
562		Monthly	11,307.04	11,872.40	12,466.01	13,089.34	13,743.77	
562		Annual	135,684.43	142,468.77	149,592.14	157,072.03	164,925.28	
563		Hourly	65.3959	68.6658	72.0990	75.7040	79.4891	
563		Bi-weekly	5,231.67	5,493.26	5,767.92	6,056.32	6,359.13	
563		Monthly	11,335.29	11,902.07	12,497.16	13,122.03	13,778.11	
563		Annual	136,023.47	142,824.86	149,965.92	157,464.32	165,337.33	
564		Hourly	65.5595	68.8375	72.2794	75.8934	79.6880	
564		Bi-weekly	5,244.76	5,507.00	5,782.35	6,071.47	6,375.04	
564		Monthly	11,363.65	11,931.83	12,528.43	13,154.86	13,812.59	
564		Annual	136,363.76	143,182.00	150,341.15	157,858.27	165,751.04	
565		Hourly	65.7235	69.0096	72.4601	76.0831	79.8872	
565		Bi-weekly	5,257.88	5,520.77	5,796.81	6,086.65	6,390.98	
565		Monthly	11,392.07	11,961.66	12,559.75	13,187.74	13,847.12	
565		Annual	136,704.88	143,539.97	150,717.01	158,252.85	166,165.38	
566	Assistant City Attorney I		-	-	-	-	-	Unrep
566		Hourly	65.8878	69.1821	72.6413	76.2733	80.0869	
566		Bi-weekly	5,271.02	5,534.57	5,811.30	6,101.86	6,406.95	
566		Monthly	11,420.55	11,991.56	12,591.16	13,220.71	13,881.73	
566		Annual	137,046.62	143,898.77	151,093.90	158,648.46	166,580.75	
567		Hourly	66.0524	69.3551	72.8228	76.4639	80.2872	
567		Bi-weekly	5,284.19	5,548.41	5,825.82	6,117.11	6,422.98	
567		Monthly	11,449.08	12,021.55	12,622.62	13,253.74	13,916.45	
567		Annual	137,388.99	144,258.61	151,471.42	159,044.91	166,997.38	
568		Hourly	66.2176	69.5284	73.0049	76.6551	80.4878	
568		Bi-weekly	5,297.41	5,562.27	5,840.39	6,132.41	6,439.02	
568		Monthly	11,477.72	12,051.59	12,654.18	13,286.88	13,951.22	
568		Annual	137,732.61	144,619.07	151,850.19	159,442.61	167,414.62	
569		Hourly	66.3831	69.7023	73.1875	76.8468	80.6892	
569		Bi-weekly	5,310.65	5,576.18	5,855.00	6,147.74	6,455.14	
569		Monthly	11,506.40	12,081.73	12,685.83	13,320.11	13,986.13	
569		Annual	138,076.85	144,980.78	152,230.00	159,841.34	167,833.54	
570		Hourly	66.5491	69.8765	73.3704	77.0390	80.8908	
570		Bi-weekly	5,323.93	5,590.12	5,869.63	6,163.12	6,471.26	
570		Monthly	11,535.18	12,111.93	12,717.54	13,353.43	14,021.07	
570		Annual	138,422.13	145,343.12	152,610.43	160,241.12	168,252.86	
571		Hourly	66.7154	70.0511	73.5537	77.2315	81.0930	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
571		Bi-weekly	5,337.23	5,604.09	5,884.30	6,178.52	6,487.44	
571		Monthly	11,564.00	12,142.19	12,749.31	13,386.79	14,056.12	
571		Annual	138,768.03	145,706.29	152,991.70	160,641.52	168,673.44	
572		Hourly	66.8822	70.2264	73.7377	77.4246	81.2958	
572		Bi-weekly	5,350.58	5,618.11	5,899.02	6,193.97	6,503.66	
572		Monthly	11,592.92	12,172.58	12,781.20	13,420.26	14,091.27	
572		Annual	139,114.98	146,070.91	153,374.42	161,043.17	169,095.26	
573		Hourly	67.0494	70.4018	73.9220	77.6181	81.4991	
573		Bi-weekly	5,363.95	5,632.14	5,913.76	6,209.45	6,519.93	
573		Monthly	11,621.90	12,202.98	12,813.15	13,453.80	14,126.51	
573		Annual	139,462.75	146,435.74	153,757.76	161,445.65	169,518.13	
574		Hourly	67.2171	70.5780	74.1069	77.8122	81.7028	
574		Bi-weekly	5,377.37	5,646.24	5,928.55	6,224.98	6,536.22	
574		Monthly	11,650.96	12,233.52	12,845.20	13,487.45	14,161.82	
574		Annual	139,811.57	146,802.24	154,142.35	161,849.38	169,941.82	
575		Hourly	67.3851	70.7543	74.2920	78.0066	81.9069	
575		Bi-weekly	5,390.81	5,660.34	5,943.36	6,240.53	6,552.55	
575		Monthly	11,680.08	12,264.08	12,877.28	13,521.14	14,197.20	
575		Annual	140,161.01	147,168.94	154,527.36	162,253.73	170,366.35	
576	Assistant Public Works Director - Maintenance		-	-	-	-	-	CAMP
576	Risk Manager/Safety Officer		-	-	-	-	-	Unrep
576	Assistant to the City Manager		-	-	-	-	-	Unrep
576	Water Engineering Manager		-	-	-	-	-	CAMP
576		Hourly	67.5536	70.9313	74.4779	78.2017	82.1118	
576		Bi-weekly	5,404.29	5,674.50	5,958.23	6,256.14	6,568.94	
576		Monthly	11,709.29	12,294.76	12,909.50	13,554.96	14,232.71	
576		Annual	140,511.49	147,537.10	154,914.03	162,659.54	170,792.54	
577		Hourly	67.7224	71.1085	74.6640	78.3971	82.3170	
577		Bi-weekly	5,417.79	5,688.68	5,973.12	6,271.77	6,585.36	
577		Monthly	11,738.55	12,325.47	12,941.76	13,588.83	14,268.28	
577		Annual	140,862.59	147,905.68	155,301.12	163,065.97	171,219.36	
578		Hourly	67.8917	71.2864	74.8507	78.5933	82.5230	
578		Bi-weekly	5,431.34	5,702.91	5,988.06	6,287.46	6,601.84	
578		Monthly	11,767.90	12,356.31	12,974.12	13,622.84	14,303.99	
578		Annual	141,214.74	148,275.71	155,689.46	163,474.06	171,647.84	
579		Hourly	68.0615	71.4646	75.0378	78.7896	82.7291	
579		Bi-weekly	5,444.92	5,717.17	6,003.02	6,303.17	6,618.33	
579		Monthly	11,797.33	12,387.20	13,006.55	13,656.86	14,339.71	
579		Annual	141,567.92	148,646.37	156,078.62	163,882.37	172,076.53	
580		Hourly	68.2316	71.6433	75.2253	78.9866	82.9359	
580		Bi-weekly	5,458.53	5,731.46	6,018.02	6,318.93	6,634.87	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
580		Monthly	11,826.81	12,418.17	13,039.05	13,691.01	14,375.56	
580		Annual	141,921.73	149,018.06	156,468.62	164,292.13	172,506.67	
581		Hourly	68.4022	71.8223	75.4134	79.1841	83.1434	
581		Bi-weekly	5,472.18	5,745.78	6,033.07	6,334.73	6,651.47	
581		Monthly	11,856.38	12,449.20	13,071.66	13,725.24	14,411.52	
581		Annual	142,276.58	149,390.38	156,859.87	164,702.93	172,938.27	
582		Hourly	68.5732	72.0018	75.6019	79.3820	83.3510	
582		Bi-weekly	5,485.86	5,760.14	6,048.15	6,350.56	6,668.08	
582		Monthly	11,886.02	12,480.31	13,104.33	13,759.55	14,447.51	
582		Annual	142,632.26	149,763.74	157,251.95	165,114.56	173,370.08	
583		Hourly	68.7447	72.1819	75.7910	79.5806	83.5596	
583		Bi-weekly	5,499.58	5,774.55	6,063.28	6,366.45	6,684.77	
583		Monthly	11,915.75	12,511.53	13,137.11	13,793.97	14,483.66	
583		Annual	142,988.98	150,138.35	157,645.28	165,527.65	173,803.97	
584		Hourly	68.9165	72.3623	75.9805	79.7796	83.7687	
584		Bi-weekly	5,513.32	5,788.98	6,078.44	6,382.37	6,701.50	
584		Monthly	11,945.53	12,542.80	13,169.95	13,828.46	14,519.91	
584		Annual	143,346.32	150,513.58	158,039.44	165,941.57	174,238.90	
585		Hourly	69.0888	72.5433	76.1705	79.9790	83.9781	
585		Bi-weekly	5,527.10	5,803.46	6,093.64	6,398.32	6,718.25	
585		Monthly	11,975.39	12,574.17	13,202.89	13,863.03	14,556.20	
585		Annual	143,704.70	150,890.06	158,434.64	166,356.32	174,674.45	
586	Chief Building Official		-	-	-	-	-	CAMP
586		Hourly	69.2615	72.7246	76.3609	80.1789	84.1880	
586		Bi-weekly	5,540.92	5,817.97	6,108.87	6,414.31	6,735.04	
586		Monthly	12,005.33	12,605.60	13,235.89	13,897.68	14,592.59	
586		Annual	144,063.92	151,267.17	158,830.67	166,772.11	175,111.04	
587		Hourly	69.4347	72.9064	76.5518	80.3793	84.3983	
587		Bi-weekly	5,554.78	5,832.51	6,124.14	6,430.34	6,751.86	
587		Monthly	12,035.35	12,637.11	13,268.98	13,932.41	14,629.04	
587		Annual	144,424.18	151,645.31	159,227.74	167,188.94	175,548.46	
588		Hourly	69.6082	73.0887	76.7430	80.5802	84.6092	
588		Bi-weekly	5,568.66	5,847.10	6,139.44	6,446.42	6,768.74	
588		Monthly	12,065.42	12,668.71	13,302.12	13,967.24	14,665.60	
588		Annual	144,785.06	152,024.50	159,625.44	167,606.82	175,987.14	
589		Hourly	69.7823	73.2715	76.9350	80.7818	84.8209	
589		Bi-weekly	5,582.58	5,861.72	6,154.80	6,462.54	6,785.67	
589		Monthly	12,095.60	12,700.39	13,335.40	14,002.18	14,702.29	
589		Annual	145,147.18	152,404.72	160,024.80	168,026.14	176,427.47	
590		Hourly	69.9567	73.4546	77.1273	80.9836	85.0328	
590		Bi-weekly	5,596.54	5,876.37	6,170.18	6,478.69	6,802.62	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
590		Monthly	12,125.83	12,732.13	13,368.73	14,037.16	14,739.02	
590		Annual	145,509.94	152,785.57	160,424.78	168,445.89	176,868.22	
591		Hourly	70.1317	73.6382	77.3201	81.1861	85.2455	
591		Bi-weekly	5,610.54	5,891.06	6,185.61	6,494.89	6,819.64	
591		Monthly	12,156.16	12,763.96	13,402.15	14,072.26	14,775.89	
591		Annual	145,873.94	153,167.46	160,825.81	168,867.09	177,310.64	
592		Hourly	70.3070	73.8223	77.5134	81.3891	85.4586	
592		Bi-weekly	5,624.56	5,905.78	6,201.07	6,511.13	6,836.69	
592		Monthly	12,186.55	12,795.87	13,435.66	14,107.44	14,812.82	
592		Annual	146,238.56	153,550.38	161,227.87	169,289.33	177,753.89	
593		Hourly	70.4828	74.0069	77.7072	81.5926	85.6721	
593		Bi-weekly	5,638.62	5,920.55	6,216.58	6,527.41	6,853.77	
593		Monthly	12,217.02	12,827.86	13,469.25	14,142.72	14,849.83	
593		Annual	146,604.22	153,934.35	161,630.98	169,712.61	178,197.97	
594	Assistant Finance Director		-	-	-	-	-	Unrep
594	Assistant Human Resources Director		-	-	-	-	-	Unrep
594	Employee and Labor Relations Officer		-	-	-	-	-	Unrep
594		Hourly	70.6589	74.1919	77.9015	81.7965	85.8864	
594		Bi-weekly	5,652.71	5,935.35	6,232.12	6,543.72	6,870.91	
594		Monthly	12,247.54	12,859.93	13,502.93	14,178.06	14,886.98	
594		Annual	146,970.51	154,319.15	162,035.12	170,136.72	178,643.71	
595		Hourly	70.8356	74.3773	78.0962	82.0010	86.1011	
595		Bi-weekly	5,666.85	5,950.18	6,247.70	6,560.08	6,888.09	
595		Monthly	12,278.17	12,892.07	13,536.68	14,213.51	14,924.19	
595		Annual	147,338.05	154,704.78	162,440.10	170,562.08	179,090.29	
596		Hourly	71.0127	74.5632	78.2914	82.2059	86.3163	
596		Bi-weekly	5,681.02	5,965.06	6,263.31	6,576.47	6,905.30	
596		Monthly	12,308.87	12,924.29	13,570.51	14,249.02	14,961.49	
596		Annual	147,706.42	155,091.46	162,846.11	170,988.27	179,537.90	
597		Hourly	71.1902	74.7498	78.4872	82.4117	86.5323	
597		Bi-weekly	5,695.22	5,979.98	6,278.98	6,592.94	6,922.58	
597		Monthly	12,339.64	12,956.63	13,604.45	14,284.70	14,998.93	
597		Annual	148,075.62	155,479.58	163,253.38	171,416.34	179,987.18	
598	Water Operations Manager		-	-	-	-	-	Unrep
598		Hourly	71.3682	74.9365	78.6835	82.6176	86.7485	
598		Bi-weekly	5,709.46	5,994.92	6,294.68	6,609.41	6,939.88	
598		Monthly	12,370.49	12,988.99	13,638.47	14,320.38	15,036.41	
598		Annual	148,445.86	155,867.92	163,661.68	171,844.61	180,436.88	
599		Hourly	71.5466	75.1239	78.8801	82.8242	86.9654	
599		Bi-weekly	5,723.73	6,009.91	6,310.41	6,625.94	6,957.23	
599		Monthly	12,401.41	13,021.48	13,672.55	14,356.20	15,074.00	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
599		Annual	148,816.93	156,257.71	164,070.61	172,274.34	180,888.03	
600		Hourly	71.7254	75.3116	79.0772	83.0310	87.1826	
600		Bi-weekly	5,738.03	6,024.93	6,326.18	6,642.48	6,974.61	
600		Monthly	12,432.40	13,054.01	13,706.72	14,392.04	15,111.65	
600		Annual	149,188.83	156,648.13	164,480.58	172,704.48	181,339.81	
601		Hourly	71.9047	75.5000	79.2750	83.2387	87.4007	
601		Bi-weekly	5,752.38	6,040.00	6,342.00	6,659.10	6,992.06	
601		Monthly	12,463.48	13,086.67	13,741.00	14,428.04	15,149.46	
601		Annual	149,561.78	157,040.00	164,892.00	173,136.50	181,793.46	
602		Hourly	72.0846	75.6887	79.4732	83.4469	87.6192	
602		Bi-weekly	5,766.77	6,055.10	6,357.86	6,675.75	7,009.54	
602		Monthly	12,494.66	13,119.38	13,775.36	14,464.13	15,187.33	
602		Annual	149,935.97	157,432.50	165,304.26	173,569.55	182,247.94	
603		Hourly	72.2648	75.8780	79.6719	83.6555	87.8383	
603		Bi-weekly	5,781.18	6,070.24	6,373.75	6,692.44	7,027.06	
603		Monthly	12,525.90	13,152.19	13,809.80	14,500.29	15,225.31	
603		Annual	150,310.78	157,826.24	165,717.55	174,003.44	182,703.66	
604		Hourly	72.4454	76.0677	79.8710	83.8646	88.0578	
604		Bi-weekly	5,795.63	6,085.42	6,389.68	6,709.17	7,044.62	
604		Monthly	12,557.20	13,185.07	13,844.31	14,536.53	15,263.35	
604		Annual	150,686.43	158,220.82	166,131.68	174,438.37	183,160.22	
605		Hourly	72.6265	76.2578	80.0708	84.0743	88.2780	
605		Bi-weekly	5,810.12	6,100.62	6,405.66	6,725.94	7,062.24	
605		Monthly	12,588.59	13,218.02	13,878.94	14,572.88	15,301.52	
605		Annual	151,063.12	158,616.22	166,547.26	174,874.54	183,618.24	
606		Hourly	72.8080	76.4485	80.2709	84.2844	88.4986	
606		Bi-weekly	5,824.64	6,115.88	6,421.67	6,742.75	7,079.89	
606		Monthly	12,620.05	13,251.07	13,913.62	14,609.30	15,339.76	
606		Annual	151,440.64	159,012.88	166,963.47	175,311.55	184,077.09	
607		Hourly	72.9901	76.6396	80.4715	84.4951	88.7199	
607		Bi-weekly	5,839.21	6,131.17	6,437.72	6,759.61	7,097.59	
607		Monthly	12,651.62	13,284.20	13,948.39	14,645.82	15,378.12	
607		Annual	151,819.41	159,410.37	167,380.72	175,749.81	184,537.39	
608		Hourly	73.1726	76.8312	80.6727	84.7064	88.9417	
608		Bi-weekly	5,853.81	6,146.50	6,453.82	6,776.51	7,115.34	
608		Monthly	12,683.25	13,317.41	13,983.27	14,682.44	15,416.56	
608		Annual	152,199.01	159,808.90	167,799.22	176,189.31	184,998.74	
609		Hourly	73.3556	77.0233	80.8745	84.9182	89.1641	
609		Bi-weekly	5,868.45	6,161.86	6,469.96	6,793.46	7,133.13	
609		Monthly	12,714.97	13,350.71	14,018.25	14,719.16	15,455.11	
609		Annual	152,579.65	160,208.46	168,218.96	176,629.86	185,461.33	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
610	Assistant City Attorney I		-	-	-	-	-	CAMP
610		Hourly	73.5388	77.2158	81.0766	85.1304	89.3869	
610		Bi-weekly	5,883.10	6,177.26	6,486.13	6,810.43	7,150.95	
610		Monthly	12,746.73	13,384.07	14,053.28	14,755.94	15,493.73	
610		Annual	152,960.70	160,608.86	168,639.33	177,071.23	185,924.75	
611		Hourly	73.7227	77.4088	81.2793	85.3432	89.6103	
611		Bi-weekly	5,897.82	6,192.70	6,502.34	6,827.46	7,168.82	
611		Monthly	12,778.60	13,417.53	14,088.41	14,792.82	15,532.45	
611		Annual	153,343.22	161,010.30	169,060.94	177,513.86	186,389.42	
612		Hourly	73.9071	77.6025	81.4826	85.5566	89.8345	
612		Bi-weekly	5,912.57	6,208.20	6,518.61	6,844.53	7,186.76	
612		Monthly	12,810.56	13,451.10	14,123.65	14,829.81	15,571.31	
612		Annual	153,726.77	161,413.20	169,483.81	177,957.73	186,855.76	
613		Hourly	74.0918	77.7964	81.6862	85.7706	90.0591	
613		Bi-weekly	5,927.34	6,223.71	6,534.90	6,861.65	7,204.73	
613		Monthly	12,842.58	13,484.71	14,158.94	14,866.90	15,610.24	
613		Annual	154,110.94	161,816.51	169,907.30	178,402.85	187,322.93	
614		Hourly	74.2770	77.9909	81.8904	85.9849	90.2841	
614		Bi-weekly	5,942.16	6,239.27	6,551.23	6,878.79	7,222.73	
614		Monthly	12,874.68	13,518.42	14,194.34	14,904.05	15,649.24	
614		Annual	154,496.16	162,221.07	170,332.03	178,848.59	187,790.93	
615		Hourly	74.4627	78.1859	82.0951	86.2000	90.5099	
615		Bi-weekly	5,957.02	6,254.87	6,567.61	6,896.00	7,240.79	
615		Monthly	12,906.87	13,552.22	14,229.82	14,941.33	15,688.38	
615		Annual	154,882.42	162,626.67	170,757.81	179,296.00	188,260.59	
616		Hourly	74.6489	78.3814	82.3004	86.4155	90.7362	
616		Bi-weekly	5,971.91	6,270.51	6,584.03	6,913.24	7,258.90	
616		Monthly	12,939.14	13,586.11	14,265.40	14,978.69	15,727.61	
616		Annual	155,269.71	163,033.31	171,184.83	179,744.24	188,731.30	
617		Hourly	74.8355	78.5774	82.5061	86.6314	90.9630	
617		Bi-weekly	5,986.84	6,286.19	6,600.49	6,930.51	7,277.04	
617		Monthly	12,971.49	13,620.08	14,301.06	15,016.11	15,766.92	
617		Annual	155,657.84	163,440.99	171,612.69	180,193.31	189,203.04	
618		Hourly	75.0226	78.7738	82.7125	86.8481	91.1905	
618		Bi-weekly	6,001.81	6,301.90	6,617.00	6,947.85	7,295.24	
618		Monthly	13,003.92	13,654.13	14,336.83	15,053.67	15,806.35	
618		Annual	156,047.01	163,849.50	172,042.00	180,644.05	189,676.24	
619		Hourly	75.2102	78.9706	82.9192	87.0652	91.4185	
619		Bi-weekly	6,016.82	6,317.65	6,633.54	6,965.22	7,313.48	
619		Monthly	13,036.44	13,688.24	14,372.66	15,091.30	15,845.87	
619		Annual	156,437.22	164,258.85	172,471.94	181,095.62	190,150.48	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
620		Hourly	75.3982	79.1681	83.1266	87.2828	91.6470	
620		Bi-weekly	6,031.86	6,333.45	6,650.13	6,982.62	7,331.76	
620		Monthly	13,069.02	13,722.47	14,408.61	15,129.02	15,885.48	
620		Annual	156,828.26	164,669.65	172,903.33	181,548.22	190,625.76	
621		Hourly	75.5867	79.3660	83.3343	87.5010	91.8760	
621		Bi-weekly	6,046.94	6,349.28	6,666.74	7,000.08	7,350.08	
621		Monthly	13,101.70	13,756.77	14,444.61	15,166.84	15,925.17	
621		Annual	157,220.34	165,081.28	173,335.34	182,002.08	191,102.08	
622		Hourly	75.7757	79.5644	83.5427	87.7198	92.1059	
622		Bi-weekly	6,062.06	6,365.15	6,683.42	7,017.58	7,368.47	
622		Monthly	13,134.46	13,791.16	14,480.74	15,204.77	15,965.02	
622		Annual	157,613.46	165,493.95	173,768.82	182,457.18	191,580.27	
623		Hourly	75.9651	79.7633	83.7516	87.9391	92.3361	
623		Bi-weekly	6,077.21	6,381.06	6,700.13	7,035.13	7,386.89	
623		Monthly	13,167.28	13,825.64	14,516.94	15,242.78	16,004.92	
623		Annual	158,007.41	165,907.66	174,203.33	182,913.33	192,059.09	
624		Hourly	76.1550	79.9628	83.9610	88.1591	92.5671	
624		Bi-weekly	6,092.40	6,397.02	6,716.88	7,052.73	7,405.37	
624		Monthly	13,200.20	13,860.22	14,553.24	15,280.91	16,044.96	
624		Annual	158,402.40	166,322.62	174,638.88	183,370.93	192,539.57	
625		Hourly	76.3455	80.1626	84.1708	88.3794	92.7983	
625		Bi-weekly	6,107.64	6,413.01	6,733.66	7,070.35	7,423.86	
625		Monthly	13,233.22	13,894.85	14,589.61	15,319.10	16,085.04	
625		Annual	158,798.64	166,738.21	175,075.26	183,829.15	193,020.46	
626		Hourly	76.5362	80.3631	84.3811	88.6003	93.0303	
626		Bi-weekly	6,122.90	6,429.05	6,750.49	7,088.02	7,442.42	
626		Monthly	13,266.28	13,929.60	14,626.06	15,357.39	16,125.25	
626		Annual	159,195.30	167,155.25	175,512.69	184,288.62	193,503.02	
627		Hourly	76.7276	80.5640	84.5923	88.8218	93.2629	
627		Bi-weekly	6,138.21	6,445.12	6,767.38	7,105.74	7,461.03	
627		Monthly	13,299.45	13,964.43	14,662.67	15,395.78	16,165.57	
627		Annual	159,593.41	167,573.12	175,951.98	184,749.34	193,986.83	
628		Hourly	76.9195	80.7654	84.8037	89.0439	93.4962	
628		Bi-weekly	6,153.56	6,461.23	6,784.30	7,123.51	7,479.70	
628		Monthly	13,332.71	13,999.34	14,699.31	15,434.28	16,206.01	
628		Annual	159,992.56	167,992.03	176,391.70	185,211.31	194,472.10	
629		Hourly	77.1118	80.9674	85.0157	89.2665	93.7299	
629		Bi-weekly	6,168.94	6,477.39	6,801.26	7,141.32	7,498.39	
629		Monthly	13,366.05	14,034.35	14,736.06	15,472.86	16,246.52	
629		Annual	160,392.54	168,412.19	176,832.66	185,674.32	194,958.19	
630		Hourly	77.3045	81.1698	85.2283	89.4897	93.9642	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
630		Bi-weekly	6,184.36	6,493.58	6,818.26	7,159.18	7,517.14	
630		Monthly	13,399.45	14,069.43	14,772.91	15,511.55	16,287.13	
630		Annual	160,793.36	168,833.18	177,274.86	186,138.58	195,445.54	
631		Hourly	77.4977	81.3727	85.4413	89.7134	94.1990	
631		Bi-weekly	6,199.82	6,509.82	6,835.30	7,177.07	7,535.92	
631		Monthly	13,432.94	14,104.60	14,809.83	15,550.32	16,327.83	
631		Annual	161,195.22	169,255.22	177,717.90	186,603.87	195,933.92	
632	Deputy Fire Chief		-	-	-	-	-	Unrep
632		Hourly	77.6915	81.5760	85.6549	89.9376	94.4345	
632		Bi-weekly	6,215.32	6,526.08	6,852.39	7,195.01	7,554.76	
632		Monthly	13,466.53	14,139.84	14,846.85	15,589.18	16,368.65	
632		Annual	161,598.32	169,678.08	178,162.19	187,070.21	196,423.76	
633		Hourly	77.8857	81.7799	85.8690	90.1625	94.6706	
633		Bi-weekly	6,230.86	6,542.39	6,869.52	7,213.00	7,573.65	
633		Monthly	13,500.19	14,175.18	14,883.96	15,628.17	16,409.57	
633		Annual	162,002.26	170,102.19	178,607.52	187,538.00	196,914.85	
634		Hourly	78.0805	81.9845	86.0838	90.3880	94.9073	
634		Bi-weekly	6,246.44	6,558.76	6,886.70	7,231.04	7,592.58	
634		Monthly	13,533.95	14,210.65	14,921.19	15,667.25	16,450.60	
634		Annual	162,407.44	170,527.76	179,054.30	188,007.04	197,407.18	
635		Hourly	78.2757	82.1895	86.2991	90.6139	95.1446	
635		Bi-weekly	6,262.06	6,575.16	6,903.93	7,249.11	7,611.57	
635		Monthly	13,567.79	14,246.18	14,958.51	15,706.41	16,491.73	
635		Annual	162,813.46	170,954.16	179,502.13	188,476.91	197,900.77	
636	Assistant Public Works Director - City Engineer		-	-	-	-	-	CAMP
636	Chief Innovation Officer		-	-	-	-	-	Unrep
636	Finance Director		-	-	-	-	-	Unrep
636	Human Resources Director		-	-	-	-	-	Unrep
636	Housing Director		-	-	-	-	-	Unrep
636	Economic Development Director		-	-	-	-	-	Unrep
636	Information and Technology Director		-	-	-	-	-	Unrep
636	Special Advisor to CM		-	-	-	-	-	Unrep
636		Hourly	78.4713	82.3949	86.5146	90.8403	95.3824	
636		Bi-weekly	6,277.70	6,591.59	6,921.17	7,267.22	7,630.59	
636		Monthly	13,601.69	14,281.78	14,995.86	15,745.65	16,532.95	
636		Annual	163,220.30	171,381.39	179,950.37	188,947.82	198,395.39	
637		Hourly	78.6676	82.6010	86.7309	91.0675	95.6209	
637		Bi-weekly	6,293.41	6,608.08	6,938.47	7,285.40	7,649.67	
637		Monthly	13,635.72	14,317.51	15,033.36	15,785.03	16,574.29	
637		Annual	163,628.61	171,810.08	180,400.27	189,420.40	198,891.47	
638		Hourly	78.8642	82.8075	86.9479	91.2953	95.8600	

Jan 2024 Market Adjustment

City of Vallejo Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
638		Bi-weekly	6,309.14	6,624.60	6,955.83	7,303.62	7,668.80	
638		Monthly	13,669.80	14,353.30	15,070.97	15,824.52	16,615.73	
638		Annual	164,037.54	172,239.60	180,851.63	189,894.22	199,388.80	
639		Hourly	79.0614	83.0144	87.1651	91.5234	96.0996	
639		Bi-weekly	6,324.91	6,641.15	6,973.21	7,321.87	7,687.97	
639		Monthly	13,703.98	14,389.16	15,108.62	15,864.06	16,657.26	
639		Annual	164,447.71	172,669.95	181,303.41	190,368.67	199,887.17	
640	Planning and Development Services Director		-	-	-	-	-	Unrep
640	Public Works Director		-	-	-	-	-	Unrep
640	Water Utilities Director		-	-	-	-	-	Unrep
640		Hourly	79.2589	83.2219	87.3830	91.7522	96.3398	
640		Bi-weekly	6,340.71	6,657.75	6,990.64	7,340.18	7,707.18	
640		Monthly	13,738.21	14,425.13	15,146.39	15,903.72	16,698.90	
640		Annual	164,858.51	173,101.55	181,756.64	190,844.58	200,386.78	
641		Hourly	79.4572	83.4300	87.6015	91.9816	96.5807	
641		Bi-weekly	6,356.58	6,674.40	7,008.12	7,358.53	7,726.46	
641		Monthly	13,772.58	14,461.20	15,184.26	15,943.48	16,740.66	
641		Annual	165,270.98	173,534.40	182,211.12	191,321.73	200,887.86	
642		Hourly	79.6558	83.6386	87.8205	92.2115	96.8221	
642		Bi-weekly	6,372.46	6,691.09	7,025.64	7,376.92	7,745.77	
642		Monthly	13,807.01	14,497.36	15,222.22	15,983.33	16,782.50	
642		Annual	165,684.06	173,968.29	182,666.64	191,799.92	201,389.97	
643		Hourly	79.8550	83.8477	88.0401	92.4421	97.0642	
643		Bi-weekly	6,388.40	6,707.82	7,043.21	7,395.37	7,765.14	
643		Monthly	13,841.53	14,533.60	15,260.28	16,023.30	16,824.46	
643		Annual	166,098.40	174,403.22	183,123.41	192,279.57	201,893.54	
644		Hourly	80.0546	84.0573	88.2601	92.6731	97.3068	
644		Bi-weekly	6,404.37	6,724.58	7,060.81	7,413.85	7,784.54	
644		Monthly	13,876.13	14,569.93	15,298.42	16,063.34	16,866.51	
644		Annual	166,513.57	174,839.18	183,581.01	192,760.05	202,398.14	
645		Hourly	80.2547	84.2675	88.4808	92.9049	97.5501	
645		Bi-weekly	6,420.38	6,741.40	7,078.46	7,432.39	7,804.01	
645		Monthly	13,910.82	14,606.37	15,336.67	16,103.52	16,908.68	
645		Annual	166,929.78	175,276.40	184,040.06	193,242.19	202,904.21	
646		Hourly	80.4554	84.4781	88.7021	93.1371	97.7941	
646		Bi-weekly	6,436.43	6,758.25	7,096.17	7,450.97	7,823.53	
646		Monthly	13,945.60	14,642.87	15,375.03	16,143.76	16,950.98	
646		Annual	167,347.23	175,714.45	184,500.37	193,725.17	203,411.73	
647		Hourly	80.6564	84.6893	88.9237	93.3699	98.0383	
647		Bi-weekly	6,452.51	6,775.14	7,113.90	7,469.59	7,843.06	
647		Monthly	13,980.44	14,679.48	15,413.44	16,184.12	16,993.31	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
647		Annual	167,765.31	176,153.74	184,961.30	194,209.39	203,919.66	
648		Hourly	80.8582	84.9010	89.1462	93.6034	98.2836	
648		Bi-weekly	6,468.66	6,792.08	7,131.70	7,488.27	7,862.69	
648		Monthly	14,015.42	14,716.17	15,452.01	16,224.59	17,035.82	
648		Annual	168,185.06	176,594.08	185,424.10	194,695.07	204,429.89	
649		Hourly	81.0603	85.1133	89.3690	93.8374	98.5293	
649		Bi-weekly	6,484.82	6,809.06	7,149.52	7,506.99	7,882.34	
649		Monthly	14,050.45	14,752.97	15,490.63	16,265.15	17,078.41	
649		Annual	168,605.42	177,035.66	185,887.52	195,181.79	204,940.94	
650	Assistant City Attorney II		-	-	-	-	-	CAMP
650		Hourly	81.2630	85.3261	89.5924	94.0721	98.7758	
650		Bi-weekly	6,501.04	6,826.09	7,167.39	7,525.77	7,902.06	
650		Monthly	14,085.59	14,789.86	15,529.35	16,305.83	17,121.14	
650		Annual	169,027.04	177,478.29	186,352.19	195,669.97	205,453.66	
651		Hourly	81.4660	85.5393	89.8163	94.3071	99.0226	
651		Bi-weekly	6,517.28	6,843.14	7,185.30	7,544.57	7,921.81	
651		Monthly	14,120.77	14,826.81	15,568.16	16,346.56	17,163.92	
651		Annual	169,449.28	177,921.74	186,817.90	196,158.77	205,967.01	
652	Assistant City Attorney II		-	-	-	-	-	Unrep
652		Hourly	81.6697	85.7533	90.0410	94.5430	99.2702	
652		Bi-weekly	6,533.58	6,860.26	7,203.28	7,563.44	7,941.62	
652		Monthly	14,156.08	14,863.91	15,607.11	16,387.45	17,206.84	
652		Annual	169,872.98	178,366.86	187,285.28	196,649.44	206,482.02	
653		Hourly	81.8739	85.9675	90.2660	94.7793	99.5182	
653		Bi-weekly	6,549.91	6,877.40	7,221.28	7,582.34	7,961.46	
653		Monthly	14,191.48	14,901.03	15,646.11	16,428.41	17,249.82	
653		Annual	170,297.71	178,812.40	187,753.28	197,140.94	206,997.86	
654		Hourly	82.0785	86.1825	90.4917	95.0163	99.7670	
654		Bi-weekly	6,566.28	6,894.60	7,239.34	7,601.30	7,981.36	
654		Monthly	14,226.94	14,938.30	15,685.23	16,469.49	17,292.95	
654		Annual	170,723.28	179,259.60	188,222.74	197,633.90	207,515.36	
655		Hourly	82.2838	86.3979	90.7179	95.2537	100.0164	
655		Bi-weekly	6,582.70	6,911.83	7,257.43	7,620.30	8,001.31	
655		Monthly	14,262.53	14,975.64	15,724.44	16,510.64	17,336.18	
655		Annual	171,150.30	179,707.63	188,693.23	198,127.70	208,034.11	
656		Hourly	82.4895	86.6139	90.9447	95.4919	100.2664	
656		Bi-weekly	6,599.16	6,929.11	7,275.58	7,639.35	8,021.31	
656		Monthly	14,298.18	15,013.08	15,763.75	16,551.93	17,379.51	
656		Annual	171,578.16	180,156.91	189,164.98	198,623.15	208,554.11	
657		Hourly	82.6958	86.8305	91.1720	95.7306	100.5171	
657		Bi-weekly	6,615.66	6,946.44	7,293.76	7,658.45	8,041.37	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
657		Monthly	14,333.94	15,050.62	15,803.15	16,593.30	17,422.96	
657		Annual	172,007.26	180,607.44	189,637.76	199,119.65	209,075.57	
658		Hourly	82.9024	87.0476	91.4000	95.9700	100.7685	
658		Bi-weekly	6,632.19	6,963.81	7,312.00	7,677.60	8,061.48	
658		Monthly	14,369.75	15,088.25	15,842.67	16,634.80	17,466.54	
658		Annual	172,436.99	181,059.01	190,112.00	199,617.60	209,598.48	
659		Hourly	83.1097	87.2651	91.6284	96.2098	101.0203	
659		Bi-weekly	6,648.78	6,981.21	7,330.27	7,696.78	8,081.62	
659		Monthly	14,405.68	15,125.95	15,882.26	16,676.37	17,510.19	
659		Annual	172,868.18	181,511.41	190,587.07	200,116.38	210,122.22	
660		Hourly	83.3175	87.4834	91.8576	96.4504	101.2730	
660		Bi-weekly	6,665.40	6,998.67	7,348.61	7,716.03	8,101.84	
660		Monthly	14,441.70	15,163.79	15,921.98	16,718.07	17,553.99	
660		Annual	173,300.40	181,965.47	191,063.81	200,616.83	210,647.84	
661		Hourly	83.5258	87.7020	92.0870	96.6915	101.5260	
661		Bi-weekly	6,682.06	7,016.16	7,366.96	7,735.32	8,122.08	
661		Monthly	14,477.81	15,201.68	15,961.75	16,759.86	17,597.84	
661		Annual	173,733.66	182,420.16	191,540.96	201,118.32	211,174.08	
662		Hourly	83.7346	87.9213	92.3174	96.9333	101.7800	
662		Bi-weekly	6,698.77	7,033.70	7,385.39	7,754.66	8,142.40	
662		Monthly	14,514.00	15,239.69	16,001.68	16,801.77	17,641.87	
662		Annual	174,167.97	182,876.30	192,020.19	201,621.26	211,702.40	
663		Hourly	83.9440	88.1412	92.5483	97.1757	102.0345	
663		Bi-weekly	6,715.52	7,051.30	7,403.86	7,774.06	8,162.76	
663		Monthly	14,550.29	15,277.81	16,041.71	16,843.79	17,685.98	
663		Annual	174,603.52	183,333.70	192,500.46	202,125.46	212,231.76	
664		Hourly	84.1538	88.3614	92.7795	97.4185	102.2895	
664		Bi-weekly	6,732.30	7,068.91	7,422.36	7,793.48	8,183.16	
664		Monthly	14,586.66	15,315.98	16,081.78	16,885.87	17,730.18	
664		Annual	175,039.90	183,791.71	192,981.36	202,630.48	212,762.16	
665		Hourly	84.3642	88.5825	93.0116	97.6622	102.5453	
665		Bi-weekly	6,749.14	7,086.60	7,440.93	7,812.98	8,203.62	
665		Monthly	14,623.13	15,354.30	16,122.01	16,928.12	17,774.52	
665		Annual	175,477.54	184,251.60	193,464.13	203,137.38	213,294.22	
666		Hourly	84.5751	88.8038	93.2440	97.9062	102.8015	
666		Bi-weekly	6,766.01	7,104.30	7,459.52	7,832.50	8,224.12	
666		Monthly	14,659.68	15,392.66	16,162.29	16,970.41	17,818.93	
666		Annual	175,916.21	184,711.90	193,947.52	203,644.90	213,827.12	
667		Hourly	84.7866	89.0260	93.4772	98.1512	103.0587	
667		Bi-weekly	6,782.93	7,122.08	7,478.18	7,852.10	8,244.70	
667		Monthly	14,696.34	15,431.17	16,202.72	17,012.88	17,863.51	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
667		Annual	176,356.13	185,174.08	194,432.58	204,154.50	214,362.10	
668		Hourly	84.9985	89.2484	93.7107	98.3963	103.3162	
668		Bi-weekly	6,799.88	7,139.87	7,496.86	7,871.70	8,265.30	
668		Monthly	14,733.07	15,469.72	16,243.19	17,055.36	17,908.14	
668		Annual	176,796.88	185,636.67	194,918.26	204,664.30	214,897.70	
669		Hourly	85.2110	89.4716	93.9452	98.6424	103.5745	
669		Bi-weekly	6,816.88	7,157.73	7,515.62	7,891.39	8,285.96	
669		Monthly	14,769.91	15,508.41	16,283.84	17,098.02	17,952.91	
669		Annual	177,238.88	186,100.93	195,406.02	205,176.19	215,434.96	
670		Hourly	85.4240	89.6952	94.1800	98.8890	103.8335	
670		Bi-weekly	6,833.92	7,175.62	7,534.40	7,911.12	8,306.68	
670		Monthly	14,806.83	15,547.17	16,324.53	17,140.76	17,997.81	
670		Annual	177,681.92	186,566.02	195,894.40	205,689.12	215,973.68	
671		Hourly	85.6376	89.9195	94.4155	99.1362	104.0930	
671		Bi-weekly	6,851.01	7,193.56	7,553.24	7,930.90	8,327.44	
671		Monthly	14,843.85	15,586.05	16,365.35	17,183.61	18,042.79	
671		Annual	178,126.21	187,032.56	196,384.24	206,203.30	216,513.44	
672		Hourly	85.8516	90.1443	94.6514	99.3839	104.3531	
672		Bi-weekly	6,868.13	7,211.54	7,572.11	7,950.71	8,348.25	
672		Monthly	14,880.94	15,625.01	16,406.24	17,226.54	18,087.87	
672		Annual	178,571.33	187,500.14	196,874.91	206,718.51	217,054.45	
673		Hourly	86.0663	90.3696	94.8882	99.6326	104.6142	
673		Bi-weekly	6,885.30	7,229.57	7,591.06	7,970.61	8,369.14	
673		Monthly	14,918.16	15,664.06	16,447.29	17,269.65	18,133.13	
673		Annual	179,017.90	187,968.77	197,367.46	207,235.81	217,597.54	
674		Hourly	86.2815	90.5955	95.1253	99.8816	104.8757	
674		Bi-weekly	6,902.52	7,247.64	7,610.02	7,990.53	8,390.06	
674		Monthly	14,955.46	15,703.22	16,488.39	17,312.81	18,178.46	
674		Annual	179,465.52	188,438.64	197,860.62	207,753.73	218,141.46	
675		Hourly	86.4971	90.8221	95.3632	100.1313	105.1379	
675		Bi-weekly	6,919.77	7,265.77	7,629.06	8,010.50	8,411.03	
675		Monthly	14,992.83	15,742.50	16,529.62	17,356.09	18,223.90	
675		Annual	179,913.97	188,909.97	198,355.46	208,273.10	218,686.83	
676		Hourly	86.7133	91.0491	95.6015	100.3816	105.4008	
676		Bi-weekly	6,937.06	7,283.93	7,648.12	8,030.53	8,432.06	
676		Monthly	15,030.31	15,781.84	16,570.93	17,399.48	18,269.47	
676		Annual	180,363.66	189,382.13	198,851.12	208,793.73	219,233.66	
677		Hourly	86.9302	91.2767	95.8406	100.6325	105.6642	
677		Bi-weekly	6,954.42	7,302.14	7,667.25	8,050.60	8,453.14	
677		Monthly	15,067.90	15,821.30	16,612.37	17,442.97	18,315.13	
677		Annual	180,814.82	189,855.54	199,348.45	209,315.60	219,781.54	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
678		Hourly	87.1475	91.5049	96.0802	100.8841	105.9283	
678		Bi-weekly	6,971.80	7,320.39	7,686.42	8,070.73	8,474.26	
678		Monthly	15,105.57	15,860.85	16,653.90	17,486.58	18,360.91	
678		Annual	181,266.80	190,330.19	199,846.82	209,838.93	220,330.86	
679		Hourly	87.3654	91.7337	96.3203	101.1364	106.1933	
679		Bi-weekly	6,989.23	7,338.70	7,705.62	8,090.91	8,495.46	
679		Monthly	15,143.34	15,900.51	16,695.52	17,530.31	18,406.84	
679		Annual	181,720.03	190,806.10	200,346.22	210,363.71	220,882.06	
680		Hourly	87.5838	91.9630	96.5612	101.3892	106.4586	
680		Bi-weekly	7,006.70	7,357.04	7,724.90	8,111.14	8,516.69	
680		Monthly	15,181.19	15,940.25	16,737.28	17,574.13	18,452.82	
680		Annual	182,174.30	191,283.04	200,847.30	210,889.54	221,433.89	
681		Hourly	87.8028	92.1929	96.8025	101.6426	106.7248	
681		Bi-weekly	7,024.22	7,375.43	7,744.20	8,131.41	8,537.98	
681		Monthly	15,219.15	15,980.10	16,779.10	17,618.05	18,498.97	
681		Annual	182,629.82	191,761.23	201,349.20	211,416.61	221,987.58	
682	Chief Assistant City Attorney		-	-	-	-	-	Unrep
682		Hourly	88.0224	92.4233	97.0445	101.8968	106.9917	
682		Bi-weekly	7,041.79	7,393.86	7,763.56	8,151.74	8,559.34	
682		Monthly	15,257.22	16,020.04	16,821.05	17,662.11	18,545.23	
682		Annual	183,086.59	192,240.46	201,852.56	211,945.34	222,542.74	
683		Hourly	88.2423	92.6544	97.2871	102.1515	107.2592	
683		Bi-weekly	7,059.38	7,412.35	7,782.97	8,172.12	8,580.74	
683		Monthly	15,295.33	16,060.10	16,863.10	17,706.26	18,591.60	
683		Annual	183,543.98	192,721.15	202,357.17	212,475.12	223,099.14	
684		Hourly	88.4629	92.8860	97.5304	102.4069	107.5273	
684		Bi-weekly	7,077.03	7,430.88	7,802.43	8,192.55	8,602.18	
684		Monthly	15,333.57	16,100.24	16,905.27	17,750.53	18,638.07	
684		Annual	184,002.83	193,202.88	202,863.23	213,006.35	223,656.78	
685		Hourly	88.6841	93.1183	97.7742	102.6630	107.7961	
685		Bi-weekly	7,094.73	7,449.46	7,821.94	8,213.04	8,623.69	
685		Monthly	15,371.91	16,140.51	16,947.53	17,794.92	18,684.66	
685		Annual	184,462.93	193,686.06	203,370.34	213,539.04	224,215.89	
686		Hourly	88.9058	93.3511	98.0187	102.9197	108.0655	
686		Bi-weekly	7,112.46	7,468.09	7,841.50	8,233.58	8,645.24	
686		Monthly	15,410.34	16,180.86	16,989.91	17,839.42	18,731.35	
686		Annual	184,924.06	194,170.29	203,878.90	214,072.98	224,776.24	
687		Hourly	89.1281	93.5845	98.2638	103.1771	108.3359	
687		Bi-weekly	7,130.25	7,486.76	7,861.10	8,254.17	8,666.87	
687		Monthly	15,448.87	16,221.31	17,032.39	17,884.03	18,778.22	
687		Annual	185,386.45	194,655.76	204,388.70	214,608.37	225,338.67	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
688		Hourly	89.3510	93.8185	98.5094	103.4349	108.6066	
688		Bi-weekly	7,148.08	7,505.48	7,880.75	8,274.79	8,688.53	
688		Monthly	15,487.51	16,261.87	17,074.96	17,928.72	18,825.14	
688		Annual	185,850.08	195,142.48	204,899.55	215,144.59	225,901.73	
689		Hourly	89.5743	94.0530	98.7557	103.6935	108.8782	
689		Bi-weekly	7,165.94	7,524.24	7,900.46	8,295.48	8,710.26	
689		Monthly	15,526.21	16,302.52	17,117.66	17,973.54	18,872.22	
689		Annual	186,314.54	195,630.24	205,411.86	215,682.48	226,466.66	
690		Hourly	89.7983	94.2882	99.0027	103.9528	109.1504	
690		Bi-weekly	7,183.86	7,543.06	7,920.22	8,316.22	8,732.03	
690		Monthly	15,565.04	16,343.29	17,160.47	18,018.49	18,919.40	
690		Annual	186,780.46	196,119.46	205,925.62	216,221.82	227,032.83	
691		Hourly	90.0226	94.5237	99.2500	104.2125	109.4232	
691		Bi-weekly	7,201.81	7,561.90	7,940.00	8,337.00	8,753.86	
691		Monthly	15,603.92	16,384.11	17,203.33	18,063.50	18,966.69	
691		Annual	187,247.01	196,609.30	206,440.00	216,762.00	227,600.26	
692		Hourly	90.2478	94.7602	99.4982	104.4731	109.6969	
692		Bi-weekly	7,219.82	7,580.82	7,959.86	8,357.85	8,775.75	
692		Monthly	15,642.95	16,425.10	17,246.36	18,108.67	19,014.13	
692		Annual	187,715.42	197,101.22	206,956.26	217,304.05	228,169.55	
693		Hourly	90.4733	94.9970	99.7470	104.7342	109.9709	
693		Bi-weekly	7,237.86	7,599.76	7,979.76	8,378.74	8,797.67	
693		Monthly	15,682.04	16,466.15	17,289.48	18,153.93	19,061.62	
693		Annual	188,184.46	197,593.76	207,473.76	217,847.14	228,739.47	
694		Hourly	90.6995	95.2346	99.9963	104.9961	110.2459	
694		Bi-weekly	7,255.96	7,618.77	7,999.70	8,399.69	8,819.67	
694		Monthly	15,721.25	16,507.33	17,332.69	18,199.32	19,109.29	
694		Annual	188,654.96	198,087.97	207,992.30	218,391.89	229,311.47	
695	Assistant City Manager		-	-	-	-	-	Unrep
695		Hourly	90.9262	95.4727	100.2463	105.2586	110.5216	
695		Bi-weekly	7,274.10	7,637.82	8,019.70	8,420.69	8,841.73	
695		Monthly	15,760.54	16,548.60	17,376.03	18,244.82	19,157.08	
695		Annual	189,126.50	198,583.22	208,512.30	218,937.89	229,884.93	
696		Hourly	91.1537	95.7113	100.4969	105.5217	110.7978	
696		Bi-weekly	7,292.30	7,656.90	8,039.75	8,441.74	8,863.82	
696		Monthly	15,799.98	16,589.96	17,419.46	18,290.43	19,204.95	
696		Annual	189,599.70	199,079.50	209,033.55	219,485.14	230,459.42	
697		Hourly	91.3815	95.9506	100.7481	105.7855	111.0748	
697		Bi-weekly	7,310.52	7,676.05	8,059.85	8,462.84	8,885.98	
697		Monthly	15,839.46	16,631.44	17,463.00	18,336.15	19,252.97	
697		Annual	190,073.52	199,577.25	209,556.05	220,033.84	231,035.58	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
698		Hourly	91.6101	96.1906	101.0000	106.0500	111.3526	
698		Bi-weekly	7,328.81	7,695.25	8,080.00	8,484.00	8,908.21	
698		Monthly	15,879.08	16,673.04	17,506.67	18,382.00	19,301.12	
698		Annual	190,549.01	200,076.45	210,080.00	220,584.00	231,613.41	
699		Hourly	91.8389	96.4309	101.2524	106.3151	111.6308	
699		Bi-weekly	7,347.11	7,714.47	8,100.19	8,505.21	8,930.46	
699		Monthly	15,918.74	16,714.69	17,550.42	18,427.95	19,349.34	
699		Annual	191,024.91	200,576.27	210,604.99	221,135.41	232,192.06	
700		Hourly	92.0686	96.6720	101.5056	106.5809	111.9099	
700		Bi-weekly	7,365.49	7,733.76	8,120.45	8,526.47	8,952.79	
700		Monthly	15,958.56	16,756.48	17,594.30	18,474.02	19,397.72	
700		Annual	191,502.69	201,077.76	211,131.65	221,688.27	232,772.59	
701		Hourly	92.2988	96.9137	101.7595	106.8474	112.1898	
701		Bi-weekly	7,383.90	7,753.10	8,140.76	8,547.79	8,975.18	
701		Monthly	15,998.46	16,798.38	17,638.31	18,520.22	19,446.23	
701		Annual	191,981.50	201,580.50	211,659.76	222,242.59	233,354.78	
702		Hourly	92.5295	97.1560	102.0138	107.1144	112.4702	
702		Bi-weekly	7,402.36	7,772.48	8,161.10	8,569.15	8,997.62	
702		Monthly	16,038.45	16,840.37	17,682.39	18,566.50	19,494.84	
702		Annual	192,461.36	202,084.48	212,188.70	222,797.95	233,938.02	
703		Hourly	92.7609	97.3990	102.2689	107.3823	112.7514	
703		Bi-weekly	7,420.87	7,791.92	8,181.51	8,590.58	9,020.11	
703		Monthly	16,078.56	16,882.49	17,726.61	18,612.93	19,543.58	
703		Annual	192,942.67	202,589.92	212,719.31	223,355.18	234,522.91	
704		Hourly	92.9927	97.6424	102.5244	107.6507	113.0332	
704		Bi-weekly	7,439.42	7,811.39	8,201.95	8,612.06	9,042.66	
704		Monthly	16,118.74	16,924.68	17,770.90	18,659.46	19,592.42	
704		Annual	193,424.82	203,096.19	213,250.75	223,913.46	235,109.06	
705		Hourly	93.2252	97.8865	102.7808	107.9198	113.3159	
705		Bi-weekly	7,458.02	7,830.92	8,222.46	8,633.58	9,065.27	
705		Monthly	16,159.04	16,966.99	17,815.34	18,706.10	19,641.42	
705		Annual	193,908.42	203,603.92	213,784.06	224,473.18	235,697.07	
706		Hourly	93.4582	98.1312	103.0377	108.1897	113.5991	
706		Bi-weekly	7,476.66	7,850.50	8,243.02	8,655.18	9,087.93	
706		Monthly	16,199.42	17,009.41	17,859.87	18,752.88	19,690.51	
706		Annual	194,393.06	204,112.90	214,318.42	225,034.58	236,286.13	
707		Hourly	93.6919	98.3765	103.2953	108.4600	113.8831	
707		Bi-weekly	7,495.35	7,870.12	8,263.62	8,676.80	9,110.65	
707		Monthly	16,239.93	17,051.93	17,904.52	18,799.73	19,739.74	
707		Annual	194,879.15	204,623.12	214,854.22	225,596.80	236,876.85	
708		Hourly	93.9261	98.6225	103.5535	108.7312	114.1678	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
708		Bi-weekly	7,514.09	7,889.80	8,284.28	8,698.50	9,133.42	
708		Monthly	16,280.52	17,094.57	17,949.27	18,846.74	19,789.09	
708		Annual	195,366.29	205,134.80	215,391.28	226,160.90	237,469.02	
709		Hourly	94.1610	98.8690	103.8126	109.0031	114.4533	
709		Bi-weekly	7,532.88	7,909.52	8,305.01	8,720.25	9,156.26	
709		Monthly	16,321.24	17,137.29	17,994.18	18,893.87	19,838.57	
709		Annual	195,854.88	205,647.52	215,930.21	226,726.45	238,062.86	
710	Deputy Police Chief		-	-	-	-	-	Unrep
710		Hourly	94.3964	99.1163	104.0720	109.2757	114.7394	
710		Bi-weekly	7,551.71	7,929.30	8,325.76	8,742.06	9,179.15	
710		Monthly	16,362.04	17,180.16	18,039.15	18,941.12	19,888.16	
710		Annual	196,344.51	206,161.90	216,469.76	227,293.46	238,657.95	
711		Hourly	94.6324	99.3640	104.3321	109.5488	115.0262	
711		Bi-weekly	7,570.59	7,949.12	8,346.57	8,763.90	9,202.10	
711		Monthly	16,402.95	17,223.09	18,084.23	18,988.46	19,937.88	
711		Annual	196,835.39	206,677.12	217,010.77	227,861.50	239,254.50	
712		Hourly	94.8690	99.6124	104.5930	109.8227	115.3139	
712		Bi-weekly	7,589.52	7,968.99	8,367.44	8,785.82	9,225.11	
712		Monthly	16,443.96	17,266.15	18,129.45	19,035.94	19,987.74	
712		Annual	197,327.52	207,193.79	217,553.44	228,431.22	239,852.91	
713		Hourly	95.1061	99.8614	104.8545	110.0972	115.6021	
713		Bi-weekly	7,608.49	7,988.91	8,388.36	8,807.78	9,248.17	
713		Monthly	16,485.06	17,309.31	18,174.78	19,083.52	20,037.70	
713		Annual	197,820.69	207,711.71	218,097.36	229,002.18	240,452.37	
714		Hourly	95.3438	100.1111	105.1167	110.3724	115.8911	
714		Bi-weekly	7,627.50	8,008.89	8,409.34	8,829.79	9,271.29	
714		Monthly	16,526.26	17,352.59	18,220.23	19,131.22	20,087.79	
714		Annual	198,315.10	208,231.09	218,642.74	229,574.59	241,053.49	
715		Hourly	95.5822	100.3613	105.3794	110.6484	116.1808	
715		Bi-weekly	7,646.58	8,028.90	8,430.35	8,851.87	9,294.46	
715		Monthly	16,567.58	17,395.96	18,265.76	19,179.06	20,138.01	
715		Annual	198,810.98	208,751.50	219,189.15	230,148.67	241,656.06	
716		Hourly	95.8212	100.6123	105.6429	110.9250	116.4712	
716		Bi-weekly	7,665.70	8,048.98	8,451.43	8,874.00	9,317.70	
716		Monthly	16,609.01	17,439.47	18,311.44	19,227.00	20,188.34	
716		Annual	199,308.10	209,273.58	219,737.23	230,724.00	242,260.10	
717		Hourly	96.0608	100.8638	105.9070	111.2023	116.7624	
717		Bi-weekly	7,684.86	8,069.10	8,472.56	8,896.18	9,340.99	
717		Monthly	16,650.54	17,483.06	18,357.21	19,275.07	20,238.82	
717		Annual	199,806.46	209,796.70	220,286.56	231,300.78	242,865.79	
718		Hourly	96.3010	101.1159	106.1718	111.4803	117.0544	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
718		Bi-weekly	7,704.08	8,089.27	8,493.74	8,918.42	9,364.35	
718		Monthly	16,692.17	17,526.76	18,403.11	19,323.25	20,289.43	
718		Annual	200,306.08	210,321.07	220,837.34	231,879.02	243,473.15	
719		Hourly	96.5416	101.3687	106.4371	111.7589	117.3469	
719		Bi-weekly	7,723.33	8,109.50	8,514.97	8,940.71	9,387.75	
719		Monthly	16,733.88	17,570.58	18,449.10	19,371.54	20,340.13	
719		Annual	200,806.53	210,846.90	221,389.17	232,458.51	244,081.55	
720		Hourly	96.7829	101.6222	106.7033	112.0384	117.6403	
720		Bi-weekly	7,742.63	8,129.78	8,536.26	8,963.07	9,411.22	
720		Monthly	16,775.70	17,614.52	18,495.24	19,419.99	20,390.99	
720		Annual	201,308.43	211,374.18	221,942.86	233,039.87	244,691.82	
721		Hourly	97.0249	101.8762	106.9700	112.3185	117.9344	
721		Bi-weekly	7,761.99	8,150.10	8,557.60	8,985.48	9,434.75	
721		Monthly	16,817.65	17,658.54	18,541.47	19,468.54	20,441.96	
721		Annual	201,811.79	211,902.50	222,497.60	233,622.48	245,303.55	
722		Hourly	97.2675	102.1308	107.2374	112.5992	118.2292	
722		Bi-weekly	7,781.40	8,170.46	8,578.99	9,007.94	9,458.34	
722		Monthly	16,859.70	17,702.67	18,587.82	19,517.20	20,493.06	
722		Annual	202,316.40	212,432.06	223,053.79	234,206.34	245,916.74	
723		Hourly	97.5107	102.3862	107.5056	112.8809	118.5249	
723		Bi-weekly	7,800.86	8,190.90	8,600.45	9,030.47	9,481.99	
723		Monthly	16,901.86	17,746.94	18,634.30	19,566.02	20,544.32	
723		Annual	202,822.26	212,963.30	223,611.65	234,792.27	246,531.79	
724		Hourly	97.7544	102.6422	107.7743	113.1630	118.8211	
724		Bi-weekly	7,820.35	8,211.38	8,621.94	9,053.04	9,505.69	
724		Monthly	16,944.10	17,791.32	18,680.88	19,614.92	20,595.66	
724		Annual	203,329.15	213,495.78	224,170.54	235,379.04	247,147.89	
725		Hourly	97.9988	102.8988	108.0436	113.4457	119.1181	
725		Bi-weekly	7,839.90	8,231.90	8,643.49	9,075.66	9,529.45	
725		Monthly	16,986.46	17,835.79	18,727.56	19,663.92	20,647.14	
725		Annual	203,837.50	214,029.50	224,730.69	235,967.06	247,765.65	
726		Hourly	98.2438	103.1560	108.3138	113.7295	119.4160	
726		Bi-weekly	7,859.50	8,252.48	8,665.10	9,098.36	9,553.28	
726		Monthly	17,028.93	17,880.37	18,774.39	19,713.11	20,698.77	
726		Annual	204,347.10	214,564.48	225,292.70	236,557.36	248,385.28	
727		Hourly	98.4894	103.4140	108.5847	114.0139	119.7145	
727		Bi-weekly	7,879.15	8,273.12	8,686.78	9,121.11	9,577.16	
727		Monthly	17,071.50	17,925.09	18,821.35	19,762.41	20,750.51	
727		Annual	204,857.95	215,101.12	225,856.18	237,148.91	249,006.16	
728		Hourly	98.7357	103.6725	108.8562	114.2990	120.0140	
728		Bi-weekly	7,898.86	8,293.80	8,708.50	9,143.92	9,601.12	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
728		Monthly	17,114.19	17,969.90	18,868.41	19,811.83	20,802.43	
728		Annual	205,370.26	215,638.80	226,420.90	237,741.92	249,629.12	
729		Hourly	98.9825	103.9316	109.1282	114.5846	120.3139	
729		Bi-weekly	7,918.60	8,314.53	8,730.26	9,166.77	9,625.11	
729		Monthly	17,156.97	18,014.81	18,915.56	19,861.33	20,854.41	
729		Annual	205,883.60	216,177.73	226,986.66	238,335.97	250,252.91	
730		Hourly	99.2300	104.1915	109.4010	114.8712	120.6146	
730		Bi-weekly	7,938.40	8,335.32	8,752.08	9,189.70	9,649.17	
730		Monthly	17,199.87	18,059.86	18,962.84	19,911.01	20,906.53	
730		Annual	206,398.40	216,718.32	227,554.08	238,932.10	250,878.37	
731		Hourly	99.4780	104.4519	109.6745	115.1582	120.9162	
731		Bi-weekly	7,958.24	8,356.15	8,773.96	9,212.66	9,673.30	
731		Monthly	17,242.85	18,105.00	19,010.25	19,960.76	20,958.81	
731		Annual	206,914.24	217,259.95	228,122.96	239,529.06	251,505.70	
732		Hourly	99.7268	104.7131	109.9488	115.4462	121.2185	
732		Bi-weekly	7,978.14	8,377.05	8,795.90	9,235.70	9,697.48	
732		Monthly	17,285.98	18,150.27	19,057.79	20,010.68	21,011.21	
732		Annual	207,431.74	217,803.25	228,693.50	240,128.10	252,134.48	
733		Hourly	99.9760	104.9748	110.2235	115.7346	121.5214	
733		Bi-weekly	7,998.08	8,397.98	8,817.88	9,258.77	9,721.71	
733		Monthly	17,329.17	18,195.63	19,105.41	20,060.66	21,063.71	
733		Annual	207,950.08	218,347.58	229,264.88	240,727.97	252,764.51	
734	Fire Chief		-	-	-	-	-	Unrep
734		Hourly	100.2260	105.2373	110.4990	116.0240	121.8253	
734		Bi-weekly	8,018.08	8,418.98	8,839.92	9,281.92	9,746.02	
734		Monthly	17,372.51	18,241.13	19,153.16	20,110.83	21,116.39	
734		Annual	208,470.08	218,893.58	229,837.92	241,329.92	253,396.62	
735		Hourly	100.4765	105.5004	110.7755	116.3142	122.1300	
735		Bi-weekly	8,038.12	8,440.03	8,862.04	9,305.14	9,770.40	
735		Monthly	17,415.93	18,286.74	19,201.09	20,161.13	21,169.20	
735		Annual	208,991.12	219,440.83	230,413.04	241,933.54	254,030.40	
736		Hourly	100.7277	105.7641	111.0523	116.6050	122.4352	
736		Bi-weekly	8,058.22	8,461.13	8,884.18	9,328.40	9,794.82	
736		Monthly	17,459.47	18,332.44	19,249.07	20,211.53	21,222.10	
736		Annual	209,513.62	219,989.33	230,988.78	242,538.40	254,665.22	
737		Hourly	100.9796	106.0285	111.3300	116.8965	122.7413	
737		Bi-weekly	8,078.37	8,482.28	8,906.40	9,351.72	9,819.30	
737		Monthly	17,503.13	18,378.27	19,297.20	20,262.06	21,275.16	
737		Annual	210,037.57	220,539.28	231,566.40	243,144.72	255,301.90	
738		Hourly	101.2320	106.2936	111.6083	117.1887	123.0480	
738		Bi-weekly	8,098.56	8,503.49	8,928.66	9,375.10	9,843.84	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
738		Monthly	17,546.88	18,424.22	19,345.44	20,312.71	21,328.32	
738		Annual	210,562.56	221,090.69	232,145.26	243,752.50	255,939.84	
739		Hourly	101.4851	106.5594	111.8875	117.4818	123.3559	
739		Bi-weekly	8,118.81	8,524.75	8,951.00	9,398.54	9,868.47	
739		Monthly	17,590.75	18,470.30	19,393.83	20,363.51	21,381.69	
739		Annual	211,089.01	221,643.55	232,726.00	244,362.14	256,580.27	
740		Hourly	101.7389	106.8257	112.1670	117.7754	123.6641	
740		Bi-weekly	8,139.11	8,546.06	8,973.36	9,422.03	9,893.13	
740		Monthly	17,634.74	18,516.46	19,442.28	20,414.40	21,435.11	
740		Annual	211,616.91	222,197.46	233,307.36	244,972.83	257,221.33	
741		Hourly	101.9932	107.0928	112.4474	118.0698	123.9733	
741		Bi-weekly	8,159.46	8,567.42	8,995.79	9,445.58	9,917.86	
741		Monthly	17,678.82	18,562.75	19,490.88	20,465.43	21,488.71	
741		Annual	212,145.86	222,753.02	233,890.59	245,585.18	257,864.46	
742		Hourly	102.2482	107.3606	112.7287	118.3651	124.2834	
742		Bi-weekly	8,179.86	8,588.85	9,018.30	9,469.21	9,942.67	
742		Monthly	17,723.02	18,609.17	19,539.64	20,516.62	21,542.46	
742		Annual	212,676.26	223,310.05	234,475.70	246,199.41	258,509.47	
743		Hourly	102.5037	107.6289	113.0105	118.6609	124.5941	
743		Bi-weekly	8,200.30	8,610.31	9,040.84	9,492.87	9,967.53	
743		Monthly	17,767.31	18,655.68	19,588.49	20,567.89	21,596.31	
743		Annual	213,207.70	223,868.11	235,061.84	246,814.67	259,155.73	
744		Hourly	102.7600	107.8980	113.2929	118.9576	124.9054	
744		Bi-weekly	8,220.80	8,631.84	9,063.43	9,516.61	9,992.43	
744		Monthly	17,811.73	18,702.32	19,637.44	20,619.32	21,650.27	
744		Annual	213,740.80	224,427.84	235,649.23	247,431.81	259,803.23	
745		Hourly	103.0169	108.1678	113.5761	119.2549	125.2177	
745		Bi-weekly	8,241.35	8,653.42	9,086.09	9,540.39	10,017.42	
745		Monthly	17,856.26	18,749.09	19,686.52	20,670.85	21,704.40	
745		Annual	214,275.15	224,989.02	236,238.29	248,050.19	260,452.82	
746		Hourly	103.2745	108.4382	113.8601	119.5531	125.5308	
746		Bi-weekly	8,261.96	8,675.06	9,108.81	9,564.25	10,042.46	
746		Monthly	17,900.91	18,795.96	19,735.75	20,722.54	21,758.67	
746		Annual	214,810.96	225,551.46	236,829.01	248,670.45	261,104.06	
747		Hourly	103.5326	108.7093	114.1447	119.8520	125.8447	
747		Bi-weekly	8,282.61	8,696.74	9,131.58	9,588.16	10,067.58	
747		Monthly	17,945.65	18,842.95	19,785.08	20,774.35	21,813.08	
747		Annual	215,347.81	226,115.34	237,420.98	249,292.16	261,756.98	
748		Hourly	103.7916	108.9810	114.4301	120.1516	126.1591	
748		Bi-weekly	8,303.33	8,718.48	9,154.41	9,612.13	10,092.73	
748		Monthly	17,990.54	18,890.04	19,834.55	20,826.28	21,867.58	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
748		Annual	215,886.53	226,680.48	238,014.61	249,915.33	262,410.93	
749		Hourly	104.0510	109.2535	114.7163	120.4521	126.4747	
749		Bi-weekly	8,324.08	8,740.28	9,177.30	9,636.17	10,117.98	
749		Monthly	18,035.51	18,937.27	19,884.16	20,878.36	21,922.28	
749		Annual	216,426.08	227,247.28	238,609.90	250,540.37	263,067.38	
750		Hourly	104.3111	109.5267	115.0031	120.7532	126.7909	
750		Bi-weekly	8,344.89	8,762.14	9,200.25	9,660.26	10,143.27	
750		Monthly	18,080.59	18,984.63	19,933.87	20,930.56	21,977.09	
750		Annual	216,967.09	227,815.54	239,206.45	251,166.66	263,725.07	
751		Hourly	104.5719	109.8005	115.2906	121.0551	127.1078	
751		Bi-weekly	8,365.75	8,784.04	9,223.25	9,684.41	10,168.62	
751		Monthly	18,125.80	19,032.09	19,983.70	20,982.88	22,032.02	
751		Annual	217,509.55	228,385.04	239,804.45	251,794.61	264,384.22	
752		Hourly	104.8333	110.0750	115.5787	121.3577	127.4255	
752		Bi-weekly	8,386.66	8,806.00	9,246.30	9,708.62	10,194.04	
752		Monthly	18,171.11	19,079.67	20,033.64	21,035.34	22,087.09	
752		Annual	218,053.26	228,956.00	240,403.70	252,424.02	265,045.04	
753		Hourly	105.0954	110.3502	115.8677	121.6611	127.7442	
753		Bi-weekly	8,407.63	8,828.02	9,269.42	9,732.89	10,219.54	
753		Monthly	18,216.54	19,127.37	20,083.74	21,087.92	22,142.33	
753		Annual	218,598.43	229,528.42	241,004.82	253,055.09	265,707.94	
754		Hourly	105.3582	110.6261	116.1574	121.9652	128.0635	
754		Bi-weekly	8,428.66	8,850.09	9,292.59	9,757.22	10,245.08	
754		Monthly	18,262.09	19,175.19	20,133.95	21,140.64	22,197.67	
754		Annual	219,145.06	230,102.29	241,607.39	253,687.62	266,372.08	
755		Hourly	105.6216	110.9026	116.4478	122.2702	128.3837	
755		Bi-weekly	8,449.73	8,872.21	9,315.82	9,781.62	10,270.70	
755		Monthly	18,307.74	19,223.12	20,184.29	21,193.50	22,253.18	
755		Annual	219,692.93	230,677.41	242,211.42	254,322.02	267,038.10	
756		Hourly	105.8855	111.1798	116.7389	122.5758	128.7046	
756		Bi-weekly	8,470.84	8,894.38	9,339.11	9,806.06	10,296.37	
756		Monthly	18,353.49	19,271.17	20,234.74	21,246.47	22,308.80	
756		Annual	220,241.84	231,253.98	242,816.91	254,957.66	267,705.57	
757		Hourly	106.1504	111.4578	117.0308	122.8823	129.0263	
757		Bi-weekly	8,492.03	8,916.62	9,362.46	9,830.58	10,322.10	
757		Monthly	18,399.40	19,319.35	20,285.34	21,299.60	22,364.56	
757		Annual	220,792.83	231,832.22	243,424.06	255,595.18	268,374.70	
758		Hourly	106.4157	111.7365	117.3233	123.1893	129.3488	
758		Bi-weekly	8,513.26	8,938.92	9,385.86	9,855.14	10,347.90	
758		Monthly	18,445.39	19,367.66	20,336.04	21,352.81	22,420.46	
758		Annual	221,344.66	232,411.92	244,032.46	256,233.74	269,045.50	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
759		Hourly	106.6817	112.0158	117.6165	123.4974	129.6723	
759		Bi-weekly	8,534.54	8,961.26	9,409.32	9,879.79	10,373.78	
759		Monthly	18,491.50	19,416.07	20,386.86	21,406.22	22,476.53	
759		Annual	221,897.94	232,992.86	244,642.32	256,874.59	269,718.38	
760		Hourly	106.9485	112.2959	117.9107	123.8063	129.9966	
760		Bi-weekly	8,555.88	8,983.67	9,432.86	9,904.50	10,399.73	
760		Monthly	18,537.74	19,464.62	20,437.86	21,459.76	22,532.74	
760		Annual	222,452.88	233,575.47	245,254.26	257,517.10	270,392.93	
761		Hourly	107.2158	112.5766	118.2054	124.1157	130.3215	
761		Bi-weekly	8,577.26	9,006.13	9,456.43	9,929.26	10,425.72	
761		Monthly	18,584.07	19,513.28	20,488.94	21,513.39	22,589.06	
761		Annual	223,008.86	234,159.33	245,867.23	258,160.66	271,068.72	
762		Hourly	107.4838	112.8581	118.5010	124.4261	130.6474	
762		Bi-weekly	8,598.70	9,028.65	9,480.08	9,954.09	10,451.79	
762		Monthly	18,630.53	19,562.07	20,540.17	21,567.19	22,645.55	
762		Annual	223,566.30	234,744.85	246,482.08	258,806.29	271,746.59	
763		Hourly	107.7525	113.1400	118.7970	124.7369	130.9738	
763		Bi-weekly	8,620.20	9,051.20	9,503.76	9,978.95	10,477.90	
763		Monthly	18,677.10	19,610.93	20,591.48	21,621.06	22,702.13	
763		Annual	224,125.20	235,331.20	247,097.76	259,452.75	272,425.50	
764		Hourly	108.0220	113.4231	119.0943	125.0489	131.3014	
764		Bi-weekly	8,641.76	9,073.85	9,527.54	10,003.91	10,504.11	
764		Monthly	18,723.81	19,660.00	20,643.01	21,675.14	22,758.91	
764		Annual	224,685.76	235,920.05	247,716.14	260,101.71	273,106.91	
765		Hourly	108.2919	113.7065	119.3918	125.3615	131.6296	
765		Bi-weekly	8,663.35	9,096.52	9,551.34	10,028.92	10,530.37	
765		Monthly	18,770.60	19,709.13	20,694.58	21,729.33	22,815.80	
765		Annual	225,247.15	236,509.52	248,334.94	260,751.92	273,789.57	
766		Hourly	108.5627	113.9908	119.6903	125.6748	131.9587	
766		Bi-weekly	8,685.02	9,119.26	9,575.22	10,053.98	10,556.70	
766		Monthly	18,817.54	19,758.41	20,746.32	21,783.63	22,872.84	
766		Annual	225,810.42	237,100.86	248,955.82	261,403.58	274,474.10	
767		Hourly	108.8340	114.2757	119.9895	125.9890	132.2885	
767		Bi-weekly	8,706.72	9,142.06	9,599.16	10,079.12	10,583.08	
767		Monthly	18,864.56	19,807.79	20,798.18	21,838.09	22,930.01	
767		Annual	226,374.72	237,693.46	249,578.16	262,057.12	275,160.08	
768		Hourly	109.1061	114.5615	120.2896	126.3041	132.6192	
768		Bi-weekly	8,728.49	9,164.92	9,623.17	10,104.33	10,609.54	
768		Monthly	18,911.72	19,857.33	20,850.20	21,892.71	22,987.33	
768		Annual	226,940.69	238,287.92	250,202.37	262,712.53	275,847.94	
769		Hourly	109.3789	114.8478	120.5901	126.6197	132.9506	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
769		Bi-weekly	8,750.31	9,187.82	9,647.21	10,129.58	10,636.05	
769		Monthly	18,959.01	19,906.95	20,902.28	21,947.42	23,044.77	
769		Annual	227,508.11	238,883.42	250,827.41	263,368.98	276,537.25	
770		Hourly	109.6524	115.1350	120.8918	126.9365	133.2832	
770		Bi-weekly	8,772.19	9,210.80	9,671.34	10,154.92	10,662.66	
770		Monthly	19,006.42	19,956.73	20,954.58	22,002.33	23,102.42	
770		Annual	228,076.99	239,480.80	251,454.94	264,027.92	277,229.06	
771		Hourly	109.9264	115.4228	121.1939	127.2536	133.6162	
771		Bi-weekly	8,794.11	9,233.82	9,695.51	10,180.29	10,689.30	
771		Monthly	19,053.91	20,006.62	21,006.94	22,057.29	23,160.14	
771		Annual	228,646.91	240,079.42	252,083.31	264,687.49	277,921.70	
772		Hourly	110.2013	115.7114	121.4969	127.5719	133.9505	
772		Bi-weekly	8,816.10	9,256.91	9,719.75	10,205.75	10,716.04	
772		Monthly	19,101.56	20,056.64	21,059.46	22,112.46	23,218.09	
772		Annual	229,218.70	240,679.71	252,713.55	265,349.55	278,617.04	
773		Hourly	110.4769	116.0008	121.8008	127.8908	134.2854	
773		Bi-weekly	8,838.15	9,280.06	9,744.06	10,231.26	10,742.83	
773		Monthly	19,149.33	20,106.81	21,112.14	22,167.74	23,276.14	
773		Annual	229,791.95	241,281.66	253,345.66	266,012.86	279,313.63	
774		Hourly	110.7530	116.2906	122.1052	128.2104	134.6209	
774		Bi-weekly	8,860.24	9,303.25	9,768.42	10,256.83	10,769.67	
774		Monthly	19,197.19	20,157.04	21,164.90	22,223.14	23,334.29	
774		Annual	230,366.24	241,884.45	253,978.82	266,677.63	280,011.47	
775	Police Chief		-	-	-	-	-	Unrep
775		Hourly	111.0299	116.5814	122.4105	128.5309	134.9575	
775		Bi-weekly	8,882.39	9,326.51	9,792.84	10,282.47	10,796.60	
775		Monthly	19,245.18	20,207.44	21,217.82	22,278.69	23,392.63	
775		Annual	230,942.19	242,489.31	254,613.84	267,344.27	280,711.60	
776		Hourly	111.3075	116.8729	122.7165	128.8523	135.2949	
776		Bi-weekly	8,904.60	9,349.83	9,817.32	10,308.18	10,823.59	
776		Monthly	19,293.30	20,257.97	21,270.86	22,334.40	23,451.12	
776		Annual	231,519.60	243,095.63	255,250.32	268,012.78	281,413.39	
777		Hourly	111.5858	117.1651	123.0234	129.1746	135.6333	
777		Bi-weekly	8,926.86	9,373.21	9,841.87	10,333.97	10,850.66	
777		Monthly	19,341.54	20,308.62	21,324.06	22,390.26	23,509.77	
777		Annual	232,098.46	243,703.41	255,888.67	268,683.17	282,117.26	
778		Hourly	111.8647	117.4580	123.3309	129.4974	135.9723	
778		Bi-weekly	8,949.18	9,396.64	9,866.47	10,359.79	10,877.78	
778		Monthly	19,389.88	20,359.39	21,377.36	22,446.22	23,568.53	
778		Annual	232,678.58	244,312.64	256,528.27	269,354.59	282,822.38	
779		Hourly	112.1444	117.7517	123.6392	129.8212	136.3122	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
779		Bi-weekly	8,971.55	9,420.14	9,891.14	10,385.70	10,904.98	
779		Monthly	19,438.36	20,410.30	21,430.80	22,502.34	23,627.45	
779		Annual	233,260.35	244,923.54	257,169.54	270,028.10	283,529.38	
780		Hourly	112.4247	118.0459	123.9482	130.1455	136.6529	
780		Bi-weekly	8,993.98	9,443.67	9,915.86	10,411.64	10,932.23	
780		Monthly	19,486.95	20,461.29	21,484.36	22,558.55	23,686.50	
780		Annual	233,843.38	245,535.47	257,812.26	270,702.64	284,238.03	
781		Hourly	112.7059	118.3411	124.2583	130.4711	136.9947	
781		Bi-weekly	9,016.47	9,467.29	9,940.66	10,437.69	10,959.58	
781		Monthly	19,535.69	20,512.46	21,538.11	22,614.99	23,745.75	
781		Annual	234,428.27	246,149.49	258,457.26	271,379.89	284,948.98	
782		Hourly	112.9876	118.6370	124.5689	130.7974	137.3373	
782		Bi-weekly	9,039.01	9,490.96	9,965.51	10,463.79	10,986.98	
782		Monthly	19,584.52	20,563.75	21,591.94	22,671.55	23,805.13	
782		Annual	235,014.21	246,764.96	259,103.31	272,058.59	285,661.58	
783		Hourly	113.2700	118.9335	124.8802	131.1243	137.6804	
783		Bi-weekly	9,061.60	9,514.68	9,990.42	10,489.94	11,014.43	
783		Monthly	19,633.47	20,615.14	21,645.90	22,728.21	23,864.60	
783		Annual	235,601.60	247,381.68	259,750.82	272,738.54	286,375.23	
784		Hourly	113.5533	119.2309	125.1925	131.4520	138.0245	
784		Bi-weekly	9,084.26	9,538.47	10,015.40	10,516.16	11,041.96	
784		Monthly	19,682.57	20,666.69	21,700.03	22,785.01	23,924.25	
784		Annual	236,190.86	248,000.27	260,400.40	273,420.16	287,090.96	
785		Hourly	113.8371	119.5289	125.5054	131.7807	138.3697	
785		Bi-weekly	9,106.97	9,562.31	10,040.43	10,542.46	11,069.58	
785		Monthly	19,731.76	20,718.34	21,754.27	22,841.99	23,984.08	
785		Annual	236,781.17	248,620.11	261,051.23	274,103.86	287,808.98	
786		Hourly	114.1217	119.8278	125.8192	132.1102	138.7158	
786		Bi-weekly	9,129.74	9,586.22	10,065.54	10,568.82	11,097.26	
786		Monthly	19,781.10	20,770.15	21,808.66	22,899.10	24,044.07	
786		Annual	237,373.14	249,241.82	261,703.94	274,789.22	288,528.86	
787		Hourly	114.4069	120.1273	126.1337	132.4403	139.0624	
787		Bi-weekly	9,152.55	9,610.18	10,090.70	10,595.22	11,124.99	
787		Monthly	19,830.53	20,822.07	21,863.18	22,956.32	24,104.15	
787		Annual	237,966.35	249,864.78	262,358.10	275,475.82	289,249.79	
788		Hourly	114.6931	120.4278	126.4492	132.7716	139.4103	
788		Bi-weekly	9,175.45	9,634.22	10,115.94	10,621.73	11,152.82	
788		Monthly	19,880.14	20,874.15	21,917.86	23,013.74	24,164.45	
788		Annual	238,561.65	250,489.82	263,014.34	276,164.93	289,973.42	
789		Hourly	114.9797	120.7288	126.7652	133.1035	139.7585	
789		Bi-weekly	9,198.38	9,658.30	10,141.22	10,648.28	11,180.68	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
789		Monthly	19,929.82	20,926.33	21,972.64	23,071.27	24,224.81	
789		Annual	239,157.78	251,115.90	263,671.62	276,855.28	290,697.68	
790		Hourly	115.2672	121.0306	127.0821	133.4363	140.1081	
790		Bi-weekly	9,221.38	9,682.45	10,166.57	10,674.90	11,208.65	
790		Monthly	19,979.65	20,978.64	22,027.56	23,128.96	24,285.40	
790		Annual	239,755.78	251,743.65	264,330.77	277,547.50	291,424.85	
791		Hourly	115.5554	121.3332	127.3999	133.7698	140.4584	
791		Bi-weekly	9,244.43	9,706.66	10,191.99	10,701.58	11,236.67	
791		Monthly	20,029.60	21,031.09	22,082.65	23,186.77	24,346.12	
791		Annual	240,355.23	252,373.06	264,991.79	278,241.18	292,153.47	
792		Hourly	115.8443	121.6365	127.7182	134.1042	140.8095	
792		Bi-weekly	9,267.54	9,730.92	10,217.46	10,728.34	11,264.76	
792		Monthly	20,079.68	21,083.66	22,137.82	23,244.73	24,406.98	
792		Annual	240,956.14	253,003.92	265,653.86	278,936.74	292,883.76	
793		Hourly	116.1338	121.9406	128.0375	134.4394	141.1614	
793		Bi-weekly	9,290.70	9,755.25	10,243.00	10,755.15	11,292.91	
793		Monthly	20,129.86	21,136.37	22,193.17	23,302.83	24,467.98	
793		Annual	241,558.30	253,636.45	266,318.00	279,633.95	293,615.71	
794		Hourly	116.4242	122.2454	128.3577	134.7756	141.5144	
794		Bi-weekly	9,313.94	9,779.63	10,268.62	10,782.05	11,321.15	
794		Monthly	20,180.20	21,189.20	22,248.67	23,361.10	24,529.16	
794		Annual	242,162.34	254,270.43	266,984.02	280,333.25	294,349.95	
795		Hourly	116.7153	122.5510	128.6785	135.1125	141.8682	
795		Bi-weekly	9,337.22	9,804.08	10,294.28	10,809.00	11,349.46	
795		Monthly	20,230.65	21,242.17	22,304.27	23,419.50	24,590.49	
795		Annual	242,767.82	254,906.08	267,651.28	281,034.00	295,085.86	
796		Hourly	117.0071	122.8575	129.0003	135.4504	142.2229	
796		Bi-weekly	9,360.57	9,828.60	10,320.02	10,836.03	11,377.83	
796		Monthly	20,281.23	21,295.30	22,360.05	23,478.07	24,651.97	
796		Annual	243,374.77	255,543.60	268,320.62	281,736.83	295,823.63	
797		Hourly	117.2996	123.1646	129.3228	135.7889	142.5783	
797		Bi-weekly	9,383.97	9,853.17	10,345.82	10,863.11	11,406.26	
797		Monthly	20,331.93	21,348.53	22,415.95	23,536.74	24,713.57	
797		Annual	243,983.17	256,182.37	268,991.42	282,440.91	296,562.86	
798		Hourly	117.5928	123.4725	129.6461	136.1284	142.9349	
798		Bi-weekly	9,407.42	9,877.80	10,371.69	10,890.27	11,434.79	
798		Monthly	20,382.75	21,401.90	22,471.99	23,595.59	24,775.38	
798		Annual	244,593.02	256,822.80	269,663.89	283,147.07	297,304.59	
799		Hourly	117.8868	123.7812	129.9702	136.4687	143.2922	
799		Bi-weekly	9,430.94	9,902.50	10,397.62	10,917.50	11,463.38	
799		Monthly	20,433.71	21,455.41	22,528.17	23,654.58	24,837.32	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
799		Annual	245,204.54	257,464.90	270,338.02	283,854.90	298,047.78	
800		Hourly	118.1816	124.0907	130.2952	136.8100	143.6504	
800		Bi-weekly	9,454.53	9,927.26	10,423.62	10,944.80	11,492.03	
800		Monthly	20,484.81	21,509.06	22,584.50	23,713.73	24,899.40	
800		Annual	245,817.73	258,108.66	271,014.02	284,564.80	298,792.83	
801		Hourly	118.4770	124.4008	130.6209	137.1519	144.0096	
801		Bi-weekly	9,478.16	9,952.06	10,449.67	10,972.15	11,520.77	
801		Monthly	20,536.01	21,562.81	22,640.96	23,773.00	24,961.66	
801		Annual	246,432.16	258,753.66	271,691.47	285,275.95	299,539.97	
802		Hourly	118.7732	124.7118	130.9474	137.4948	144.3694	
802		Bi-weekly	9,501.86	9,976.94	10,475.79	10,999.58	11,549.55	
802		Monthly	20,587.36	21,616.71	22,697.55	23,832.43	25,024.03	
802		Annual	247,048.26	259,400.54	272,370.59	285,989.18	300,288.35	
803		Hourly	119.0701	125.0236	131.2747	137.8385	144.7305	
803		Bi-weekly	9,525.61	10,001.89	10,501.98	11,027.08	11,578.44	
803		Monthly	20,638.82	21,670.76	22,754.28	23,892.01	25,086.62	
803		Annual	247,665.81	260,049.09	273,051.38	286,704.08	301,039.44	
804		Hourly	119.3678	125.3362	131.6030	138.1832	145.0923	
804		Bi-weekly	9,549.42	10,026.90	10,528.24	11,054.66	11,607.38	
804		Monthly	20,690.42	21,724.94	22,811.19	23,951.76	25,149.33	
804		Annual	248,285.02	260,699.30	273,734.24	287,421.06	301,791.98	
805		Hourly	119.6662	125.6495	131.9320	138.5285	145.4550	
805		Bi-weekly	9,573.30	10,051.96	10,554.56	11,082.28	11,636.40	
805		Monthly	20,742.14	21,779.25	22,868.21	24,011.61	25,212.20	
805		Annual	248,905.70	261,350.96	274,418.56	288,139.28	302,546.40	
806		Hourly	119.9654	125.9636	132.2618	138.8749	145.8186	
806		Bi-weekly	9,597.23	10,077.09	10,580.94	11,109.99	11,665.49	
806		Monthly	20,794.00	21,833.69	22,925.38	24,071.65	25,275.22	
806		Annual	249,528.03	262,004.29	275,104.54	288,859.79	303,302.69	
807		Hourly	120.2653	126.2784	132.5923	139.2219	146.1830	
807		Bi-weekly	9,621.22	10,102.27	10,607.38	11,137.75	11,694.64	
807		Monthly	20,845.99	21,888.26	22,982.67	24,131.80	25,338.39	
807		Annual	250,151.82	262,659.07	275,791.98	289,581.55	304,060.64	
808		Hourly	120.5659	126.5942	132.9240	139.5703	146.5487	
808		Bi-weekly	9,645.27	10,127.54	10,633.92	11,165.62	11,723.90	
808		Monthly	20,898.09	21,943.00	23,040.16	24,192.19	25,401.78	
808		Annual	250,777.07	263,315.94	276,481.92	290,306.22	304,821.30	
809		Hourly	120.8673	126.9107	133.2563	139.9190	146.9150	
809		Bi-weekly	9,669.38	10,152.86	10,660.50	11,193.52	11,753.20	
809		Monthly	20,950.33	21,997.86	23,097.76	24,252.63	25,465.27	
809		Annual	251,403.98	263,974.26	277,173.10	291,031.52	305,583.20	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
810		Hourly	121.1695	127.2280	133.5894	140.2689	147.2824	
810		Bi-weekly	9,693.56	10,178.24	10,687.15	11,221.51	11,782.59	
810		Monthly	21,002.71	22,052.85	23,155.50	24,313.28	25,528.95	
810		Annual	252,032.56	264,634.24	277,865.95	291,759.31	306,347.39	
811		Hourly	121.4724	127.5461	133.9235	140.6196	147.6507	
811		Bi-weekly	9,717.79	10,203.69	10,713.88	11,249.57	11,812.06	
811		Monthly	21,055.22	22,107.99	23,213.41	24,374.06	25,592.79	
811		Annual	252,662.59	265,295.89	278,560.88	292,488.77	307,113.46	
812		Hourly	121.7761	127.8649	134.2581	140.9711	148.0197	
812		Bi-weekly	9,742.09	10,229.19	10,740.65	11,277.69	11,841.58	
812		Monthly	21,107.86	22,163.25	23,271.40	24,434.99	25,656.75	
812		Annual	253,294.29	265,958.99	279,256.85	293,219.89	307,880.98	
813		Hourly	122.0805	128.1845	134.5937	141.3234	148.3896	
813		Bi-weekly	9,766.44	10,254.76	10,767.50	11,305.87	11,871.17	
813		Monthly	21,160.62	22,218.65	23,329.58	24,496.06	25,720.86	
813		Annual	253,927.44	266,623.76	279,954.90	293,952.67	308,650.37	
814		Hourly	122.3857	128.5051	134.9303	141.6769	148.7607	
814		Bi-weekly	9,790.86	10,280.41	10,794.42	11,334.15	11,900.86	
814		Monthly	21,213.52	22,274.22	23,387.92	24,557.33	25,785.19	
814		Annual	254,562.26	267,290.61	280,655.02	294,687.95	309,422.26	
815		Hourly	122.6917	128.8262	135.2676	142.0309	149.1325	
815		Bi-weekly	9,815.34	10,306.10	10,821.41	11,362.47	11,930.60	
815		Monthly	21,266.56	22,329.88	23,446.38	24,618.69	25,849.63	
815		Annual	255,198.74	267,958.50	281,356.61	295,424.27	310,195.60	
816		Hourly	122.9985	129.1484	135.6058	142.3861	149.5053	
816		Bi-weekly	9,839.88	10,331.87	10,848.46	11,390.89	11,960.42	
816		Monthly	21,319.74	22,385.72	23,505.01	24,680.26	25,914.25	
816		Annual	255,836.88	268,628.67	282,060.06	296,163.09	310,971.02	
817		Hourly	123.3059	129.4713	135.9449	142.7421	149.8793	
817		Bi-weekly	9,864.47	10,357.70	10,875.59	11,419.37	11,990.34	
817		Monthly	21,373.02	22,441.69	23,563.78	24,741.96	25,979.08	
817		Annual	256,476.27	269,300.30	282,765.39	296,903.57	311,748.94	
818		Hourly	123.6142	129.7949	136.2847	143.0988	150.2537	
818		Bi-weekly	9,889.14	10,383.59	10,902.78	11,447.90	12,020.30	
818		Monthly	21,426.46	22,497.78	23,622.68	24,803.79	26,043.98	
818		Annual	257,117.54	269,973.39	283,472.18	297,645.50	312,527.70	
819		Hourly	123.9232	130.1193	136.6253	143.4565	150.6295	
819		Bi-weekly	9,913.86	10,409.54	10,930.02	11,476.52	12,050.36	
819		Monthly	21,480.02	22,554.01	23,681.72	24,865.79	26,109.11	
819		Annual	257,760.26	270,648.14	284,180.62	298,389.52	313,309.36	
820		Hourly	124.2330	130.4447	136.9669	143.8153	151.0060	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
820		Bi-weekly	9,938.64	10,435.58	10,957.35	11,505.22	12,080.48	
820		Monthly	21,533.72	22,610.42	23,740.93	24,927.99	26,174.37	
820		Annual	258,404.64	271,324.98	284,891.15	299,135.82	314,092.48	
821		Hourly	124.5437	130.7710	137.3094	144.1749	151.3837	
821		Bi-weekly	9,963.50	10,461.68	10,984.75	11,533.99	12,110.70	
821		Monthly	21,587.58	22,666.97	23,800.30	24,990.32	26,239.84	
821		Annual	259,050.90	272,003.68	285,603.55	299,883.79	314,878.10	
822		Hourly	124.8550	131.0978	137.6527	144.5353	151.7621	
822		Bi-weekly	9,988.40	10,487.82	11,012.22	11,562.82	12,140.97	
822		Monthly	21,641.53	22,723.62	23,859.80	25,052.79	26,305.43	
822		Annual	259,698.40	272,683.42	286,317.62	300,633.42	315,665.17	
823		Hourly	125.1671	131.4254	137.9967	144.8966	152.1414	
823		Bi-weekly	10,013.37	10,514.03	11,039.74	11,591.73	12,171.31	
823		Monthly	21,695.63	22,780.40	23,919.43	25,115.41	26,371.18	
823		Annual	260,347.57	273,364.83	287,033.14	301,384.93	316,454.11	
824		Hourly	125.4801	131.7541	138.3418	145.2588	152.5217	
824		Bi-weekly	10,038.41	10,540.33	11,067.34	11,620.70	12,201.74	
824		Monthly	21,749.88	22,837.38	23,979.25	25,178.19	26,437.10	
824		Annual	260,998.61	274,048.53	287,750.94	302,138.30	317,245.14	
825		Hourly	125.7938	132.0835	138.6877	145.6221	152.9032	
825		Bi-weekly	10,063.50	10,566.68	11,095.02	11,649.77	12,232.26	
825		Monthly	21,804.26	22,894.47	24,039.20	25,241.16	26,503.22	
825		Annual	261,651.10	274,733.68	288,470.42	302,893.97	318,038.66	
826		Hourly	126.1083	132.4136	139.0343	145.9860	153.2853	
826		Bi-weekly	10,088.66	10,593.09	11,122.74	11,678.88	12,262.82	
826		Monthly	21,858.77	22,951.69	24,099.28	25,304.24	26,569.45	
826		Annual	262,305.26	275,420.29	289,191.34	303,650.88	318,833.42	
827		Hourly	126.4235	132.7446	139.3820	146.3509	153.6685	
827		Bi-weekly	10,113.88	10,619.57	11,150.56	11,708.07	12,293.48	
827		Monthly	21,913.41	23,009.06	24,159.55	25,367.49	26,635.87	
827		Annual	262,960.88	276,108.77	289,914.56	304,409.87	319,630.48	
828		Hourly	126.7395	133.0765	139.7304	146.7169	154.0528	
828		Bi-weekly	10,139.16	10,646.12	11,178.43	11,737.35	12,324.22	
828		Monthly	21,968.18	23,066.59	24,219.94	25,430.93	26,702.49	
828		Annual	263,618.16	276,799.12	290,639.23	305,171.15	320,429.82	
829		Hourly	127.0564	133.4093	140.0798	147.0838	154.4380	
829		Bi-weekly	10,164.51	10,672.74	11,206.38	11,766.70	12,355.04	
829		Monthly	22,023.11	23,124.28	24,280.50	25,494.53	26,769.25	
829		Annual	264,277.31	277,491.34	291,365.98	305,934.30	321,231.04	
830		Hourly	127.3741	133.7428	140.4300	147.4515	154.8240	
830		Bi-weekly	10,189.93	10,699.42	11,234.40	11,796.12	12,385.92	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
830		Monthly	22,078.18	23,182.09	24,341.20	25,558.26	26,836.16	
830		Annual	264,938.13	278,185.02	292,094.40	306,699.12	322,033.92	
831		Hourly	127.6926	134.0772	140.7810	147.8200	155.2110	
831		Bi-weekly	10,215.41	10,726.18	11,262.48	11,825.60	12,416.88	
831		Monthly	22,133.38	23,240.05	24,402.04	25,622.13	26,903.24	
831		Annual	265,600.61	278,880.58	292,824.48	307,465.60	322,838.88	
832		Hourly	128.0117	134.4123	141.1329	148.1895	155.5990	
832		Bi-weekly	10,240.94	10,752.98	11,290.63	11,855.16	12,447.92	
832		Monthly	22,188.70	23,298.13	24,463.04	25,686.18	26,970.49	
832		Annual	266,264.34	279,577.58	293,556.43	308,234.16	323,645.92	
833		Hourly	128.3317	134.7483	141.4856	148.5600	155.9879	
833		Bi-weekly	10,266.54	10,779.86	11,318.85	11,884.80	12,479.03	
833		Monthly	22,244.16	23,356.37	24,524.17	25,750.40	27,037.90	
833		Annual	266,929.94	280,276.46	294,290.05	309,004.80	324,454.83	
834		Hourly	128.6526	135.0852	141.8395	148.9315	156.3780	
834		Bi-weekly	10,292.21	10,806.82	11,347.16	11,914.52	12,510.24	
834		Monthly	22,299.78	23,414.77	24,585.51	25,814.79	27,105.52	
834		Annual	267,597.41	280,977.22	295,026.16	309,777.52	325,266.24	
835		Hourly	128.9741	135.4229	142.1940	149.3038	156.7689	
835		Bi-weekly	10,317.93	10,833.83	11,375.52	11,944.30	12,541.51	
835		Monthly	22,355.51	23,473.30	24,646.96	25,879.33	27,173.28	
835		Annual	268,266.13	281,679.63	295,763.52	310,551.90	326,079.31	
836		Hourly	129.2967	135.7616	142.5496	149.6771	157.1609	
836		Bi-weekly	10,343.74	10,860.93	11,403.97	11,974.17	12,572.87	
836		Monthly	22,411.43	23,532.01	24,708.60	25,944.03	27,241.22	
836		Annual	268,937.14	282,384.13	296,503.17	311,328.37	326,894.67	
837		Hourly	129.6198	136.1009	142.9060	150.0513	157.5538	
837		Bi-weekly	10,369.58	10,888.07	11,432.48	12,004.10	12,604.30	
837		Monthly	22,467.43	23,590.82	24,770.37	26,008.89	27,309.33	
837		Annual	269,609.18	283,089.87	297,244.48	312,106.70	327,711.90	
838		Hourly	129.9440	136.4412	143.2633	150.4265	157.9478	
838		Bi-weekly	10,395.52	10,915.30	11,461.06	12,034.12	12,635.82	
838		Monthly	22,523.63	23,649.81	24,832.31	26,073.93	27,377.62	
838		Annual	270,283.52	283,797.70	297,987.66	312,887.12	328,531.42	
839		Hourly	130.2688	136.7822	143.6213	150.8024	158.3425	
839		Bi-weekly	10,421.50	10,942.58	11,489.70	12,064.19	12,667.40	
839		Monthly	22,579.93	23,708.92	24,894.36	26,139.08	27,446.03	
839		Annual	270,959.10	284,506.98	298,732.30	313,668.99	329,352.40	
840		Hourly	130.5945	137.1242	143.9804	151.1795	158.7385	
840		Bi-weekly	10,447.56	10,969.94	11,518.43	12,094.36	12,699.08	
840		Monthly	22,636.38	23,768.20	24,956.60	26,204.45	27,514.67	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
840		Annual	271,636.56	285,218.34	299,479.23	314,453.36	330,176.08	
841		Hourly	130.9209	137.4670	144.3404	151.5574	159.1352	
841		Bi-weekly	10,473.67	10,997.36	11,547.23	12,124.59	12,730.82	
841		Monthly	22,692.96	23,827.61	25,019.00	26,269.95	27,583.44	
841		Annual	272,315.47	285,931.36	300,228.03	315,239.39	331,001.22	
842		Hourly	131.2483	137.8108	144.7013	151.9364	159.5332	
842		Bi-weekly	10,499.86	11,024.86	11,576.10	12,154.91	12,762.66	
842		Monthly	22,749.71	23,887.21	25,081.56	26,335.64	27,652.42	
842		Annual	272,996.46	286,646.46	300,978.70	316,027.71	331,829.06	
843		Hourly	131.5764	138.1552	145.0630	152.3162	159.9320	
843		Bi-weekly	10,526.11	11,052.42	11,605.04	12,185.30	12,794.56	
843		Monthly	22,806.58	23,946.90	25,144.25	26,401.48	27,721.55	
843		Annual	273,678.91	287,362.82	301,731.04	316,817.70	332,658.56	
844		Hourly	131.9053	138.5006	145.4256	152.6970	160.3318	
844		Bi-weekly	10,552.42	11,080.05	11,634.05	12,215.76	12,826.54	
844		Monthly	22,863.59	24,006.77	25,207.10	26,467.48	27,790.85	
844		Annual	274,363.02	288,081.25	302,485.25	317,609.76	333,490.14	
845		Hourly	132.2351	138.8469	145.7893	153.0787	160.7326	
845		Bi-weekly	10,578.81	11,107.75	11,663.14	12,246.30	12,858.61	
845		Monthly	22,920.75	24,066.80	25,270.15	26,533.64	27,860.32	
845		Annual	275,049.01	288,801.55	303,241.74	318,403.70	334,323.81	
846		Hourly	132.5656	139.1939	146.1536	153.4612	161.1343	
846		Bi-weekly	10,605.25	11,135.51	11,692.29	12,276.90	12,890.74	
846		Monthly	22,978.04	24,126.94	25,333.29	26,599.94	27,929.95	
846		Annual	275,736.45	289,523.31	303,999.49	319,199.30	335,159.34	
847		Hourly	132.8971	139.5419	146.5190	153.8450	161.5373	
847		Bi-weekly	10,631.77	11,163.35	11,721.52	12,307.60	12,922.98	
847		Monthly	23,035.50	24,187.26	25,396.63	26,666.47	27,999.80	
847		Annual	276,425.97	290,247.15	304,759.52	319,997.60	335,997.58	
848		Hourly	133.2294	139.8908	146.8853	154.2295	161.9410	
848		Bi-weekly	10,658.35	11,191.26	11,750.82	12,338.36	12,955.28	
848		Monthly	23,093.10	24,247.74	25,460.12	26,733.11	28,069.77	
848		Annual	277,117.15	290,972.86	305,521.42	320,797.36	336,837.28	
849		Hourly	133.5625	140.2406	147.2526	154.6153	162.3459	
849		Bi-weekly	10,685.00	11,219.25	11,780.21	12,369.22	12,987.67	
849		Monthly	23,150.83	24,308.37	25,523.78	26,799.99	28,139.96	
849		Annual	277,810.00	291,700.45	306,285.41	321,599.82	337,679.47	
850		Hourly	133.8964	140.5912	147.6207	155.0017	162.7518	
850		Bi-weekly	10,711.71	11,247.30	11,809.66	12,400.14	13,020.14	
850		Monthly	23,208.71	24,369.14	25,587.59	26,866.96	28,210.31	
850		Annual	278,504.51	292,429.70	307,051.06	322,403.54	338,523.74	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
851		Hourly	134.2310	140.9426	147.9897	155.3892	163.1587	
851		Bi-weekly	10,738.48	11,275.41	11,839.18	12,431.14	13,052.70	
851		Monthly	23,266.71	24,430.05	25,651.55	26,934.13	28,280.84	
851		Annual	279,200.48	293,160.61	307,818.58	323,209.54	339,370.10	
852		Hourly	134.5666	141.2950	148.3598	155.7777	163.5667	
852		Bi-weekly	10,765.33	11,303.60	11,868.78	12,462.22	13,085.34	
852		Monthly	23,324.88	24,491.13	25,715.70	27,001.47	28,351.56	
852		Annual	279,898.53	293,893.60	308,588.38	324,017.62	340,218.74	
853		Hourly	134.9030	141.6482	148.7306	156.1672	163.9756	
853		Bi-weekly	10,792.24	11,331.86	11,898.45	12,493.38	13,118.05	
853		Monthly	23,383.19	24,552.36	25,779.97	27,068.98	28,422.44	
853		Annual	280,598.24	294,628.26	309,359.65	324,827.78	341,069.25	
854		Hourly	135.2402	142.0023	149.1024	156.5575	164.3855	
854		Bi-weekly	10,819.22	11,360.18	11,928.19	12,524.60	13,150.84	
854		Monthly	23,441.64	24,613.73	25,844.42	27,136.63	28,493.49	
854		Annual	281,299.62	295,364.78	310,132.99	325,639.60	341,921.84	
855		Hourly	135.5785	142.3573	149.4752	156.9490	164.7965	
855		Bi-weekly	10,846.28	11,388.58	11,958.02	12,555.92	13,183.72	
855		Monthly	23,500.27	24,675.27	25,909.04	27,204.49	28,564.73	
855		Annual	282,003.28	296,103.18	310,908.42	326,453.92	342,776.72	
856		Hourly	135.9174	142.7133	149.8489	157.3415	165.2085	
856		Bi-weekly	10,873.39	11,417.06	11,987.91	12,587.32	13,216.68	
856		Monthly	23,559.02	24,736.97	25,973.81	27,272.53	28,636.14	
856		Annual	282,708.19	296,843.66	311,685.71	327,270.32	343,633.68	
857		Hourly	136.2572	143.0700	150.2235	157.7347	165.6214	
857		Bi-weekly	10,900.58	11,445.60	12,017.88	12,618.78	13,249.71	
857		Monthly	23,617.92	24,798.80	26,038.74	27,340.68	28,707.71	
857		Annual	283,414.98	297,585.60	312,464.88	328,088.18	344,492.51	
858		Hourly	136.5978	143.4276	150.5990	158.1290	166.0355	
858		Bi-weekly	10,927.82	11,474.21	12,047.92	12,650.32	13,282.84	
858		Monthly	23,676.95	24,860.78	26,103.83	27,409.03	28,779.49	
858		Annual	284,123.42	298,329.41	313,245.92	328,908.32	345,353.84	
859		Hourly	136.9393	143.7862	150.9756	158.5244	166.4507	
859		Bi-weekly	10,955.14	11,502.90	12,078.05	12,681.95	13,316.06	
859		Monthly	23,736.15	24,922.94	26,169.10	27,477.56	28,851.46	
859		Annual	284,833.74	299,075.30	314,029.25	329,730.75	346,217.46	
860		Hourly	137.2816	144.1457	151.3530	158.9207	166.8667	
860		Bi-weekly	10,982.53	11,531.66	12,108.24	12,713.66	13,349.34	
860		Monthly	23,795.48	24,985.26	26,234.52	27,546.26	28,923.56	
860		Annual	285,545.73	299,823.06	314,814.24	330,555.06	347,082.74	
861		Hourly	137.6248	144.5060	151.7314	159.3179	167.2837	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
861		Bi-weekly	11,009.98	11,560.48	12,138.51	12,745.43	13,382.70	
861		Monthly	23,854.97	25,047.71	26,300.11	27,615.10	28,995.84	
861		Annual	286,259.58	300,572.48	315,601.31	331,381.23	347,950.10	
862		Hourly	137.9689	144.8673	152.1107	159.7162	167.7020	
862		Bi-weekly	11,037.51	11,589.38	12,168.86	12,777.30	13,416.16	
862		Monthly	23,914.61	25,110.33	26,365.86	27,684.14	29,068.35	
862		Annual	286,975.31	301,323.98	316,390.26	332,209.70	348,820.16	
863		Hourly	138.3138	145.2295	152.4909	160.1155	168.1212	
863		Bi-weekly	11,065.10	11,618.36	12,199.27	12,809.24	13,449.70	
863		Monthly	23,974.39	25,173.11	26,431.76	27,753.35	29,141.01	
863		Annual	287,692.70	302,077.36	317,181.07	333,040.24	349,692.10	
864		Hourly	138.6596	145.5927	152.8723	160.5159	168.5418	
864		Bi-weekly	11,092.77	11,647.42	12,229.78	12,841.27	13,483.34	
864		Monthly	24,034.33	25,236.07	26,497.87	27,822.76	29,213.91	
864		Annual	288,411.97	302,832.82	317,974.38	333,873.07	350,566.94	
865		Hourly	139.0062	145.9566	153.2544	160.9171	168.9630	
865		Bi-weekly	11,120.50	11,676.53	12,260.35	12,873.37	13,517.04	
865		Monthly	24,094.41	25,299.14	26,564.10	27,892.30	29,286.92	
865		Annual	289,132.90	303,589.73	318,769.15	334,707.57	351,443.04	
866		Hourly	139.3537	146.3215	153.6376	161.3194	169.3854	
866		Bi-weekly	11,148.30	11,705.72	12,291.01	12,905.55	13,550.83	
866		Monthly	24,154.64	25,362.39	26,630.52	27,962.03	29,360.14	
866		Annual	289,855.70	304,348.72	319,566.21	335,544.35	352,321.63	
867		Hourly	139.7022	146.6872	154.0217	161.7228	169.8089	
867		Bi-weekly	11,176.18	11,734.98	12,321.74	12,937.82	13,584.71	
867		Monthly	24,215.05	25,425.78	26,697.10	28,031.95	29,433.54	
867		Annual	290,580.58	305,109.38	320,365.14	336,383.42	353,202.51	
868		Hourly	140.0514	147.0539	154.4067	162.1270	170.2334	
868		Bi-weekly	11,204.11	11,764.31	12,352.54	12,970.16	13,618.67	
868		Monthly	24,275.58	25,489.34	26,763.83	28,102.01	29,507.12	
868		Annual	291,306.91	305,872.11	321,165.94	337,224.16	354,085.47	
869		Hourly	140.4016	147.4216	154.7928	162.5325	170.6591	
869		Bi-weekly	11,232.13	11,793.73	12,383.42	13,002.60	13,652.73	
869		Monthly	24,336.28	25,553.08	26,830.75	28,172.30	29,580.91	
869		Annual	292,035.33	306,636.93	321,969.02	338,067.60	354,970.93	
870		Hourly	140.7526	147.7902	155.1797	162.9387	171.0857	
870		Bi-weekly	11,260.21	11,823.22	12,414.38	13,035.10	13,686.86	
870		Monthly	24,397.12	25,616.97	26,897.82	28,242.71	29,654.86	
870		Annual	292,765.41	307,403.62	322,773.78	338,912.50	355,858.26	
871		Hourly	141.1044	148.1596	155.5676	163.3461	171.5133	
871		Bi-weekly	11,288.35	11,852.77	12,445.41	13,067.69	13,721.06	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
871		Monthly	24,458.10	25,681.00	26,965.05	28,313.32	29,728.97	
871		Annual	293,497.15	308,171.97	323,580.61	339,759.89	356,747.66	
872		Hourly	141.4572	148.5300	155.9565	163.7544	171.9421	
872		Bi-weekly	11,316.58	11,882.40	12,476.52	13,100.35	13,755.37	
872		Monthly	24,519.25	25,745.20	27,032.46	28,384.10	29,803.30	
872		Annual	294,230.98	308,942.40	324,389.52	340,609.15	357,639.57	
873		Hourly	141.8108	148.9013	156.3464	164.1637	172.3719	
873		Bi-weekly	11,344.86	11,912.10	12,507.71	13,133.10	13,789.75	
873		Monthly	24,580.54	25,809.56	27,100.04	28,455.04	29,877.80	
873		Annual	294,966.46	309,714.70	325,200.51	341,460.50	358,533.55	
874		Hourly	142.1654	149.2737	156.7374	164.5742	172.8029	
874		Bi-weekly	11,373.23	11,941.90	12,538.99	13,165.94	13,824.23	
874		Monthly	24,642.00	25,874.11	27,167.82	28,526.20	29,952.50	
874		Annual	295,704.03	310,489.30	326,013.79	342,314.34	359,430.03	
875		Hourly	142.5208	149.6468	157.1292	164.9857	173.2350	
875		Bi-weekly	11,401.66	11,971.74	12,570.34	13,198.86	13,858.80	
875		Monthly	24,703.61	25,938.78	27,235.73	28,597.52	30,027.40	
875		Annual	296,443.26	311,265.34	326,828.74	343,170.26	360,328.80	
876		Hourly	142.8771	150.0209	157.5220	165.3981	173.6681	
876		Bi-weekly	11,430.17	12,001.67	12,601.76	13,231.85	13,893.45	
876		Monthly	24,765.36	26,003.62	27,303.81	28,669.00	30,102.47	
876		Annual	297,184.37	312,043.47	327,645.76	344,028.05	361,229.65	
877		Hourly	143.2343	150.3961	157.9158	165.8116	174.1021	
877		Bi-weekly	11,458.74	12,031.69	12,633.26	13,264.93	13,928.17	
877		Monthly	24,827.28	26,068.66	27,372.07	28,740.68	30,177.70	
877		Annual	297,927.34	312,823.89	328,464.86	344,888.13	362,132.37	
878		Hourly	143.5923	150.7719	158.3105	166.2260	174.5373	
878		Bi-weekly	11,487.38	12,061.75	12,664.84	13,298.08	13,962.98	
878		Monthly	24,889.33	26,133.80	27,440.49	28,812.51	30,253.13	
878		Annual	298,671.98	313,605.55	329,285.84	345,750.08	363,037.58	
879		Hourly	143.9514	151.1489	158.7064	166.6416	174.9737	
879		Bi-weekly	11,516.11	12,091.91	12,696.51	13,331.33	13,997.90	
879		Monthly	24,951.58	26,199.14	27,509.11	28,884.54	30,328.78	
879		Annual	299,418.91	314,389.71	330,109.31	346,614.53	363,945.30	
880		Hourly	144.3112	151.5268	159.1031	167.0582	175.4112	
880		Bi-weekly	11,544.90	12,122.14	12,728.25	13,364.66	14,032.90	
880		Monthly	25,013.94	26,264.65	27,577.87	28,956.76	30,404.61	
880		Annual	300,167.30	315,175.74	330,934.45	347,481.06	364,855.30	
881		Hourly	144.6720	151.9056	159.5010	167.4759	175.8497	
881		Bi-weekly	11,573.76	12,152.45	12,760.08	13,398.07	14,067.98	
881		Monthly	25,076.48	26,330.30	27,646.84	29,029.16	30,480.62	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
881		Annual	300,917.76	315,963.65	331,762.08	348,349.87	365,767.38	
882		Hourly	145.0337	152.2853	159.8996	167.8945	176.2892	
882		Bi-weekly	11,602.70	12,182.82	12,791.97	13,431.56	14,103.14	
882		Monthly	25,139.18	26,396.12	27,715.93	29,101.71	30,556.80	
882		Annual	301,670.10	316,753.42	332,591.17	349,220.56	366,681.54	
883		Hourly	145.3962	152.6661	160.2994	168.3144	176.7301	
883		Bi-weekly	11,631.70	12,213.29	12,823.95	13,465.15	14,138.41	
883		Monthly	25,202.01	26,462.12	27,785.23	29,174.50	30,633.22	
883		Annual	302,424.10	317,545.49	333,422.75	350,093.95	367,598.61	
884		Hourly	145.7597	153.0477	160.7001	168.7351	177.1718	
884		Bi-weekly	11,660.78	12,243.82	12,856.01	13,498.81	14,173.74	
884		Monthly	25,265.02	26,528.27	27,854.68	29,247.42	30,709.78	
884		Annual	303,180.18	318,339.22	334,256.21	350,969.01	368,517.34	
885		Hourly	146.1241	153.4303	161.1019	169.1569	177.6147	
885		Bi-weekly	11,689.93	12,274.42	12,888.15	13,532.55	14,209.18	
885		Monthly	25,328.18	26,594.59	27,924.33	29,320.53	30,786.55	
885		Annual	303,938.13	319,135.02	335,091.95	351,846.35	369,438.58	
886		Hourly	146.4895	153.8139	161.5046	169.5798	178.0589	
886		Bi-weekly	11,719.16	12,305.11	12,920.37	13,566.38	14,244.71	
886		Monthly	25,391.51	26,661.08	27,994.13	29,393.83	30,863.54	
886		Annual	304,698.16	319,932.91	335,929.57	352,725.98	370,362.51	
887		Hourly	146.8558	154.1984	161.9084	170.0038	178.5039	
887		Bi-weekly	11,748.46	12,335.87	12,952.67	13,600.30	14,280.31	
887		Monthly	25,455.01	26,727.72	28,064.12	29,467.33	30,940.68	
887		Annual	305,460.06	320,732.67	336,769.47	353,607.90	371,288.11	
888		Hourly	147.2227	154.5839	162.3131	170.4287	178.9501	
888		Bi-weekly	11,777.82	12,366.71	12,985.05	13,634.30	14,316.01	
888		Monthly	25,518.60	26,794.54	28,134.27	29,540.98	31,018.02	
888		Annual	306,223.22	321,534.51	337,611.25	354,491.70	372,216.21	
889		Hourly	147.5910	154.9704	162.7189	170.8549	179.3976	
889		Bi-weekly	11,807.28	12,397.63	13,017.51	13,668.39	14,351.81	
889		Monthly	25,582.44	26,861.54	28,204.61	29,614.85	31,095.58	
889		Annual	306,989.28	322,338.43	338,455.31	355,378.19	373,147.01	
890		Hourly	147.9599	155.3579	163.1258	171.2822	179.8462	
890		Bi-weekly	11,836.79	12,428.63	13,050.06	13,702.58	14,387.70	
890		Monthly	25,646.38	26,928.70	28,275.14	29,688.92	31,173.34	
890		Annual	307,756.59	323,144.43	339,301.66	356,266.98	374,080.10	
891		Hourly	148.3298	155.7463	163.5336	171.7104	180.2958	
891		Bi-weekly	11,866.38	12,459.70	13,082.69	13,736.83	14,423.66	
891		Monthly	25,710.50	26,996.03	28,345.82	29,763.14	31,251.27	
891		Annual	308,525.98	323,952.30	340,149.89	357,157.63	375,015.26	

Jan 2024
Market Adjustment

City of Vallejo
Salary Schedule

CAMP / IBEW / UNREP

Range	Classification	Rate	Step 1	Step 2	Step 3	Step 4	Step 5	BU
892		Hourly	148.7006	156.1355	163.9423	172.1395	180.7464	
892		Bi-weekly	11,896.05	12,490.84	13,115.38	13,771.16	14,459.71	
892		Monthly	25,774.77	27,063.49	28,416.67	29,837.51	31,329.38	
892		Annual	309,297.25	324,761.84	340,999.98	358,050.16	375,952.51	
893		Hourly	149.0724	156.5259	164.3523	172.5699	181.1983	
893		Bi-weekly	11,925.79	12,522.07	13,148.18	13,805.59	14,495.86	
893		Monthly	25,839.22	27,131.16	28,487.73	29,912.12	31,407.71	
893		Annual	310,070.59	325,573.87	341,852.78	358,945.39	376,892.46	
894		Hourly	149.4450	156.9173	164.7632	173.0014	181.6515	
894		Bi-weekly	11,955.60	12,553.38	13,181.06	13,840.11	14,532.12	
894		Monthly	25,903.80	27,199.00	28,558.96	29,986.91	31,486.26	
894		Annual	310,845.60	326,387.98	342,707.46	359,842.91	377,835.12	
895		Hourly	149.8187	157.3095	165.1750	173.4338	182.1054	
895		Bi-weekly	11,985.50	12,584.76	13,214.00	13,874.70	14,568.43	
895		Monthly	25,968.58	27,266.98	28,630.33	30,061.86	31,564.94	
895		Annual	311,622.90	327,203.76	343,564.00	360,742.30	378,779.23	
896		Hourly	150.1932	157.7028	165.5881	173.8674	182.5608	
896		Bi-weekly	12,015.46	12,616.22	13,247.05	13,909.39	14,604.86	
896		Monthly	26,033.49	27,335.15	28,701.94	30,137.02	31,643.87	
896		Annual	312,401.86	328,021.82	344,423.25	361,644.19	379,726.46	
897		Hourly	150.5686	158.0971	166.0018	174.3019	183.0170	
897		Bi-weekly	12,045.49	12,647.77	13,280.14	13,944.15	14,641.36	
897		Monthly	26,098.56	27,403.50	28,773.65	30,212.33	31,722.95	
897		Annual	313,182.69	328,841.97	345,283.74	362,547.95	380,675.36	
898		Hourly	150.9451	158.4924	166.4169	174.7377	183.4747	
898		Bi-weekly	12,075.61	12,679.39	13,313.35	13,979.02	14,677.98	
898		Monthly	26,163.82	27,472.02	28,845.60	30,287.87	31,802.28	
898		Annual	313,965.81	329,664.19	346,147.15	363,454.42	381,627.38	
899		Hourly	151.3225	158.8885	166.8330	175.1747	183.9334	
899		Bi-weekly	12,105.80	12,711.08	13,346.64	14,013.98	14,714.67	
899		Monthly	26,229.23	27,540.67	28,917.72	30,363.62	31,881.79	
899		Annual	314,750.80	330,488.08	347,012.64	364,363.38	382,581.47	
900		Hourly	151.7008	159.2858	167.2501	175.6125	184.3931	
900		Bi-weekly	12,136.06	12,742.86	13,380.01	14,049.00	14,751.45	
900		Monthly	26,294.81	27,609.54	28,990.02	30,439.50	31,961.47	
900		Annual	315,537.66	331,314.46	347,880.21	365,274.00	383,537.65	

APRIL, 2023

City of Vallejo

IAFF

CITY OF VALLEJO							
IAFF		4.0%	Increase				
SALARY RANGES							
Effective April 22, 2023							
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
		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 + Bilingual	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	Edu 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	Edu 1 + Emt + Bilingual	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	Edu 1 + Para + Haz	Hourly	37.8474	39.7398	41.7267	43.8130	46.0037
		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	Edu 1 + Para + Bilingual	Hourly	36.5698	38.3983	40.3183	42.3341	44.4508

APRIL, 2023

City of Vallejo

IAFF

		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	Edu 1 + Haz + Bilingual	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	Edu 1 + Emt + Haz + Bilingual	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	Edu 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	Edu 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	Edu 2 + Para	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
F29	Edu 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	Edu 2 + Bilingual	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	Edu 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	Edu 2 + Emt + Bilingual	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	Edu 2 + Para + Haz	Hourly	38.3265	40.2428	42.2549	44.3676	46.5861
		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

APRIL, 2023

City of Vallejo

IAFF

F38	Edu 2 + Para + Bilingual	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
F41	Edu 2 + Haz + Bilingual	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	Edu 2 + EMT + Haz + Bilingual	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
	Fire Fighter (56.3 Hour Week)						
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
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 + Bilingual	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 + Bilingual	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
	Fire Fighter (56.3 Hour Week)						
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 + Bilingual	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 + Bilingual	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

APRIL, 2023

City of Vallejo

IAFF

		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
	Fire Fighter (56.3 Hour Week)						
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 + Bilingual	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	Bilingual	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
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
		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	Edu 1 & Bilingual	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	Edu 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

APRIL, 2023

City of Vallejo

IAFF

G07	Edu 1 + Emt + Bilingual	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	Edu 1 + Para + Haz	Hourly	53.2700	55.9337	58.7304	61.6668	64.7502
		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	Edu 1 + Haz + Bilingual	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	Edu 1 + Emt + Haz + Bilingual	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
	Fire Fighter (40 Hour Week)						
G11	Edu 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	Edu 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	Edu 2 + Para	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
G14	Edu 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	Edu 2 + Bilingual	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	Edu 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	Edu 2 + Emt + Bilingual	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

APRIL, 2023

City of Vallejo

IAFF

		Annual	103,789.30	108,978.48	114,427.46	120,148.91	126,156.58
G18	Edu 2 + Para + Haz	Hourly	53.9445	56.6416	59.4739	62.4473	65.5698
		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	Edu 2 + Para + Bilingual	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
G20	Edu 2 + Haz + Bilingual	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	Edu 2 + EMT + Haz + Bilingual	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
	Fire Fighter (40 Hour Week)						
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 + Bilingual	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 + Bilingual	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 + Bilingual	Hourly	49.8987	52.3935	55.0132	57.7639	60.6522

APRIL, 2023

City of Vallejo

IAFF

		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 + Bilingual	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
	Fire Fighter (40 Hour Week)						
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 + Bilingual	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	Bilingual	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
		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
H06	Edu 1 & Bilingual	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

APRIL, 2023

City of Vallejo

IAFF

H07	Edu 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	Edu 1 + Emt + Bilingual	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	Edu 1 + Para + Haz	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
H12	Edu 1 + Para + Bilingual	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	Edu 1 + Haz + Bilingual	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	Edu 1 + Long 1 + Bilingual	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	Edu 1 + Long 2 + Bilingual	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	Edu 1 + Emt + Haz + Bilingual	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	Edu 1 + Para + Haz + Bilingual	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
	Fire Engineer (56.3 Hour Week)						
H23	Edu 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	Edu 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

APRIL, 2023**City of Vallejo****IAFF**

		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
H25	Edu 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	Edu 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	Edu 2 + Bilingual	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	Edu 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	Edu 2 + Para + Haz	Hourly	40.9039	42.9492	45.0967	47.3515	49.7190
		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	Edu 2 + Emt + Bilingual	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	Edu 2 + Para + Bilingual	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
H35	Edu 2 + Haz + Bilingual	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	Edu 2 + Long 1 + Bilingual	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	Edu 2 + Long 2 + Bilingual	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

APRIL, 2023

City of Vallejo

IAFF

H40	Edu 2 + EMT + Haz + Bilingual	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	Edu 2 + Para + Haz + Bilingual	Hourly	41.2521	43.3146	45.4806	47.7545	50.1422
		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 + Bilingual	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 + Bilingual	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
	Fire Engineer (56.3 Hour Week)						
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 + Bilingual	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 + Bilingual	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
	Fire Engineer (56.3 Hour Week)						
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

APRIL, 2023

City of Vallejo

IAFF

		Annual	107,011.10	112,361.87	117,979.94	123,879.05	130,072.39
H60	Haz + Bilingual	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	Bilingual	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)						
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
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
		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	Edu 1 & Bilingual	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	Edu 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	Edu 1 + Para + Haz	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

APRIL, 2023

City of Vallejo

IAFF

I10	Edu 1 + Emt + Bilingual	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	Edu 1 + Para + Bilingual	Hourly	43.5371	45.7140	47.9996	50.3998	52.9196
		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	Edu 1 + Haz + Bilingual	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	Edu 1 + Para + Haz + Bilingual	Hourly	45.4808	47.7548	50.1426	52.6497	55.2821
		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	Edu 1 + Para + Long 1 + Bilingual	Hourly	45.4808	47.7548	50.1426	52.6497	55.2821
		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
I17	Edu 1 + Para + Long 2 + Bilingual	Hourly	47.4244	49.7956	52.2853	54.8995	57.6446
		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	Edu 1 + Emt + Haz + Bilingual	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	Edu 1 + Emt + Long 1 + Bilingual	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	Edu 1 + Emt + Long 2 + Bilingual	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
	Fire Captain (56.3 Hour Week)						
I23	Edu 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	Edu 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

APRIL, 2023

City of Vallejo

IAFF

		Annual	125,183.00	131,442.21	138,014.38	144,915.03	152,160.84
I25	Edu 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	Edu 2 + Para	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
I28	Edu 2 + Bilingual	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	Edu 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	Edu 2 + Para + Haz	Hourly	45.6751	47.9588	50.3568	52.8745	55.5184
		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	Edu 2 + Emt + Bilingual	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
I33	Edu 2 + Para + Bilingual	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
I35	Edu 2 + Haz + Bilingual	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	Edu 2 + EMT + Haz + Bilingual	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	Edu 2 + Para + Haz + Bilingual	Hourly	46.0638	48.3670	50.7854	53.3246	55.9909
		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
	Fire Captain (56.3 Hour Week)						

APRIL, 2023

City of Vallejo

IAFF

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 + Bilingual	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 + Bilingual	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
	Fire Captain (56.3 Hour Week)						
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 + Bilingual	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 + Bilingual	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)						
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 + Bilingual	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	Bilingual	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

APRIL, 2023

City of Vallejo

IAFF

		Annual	114,940.80	120,687.97	126,722.34	133,058.54	139,711.51
	Fire Captain (40 Hour Week)						
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
		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	Edu 1 & Bilingual	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	Edu 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	Edu 1 + Para + Haz	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
J10	Edu 1 + Emt + Bilingual	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	Edu 1 + Para + Bilingual	Hourly	61.2785	64.3424	67.5595	70.9376	74.4844
		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	Edu 1 + Haz + Bilingual	Hourly	59.9107	62.9062	66.0514	69.3542	72.8218

APRIL, 2023

City of Vallejo

IAFF

		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	Edu 1 + Emt + Haz + Bilingual	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	Edu 1 + Para + Haz + Bilingual	Hourly	64.0142	67.2149	70.5755	74.1044	77.8096
		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
	Fire Captain (40 Hour Week)						
J23	Edu 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	Edu 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	Edu 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	Edu 2 + Para	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
J28	Edu 2 + Bilingual	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	Edu 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	Edu 2 + Para + Haz	Hourly	64.2877	67.5021	70.8772	74.4212	78.1421
		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
J32	Edu 2 + Emt + Bilingual	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

APRIL, 2023

City of Vallejo

IAFF

J33	Edu 2 + Para + Bilingual	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
J35	Edu 2 + Haz + Bilingual	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	Edu 2 + EMT + Haz + Bilingual	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	Edu 2 + Para + Haz + Bilingual	Hourly	64.8348	68.0765	71.4803	75.0544	78.8071
		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
	Fire Captain (40 Hour Week)						
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 + Bilingual	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 + Bilingual	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
	Fire Captain (40 Hour Week)						
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 + Bilingual	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

APRIL, 2023**City of Vallejo****IAFF**

		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
J56	Para + Haz + Bilingual	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
	Fire Captain (40 Hour Week)						
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 + Bilingual	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	Bilingual	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	Edu 1 & Bilingual	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	Edu 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

APRIL, 2023

City of Vallejo

IAFF

K10	Edu 1 + Emt + Bilingual	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	Edu 1 + Haz + Bilingual	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
K14	Edu 1 + Para	Hourly	51.7783	54.3674	57.0857	59.9400	62.9370
		Bi-weekly	5,830.24	6,121.77	6,427.85	6,749.24	7,086.71
		Monthly	12,632.18	13,263.83	13,927.01	14,623.36	15,354.53
		Annual	151,586.15	159,166.00	167,124.10	175,480.34	184,254.36
K15	Edu 1 + Para + Haz	Hourly	54.1107	56.8163	59.6571	62.6399	65.7720
		Bi-weekly	6,092.86	6,397.52	6,717.39	7,053.25	7,405.93
		Monthly	13,201.21	13,861.28	14,554.34	15,282.05	16,046.18
		Annual	158,414.49	166,335.40	174,652.13	183,384.57	192,554.11
K16	Edu 1 + Para + Bilingual	Hourly	52.2448	54.8572	57.6000	60.4800	63.5040
		Bi-weekly	5,882.76	6,176.92	6,485.76	6,810.05	7,150.55
		Monthly	12,745.99	13,383.33	14,052.48	14,755.10	15,492.86
		Annual	152,951.88	160,599.94	168,629.76	177,061.25	185,914.31
K17	Edu 1 + Para + Bilingual + Haz	Hourly	54.5771	57.3062	60.1714	63.1800	66.3390
		Bi-weekly	6,145.38	6,452.68	6,775.30	7,114.07	7,469.77
		Monthly	13,314.99	13,980.80	14,679.82	15,413.81	16,184.51
		Annual	159,779.92	167,769.63	176,157.79	184,965.77	194,214.06
K18	Edu 1 + Emt + Haz + Bilingual	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
	Batt/Div Chief (56.3 Hour Week)						
K23	Edu 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	Edu 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	Edu 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	Edu 2 + Bilingual	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

APRIL, 2023

City of Vallejo

IAFF

		Annual	144,758.11	151,996.31	159,596.06	167,575.82	175,954.62
K29	Edu 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	Edu 2 + Emt + Bilingual	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	Edu 2 + Haz + Bilingual	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	Edu 2 + EMT + Haz + Bilingual	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
K41	Edu 2 + Para	Hourly	52.4780	55.1020	57.8572	60.7499	63.7875
		Bi-weekly	5,909.02	6,204.49	6,514.72	6,840.44	7,182.47
		Monthly	12,802.88	13,443.05	14,115.23	14,820.95	15,562.02
		Annual	153,634.59	161,316.62	169,382.74	177,851.41	186,744.29
K42	Edu 2 + Para + Haz	Hourly	54.8104	57.5510	60.4286	63.4500	66.6225
		Bi-weekly	6,171.65	6,480.24	6,804.26	7,144.47	7,501.69
		Monthly	13,371.91	14,040.53	14,742.56	15,479.69	16,253.67
		Annual	160,462.93	168,486.31	176,910.77	185,756.22	195,044.03
K43	Edu 2 + Para + Bilingual	Hourly	52.9445	55.5918	58.3715	61.2900	64.3545
		Bi-weekly	5,961.55	6,259.64	6,572.63	6,901.25	7,246.32
		Monthly	12,916.69	13,562.55	14,240.70	14,952.72	15,700.35
		Annual	155,000.32	162,750.55	170,888.40	179,432.60	188,404.23
K44	Edu 2 + Para + Bilingual + Haz	Hourly	55.2768	58.0408	60.9429	63.9900	67.1894
		Bi-weekly	6,224.17	6,535.39	6,862.17	7,205.27	7,565.53
		Monthly	13,485.70	14,160.02	14,868.04	15,611.43	16,391.97
		Annual	161,828.36	169,920.25	178,416.43	187,337.12	196,703.69
	Batt/Div Chief (56.3 Hour Week)						
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 + Bilingual	Hourly	49.4460	51.9184	54.5143	57.2400	60.1020

APRIL, 2023

City of Vallejo

IAFF

		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)						
K47	Para	Hourly	50.1457	52.6531	55.2857	58.0500	60.9524
		Bi-weekly	5,646.41	5,928.74	6,225.17	6,536.43	6,863.24
		Monthly	12,233.88	12,845.60	13,487.87	14,162.27	14,870.35
		Annual	146,806.55	154,147.22	161,854.42	169,947.18	178,444.25
K48	Para + Haz	Hourly	52.4780	55.1020	57.8572	60.7499	63.7875
		Bi-weekly	5,909.02	6,204.49	6,514.72	6,840.44	7,182.47
		Monthly	12,802.88	13,443.05	14,115.23	14,820.95	15,562.02
		Annual	153,634.59	161,316.62	169,382.74	177,851.41	186,744.29
K50	Para + Bilingual	Hourly	50.6121	53.1429	55.8000	58.5900	61.5194
		Bi-weekly	5,698.92	5,983.89	6,283.08	6,597.23	6,927.08
		Monthly	12,347.67	12,965.10	13,613.34	14,294.01	15,008.68
		Annual	148,171.98	155,581.15	163,360.08	171,528.08	180,104.20
K51	Para + Bilingual + Haz	Hourly	52.9445	55.5918	58.3715	61.2900	64.3545
		Bi-weekly	5,961.55	6,259.64	6,572.63	6,901.25	7,246.32
		Monthly	12,916.69	13,562.55	14,240.70	14,952.72	15,700.35
		Annual	155,000.32	162,750.55	170,888.40	179,432.60	188,404.23
K52	Emt + Haz + Bilingual	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
	Batt/Div Chief (56.3 Hour Week)						
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 + Bilingual	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	Bilingual	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

APRIL, 2023

City of Vallejo

IAFF

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	Edu 1 & Bilingual	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	Edu 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	Edu 1 + Emt + Bilingual	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	Edu 1 + Haz + Bilingual	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
L14	Edu 1 + Para	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
L15	Edu 1 + Haz + Para	Hourly	76.1609	79.9690	83.9675	88.1658	92.5740
		Bi-weekly	6,092.87	6,397.52	6,717.40	7,053.26	7,405.92
		Monthly	13,201.22	13,861.29	14,554.37	15,282.07	16,046.16
		Annual	158,414.67	166,335.52	174,652.40	183,384.86	192,553.92
L16	Edu 1 + Bilingual + Para	Hourly	73.5347	77.2115	81.0721	85.1256	89.3819
		Bi-weekly	5,882.78	6,176.92	6,485.77	6,810.05	7,150.55
		Monthly	12,746.02	13,383.33	14,052.50	14,755.10	15,492.86
		Annual	152,952.18	160,599.92	168,629.97	177,061.25	185,914.35
L17	Edu 1 + Para + Haz + Bilingual	Hourly	76.8174	80.6584	84.6914	88.9258	93.3721
		Bi-weekly	6,145.39	6,452.67	6,775.31	7,114.06	7,469.77
		Monthly	13,315.02	13,980.79	14,679.84	15,413.81	16,184.50
		Annual	159,780.19	167,769.47	176,158.11	184,965.66	194,213.97
L18	Edu 1 + Emt + Haz + Bilingual	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

APRIL, 2023

City of Vallejo

IAFF

		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
	Batt/Div Chief (40 Hour Week)						
L23	Edu 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	Edu 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	Edu 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	Edu 2 + Bilingual	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	Edu 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	Edu 2 + Emt + Bilingual	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	Edu 2 + Haz + Bilingual	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	Edu 2 + EMT + Haz + Bilingual	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
L41	Edu 2 + Para	Hourly	73.8629	77.5561	81.4340	85.5057	89.7808
		Bi-weekly	5,909.03	6,204.49	6,514.72	6,840.46	7,182.46
		Monthly	12,802.90	13,443.06	14,115.23	14,820.99	15,562.01
		Annual	153,634.83	161,316.69	169,382.72	177,851.86	186,744.06
L42	Edu 2 + Haz + Para	Hourly	77.1457	81.0031	85.0533	89.3058	93.7711
		Bi-weekly	6,171.66	6,480.25	6,804.26	7,144.46	7,501.69
		Monthly	13,371.92	14,040.54	14,742.57	15,479.67	16,253.66
		Annual	160,463.06	168,486.45	176,910.86	185,756.06	195,043.89

APRIL, 2023

City of Vallejo

IAFF

L43	Edu 2 + Bilingual + Para	Hourly	74.5194	78.2455	82.1578	86.2657	90.5789
		Bi-weekly	5,961.55	6,259.64	6,572.62	6,901.26	7,246.31
		Monthly	12,916.70	13,562.55	14,240.69	14,952.72	15,700.34
		Annual	155,000.35	162,750.64	170,888.22	179,432.66	188,404.11
L44	Edu 2 + Para + Haz + Bilingual	Hourly	77.8023	81.6925	85.7771	90.0660	94.5692
		Bi-weekly	6,224.18	6,535.40	6,862.17	7,205.28	7,565.54
		Monthly	13,485.73	14,160.03	14,868.03	15,611.44	16,392.00
		Annual	161,828.78	169,920.40	178,416.37	187,337.28	196,703.94
	Batt/Div Chief (40 Hour Week)						
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 + Bilingual	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)						
L47	Para	Hourly	70.5801	74.1093	77.8147	81.7054	85.7906
		Bi-weekly	5,646.41	5,928.74	6,225.18	6,536.43	6,863.25
		Monthly	12,233.88	12,845.61	13,487.88	14,162.27	14,870.37
		Annual	146,806.61	154,147.34	161,854.58	169,947.23	178,444.45
L48	Para + Haz	Hourly	73.8629	77.5561	81.4340	85.5057	89.7808
		Bi-weekly	5,909.03	6,204.49	6,514.72	6,840.46	7,182.46
		Monthly	12,802.90	13,443.06	14,115.23	14,820.99	15,562.01
		Annual	153,634.83	161,316.69	169,382.72	177,851.86	186,744.06
L50	Para + Bilingual	Hourly	71.2367	74.7986	78.5385	82.4654	86.5886
		Bi-weekly	5,698.94	5,983.89	6,283.08	6,597.23	6,927.09
		Monthly	12,347.70	12,965.09	13,613.34	14,294.00	15,008.69
		Annual	148,172.34	155,581.09	163,360.08	171,528.03	180,104.29
L52	Emt + Haz + Bilingual	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
L53	Para + Haz + Bilingual	Hourly	74.5194	78.2455	82.1578	86.2657	90.5789
		Bi-weekly	5,961.55	6,259.64	6,572.62	6,901.26	7,246.31
		Monthly	12,916.70	13,562.55	14,240.69	14,952.72	15,700.34
		Annual	155,000.35	162,750.64	170,888.22	179,432.66	188,404.11
	Batt/Div Chief (40 Hour Week)						
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

APRIL, 2023**City of Vallejo****IAFF**

		Annual	143,392.70	150,562.46	158,090.40	165,994.82	174,294.64
L60	Haz + Bilingual	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	Bilingual	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

APRIL, 2024

City of Vallejo

IAFF

CITY OF VALLEJO							
IAFF		4.0%	Increase				
SALARY RANGES							
Effective April, 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	33.2162	34.8770	36.6208	38.4519	40.3746
		Bi-weekly	3,740.14	3,927.15	4,123.50	4,329.68	4,546.18
		Monthly	8,103.65	8,508.83	8,934.25	9,380.98	9,850.06
		Annual	97,243.75	102,105.91	107,211.05	112,571.78	118,200.68
F01	Edu 1	Hourly	34.3788	36.0978	37.9026	39.7977	41.7876
		Bi-weekly	3,871.05	4,064.61	4,267.83	4,481.22	4,705.28
		Monthly	8,387.28	8,806.66	9,246.97	9,709.31	10,194.78
		Annual	100,647.37	105,679.92	110,963.65	116,511.75	122,337.38
F02	Edu 1 + Emt	Hourly	36.0395	37.8415	39.7336	41.7203	43.8064
		Bi-weekly	4,058.05	4,260.95	4,474.00	4,697.71	4,932.60
		Monthly	8,792.44	9,232.07	9,693.67	10,178.36	10,687.30
		Annual	105,509.24	110,784.78	116,324.09	122,140.35	128,247.62
F03	Edu 1 +Para	Hourly	37.7004	39.5855	41.5646	43.6429	45.8250
		Bi-weekly	4,245.07	4,457.33	4,680.17	4,914.19	5,159.90
		Monthly	9,197.64	9,657.54	10,140.38	10,647.41	11,179.77
		Annual	110,371.69	115,890.51	121,684.52	127,768.95	134,157.27
F04	Edu 1 + Haz	Hourly	36.0395	37.8415	39.7336	41.7203	43.8064
		Bi-weekly	4,058.05	4,260.95	4,474.00	4,697.71	4,932.60
		Monthly	8,792.44	9,232.07	9,693.67	10,178.36	10,687.30
		Annual	105,509.24	110,784.78	116,324.09	122,140.35	128,247.62
F07	Edu 1 + Biling	Hourly	34.7109	36.4465	38.2689	40.1823	42.1913
		Bi-weekly	3,908.45	4,103.88	4,309.08	4,524.53	4,750.74
		Monthly	8,468.30	8,891.73	9,336.34	9,803.14	10,293.27
		Annual	101,619.63	106,700.77	112,036.03	117,637.70	123,519.25
F08	Educ 1 + Emt + Haz	Hourly	37.7004	39.5855	41.5646	43.6429	45.8250
		Bi-weekly	4,245.07	4,457.33	4,680.17	4,914.19	5,159.90
		Monthly	9,197.64	9,657.54	10,140.38	10,647.41	11,179.77
		Annual	110,371.69	115,890.51	121,684.52	127,768.95	134,157.27
F11	Educ 1 + Emt + Biling	Hourly	36.3717	38.1904	40.0998	42.1048	44.2102
		Bi-weekly	4,095.45	4,300.24	4,515.24	4,741.00	4,978.07
		Monthly	8,873.48	9,317.19	9,783.01	10,272.17	10,785.82
		Annual	106,481.79	111,806.22	117,396.17	123,266.01	129,429.78
F12	Educ 1 + Para + Haz	Hourly	39.3613	41.3294	43.3958	45.5655	47.8438
		Bi-weekly	4,432.08	4,653.69	4,886.37	5,130.68	5,387.21
		Monthly	9,602.85	10,083.00	10,587.13	11,116.46	11,672.29
		Annual	115,234.14	120,995.95	127,045.54	133,397.56	140,067.51
F13	Educ 1 + Para + Biling	Hourly	38.0326	39.9342	41.9310	44.0275	46.2288

APRIL, 2024

City of Vallejo

IAFF

		Bi-weekly	4,282.47	4,496.59	4,721.43	4,957.50	5,205.36
		Monthly	9,278.69	9,742.61	10,229.77	10,741.24	11,278.29
		Annual	111,344.24	116,911.36	122,757.20	128,894.91	135,339.43
F16	Educ 1 + Haz + Biling	Hourly	36.3717	38.1904	40.0998	42.1048	44.2102
		Bi-weekly	4,095.45	4,300.24	4,515.24	4,741.00	4,978.07
		Monthly	8,873.48	9,317.19	9,783.01	10,272.17	10,785.82
		Annual	106,481.79	111,806.22	117,396.17	123,266.01	129,429.78
F21	Educ 1 + Emt + Haz + Biling	Hourly	38.0326	39.9342	41.9310	44.0275	46.2288
		Bi-weekly	4,282.47	4,496.59	4,721.43	4,957.50	5,205.36
		Monthly	9,278.69	9,742.61	10,229.77	10,741.24	11,278.29
		Annual	111,344.24	116,911.36	122,757.20	128,894.91	135,339.43
	Fire Fighter (56.3 Hour Week)						
F26	Educ 2	Hourly	34.8770	36.6208	38.4519	40.3746	42.3933
		Bi-weekly	3,927.15	4,123.50	4,329.68	4,546.18	4,773.49
		Monthly	8,508.83	8,934.25	9,380.98	9,850.06	10,342.55
		Annual	102,105.91	107,211.05	112,571.78	118,200.68	124,110.63
F27	Educ 2 + Emt	Hourly	36.5379	38.3647	40.2830	42.2971	44.4121
		Bi-weekly	4,114.17	4,319.87	4,535.87	4,762.65	5,000.80
		Monthly	8,914.03	9,359.71	9,827.71	10,319.08	10,835.07
		Annual	106,968.36	112,316.50	117,932.51	123,828.99	130,020.86
F28	Educ 2 + Para	Hourly	38.1987	40.1086	42.1142	44.2197	46.4307
		Bi-weekly	4,301.17	4,516.23	4,742.06	4,979.14	5,228.10
		Monthly	9,319.21	9,785.16	10,274.46	10,788.13	11,327.54
		Annual	111,830.51	117,421.94	123,293.53	129,457.59	135,930.52
F29	Educ 2 + Haz	Hourly	36.5379	38.3647	40.2830	42.2971	44.4121
		Bi-weekly	4,114.17	4,319.87	4,535.87	4,762.65	5,000.80
		Monthly	8,914.03	9,359.71	9,827.71	10,319.08	10,835.07
		Annual	106,968.36	112,316.50	117,932.51	123,828.99	130,020.86
F32	Educ 2 + Biling	Hourly	35.2092	36.9696	38.8182	40.7591	42.7970
		Bi-weekly	3,964.56	4,162.78	4,370.93	4,589.47	4,818.94
		Monthly	8,589.87	9,019.35	9,470.35	9,943.86	10,441.04
		Annual	103,078.45	108,232.20	113,644.16	119,326.34	125,292.50
F33	Educ 2 + Emt + Haz	Hourly	38.1987	40.1086	42.1142	44.2197	46.4307
		Bi-weekly	4,301.17	4,516.23	4,742.06	4,979.14	5,228.10
		Monthly	9,319.21	9,785.16	10,274.46	10,788.13	11,327.54
		Annual	111,830.51	117,421.94	123,293.53	129,457.59	135,930.52
F36	Educ 2 + Emt + Biling	Hourly	36.8700	38.7135	40.6492	42.6817	44.8158
		Bi-weekly	4,151.56	4,359.14	4,577.10	4,805.96	5,046.26
		Monthly	8,995.05	9,444.80	9,917.05	10,412.91	10,933.56
		Annual	107,940.61	113,337.64	119,004.60	124,954.94	131,202.74
F37	Educ 2 + Para + Haz	Hourly	39.8596	41.8525	43.9451	46.1423	48.4495
		Bi-weekly	4,488.19	4,712.59	4,948.22	5,195.62	5,455.41
		Monthly	9,724.41	10,210.62	10,721.14	11,257.18	11,820.06
		Annual	116,692.96	122,527.38	128,653.67	135,086.20	141,840.76

APRIL, 2024

City of Vallejo

IAFF

F38	Educ 2 + Para + Biling	Hourly	38.5308	40.4575	42.4803	44.6042	46.8344
		Bi-weekly	4,338.57	4,555.51	4,783.28	5,022.43	5,273.55
		Monthly	9,400.23	9,870.28	10,363.78	10,881.94	11,426.03
		Annual	112,802.77	118,443.38	124,365.33	130,583.26	137,112.39
F41	Educ 2 + Haz + Biling	Hourly	36.8700	38.7135	40.6492	42.6817	44.8158
		Bi-weekly	4,151.56	4,359.14	4,577.10	4,805.96	5,046.26
		Monthly	8,995.05	9,444.80	9,917.05	10,412.91	10,933.56
		Annual	107,940.61	113,337.64	119,004.60	124,954.94	131,202.74
F46	Educ 2 + EMT + Haz + Biling	Hourly	38.5308	40.4575	42.4803	44.6042	46.8344
		Bi-weekly	4,338.57	4,555.51	4,783.28	5,022.43	5,273.55
		Monthly	9,400.23	9,870.28	10,363.78	10,881.94	11,426.03
		Annual	112,802.77	118,443.38	124,365.33	130,583.26	137,112.39
	Fire Fighter (56.3 Hour Week)						
F51	Emt	Hourly	34.8770	36.6208	38.4519	40.3746	42.3933
		Bi-weekly	3,927.15	4,123.50	4,329.68	4,546.18	4,773.49
		Monthly	8,508.83	8,934.25	9,380.98	9,850.06	10,342.55
		Annual	102,105.91	107,211.05	112,571.78	118,200.68	124,110.63
F52	Emt + Haz	Hourly	36.5379	38.3647	40.2830	42.2971	44.4121
		Bi-weekly	4,114.17	4,319.87	4,535.87	4,762.65	5,000.80
		Monthly	8,914.03	9,359.71	9,827.71	10,319.08	10,835.07
		Annual	106,968.36	112,316.50	117,932.51	123,828.99	130,020.86
F55	Emt + Biling	Hourly	35.2092	36.9696	38.8182	40.7591	42.7970
		Bi-weekly	3,964.56	4,162.78	4,370.93	4,589.47	4,818.94
		Monthly	8,589.87	9,019.35	9,470.35	9,943.86	10,441.04
		Annual	103,078.45	108,232.20	113,644.16	119,326.34	125,292.50
F58	Emt + Haz + Biling	Hourly	36.8700	38.7135	40.6492	42.6817	44.8158
		Bi-weekly	4,151.56	4,359.14	4,577.10	4,805.96	5,046.26
		Monthly	8,995.05	9,444.80	9,917.05	10,412.91	10,933.56
		Annual	107,940.61	113,337.64	119,004.60	124,954.94	131,202.74
	Fire Fighter (56.3 Hour Week)						
F63	Para	Hourly	36.5379	38.3647	40.2830	42.2971	44.4121
		Bi-weekly	4,114.17	4,319.87	4,535.87	4,762.65	5,000.80
		Monthly	8,914.03	9,359.71	9,827.71	10,319.08	10,835.07
		Annual	106,968.36	112,316.50	117,932.51	123,828.99	130,020.86
F64	Para + Haz	Hourly	38.1987	40.1086	42.1142	44.2197	46.4307
		Bi-weekly	4,301.17	4,516.23	4,742.06	4,979.14	5,228.10
		Monthly	9,319.21	9,785.16	10,274.46	10,788.13	11,327.54
		Annual	111,830.51	117,421.94	123,293.53	129,457.59	135,930.52
F65	Para + Biling	Hourly	36.8700	38.7135	40.6492	42.6817	44.8158
		Bi-weekly	4,151.56	4,359.14	4,577.10	4,805.96	5,046.26
		Monthly	8,995.05	9,444.80	9,917.05	10,412.91	10,933.56
		Annual	107,940.61	113,337.64	119,004.60	124,954.94	131,202.74
F66	Para + Haz + Biling	Hourly	38.5308	40.4575	42.4803	44.6042	46.8344
		Bi-weekly	4,338.57	4,555.51	4,783.28	5,022.43	5,273.55

APRIL, 2024

City of Vallejo

IAFF

		Monthly	9,400.23	9,870.28	10,363.78	10,881.94	11,426.03
		Annual	112,802.77	118,443.38	124,365.33	130,583.26	137,112.39
	Fire Fighter (56.3 Hour Week)						
F67	Haz	Hourly	34.8770	36.6208	38.4519	40.3746	42.3933
		Bi-weekly	3,927.15	4,123.50	4,329.68	4,546.18	4,773.49
		Monthly	8,508.83	8,934.25	9,380.98	9,850.06	10,342.55
		Annual	102,105.91	107,211.05	112,571.78	118,200.68	124,110.63
F70	Haz + Biling	Hourly	35.2092	36.9696	38.8182	40.7591	42.7970
		Bi-weekly	3,964.56	4,162.78	4,370.93	4,589.47	4,818.94
		Monthly	8,589.87	9,019.35	9,470.35	9,943.86	10,441.04
		Annual	103,078.45	108,232.20	113,644.16	119,326.34	125,292.50
F77	Biling	Hourly	33.5484	35.2257	36.9872	38.8364	40.7783
		Bi-weekly	3,777.55	3,966.41	4,164.76	4,372.98	4,591.64
		Monthly	8,184.69	8,593.90	9,023.64	9,474.79	9,948.55
		Annual	98,216.30	103,126.76	108,283.73	113,697.44	119,382.55
	Fire Fighter (40 Hour Week)						
G00	BASE	Hourly	46.7518	49.0895	51.5439	54.1211	56.8273
		Bi-weekly	3,740.14	3,927.16	4,123.51	4,329.69	4,546.18
		Monthly	8,103.65	8,508.85	8,934.28	9,380.99	9,850.07
		Annual	97,243.74	102,106.16	107,211.31	112,571.89	118,200.78
G01	Edu 1	Hourly	48.3882	50.8075	53.3479	56.0154	58.8162
		Bi-weekly	3,871.06	4,064.60	4,267.83	4,481.23	4,705.30
		Monthly	8,387.29	8,806.63	9,246.97	9,709.34	10,194.81
		Annual	100,647.46	105,679.60	110,963.63	116,512.03	122,337.70
G02	Edu 1 + Emt	Hourly	50.7259	53.2621	55.9252	58.7213	61.6574
		Bi-weekly	4,058.07	4,260.97	4,474.02	4,697.70	4,932.59
		Monthly	8,792.49	9,232.10	9,693.70	10,178.36	10,687.28
		Annual	105,509.87	110,785.17	116,324.42	122,140.30	128,247.39
G03	Edu 1 + Para	Hourly	53.0633	55.7165	58.5022	61.4275	64.4988
		Bi-weekly	4,245.06	4,457.32	4,680.18	4,914.20	5,159.90
		Monthly	9,197.64	9,657.53	10,140.38	10,647.43	11,179.79
		Annual	110,371.66	115,890.32	121,684.58	127,769.20	134,157.50
G04	Edu 1 + Haz	Hourly	50.7259	53.2621	55.9252	58.7213	61.6574
		Bi-weekly	4,058.07	4,260.97	4,474.02	4,697.70	4,932.59
		Monthly	8,792.49	9,232.10	9,693.70	10,178.36	10,687.28
		Annual	105,509.87	110,785.17	116,324.42	122,140.30	128,247.39
G05	Educ Incent 1 & Bi-lingual 1%	Hourly	48.8557	51.2985	53.8635	56.5564	59.3845
		Bi-weekly	3,908.46	4,103.88	4,309.08	4,524.51	4,750.76
		Monthly	8,468.32	8,891.74	9,336.34	9,803.11	10,293.31
		Annual	101,619.86	106,700.88	112,036.08	117,637.31	123,519.76
G06	Educ 1 + Emt + Haz	Hourly	53.0633	55.7165	58.5022	61.4275	64.4988
		Bi-weekly	4,245.06	4,457.32	4,680.18	4,914.20	5,159.90
		Monthly	9,197.64	9,657.53	10,140.38	10,647.43	11,179.79
		Annual	110,371.66	115,890.32	121,684.58	127,769.20	134,157.50

APRIL, 2024

City of Vallejo

IAFF

G07	Educ 1 + Emt + Biling	Hourly	51.1932	53.7529	56.4406	59.2627	62.2257
		Bi-weekly	4,095.46	4,300.23	4,515.25	4,741.02	4,978.06
		Monthly	8,873.49	9,317.17	9,783.04	10,272.20	10,785.79
		Annual	106,481.86	111,806.03	117,396.45	123,266.42	129,429.46
G08	Educ 1 + Para + Haz	Hourly	55.4008	58.1710	61.0796	64.1335	67.3402
		Bi-weekly	4,432.06	4,653.68	4,886.37	5,130.68	5,387.22
		Monthly	9,602.81	10,082.97	10,587.13	11,116.47	11,672.30
		Annual	115,233.66	120,995.68	127,045.57	133,397.68	140,067.62
G09	Educ 1 + Haz + Biling	Hourly	51.1932	53.7529	56.4406	59.2627	62.2257
		Bi-weekly	4,095.46	4,300.23	4,515.25	4,741.02	4,978.06
		Monthly	8,873.49	9,317.17	9,783.04	10,272.20	10,785.79
		Annual	106,481.86	111,806.03	117,396.45	123,266.42	129,429.46
G10	Educ 1 + Emt + Haz + Biling	Hourly	53.5310	56.2073	59.0178	61.9686	65.0671
		Bi-weekly	4,282.48	4,496.58	4,721.42	4,957.49	5,205.37
		Monthly	9,278.71	9,742.60	10,229.75	10,741.22	11,278.30
		Annual	111,344.48	116,911.18	122,757.02	128,894.69	135,339.57
	Fire Fighter (40 Hour Week)						
G11	Educ 2	Hourly	49.0895	51.5439	54.1211	56.8273	59.6685
		Bi-weekly	3,927.16	4,123.51	4,329.69	4,546.18	4,773.48
		Monthly	8,508.85	8,934.28	9,380.99	9,850.07	10,342.54
		Annual	102,106.16	107,211.31	112,571.89	118,200.78	124,110.48
G12	Educ 2 + Emt	Hourly	51.4270	53.9984	56.6983	59.5332	62.5099
		Bi-weekly	4,114.16	4,319.87	4,535.86	4,762.66	5,000.79
		Monthly	8,914.01	9,359.72	9,827.71	10,319.09	10,835.05
		Annual	106,968.16	112,316.67	117,932.46	123,829.06	130,020.59
G13	Educ 2 + Para	Hourly	53.7647	56.4530	59.2754	62.2392	65.3512
		Bi-weekly	4,301.18	4,516.24	4,742.03	4,979.14	5,228.10
		Monthly	9,319.22	9,785.19	10,274.40	10,788.13	11,327.54
		Annual	111,830.58	117,422.24	123,292.83	129,457.54	135,930.50
G14	Educ 2 + Haz	Hourly	51.4270	53.9984	56.6983	59.5332	62.5099
		Bi-weekly	4,114.16	4,319.87	4,535.86	4,762.66	5,000.79
		Monthly	8,914.01	9,359.72	9,827.71	10,319.09	10,835.05
		Annual	106,968.16	112,316.67	117,932.46	123,829.06	130,020.59
G15	Educ 2 + Biling	Hourly	49.5568	52.0349	54.6366	57.3683	60.2368
		Bi-weekly	3,964.54	4,162.79	4,370.93	4,589.46	4,818.94
		Monthly	8,589.85	9,019.38	9,470.34	9,943.84	10,441.05
		Annual	103,078.14	108,232.59	113,644.13	119,326.06	125,292.54
G16	Educ 2 + Emt + Haz	Hourly	53.7647	56.4530	59.2754	62.2392	65.3512
		Bi-weekly	4,301.18	4,516.24	4,742.03	4,979.14	5,228.10
		Monthly	9,319.22	9,785.19	10,274.40	10,788.13	11,327.54
		Annual	111,830.58	117,422.24	123,292.83	129,457.54	135,930.50
G17	Educ 2 + Emt + Biling	Hourly	51.8946	54.4892	57.2137	60.0745	63.0783
		Bi-weekly	4,151.57	4,359.14	4,577.10	4,805.96	5,046.26
		Monthly	8,995.06	9,444.80	9,917.04	10,412.91	10,933.57

APRIL, 2024

City of Vallejo

IAFF

		Annual	107,940.77	113,337.54	119,004.50	124,954.96	131,202.86
G18	Educ 2 + Para + Haz	Hourly	56.1023	58.9073	61.8529	64.9452	68.1926
		Bi-weekly	4,488.18	4,712.58	4,948.23	5,195.62	5,455.41
		Monthly	9,724.40	10,210.60	10,721.17	11,257.17	11,820.05
		Annual	116,692.78	122,527.18	128,654.03	135,086.02	141,840.61
G19	Educ 2 + Para + Biling	Hourly	54.2322	56.9437	59.7911	62.7806	65.9196
		Bi-weekly	4,338.58	4,555.50	4,783.29	5,022.45	5,273.57
		Monthly	9,400.25	9,870.24	10,363.79	10,881.97	11,426.06
		Annual	112,802.98	118,442.90	124,365.49	130,583.65	137,112.77
G20	Educ 2 + Haz + Biling	Hourly	51.8946	54.4892	57.2137	60.0745	63.0783
		Bi-weekly	4,151.57	4,359.14	4,577.10	4,805.96	5,046.26
		Monthly	8,995.06	9,444.80	9,917.04	10,412.91	10,933.57
		Annual	107,940.77	113,337.54	119,004.50	124,954.96	131,202.86
G21	Educ 2 + EMT + Haz + Biling	Hourly	54.2322	56.9437	59.7911	62.7806	65.9196
		Bi-weekly	4,338.58	4,555.50	4,783.29	5,022.45	5,273.57
		Monthly	9,400.25	9,870.24	10,363.79	10,881.97	11,426.06
		Annual	112,802.98	118,442.90	124,365.49	130,583.65	137,112.77
	Fire Fighter (40 Hour Week)						
G22	Emt	Hourly	49.0895	51.5439	54.1211	56.8273	59.6685
		Bi-weekly	3,927.16	4,123.51	4,329.69	4,546.18	4,773.48
		Monthly	8,508.85	8,934.28	9,380.99	9,850.07	10,342.54
		Annual	102,106.16	107,211.31	112,571.89	118,200.78	124,110.48
G23	Emt + Haz	Hourly	51.4270	53.9984	56.6983	59.5332	62.5099
		Bi-weekly	4,114.16	4,319.87	4,535.86	4,762.66	5,000.79
		Monthly	8,914.01	9,359.72	9,827.71	10,319.09	10,835.05
		Annual	106,968.16	112,316.67	117,932.46	123,829.06	130,020.59
G24	Emt + Biling	Hourly	49.5568	52.0349	54.6366	57.3683	60.2368
		Bi-weekly	3,964.54	4,162.79	4,370.93	4,589.46	4,818.94
		Monthly	8,589.85	9,019.38	9,470.34	9,943.84	10,441.05
		Annual	103,078.14	108,232.59	113,644.13	119,326.06	125,292.54
G25	Emt + Haz + Biling	Hourly	51.8946	54.4892	57.2137	60.0745	63.0783
		Bi-weekly	4,151.57	4,359.14	4,577.10	4,805.96	5,046.26
		Monthly	8,995.06	9,444.80	9,917.04	10,412.91	10,933.57
		Annual	107,940.77	113,337.54	119,004.50	124,954.96	131,202.86
	Fire Fighter (40 Hour Week)						
G26	Para	Hourly	51.4270	53.9984	56.6983	59.5332	62.5099
		Bi-weekly	4,114.16	4,319.87	4,535.86	4,762.66	5,000.79
		Monthly	8,914.01	9,359.72	9,827.71	10,319.09	10,835.05
		Annual	106,968.16	112,316.67	117,932.46	123,829.06	130,020.59
G27	Para + Haz	Hourly	53.7647	56.4530	59.2754	62.2392	65.3512
		Bi-weekly	4,301.18	4,516.24	4,742.03	4,979.14	5,228.10
		Monthly	9,319.22	9,785.19	10,274.40	10,788.13	11,327.54
		Annual	111,830.58	117,422.24	123,292.83	129,457.54	135,930.50
G28	Para + Biling	Hourly	51.8946	54.4892	57.2137	60.0745	63.0783

APRIL, 2024**City of Vallejo****IAFF**

		Bi-weekly	4,151.57	4,359.14	4,577.10	4,805.96	5,046.26
		Monthly	8,995.06	9,444.80	9,917.04	10,412.91	10,933.57
		Annual	107,940.77	113,337.54	119,004.50	124,954.96	131,202.86
G29	Para + Haz + Biling	Hourly	54.2322	56.9437	59.7911	62.7806	65.9196
		Bi-weekly	4,338.58	4,555.50	4,783.29	5,022.45	5,273.57
		Monthly	9,400.25	9,870.24	10,363.79	10,881.97	11,426.06
		Annual	112,802.98	118,442.90	124,365.49	130,583.65	137,112.77
	Fire Fighter (40 Hour Week)						
G30	Haz	Hourly	49.0894	51.5440	54.1211	56.8272	59.6685
		Bi-weekly	3,927.15	4,123.52	4,329.69	4,546.18	4,773.48
		Monthly	8,508.83	8,934.29	9,380.99	9,850.05	10,342.54
		Annual	102,105.95	107,211.52	112,571.89	118,200.58	124,110.48
G31	Haz + Biling	Hourly	49.5569	52.0349	54.6366	57.3684	60.2368
		Bi-weekly	3,964.55	4,162.79	4,370.93	4,589.47	4,818.94
		Monthly	8,589.86	9,019.38	9,470.34	9,943.86	10,441.05
		Annual	103,078.35	108,232.59	113,644.13	119,326.27	125,292.54
G32	Bi-lingual - 1% of Base	Hourly	47.2193	49.5803	52.0594	54.6623	57.3954
		Bi-weekly	3,777.54	3,966.42	4,164.75	4,372.98	4,591.63
		Monthly	8,184.68	8,593.92	9,023.63	9,474.80	9,948.54
		Annual	98,216.14	103,127.02	108,283.55	113,697.58	119,382.43
	Fire Engineer (56.3 Hour Week)						
H00	BASE	Hourly	36.2044	38.0146	39.9154	41.9112	44.0068
		Bi-weekly	4,076.62	4,280.44	4,494.47	4,719.20	4,955.17
		Monthly	8,832.67	9,274.30	9,738.03	10,224.94	10,736.19
		Annual	105,992.00	111,291.54	116,856.33	122,699.23	128,834.31
H01	Edu 1	Hourly	37.4716	39.3451	41.3124	43.3780	45.5468
		Bi-weekly	4,219.30	4,430.26	4,651.78	4,884.36	5,128.57
		Monthly	9,141.82	9,598.89	10,078.85	10,582.79	11,111.90
		Annual	109,701.86	115,186.71	120,946.18	126,993.43	133,342.81
H02	Edu 1 + Emt	Hourly	39.2817	41.2459	43.3081	45.4735	47.7472
		Bi-weekly	4,423.12	4,644.29	4,876.49	5,120.32	5,376.33
		Monthly	9,583.43	10,062.63	10,565.73	11,094.02	11,648.73
		Annual	115,001.10	120,751.50	126,788.79	133,128.22	139,784.70
H03	Edu 1 + Haz	Hourly	39.2817	41.2459	43.3081	45.4735	47.7472
		Bi-weekly	4,423.12	4,644.29	4,876.49	5,120.32	5,376.33
		Monthly	9,583.43	10,062.63	10,565.73	11,094.02	11,648.73
		Annual	115,001.10	120,751.50	126,788.79	133,128.22	139,784.70
H04	Edu 1 + Para	Hourly	40.1867	42.1961	44.3060	46.5214	48.8473
		Bi-weekly	4,525.02	4,751.28	4,988.86	5,238.31	5,500.21
		Monthly	9,804.22	10,294.44	10,809.19	11,349.67	11,917.11
		Annual	117,650.58	123,533.30	129,710.25	136,196.05	143,005.36
	Fire Engineer (56.3 Hour Week)						
H06	Educ Incent 1 & Bi-lingual 1%	Hourly	37.8336	39.7251	41.7116	43.7971	45.9869
		Bi-weekly	4,260.06	4,473.05	4,696.73	4,931.55	5,178.12
		Monthly	9,230.14	9,691.60	10,176.24	10,685.03	11,219.27
		Annual	110,761.65	116,299.20	122,114.88	128,220.39	134,631.25

APRIL, 2024

City of Vallejo

IAFF

H07	Educ 1 + Emt + Haz	Hourly	41.0920	43.1466	45.3039	47.5692	49.9476
		Bi-weekly	4,626.96	4,858.31	5,101.22	5,356.29	5,624.10
		Monthly	10,025.08	10,526.33	11,052.64	11,605.30	12,185.55
		Annual	120,300.94	126,315.99	132,631.70	139,263.59	146,226.59
H10	Educ 1 + Emt + Biling	Hourly	39.6438	41.6259	43.7072	45.8926	48.1873
		Bi-weekly	4,463.89	4,687.08	4,921.43	5,167.51	5,425.89
		Monthly	9,671.77	10,155.33	10,663.10	11,196.27	11,756.10
		Annual	116,061.19	121,863.98	127,957.20	134,355.18	141,073.14
H11	Educ 1 + Para + Haz	Hourly	41.9970	44.0969	46.3017	48.6170	51.0477
		Bi-weekly	4,728.86	4,965.31	5,213.57	5,474.27	5,747.97
		Monthly	10,245.87	10,758.17	11,296.07	11,860.93	12,453.94
		Annual	122,950.42	129,098.08	135,552.86	142,331.13	149,447.25
H12	Educ 1 + Para + Biling	Hourly	40.5489	42.5765	44.7052	46.9405	49.2875
		Bi-weekly	4,565.81	4,794.11	5,033.81	5,285.50	5,549.77
		Monthly	9,892.58	10,387.25	10,906.58	11,451.92	12,024.51
		Annual	118,710.96	124,646.96	130,878.94	137,423.01	144,294.09
H13	Educ 1 + Haz + Biling	Hourly	39.6438	41.6259	43.7072	45.8926	48.1873
		Bi-weekly	4,463.89	4,687.08	4,921.43	5,167.51	5,425.89
		Monthly	9,671.77	10,155.33	10,663.10	11,196.27	11,756.10
		Annual	116,061.19	121,863.98	127,957.20	134,355.18	141,073.14
H14	Educ 1 + Long 1 + Biling	Hourly	39.6438	41.6259	43.7072	45.8926	48.1873
		Bi-weekly	4,463.89	4,687.08	4,921.43	5,167.51	5,425.89
		Monthly	9,671.77	10,155.33	10,663.10	11,196.27	11,756.10
		Annual	116,061.19	121,863.98	127,957.20	134,355.18	141,073.14
H15	Educ 1 + Long 2 + Biling	Hourly	41.4541	43.5267	45.7030	47.9882	50.3876
		Bi-weekly	4,667.73	4,901.11	5,146.16	5,403.47	5,673.64
		Monthly	10,113.42	10,619.06	11,150.01	11,707.52	12,292.90
		Annual	121,361.02	127,428.77	133,800.10	140,490.25	147,514.74
H18	Educ 1 + Emt + Haz + Biling	Hourly	41.4540	43.5266	45.7031	47.9883	50.3876
		Bi-weekly	4,667.72	4,901.10	5,146.17	5,403.48	5,673.64
		Monthly	10,113.39	10,619.04	11,150.03	11,707.55	12,292.90
		Annual	121,360.73	127,428.47	133,800.40	140,490.55	147,514.74
H19	Educ 1 + Para + Haz + Biling	Hourly	42.3591	44.4771	46.7010	49.0360	51.4878
		Bi-weekly	4,769.63	5,008.12	5,258.53	5,521.45	5,797.53
		Monthly	10,334.21	10,850.93	11,393.49	11,963.15	12,561.31
		Annual	124,010.50	130,211.16	136,721.85	143,557.79	150,735.68
H23	Educ 2	Hourly	38.0146	39.9154	41.9112	44.0068	46.2069
		Bi-weekly	4,280.44	4,494.47	4,719.20	4,955.17	5,202.90
		Monthly	9,274.30	9,738.03	10,224.94	10,736.19	11,272.94
		Annual	111,291.54	116,856.33	122,699.23	128,834.31	135,275.32
H24	Educ 2 + Emt	Hourly	39.8248	41.8161	43.9069	46.1023	48.4074
		Bi-weekly	4,484.27	4,708.49	4,943.92	5,191.12	5,450.67

APRIL, 2024**City of Vallejo****IAFF**

		Monthly	9,715.92	10,201.73	10,711.82	11,247.42	11,809.79
		Annual	116,591.08	122,420.81	128,541.84	134,969.09	141,717.50
	Fire Engineer (56.3 Hour Week)						
H25	Educ 2 + Haz	Hourly	39.8248	41.8161	43.9069	46.1023	48.4074
		Bi-weekly	4,484.27	4,708.49	4,943.92	5,191.12	5,450.67
		Monthly	9,715.92	10,201.73	10,711.82	11,247.42	11,809.79
		Annual	116,591.08	122,420.81	128,541.84	134,969.09	141,717.50
H26	Educ 2 + Para	Hourly	40.7300	42.7665	44.9048	47.1500	49.5074
		Bi-weekly	4,586.20	4,815.51	5,056.28	5,309.09	5,574.53
		Monthly	9,936.76	10,433.60	10,955.27	11,503.03	12,078.16
		Annual	119,241.15	125,203.21	131,463.29	138,036.34	144,937.86
H28	Educ 2 + Biling	Hourly	38.3767	40.2954	42.3102	44.4259	46.6470
		Bi-weekly	4,321.22	4,537.26	4,764.13	5,002.36	5,252.45
		Monthly	9,362.64	9,830.73	10,322.28	10,838.44	11,380.31
		Annual	112,351.63	117,968.81	123,867.34	130,061.26	136,563.76
H29	Educ 2 + Emt + Haz	Hourly	41.6350	43.7167	45.9027	48.1979	50.6076
		Bi-weekly	4,688.10	4,922.50	5,168.64	5,427.08	5,698.42
		Monthly	10,157.55	10,665.42	11,198.73	11,758.68	12,346.57
		Annual	121,890.63	127,985.01	134,384.74	141,104.17	148,158.81
H30	Educ 2 + Para + Haz	Hourly	42.5401	44.6672	46.9006	49.2456	51.7078
		Bi-weekly	4,790.02	5,029.53	5,281.01	5,545.05	5,822.30
		Monthly	10,378.37	10,897.31	11,442.18	12,014.29	12,614.98
		Annual	124,540.40	130,767.69	137,306.20	144,171.42	151,379.76
H32	Educ 2 + Emt + Biling	Hourly	40.1867	42.1961	44.3060	46.5214	48.8473
		Bi-weekly	4,525.02	4,751.28	4,988.86	5,238.31	5,500.21
		Monthly	9,804.22	10,294.44	10,809.19	11,349.67	11,917.11
		Annual	117,650.58	123,533.30	129,710.25	136,196.05	143,005.36
H33	Educ 2 + Para + Biling	Hourly	41.0920	43.1466	45.3039	47.5692	49.9476
		Bi-weekly	4,626.96	4,858.31	5,101.22	5,356.29	5,624.10
		Monthly	10,025.08	10,526.33	11,052.64	11,605.30	12,185.55
		Annual	120,300.94	126,315.99	132,631.70	139,263.59	146,226.59
H35	Educ 2 + Haz + Biling	Hourly	40.1867	42.1961	44.3060	46.5214	48.8473
		Bi-weekly	4,525.02	4,751.28	4,988.86	5,238.31	5,500.21
		Monthly	9,804.22	10,294.44	10,809.19	11,349.67	11,917.11
		Annual	117,650.58	123,533.30	129,710.25	136,196.05	143,005.36
H36	Educ 2 + Long 1 + Biling	Hourly	40.1868	42.1962	44.3060	46.5214	48.8473
		Bi-weekly	4,525.03	4,751.29	4,988.86	5,238.31	5,500.21
		Monthly	9,804.24	10,294.47	10,809.19	11,349.67	11,917.11
		Annual	117,650.88	123,533.60	129,710.25	136,196.05	143,005.36
H37	Educ 2 + Long 2 + Biling	Hourly	41.9970	44.0969	46.3017	48.6169	51.0477
		Bi-weekly	4,728.86	4,965.31	5,213.57	5,474.26	5,747.97
		Monthly	10,245.87	10,758.17	11,296.07	11,860.90	12,453.94
		Annual	122,950.42	129,098.08	135,552.86	142,330.84	149,447.25

APRIL, 2024

City of Vallejo

IAFF

H40	Educ 2 + EMT + Haz + Biling	Hourly	41.9970	44.0969	46.3017	48.6170	51.0477
		Bi-weekly	4,728.86	4,965.31	5,213.57	5,474.27	5,747.97
		Monthly	10,245.87	10,758.17	11,296.07	11,860.93	12,453.94
		Annual	122,950.42	129,098.08	135,552.86	142,331.13	149,447.25
H41	Educ 2 + Para + Haz + Biling	Hourly	42.9022	45.0472	47.2998	49.6647	52.1479
		Bi-weekly	4,830.79	5,072.31	5,325.96	5,592.25	5,871.85
		Monthly	10,466.71	10,990.02	11,539.57	12,116.53	12,722.35
		Annual	125,600.48	131,880.18	138,474.89	145,398.38	152,668.19
	Fire Engineer (56.3 Hour Week)						
H45	Emt	Hourly	38.0146	39.9154	41.9112	44.0068	46.2069
		Bi-weekly	4,280.44	4,494.47	4,719.20	4,955.17	5,202.90
		Monthly	9,274.30	9,738.03	10,224.94	10,736.19	11,272.94
		Annual	111,291.54	116,856.33	122,699.23	128,834.31	135,275.32
H46	Emt + Haz	Hourly	39.8248	41.8161	43.9069	46.1023	48.4074
		Bi-weekly	4,484.27	4,708.49	4,943.92	5,191.12	5,450.67
		Monthly	9,715.92	10,201.73	10,711.82	11,247.42	11,809.79
		Annual	116,591.08	122,420.81	128,541.84	134,969.09	141,717.50
H49	Emt + Biling	Hourly	38.3767	40.2954	42.3102	44.4259	46.6470
		Bi-weekly	4,321.22	4,537.26	4,764.13	5,002.36	5,252.45
		Monthly	9,362.64	9,830.73	10,322.28	10,838.44	11,380.31
		Annual	112,351.63	117,968.81	123,867.34	130,061.26	136,563.76
H52	Emt + Haz + Biling	Hourly	40.1867	42.1961	44.3060	46.5214	48.8473
		Bi-weekly	4,525.02	4,751.28	4,988.86	5,238.31	5,500.21
		Monthly	9,804.22	10,294.44	10,809.19	11,349.67	11,917.11
		Annual	117,650.58	123,533.30	129,710.25	136,196.05	143,005.36
H53	Para	Hourly	38.9196	40.8657	42.9090	45.0545	47.3071
			4,382.35	4,601.48	4,831.55	5,073.14	5,326.78
			9,495.09	9,969.87	10,468.37	10,991.80	11,541.36
			113,941.02	119,638.42	125,620.39	131,901.55	138,496.27
H54	Para + Haz	Hourly	40.7298	42.7665	44.9047	47.1499	49.5075
			4,586.18	4,815.51	5,056.27	5,309.08	5,574.54
			9,936.71	10,433.60	10,955.25	11,503.00	12,078.18
			119,240.56	125,203.21	131,463.00	138,036.05	144,938.16
H55	Para + Biling	Hourly	39.2817	41.2459	43.3081	45.4735	47.7472
			4,423.12	4,644.29	4,876.49	5,120.32	5,376.33
			9,583.43	10,062.63	10,565.73	11,094.02	11,648.73
			115,001.10	120,751.50	126,788.79	133,128.22	139,784.70
H56	Para + Haz + Biling	Hourly	41.0920	43.1466	45.3039	47.5692	49.9476
			4,626.96	4,858.31	5,101.22	5,356.29	5,624.10
			10,025.08	10,526.33	11,052.64	11,605.30	12,185.55
			120,300.94	126,315.99	132,631.70	139,263.59	146,226.59
H57	Haz	Hourly	38.0146	39.9154	41.9112	44.0068	46.2069
		Bi-weekly	4,280.44	4,494.47	4,719.20	4,955.17	5,202.90
		Monthly	9,274.30	9,738.03	10,224.94	10,736.19	11,272.94

APRIL, 2024**City of Vallejo****IAFF**

		Annual	111,291.54	116,856.33	122,699.23	128,834.31	135,275.32
H60	Haz + Biling	Hourly	38.3767	40.2954	42.3102	44.4259	46.6470
		Bi-weekly	4,321.22	4,537.26	4,764.13	5,002.36	5,252.45
		Monthly	9,362.64	9,830.73	10,322.28	10,838.44	11,380.31
		Annual	112,351.63	117,968.81	123,867.34	130,061.26	136,563.76
H67	Bi-lingual - 1% of Base	Hourly	36.5664	38.3946	40.3146	42.3303	44.4467
		Bi-weekly	4,117.38	4,323.23	4,539.42	4,766.39	5,004.70
		Monthly	8,920.98	9,367.00	9,835.42	10,327.18	10,843.51
		Annual	107,051.79	112,404.03	118,025.02	123,926.19	130,122.16
I00	BASE	Hourly	40.4274	42.4486	44.5710	46.7997	49.1397
		Bi-weekly	4,552.13	4,779.71	5,018.69	5,269.65	5,533.13
		Monthly	9,862.94	10,356.04	10,873.84	11,417.57	11,988.45
		Annual	118,355.26	124,272.52	130,486.06	137,010.80	143,861.39
I01	Edu 1	Hourly	41.8422	43.9344	46.1311	48.4377	50.8596
		Bi-weekly	4,711.43	4,947.01	5,194.36	5,454.09	5,726.79
		Monthly	10,208.10	10,718.53	11,254.45	11,817.18	12,408.05
		Annual	122,497.22	128,622.35	135,053.41	141,806.21	148,896.56
I02	Edu 1 + Emt	Hourly	43.8638	46.0569	48.3598	50.7776	53.3165
		Bi-weekly	4,939.06	5,186.01	5,445.31	5,717.56	6,003.44
		Monthly	10,701.31	11,236.35	11,798.18	12,388.04	13,007.45
		Annual	128,415.66	134,836.18	141,578.15	148,656.50	156,089.39
I03	Edu 1 + Haz	Hourly	43.8638	46.0569	48.3598	50.7776	53.3165
		Bi-weekly	4,939.06	5,186.01	5,445.31	5,717.56	6,003.44
		Monthly	10,701.31	11,236.35	11,798.18	12,388.04	13,007.45
		Annual	128,415.66	134,836.18	141,578.15	148,656.50	156,089.39
I04	Edu 1 + Para	Hourly	44.8743	47.1180	49.4739	51.9477	54.5451
		Bi-weekly	5,052.85	5,305.49	5,570.76	5,849.31	6,141.78
		Monthly	10,947.83	11,495.22	12,069.98	12,673.51	13,307.19
		Annual	131,374.00	137,942.66	144,839.79	152,082.09	159,686.23
I06	Educ Incent 1 & Bi-lingual 1%	Hourly	42.2466	44.3588	46.5768	48.9056	51.3509
		Bi-weekly	4,756.97	4,994.80	5,244.55	5,506.77	5,782.11
		Monthly	10,306.76	10,822.07	11,363.19	11,931.34	12,527.91
		Annual	123,681.15	129,864.82	136,358.24	143,176.03	150,334.89
I07	Educ 1 + Emt + Haz	Hourly	45.8850	48.1792	50.5882	53.1177	55.7735
		Bi-weekly	5,166.65	5,424.98	5,696.23	5,981.05	6,280.10
		Monthly	11,194.41	11,754.12	12,341.83	12,958.95	13,606.88
		Annual	134,332.93	141,049.43	148,102.01	155,507.38	163,282.50
I08	Educ 1 + Para + Haz	Hourly	46.8957	49.2405	51.7025	54.2877	57.0021
		Bi-weekly	5,280.46	5,544.48	5,821.70	6,112.80	6,418.44
		Monthly	11,440.99	12,013.04	12,613.69	13,244.39	13,906.61
		Annual	137,291.85	144,156.49	151,364.24	158,932.67	166,879.35
I10	Educ 1 + Emt + Biling	Hourly	44.2679	46.4814	48.8053	51.2457	53.8078

APRIL, 2024

City of Vallejo

IAFF

		Bi-weekly	4,984.57	5,233.81	5,495.48	5,770.27	6,058.76
		Monthly	10,799.89	11,339.91	11,906.87	12,502.24	13,127.31
		Annual	129,598.70	136,078.95	142,882.40	150,026.91	157,527.72
I11	Educ 1 + Para + Biling	Hourly	45.2786	47.5426	49.9196	52.4158	55.0364
		Bi-weekly	5,098.37	5,353.30	5,620.95	5,902.02	6,197.10
		Monthly	11,046.47	11,598.81	12,178.72	12,787.71	13,427.05
		Annual	132,557.63	139,185.72	146,144.62	153,452.50	161,124.56
I13	Educ 1 + Haz + Biling	Hourly	44.2679	46.4814	48.8053	51.2457	53.8078
		Bi-weekly	4,984.57	5,233.81	5,495.48	5,770.27	6,058.76
		Monthly	10,799.89	11,339.91	11,906.87	12,502.24	13,127.31
		Annual	129,598.70	136,078.95	142,882.40	150,026.91	157,527.72
I15	Educ 1 + Para + Haz + Biling	Hourly	47.3000	49.6650	52.1483	54.7557	57.4934
		Bi-weekly	5,325.98	5,592.28	5,871.90	6,165.49	6,473.76
		Monthly	11,539.62	12,116.60	12,722.45	13,358.57	14,026.47
		Annual	138,475.48	145,399.25	152,669.36	160,302.79	168,317.68
I16	Educ 1 + Para + Long 1 + Biling	Hourly	47.3000	49.6650	52.1483	54.7557	57.4934
		Bi-weekly	5,325.98	5,592.28	5,871.90	6,165.49	6,473.76
		Monthly	11,539.62	12,116.60	12,722.45	13,358.57	14,026.47
		Annual	138,475.48	145,399.25	152,669.36	160,302.79	168,317.68
I17	Educ 1 + Para + Long 2 + Biling	Hourly	49.3214	51.7874	54.3767	57.0955	59.9504
		Bi-weekly	5,553.59	5,831.26	6,122.82	6,428.95	6,750.42
		Monthly	12,032.78	12,634.40	13,266.10	13,929.40	14,625.90
		Annual	144,393.33	151,612.79	159,193.23	167,152.79	175,510.79
I18	Educ 1 + Emt + Haz + Biling	Hourly	46.2893	48.6038	51.0340	53.5856	56.2649
		Bi-weekly	5,212.18	5,472.79	5,746.43	6,033.74	6,335.43
		Monthly	11,293.05	11,857.71	12,450.60	13,073.10	13,726.76
		Annual	135,516.55	142,292.48	149,407.14	156,877.20	164,721.12
I19	Educ 1 + Emt + Long 1 + Biling	Hourly	46.2893	48.6038	51.0340	53.5856	56.2649
		Bi-weekly	5,212.18	5,472.79	5,746.43	6,033.74	6,335.43
		Monthly	11,293.05	11,857.71	12,450.60	13,073.10	13,726.76
		Annual	135,516.55	142,292.48	149,407.14	156,877.20	164,721.12
I20	Educ 1 + Emt + Long 2 + Biling	Hourly	48.3106	50.7262	53.2626	55.9257	58.7219
		Bi-weekly	5,439.77	5,711.77	5,997.37	6,297.23	6,612.09
		Monthly	11,786.18	12,375.50	12,994.30	13,644.01	14,326.19
		Annual	141,434.11	148,506.02	155,931.59	163,728.08	171,914.23
I23	Educ 2	Hourly	42.4486	44.5710	46.7997	49.1397	51.5967
		Bi-weekly	4,779.71	5,018.69	5,269.65	5,533.13	5,809.79
		Monthly	10,356.04	10,873.84	11,417.57	11,988.45	12,587.88
		Annual	124,272.52	130,486.06	137,010.80	143,861.39	151,054.50
I24	Educ 2 + Emt	Hourly	44.4700	46.6935	49.0282	51.4796	54.0536
		Bi-weekly	5,007.32	5,257.69	5,520.58	5,796.60	6,086.44
		Monthly	10,849.20	11,391.66	11,961.25	12,559.31	13,187.28
		Annual	130,190.37	136,699.89	143,534.96	150,711.68	158,247.32

APRIL, 2024

City of Vallejo

IAFF

I25	Educ 2 + Haz	Hourly	44.4700	46.6935	49.0282	51.4796	54.0536
		Bi-weekly	5,007.32	5,257.69	5,520.58	5,796.60	6,086.44
		Monthly	10,849.20	11,391.66	11,961.25	12,559.31	13,187.28
		Annual	130,190.37	136,699.89	143,534.96	150,711.68	158,247.32
I26	Educ 2 + Para	Hourly	45.4808	47.7548	50.1426	52.6497	55.2821
		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
I28	Educ 2 + Biling	Hourly	42.8530	44.9955	47.2453	49.6076	52.0880
		Bi-weekly	4,825.25	5,066.49	5,319.82	5,585.82	5,865.11
		Monthly	10,454.70	10,977.40	11,526.28	12,102.60	12,707.74
		Annual	125,456.44	131,728.83	138,315.34	145,231.21	152,492.83
I29	Educ 2 + Emt + Haz	Hourly	46.4915	48.8159	51.2568	53.8197	56.5107
		Bi-weekly	5,234.94	5,496.67	5,771.52	6,060.10	6,363.10
		Monthly	11,342.38	11,909.45	12,504.95	13,130.21	13,786.73
		Annual	136,108.52	142,913.43	150,059.41	157,562.55	165,440.73
I30	Educ 2 + Para + Haz	Hourly	47.5021	49.8772	52.3711	54.9895	57.7391
		Bi-weekly	5,348.74	5,616.17	5,896.99	6,191.82	6,501.42
		Monthly	11,588.93	12,168.37	12,776.80	13,415.61	14,086.42
		Annual	139,067.15	146,020.49	153,321.63	160,987.26	169,036.99
I32	Educ 2 + Emt + Biling	Hourly	44.8743	47.1180	49.4739	51.9477	54.5451
		Bi-weekly	5,052.85	5,305.49	5,570.76	5,849.31	6,141.78
		Monthly	10,947.83	11,495.22	12,069.98	12,673.51	13,307.19
		Annual	131,374.00	137,942.66	144,839.79	152,082.09	159,686.23
I33	Educ 2 + Para + Biling	Hourly	45.8850	48.1792	50.5882	53.1177	55.7735
		Bi-weekly	5,166.65	5,424.98	5,696.23	5,981.05	6,280.10
		Monthly	11,194.41	11,754.12	12,341.83	12,958.95	13,606.88
		Annual	134,332.93	141,049.43	148,102.01	155,507.38	163,282.50
I35	Educ 2 + Haz + Biling	Hourly	44.8743	47.1180	49.4739	51.9477	54.5451
		Bi-weekly	5,052.85	5,305.49	5,570.76	5,849.31	6,141.78
		Monthly	10,947.83	11,495.22	12,069.98	12,673.51	13,307.19
		Annual	131,374.00	137,942.66	144,839.79	152,082.09	159,686.23
I40	Educ 2 + EMT + Haz + Biling	Hourly	46.8957	49.2405	51.7025	54.2877	57.0021
		Bi-weekly	5,280.46	5,544.48	5,821.70	6,112.80	6,418.44
		Monthly	11,440.99	12,013.04	12,613.69	13,244.39	13,906.61
		Annual	137,291.85	144,156.49	151,364.24	158,932.67	166,879.35
I41	Educ 2 + Para + Haz + Biling	Hourly	47.9064	50.3017	52.8168	55.4576	58.2305
		Bi-weekly	5,394.26	5,663.97	5,947.17	6,244.53	6,556.75
		Monthly	11,687.57	12,271.94	12,885.54	13,529.81	14,206.30
		Annual	140,250.78	147,263.26	154,626.46	162,357.67	170,475.61
I45	Emt	Hourly	42.4486	44.5710	46.7997	49.1397	51.5967
		Bi-weekly	4,779.71	5,018.69	5,269.65	5,533.13	5,809.79

APRIL, 2024**City of Vallejo****IAFF**

		Monthly	10,356.04	10,873.84	11,417.57	11,988.45	12,587.88
		Annual	124,272.52	130,486.06	137,010.80	143,861.39	151,054.50
I46	Emt + Haz	Hourly	44.4700	46.6935	49.0282	51.4796	54.0536
		Bi-weekly	5,007.32	5,257.69	5,520.58	5,796.60	6,086.44
		Monthly	10,849.20	11,391.66	11,961.25	12,559.31	13,187.28
		Annual	130,190.37	136,699.89	143,534.96	150,711.68	158,247.32
I49	Emt + Biling	Hourly	42.8530	44.9955	47.2453	49.6076	52.0880
		Bi-weekly	4,825.25	5,066.49	5,319.82	5,585.82	5,865.11
		Monthly	10,454.70	10,977.40	11,526.28	12,102.60	12,707.74
		Annual	125,456.44	131,728.83	138,315.34	145,231.21	152,492.83
I52	Emt + Haz + Biling	Hourly	44.8741	47.1180	49.4739	51.9477	54.5451
		Bi-weekly	5,052.82	5,305.49	5,570.76	5,849.31	6,141.78
		Monthly	10,947.79	11,495.22	12,069.98	12,673.51	13,307.19
		Annual	131,373.42	137,942.66	144,839.79	152,082.09	159,686.23
I53	Para	Hourly	43.4593	45.6324	47.9139	50.3097	52.8252
		Bi-weekly	4,893.52	5,138.21	5,395.11	5,664.87	5,948.12
		Monthly	10,602.62	11,132.78	11,689.39	12,273.89	12,887.59
		Annual	127,231.45	133,593.41	140,272.73	147,286.68	154,651.06
I54	Para + Haz	Hourly	45.4808	47.7548	50.1426	52.6497	55.2821
		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
I55	Para + Biling	Hourly	43.8638	46.0569	48.3598	50.7776	53.3165
		Bi-weekly	4,939.06	5,186.01	5,445.31	5,717.56	6,003.44
		Monthly	10,701.31	11,236.35	11,798.18	12,388.04	13,007.45
		Annual	128,415.66	134,836.18	141,578.15	148,656.50	156,089.39
I56	Para + Haz + Biling	Hourly	45.8850	48.1792	50.5882	53.1177	55.7735
		Bi-weekly	5,166.65	5,424.98	5,696.23	5,981.05	6,280.10
		Monthly	11,194.41	11,754.12	12,341.83	12,958.95	13,606.88
		Annual	134,332.93	141,049.43	148,102.01	155,507.38	163,282.50
I57	Haz	Hourly	42.4486	44.5710	46.7997	49.1397	51.5967
		Bi-weekly	4,779.71	5,018.69	5,269.65	5,533.13	5,809.79
		Monthly	10,356.04	10,873.84	11,417.57	11,988.45	12,587.88
		Annual	124,272.52	130,486.06	137,010.80	143,861.39	151,054.50
I60	Haz + Biling	Hourly	42.8530	44.9955	47.2453	49.6076	52.0880
		Bi-weekly	4,825.25	5,066.49	5,319.82	5,585.82	5,865.11
		Monthly	10,454.70	10,977.40	11,526.28	12,102.60	12,707.74
		Annual	125,456.44	131,728.83	138,315.34	145,231.21	152,492.83
I67	Bi-lingual - 1% of Base	Hourly	40.8315	42.8732	45.0168	47.2677	49.6311
		Bi-weekly	4,597.63	4,827.52	5,068.89	5,322.34	5,588.46
		Monthly	9,961.53	10,459.63	10,982.60	11,531.74	12,108.33
		Annual	119,538.30	125,515.58	131,791.18	138,380.92	145,300.01
	Fire Captain (40 Hour Week)						

APRIL, 2024**City of Vallejo****IAFF**

J00	BASE	Hourly	56.9014	59.7465	62.7337	65.8704	69.1642
		Bi-weekly	4,552.11	4,779.72	5,018.70	5,269.63	5,533.14
		Monthly	9,862.91	10,356.06	10,873.84	11,417.54	11,988.46
		Annual	118,354.91	124,272.72	130,486.10	137,010.43	143,861.54
J01	Edu 1	Hourly	58.8930	61.8377	64.9296	68.1761	71.5848
		Bi-weekly	4,711.44	4,947.02	5,194.37	5,454.09	5,726.78
		Monthly	10,208.12	10,718.54	11,254.46	11,817.19	12,408.03
		Annual	122,497.44	128,622.42	135,053.57	141,806.29	148,896.38
J02	Edu 1 + Emt	Hourly	61.7380	64.8251	68.0662	71.4695	75.0431
		Bi-weekly	4,939.04	5,186.01	5,445.30	5,717.56	6,003.45
		Monthly	10,701.25	11,236.35	11,798.14	12,388.05	13,007.47
		Annual	128,415.04	134,836.21	141,577.70	148,656.56	156,089.65
J03	Edu 1 + Haz	Hourly	61.7380	64.8251	68.0662	71.4695	75.0431
		Bi-weekly	4,939.04	5,186.01	5,445.30	5,717.56	6,003.45
		Monthly	10,701.25	11,236.35	11,798.14	12,388.05	13,007.47
		Annual	128,415.04	134,836.21	141,577.70	148,656.56	156,089.65
J04	Edu 1 + Para	Hourly	63.1607	66.3186	69.6346	73.1164	76.7722
		Bi-weekly	5,052.86	5,305.49	5,570.77	5,849.31	6,141.78
		Monthly	10,947.86	11,495.22	12,070.00	12,673.51	13,307.18
		Annual	131,374.26	137,942.69	144,839.97	152,082.11	159,686.18
J06	Educ Incent 1 & Bi-lingual 1%	Hourly	59.4620	62.4352	65.5568	68.8349	72.2764
		Bi-weekly	4,756.96	4,994.82	5,244.54	5,506.79	5,782.11
		Monthly	10,306.75	10,822.10	11,363.18	11,931.38	12,527.91
		Annual	123,680.96	129,865.22	136,358.14	143,176.59	150,334.91
J07	Educ 1 + Emt + Haz	Hourly	64.5832	67.8124	71.2030	74.7631	78.5014
		Bi-weekly	5,166.66	5,424.99	5,696.24	5,981.05	6,280.11
		Monthly	11,194.42	11,754.15	12,341.85	12,958.94	13,606.91
		Annual	134,333.06	141,049.79	148,102.24	155,507.25	163,282.91
J08	Educ 1 + Para + Haz	Hourly	66.0057	69.3059	72.7712	76.4098	80.2303
		Bi-weekly	5,280.46	5,544.47	5,821.70	6,112.78	6,418.42
		Monthly	11,440.99	12,013.02	12,613.68	13,244.37	13,906.59
		Annual	137,291.86	144,156.27	151,364.10	158,932.38	166,879.02
J10	Educ 1 + Emt + Biling	Hourly	62.3071	65.4224	68.6935	72.1284	75.7347
		Bi-weekly	4,984.57	5,233.79	5,495.48	5,770.27	6,058.78
		Monthly	10,799.90	11,339.88	11,906.87	12,502.26	13,127.35
		Annual	129,598.77	136,078.59	142,882.48	150,027.07	157,528.18
J11	Educ 1 + Para + Biling	Hourly	63.7296	66.9161	70.2619	73.7751	77.4638
		Bi-weekly	5,098.37	5,353.29	5,620.95	5,902.01	6,197.10
		Monthly	11,046.46	11,598.79	12,178.73	12,787.68	13,427.06
		Annual	132,557.57	139,185.49	146,144.75	153,452.21	161,124.70
J13	Educ 1 + Haz + Biling	Hourly	62.3071	65.4224	68.6935	72.1284	75.7347
		Bi-weekly	4,984.57	5,233.79	5,495.48	5,770.27	6,058.78
		Monthly	10,799.90	11,339.88	11,906.87	12,502.26	13,127.35

APRIL, 2024

City of Vallejo

IAFF

		Annual	129,598.77	136,078.59	142,882.48	150,027.07	157,528.18
J18	Educ 1 + Emt + Haz + Biling	Hourly	65.1522	68.4097	71.8302	75.4218	79.1928
		Bi-weekly	5,212.18	5,472.78	5,746.42	6,033.74	6,335.42
		Monthly	11,293.05	11,857.68	12,450.57	13,073.11	13,726.75
		Annual	135,516.58	142,292.18	149,406.82	156,877.34	164,721.02
J19	Educ 1 + Para + Haz + Biling	Hourly	66.5748	69.9035	73.3985	77.0686	80.9220
		Bi-weekly	5,325.98	5,592.28	5,871.88	6,165.49	6,473.76
		Monthly	11,539.63	12,116.61	12,722.41	13,358.56	14,026.48
		Annual	138,475.58	145,399.28	152,668.88	160,302.69	168,317.76
J23	Educ 2	Hourly	59.7465	62.7337	65.8704	69.1642	72.6222
		Bi-weekly	4,779.72	5,018.70	5,269.63	5,533.14	5,809.78
		Monthly	10,356.06	10,873.84	11,417.54	11,988.46	12,587.85
		Annual	124,272.72	130,486.10	137,010.43	143,861.54	151,054.18
J24	Educ 2 + Emt	Hourly	62.5916	65.7211	69.0071	72.4576	76.0805
		Bi-weekly	5,007.33	5,257.69	5,520.57	5,796.61	6,086.44
		Monthly	10,849.21	11,391.66	11,961.23	12,559.32	13,187.29
		Annual	130,190.53	136,699.89	143,534.77	150,711.81	158,247.44
J25	Educ 2 + Haz	Hourly	62.5916	65.7211	69.0071	72.4576	76.0805
		Bi-weekly	5,007.33	5,257.69	5,520.57	5,796.61	6,086.44
		Monthly	10,849.21	11,391.66	11,961.23	12,559.32	13,187.29
		Annual	130,190.53	136,699.89	143,534.77	150,711.81	158,247.44
J26	Educ 2 + Para	Hourly	64.0141	67.2150	70.5756	74.1043	77.8097
		Bi-weekly	5,121.13	5,377.20	5,646.05	5,928.34	6,224.78
		Monthly	11,095.78	11,650.60	12,233.10	12,844.75	13,487.02
		Annual	133,149.33	139,807.20	146,797.25	154,136.94	161,844.18
J28	Educ 2 + Biling	Hourly	60.3155	63.3313	66.4979	69.8228	73.3139
		Bi-weekly	4,825.24	5,066.50	5,319.83	5,585.82	5,865.11
		Monthly	10,454.69	10,977.43	11,526.30	12,102.62	12,707.74
		Annual	125,456.24	131,729.10	138,315.63	145,231.42	152,492.91
J29	Educ 2 + Emt + Haz	Hourly	65.4367	68.7086	72.1439	75.7511	79.5387
		Bi-weekly	5,234.94	5,496.69	5,771.51	6,060.09	6,363.10
		Monthly	11,342.36	11,909.49	12,504.94	13,130.19	13,786.71
		Annual	136,108.34	142,913.89	150,059.31	157,562.29	165,440.50
J30	Educ 2 + Para + Haz	Hourly	66.8592	70.2022	73.7123	77.3980	81.2678
		Bi-weekly	5,348.74	5,616.18	5,896.98	6,191.84	6,501.42
		Monthly	11,588.93	12,168.38	12,776.80	13,415.65	14,086.42
		Annual	139,067.14	146,020.58	153,321.58	160,987.84	169,037.02
J32	Educ 2 + Emt + Biling	Hourly	63.1607	66.3186	69.6346	73.1164	76.7722
		Bi-weekly	5,052.86	5,305.49	5,570.77	5,849.31	6,141.78
		Monthly	10,947.86	11,495.22	12,070.00	12,673.51	13,307.18
		Annual	131,374.26	137,942.69	144,839.97	152,082.11	159,686.18
J33	Educ 2 + Para + Biling	Hourly	64.5832	67.8124	71.2030	74.7631	78.5014

APRIL, 2024

City of Vallejo

IAFF

		Bi-weekly	5,166.66	5,424.99	5,696.24	5,981.05	6,280.11
		Monthly	11,194.42	11,754.15	12,341.85	12,958.94	13,606.91
		Annual	134,333.06	141,049.79	148,102.24	155,507.25	163,282.91
J35	Educ 2 + Haz + Biling	Hourly	63.1607	66.3186	69.6346	73.1164	76.7722
		Bi-weekly	5,052.86	5,305.49	5,570.77	5,849.31	6,141.78
		Monthly	10,947.86	11,495.22	12,070.00	12,673.51	13,307.18
		Annual	131,374.26	137,942.69	144,839.97	152,082.11	159,686.18
J40	Educ 2 + EMT + Haz + Biling	Hourly	66.0057	69.3059	72.7712	76.4098	80.2303
		Bi-weekly	5,280.46	5,544.47	5,821.70	6,112.78	6,418.42
		Monthly	11,440.99	12,013.02	12,613.68	13,244.37	13,906.59
		Annual	137,291.86	144,156.27	151,364.10	158,932.38	166,879.02
J41	Educ 2 + Para + Haz + Biling	Hourly	67.4282	70.7996	74.3395	78.0566	81.9594
		Bi-weekly	5,394.26	5,663.97	5,947.16	6,244.53	6,556.75
		Monthly	11,687.56	12,271.93	12,885.51	13,529.81	14,206.30
		Annual	140,250.66	147,263.17	154,626.16	162,357.73	170,475.55
J45	Emt	Hourly	59.7465	62.7337	65.8704	69.1642	72.6222
		Bi-weekly	4,779.72	5,018.70	5,269.63	5,533.14	5,809.78
		Monthly	10,356.06	10,873.84	11,417.54	11,988.46	12,587.85
		Annual	124,272.72	130,486.10	137,010.43	143,861.54	151,054.18
J46	Emt + Haz	Hourly	62.5916	65.7211	69.0071	72.4576	76.0805
		Bi-weekly	5,007.33	5,257.69	5,520.57	5,796.61	6,086.44
		Monthly	10,849.21	11,391.66	11,961.23	12,559.32	13,187.29
		Annual	130,190.53	136,699.89	143,534.77	150,711.81	158,247.44
J49	Emt + Biling	Hourly	60.3155	63.3313	66.4979	69.8228	73.3139
		Bi-weekly	4,825.24	5,066.50	5,319.83	5,585.82	5,865.11
		Monthly	10,454.69	10,977.43	11,526.30	12,102.62	12,707.74
		Annual	125,456.24	131,729.10	138,315.63	145,231.42	152,492.91
J52	Emt + Haz + Biling	Hourly	63.1607	66.3186	69.6346	73.1164	76.7722
		Bi-weekly	5,052.86	5,305.49	5,570.77	5,849.31	6,141.78
		Monthly	10,947.86	11,495.22	12,070.00	12,673.51	13,307.18
		Annual	131,374.26	137,942.69	144,839.97	152,082.11	159,686.18
J53	Para	Hourly	61.1692	64.2276	67.4388	70.8108	74.3514
		Bi-weekly	4,893.54	5,138.21	5,395.10	5,664.86	5,948.11
		Monthly	10,602.66	11,132.78	11,689.39	12,273.87	12,887.58
		Annual	127,231.94	133,593.41	140,272.70	147,286.46	154,650.91
J54	Para + Haz	Hourly	64.0141	67.2150	70.5756	74.1043	77.8097
		Bi-weekly	5,121.13	5,377.20	5,646.05	5,928.34	6,224.78
		Monthly	11,095.78	11,650.60	12,233.10	12,844.75	13,487.02
		Annual	133,149.33	139,807.20	146,797.25	154,136.94	161,844.18
J55	Para + Biling	Hourly	61.7380	64.8251	68.0662	71.4695	75.0431
		Bi-weekly	4,939.04	5,186.01	5,445.30	5,717.56	6,003.45
		Monthly	10,701.25	11,236.35	11,798.14	12,388.05	13,007.47
		Annual	128,415.04	134,836.21	141,577.70	148,656.56	156,089.65

APRIL, 2024

City of Vallejo

IAFF

J56	Para + Haz + Biling	Hourly	64.5832	67.8124	71.2030	74.7631	78.5014
		Bi-weekly	5,166.66	5,424.99	5,696.24	5,981.05	6,280.11
		Monthly	11,194.42	11,754.15	12,341.85	12,958.94	13,606.91
		Annual	134,333.06	141,049.79	148,102.24	155,507.25	163,282.91
J57	Haz	Hourly	59.7465	62.7340	65.8705	69.1642	72.6222
		Bi-weekly	4,779.72	5,018.72	5,269.64	5,533.14	5,809.78
		Monthly	10,356.06	10,873.89	11,417.55	11,988.46	12,587.85
		Annual	124,272.72	130,486.72	137,010.64	143,861.54	151,054.18
J60	Haz + Biling	Hourly	60.3155	63.3313	66.4979	69.8228	73.3139
		Bi-weekly	4,825.24	5,066.50	5,319.83	5,585.82	5,865.11
		Monthly	10,454.69	10,977.43	11,526.30	12,102.62	12,707.74
		Annual	125,456.24	131,729.10	138,315.63	145,231.42	152,492.91
J67	Bi-lingual - 1% of Base	Hourly	57.4704	60.3440	63.3612	66.5292	69.8557
		Bi-weekly	4,597.63	4,827.52	5,068.90	5,322.34	5,588.46
		Monthly	9,961.54	10,459.63	10,982.61	11,531.73	12,108.32
		Annual	119,538.43	125,515.52	131,791.30	138,380.74	145,299.86
	Batt/Div Chief (56.3 Hour Week)						
K00	BASE	Hourly	48.5130	50.9388	53.4856	56.1599	58.9680
		Bi-weekly	5,462.56	5,735.71	6,022.48	6,323.60	6,639.80
		Monthly	11,835.56	12,427.37	13,048.70	13,701.14	14,386.23
		Annual	142,026.66	149,128.43	156,584.44	164,413.72	172,634.72
K01	Edu 1	Hourly	50.2111	52.7218	55.3577	58.1255	61.0319
		Bi-weekly	5,653.77	5,936.47	6,233.28	6,544.93	6,872.19
		Monthly	12,249.84	12,862.36	13,505.43	14,180.68	14,889.75
		Annual	146,998.02	154,348.34	162,065.20	170,168.21	178,676.99
K02	Edu 1 + Emt	Hourly	52.6368	55.2685	58.0320	60.9336	63.9802
		Bi-weekly	5,926.90	6,223.23	6,534.40	6,861.12	7,204.17
		Monthly	12,841.63	13,483.67	14,157.87	14,865.77	15,609.04
		Annual	154,099.50	161,804.06	169,894.48	178,389.21	187,308.43
K03	Edu 1 + Haz	Hourly	52.6368	55.2685	58.0320	60.9336	63.9802
		Bi-weekly	5,926.90	6,223.23	6,534.40	6,861.12	7,204.17
		Monthly	12,841.63	13,483.67	14,157.87	14,865.77	15,609.04
		Annual	154,099.50	161,804.06	169,894.48	178,389.21	187,308.43
K06	Educ Incent 1 & Bi-lingual 1%	Hourly	50.6964	53.2310	55.8925	58.6872	61.6216
		Bi-weekly	5,708.41	5,993.81	6,293.50	6,608.18	6,938.59
		Monthly	12,368.23	12,986.59	13,635.91	14,317.72	15,033.62
		Annual	148,418.78	155,839.08	163,630.88	171,812.65	180,403.40
K07	Educ 1 + Emt + Haz	Hourly	55.0623	57.8155	60.7064	63.7415	66.9288
		Bi-weekly	6,200.01	6,510.03	6,835.54	7,177.29	7,536.18
		Monthly	13,433.37	14,105.06	14,810.34	15,550.80	16,328.40
		Annual	161,200.39	169,260.66	177,724.06	186,609.62	195,940.75
K10	Educ 1 + Emt + Biling	Hourly	53.1218	55.7780	58.5668	61.4952	64.5699
		Bi-weekly	5,981.51	6,280.60	6,594.62	6,924.36	7,270.57

APRIL, 2024

City of Vallejo

IAFF

		Monthly	12,959.95	13,607.97	14,288.35	15,002.78	15,752.90
		Annual	155,519.38	163,295.67	171,460.16	180,033.35	189,034.84
K13	Educ 1 + Haz + Biling	Hourly	53.1218	55.7780	58.5668	61.4952	64.5699
		Bi-weekly	5,981.51	6,280.60	6,594.62	6,924.36	7,270.57
		Monthly	12,959.95	13,607.97	14,288.35	15,002.78	15,752.90
		Annual	155,519.38	163,295.67	171,460.16	180,033.35	189,034.84
	Batt/Div Chief (56.3 Hour Week)						
K14	Educ 1 + Para	Hourly	53.8494	56.5421	59.3691	62.3376	65.4545
		Bi-weekly	6,063.44	6,366.64	6,684.96	7,019.21	7,370.18
		Monthly	13,137.46	13,794.39	14,484.08	15,208.30	15,968.72
		Annual	157,649.50	165,532.65	173,808.98	182,499.56	191,624.59
K15	Educ 1 + Para + Haz	Hourly	56.2751	59.0890	62.0434	65.1455	68.4029
		Bi-weekly	6,336.58	6,653.42	6,986.09	7,335.38	7,702.17
		Monthly	13,729.25	14,415.75	15,136.52	15,893.33	16,688.03
		Annual	164,750.98	172,988.96	181,638.26	190,719.97	200,256.33
K16	Educ 1 + Para + Biling	Hourly	54.3346	57.0515	59.9040	62.8992	66.0442
		Bi-weekly	6,118.08	6,424.00	6,745.19	7,082.45	7,436.58
		Monthly	13,255.83	13,918.66	14,614.58	15,345.31	16,112.58
		Annual	159,069.97	167,023.97	175,374.95	184,143.70	193,351.00
K17	Educ 1 + Para + Biling + Haz	Hourly	56.7602	59.5984	62.5783	65.7072	68.9926
		Bi-weekly	6,391.20	6,710.78	7,046.32	7,398.63	7,768.57
		Monthly	13,847.60	14,540.02	15,267.02	16,030.37	16,831.90
		Annual	166,171.16	174,480.28	183,204.23	192,364.40	201,982.74
K18	Educ 1 + Emt + Haz + Biling	Hourly	55.5475	58.3249	61.2411	64.3032	67.5184
		Bi-weekly	6,254.65	6,567.38	6,895.75	7,240.54	7,602.57
		Monthly	13,551.74	14,229.33	14,940.79	15,687.84	16,472.24
		Annual	162,620.86	170,751.98	179,289.44	188,254.05	197,666.87
K23	Educ 2	Hourly	50.9388	53.4856	56.1599	58.9680	61.9164
		Bi-weekly	5,735.71	6,022.48	6,323.60	6,639.80	6,971.79
		Monthly	12,427.37	13,048.70	13,701.14	14,386.23	15,105.54
		Annual	149,128.43	156,584.44	164,413.72	172,634.72	181,266.45
K24	Educ 2 + Emt	Hourly	53.3644	56.0326	58.8342	61.7760	64.8647
		Bi-weekly	6,008.83	6,309.27	6,624.73	6,955.98	7,303.77
		Monthly	13,019.14	13,670.09	14,353.58	15,071.29	15,824.83
		Annual	156,229.62	164,041.04	172,243.00	180,855.42	189,897.90
K25	Educ 2 + Haz	Hourly	53.3644	56.0326	58.8342	61.7760	64.8647
		Bi-weekly	6,008.83	6,309.27	6,624.73	6,955.98	7,303.77
		Monthly	13,019.14	13,670.09	14,353.58	15,071.29	15,824.83
		Annual	156,229.62	164,041.04	172,243.00	180,855.42	189,897.90
K28	Educ 2 + Biling	Hourly	51.4238	53.9951	56.6949	59.5296	62.5061
		Bi-weekly	5,790.32	6,079.85	6,383.85	6,703.03	7,038.19
		Monthly	12,545.69	13,173.00	13,831.67	14,523.24	15,249.41
		Annual	150,548.32	158,076.05	165,979.99	174,278.86	182,992.86

APRIL, 2024

City of Vallejo

IAFF

K29	Educ 2 + Emt + Haz	Hourly	55.7901	58.5796	61.5085	64.5840	67.8132
		Bi-weekly	6,281.97	6,596.06	6,925.86	7,272.16	7,635.77
		Monthly	13,610.93	14,291.47	15,006.02	15,756.34	16,544.16
		Annual	163,331.10	171,497.64	180,072.28	189,076.12	198,529.92
K32	Educ 2 + Emt + Biling	Hourly	53.8496	56.5419	59.3691	62.3375	65.4543
		Bi-weekly	6,063.46	6,366.62	6,684.96	7,019.20	7,370.15
		Monthly	13,137.51	13,794.34	14,484.08	15,208.27	15,968.67
		Annual	157,650.09	165,532.07	173,808.98	182,499.27	191,624.01
K35	Educ 2 + Haz + Biling	Hourly	53.8496	56.5419	59.3691	62.3375	65.4543
		Bi-weekly	6,063.46	6,366.62	6,684.96	7,019.20	7,370.15
		Monthly	13,137.51	13,794.34	14,484.08	15,208.27	15,968.67
		Annual	157,650.09	165,532.07	173,808.98	182,499.27	191,624.01
K40	Educ 2 + EMT + Haz + Biling	Hourly	56.2752	59.0890	62.0435	65.1455	68.4029
		Bi-weekly	6,336.59	6,653.42	6,986.10	7,335.38	7,702.17
		Monthly	13,729.27	14,415.75	15,136.55	15,893.33	16,688.03
		Annual	164,751.28	172,988.96	181,638.55	190,719.97	200,256.33
K41	Educ 2 + Para	Hourly	54.5771	57.3061	60.1715	63.1799	66.3390
		Bi-weekly	6,145.38	6,452.67	6,775.31	7,114.06	7,469.77
		Monthly	13,314.99	13,980.78	14,679.84	15,413.79	16,184.51
		Annual	159,779.92	167,769.34	176,158.08	184,965.48	194,214.06
K42	Educ 2 + Para + Haz	Hourly	57.0028	59.8530	62.8457	65.9880	69.2874
		Bi-weekly	6,418.52	6,739.45	7,076.43	7,430.25	7,801.76
		Monthly	13,906.78	14,602.14	15,332.26	16,098.87	16,903.82
		Annual	166,881.40	175,225.64	183,987.07	193,186.47	202,845.79
K43	Educ 2 + Para + Biling	Hourly	55.0623	57.8155	60.7064	63.7416	66.9287
		Bi-weekly	6,200.01	6,510.03	6,835.54	7,177.30	7,536.17
		Monthly	13,433.37	14,105.06	14,810.34	15,550.83	16,328.37
		Annual	161,200.39	169,260.66	177,724.06	186,609.91	195,940.46
K44	Educ 2 + Para + Biling + Haz	Hourly	57.4879	60.3624	63.3806	66.5496	69.8770
		Bi-weekly	6,473.14	6,796.81	7,136.66	7,493.48	7,868.15
		Monthly	14,025.13	14,726.41	15,462.75	16,235.88	17,047.66
		Annual	168,301.58	176,716.96	185,553.04	194,830.61	204,571.91
K45	Emt	Hourly	50.9388	53.4856	56.1599	58.9680	61.9164
		Bi-weekly	5,735.71	6,022.48	6,323.60	6,639.80	6,971.79
		Monthly	12,427.37	13,048.70	13,701.14	14,386.23	15,105.54
		Annual	149,128.43	156,584.44	164,413.72	172,634.72	181,266.45
K46	Emt + Haz	Hourly	53.3644	56.0326	58.8342	61.7760	64.8647
		Bi-weekly	6,008.83	6,309.27	6,624.73	6,955.98	7,303.77
		Monthly	13,019.14	13,670.09	14,353.58	15,071.29	15,824.83
		Annual	156,229.62	164,041.04	172,243.00	180,855.42	189,897.90
K49	Emt + Biling	Hourly	51.4238	53.9951	56.6949	59.5296	62.5061
		Bi-weekly	5,790.32	6,079.85	6,383.85	6,703.03	7,038.19
		Monthly	12,545.69	13,173.00	13,831.67	14,523.24	15,249.41

APRIL, 2024

City of Vallejo

IAFF

		Annual	150,548.32	158,076.05	165,979.99	174,278.86	182,992.86
K47	Para	Hourly	52.1515	54.7592	57.4971	60.3720	63.3905
		Bi-weekly	5,872.26	6,165.89	6,474.17	6,797.89	7,137.77
		Monthly	12,723.23	13,359.42	14,027.38	14,728.76	15,465.17
		Annual	152,678.73	160,313.03	168,328.51	176,745.07	185,582.03
K48	Para + Haz	Hourly	54.5771	57.3061	60.1715	63.1799	66.3390
		Bi-weekly	6,145.38	6,452.67	6,775.31	7,114.06	7,469.77
		Monthly	13,314.99	13,980.78	14,679.84	15,413.79	16,184.51
		Annual	159,779.92	167,769.34	176,158.08	184,965.48	194,214.06
K50	Para + Biling	Hourly	52.6366	55.2686	58.0320	60.9336	63.9802
		Bi-weekly	5,926.88	6,223.24	6,534.40	6,861.12	7,204.17
		Monthly	12,841.58	13,483.70	14,157.87	14,865.77	15,609.04
		Annual	154,098.91	161,804.35	169,894.48	178,389.21	187,308.43
K51	Para + Biling + Haz	Hourly	55.0623	57.8155	60.7064	63.7416	66.9287
		Bi-weekly	6,200.01	6,510.03	6,835.54	7,177.30	7,536.17
		Monthly	13,433.37	14,105.06	14,810.34	15,550.83	16,328.37
		Annual	161,200.39	169,260.66	177,724.06	186,609.91	195,940.46
	Batt/Div Chief (56.3 Hour Week)						
K52	Emt + Haz + Biling	Hourly	53.8496	56.5419	59.3691	62.3375	65.4543
		Bi-weekly	6,063.46	6,366.62	6,684.96	7,019.20	7,370.15
		Monthly	13,137.51	13,794.34	14,484.08	15,208.27	15,968.67
		Annual	157,650.09	165,532.07	173,808.98	182,499.27	191,624.01
K57	Haz	Hourly	50.9388	53.4856	56.1599	58.9680	61.9164
		Bi-weekly	5,735.71	6,022.48	6,323.60	6,639.80	6,971.79
		Monthly	12,427.37	13,048.70	13,701.14	14,386.23	15,105.54
		Annual	149,128.43	156,584.44	164,413.72	172,634.72	181,266.45
K60	Haz + Biling	Hourly	51.4238	53.9951	56.6949	59.5296	62.5061
		Bi-weekly	5,790.32	6,079.85	6,383.85	6,703.03	7,038.19
		Monthly	12,545.69	13,173.00	13,831.67	14,523.24	15,249.41
		Annual	150,548.32	158,076.05	165,979.99	174,278.86	182,992.86
K67	Bi-lingual - 1% of Base	Hourly	48.9982	51.4482	54.0206	56.7216	59.5578
		Bi-weekly	5,517.20	5,793.07	6,082.72	6,386.85	6,706.21
		Monthly	11,953.93	12,551.65	13,179.23	13,838.18	14,530.12
		Annual	143,447.13	150,619.75	158,150.71	166,058.16	174,361.42
	Batt/Div Chief (40 Hour Week)						
L00	BASE	Hourly	68.2821	71.6964	75.2812	79.0452	82.9974
		Bi-weekly	5,462.57	5,735.71	6,022.50	6,323.62	6,639.79
		Monthly	11,835.56	12,427.38	13,048.74	13,701.17	14,386.22
		Annual	142,026.77	149,128.51	156,584.90	164,414.02	172,634.59
L01	Edu 1	Hourly	70.6721	74.2057	77.9160	81.8118	85.9024
		Bi-weekly	5,653.77	5,936.46	6,233.28	6,544.94	6,872.19
		Monthly	12,249.83	12,862.32	13,505.44	14,180.71	14,889.75
		Annual	146,997.97	154,347.86	162,065.28	170,168.54	178,676.99
L02	Edu 1 + Emt	Hourly	74.0862	77.7905	81.6799	85.7640	90.0521

APRIL, 2024**City of Vallejo****IAFF**

		Bi-weekly	5,926.90	6,223.24	6,534.39	6,861.12	7,204.17
		Monthly	12,841.61	13,483.69	14,157.85	14,865.76	15,609.03
		Annual	154,099.30	161,804.24	169,894.19	178,389.12	187,308.37
L03	Edu 1 + Haz	Hourly	74.0862	77.7905	81.6799	85.7640	90.0521
		Bi-weekly	5,926.90	6,223.24	6,534.39	6,861.12	7,204.17
		Monthly	12,841.61	13,483.69	14,157.85	14,865.76	15,609.03
		Annual	154,099.30	161,804.24	169,894.19	178,389.12	187,308.37
L06	Educ 1 & Bilin	Hourly	71.3549	74.9226	78.6689	82.6021	86.7324
		Bi-weekly	5,708.39	5,993.81	6,293.51	6,608.17	6,938.59
		Monthly	12,368.18	12,986.58	13,635.94	14,317.70	15,033.62
		Annual	148,418.19	155,839.01	163,631.31	171,812.37	180,403.39
L07	Educ 1 + Emt + Haz	Hourly	77.5003	81.3753	85.4441	89.7162	94.2021
		Bi-weekly	6,200.02	6,510.02	6,835.53	7,177.30	7,536.17
		Monthly	13,433.39	14,105.05	14,810.31	15,550.81	16,328.36
		Annual	161,200.62	169,260.62	177,723.73	186,609.70	195,940.37
L10	Educ 1 + Emt + Biling	Hourly	74.7690	78.5074	82.4329	86.5545	90.8823
		Bi-weekly	5,981.52	6,280.59	6,594.63	6,924.36	7,270.58
		Monthly	12,959.96	13,607.95	14,288.37	15,002.78	15,752.93
		Annual	155,519.52	163,295.39	171,460.43	180,033.36	189,035.18
L13	Educ 1 + Haz + Biling	Hourly	74.7690	78.5074	82.4329	86.5545	90.8823
		Bi-weekly	5,981.52	6,280.59	6,594.63	6,924.36	7,270.58
		Monthly	12,959.96	13,607.95	14,288.37	15,002.78	15,752.93
		Annual	155,519.52	163,295.39	171,460.43	180,033.36	189,035.18
L14	Educ 1 + Para	Hourly	75.7932	79.5830	83.5621	87.7401	92.1272
		Bi-weekly	6,063.46	6,366.64	6,684.97	7,019.21	7,370.18
		Monthly	13,137.49	13,794.39	14,484.10	15,208.28	15,968.72
		Annual	157,649.86	165,532.64	173,809.17	182,499.41	191,624.58
L15	Educ 1 + Haz + Para	Hourly	79.2073	83.1678	87.3262	91.6924	96.2770
		Bi-weekly	6,336.58	6,653.42	6,986.10	7,335.39	7,702.16
		Monthly	13,729.27	14,415.75	15,136.54	15,893.35	16,688.01
		Annual	164,751.18	172,989.02	181,638.50	190,720.19	200,256.16
L16	Educ 1 + Biling + Para	Hourly	76.4761	80.3000	84.3150	88.5306	92.9572
		Bi-weekly	6,118.09	6,424.00	6,745.20	7,082.45	7,436.58
		Monthly	13,255.86	13,918.67	14,614.60	15,345.30	16,112.58
		Annual	159,070.29	167,024.00	175,375.20	184,143.65	193,350.98
L17	Educ 1 + Para + Haz + Biling	Hourly	79.8901	83.8847	88.0791	92.4828	97.1070
		Bi-weekly	6,391.21	6,710.78	7,046.33	7,398.62	7,768.56
		Monthly	13,847.62	14,540.02	15,267.04	16,030.35	16,831.88
		Annual	166,171.41	174,480.18	183,204.53	192,364.22	201,982.56
	Batt/Div Chief (40 Hour Week)						
L18	Educ 1 + Emt + Haz + Biling	Hourly	78.1831	82.0923	86.1969	90.5067	95.0320
		Bi-weekly	6,254.65	6,567.38	6,895.75	7,240.54	7,602.56
		Monthly	13,551.74	14,229.33	14,940.80	15,687.83	16,472.21
		Annual	162,620.85	170,751.98	179,289.55	188,253.94	197,666.56

APRIL, 2024

City of Vallejo

IAFF

L23	Educ 2	Hourly	71.6964	75.2812	79.0452	82.9974	87.1473
		Bi-weekly	5,735.71	6,022.50	6,323.62	6,639.79	6,971.78
		Monthly	12,427.38	13,048.74	13,701.17	14,386.22	15,105.53
		Annual	149,128.51	156,584.90	164,414.02	172,634.59	181,266.38
L24	Educ 2 + Emt	Hourly	75.1105	78.8659	82.8093	86.9497	91.2972
		Bi-weekly	6,008.84	6,309.27	6,624.74	6,955.98	7,303.78
		Monthly	13,019.15	13,670.09	14,353.61	15,071.28	15,824.85
		Annual	156,229.84	164,041.07	172,243.34	180,855.38	189,898.18
L25	Educ 2 + Haz	Hourly	75.1105	78.8659	82.8093	86.9496	91.2971
		Bi-weekly	6,008.84	6,309.27	6,624.74	6,955.97	7,303.77
		Monthly	13,019.15	13,670.09	14,353.61	15,071.26	15,824.83
		Annual	156,229.84	164,041.07	172,243.34	180,855.17	189,897.97
L28	Educ 2 + Biling	Hourly	72.3791	75.9981	79.7980	83.7879	87.9772
		Bi-weekly	5,790.33	6,079.85	6,383.84	6,703.03	7,038.18
		Monthly	12,545.71	13,173.00	13,831.65	14,523.24	15,249.38
		Annual	150,548.53	158,076.05	165,979.84	174,278.83	182,992.58
L29	Educ 2 + Emt + Haz	Hourly	78.5246	82.4507	86.5732	90.9021	95.4470
		Bi-weekly	6,281.97	6,596.06	6,925.86	7,272.17	7,635.76
		Monthly	13,610.93	14,291.46	15,006.02	15,756.36	16,544.15
		Annual	163,331.17	171,497.46	180,072.26	189,076.37	198,529.76
L32	Educ 2 + Emt + Biling	Hourly	75.7932	79.5830	83.5621	87.7401	92.1272
		Bi-weekly	6,063.46	6,366.64	6,684.97	7,019.21	7,370.18
		Monthly	13,137.49	13,794.39	14,484.10	15,208.28	15,968.72
		Annual	157,649.86	165,532.64	173,809.17	182,499.41	191,624.58
L35	Educ 2 + Haz + Biling	Hourly	75.7932	79.5830	83.5621	87.7401	92.1272
		Bi-weekly	6,063.46	6,366.64	6,684.97	7,019.21	7,370.18
		Monthly	13,137.49	13,794.39	14,484.10	15,208.28	15,968.72
		Annual	157,649.86	165,532.64	173,809.17	182,499.41	191,624.58
L40	Educ 2 + EMT + Haz + Biling	Hourly	79.2074	83.1677	87.3261	91.6924	96.2770
		Bi-weekly	6,336.59	6,653.42	6,986.09	7,335.39	7,702.16
		Monthly	13,729.28	14,415.74	15,136.52	15,893.35	16,688.01
		Annual	164,751.39	172,988.82	181,638.29	190,720.19	200,256.16
L41	Educ 2 + Para	Hourly	76.8174	80.6583	84.6914	88.9259	93.3720
		Bi-weekly	6,145.39	6,452.66	6,775.31	7,114.07	7,469.76
		Monthly	13,315.02	13,980.77	14,679.84	15,413.82	16,184.48
		Annual	159,780.19	167,769.26	176,158.11	184,965.87	194,213.76
L42	Educ 2 + Haz + Para	Hourly	80.2315	84.2432	88.4554	92.8780	97.5219
		Bi-weekly	6,418.52	6,739.46	7,076.43	7,430.24	7,801.75
		Monthly	13,906.79	14,602.16	15,332.27	16,098.85	16,903.80
		Annual	166,881.52	175,225.86	183,987.23	193,186.24	202,845.55
L43	Educ 2 + Biling + Para	Hourly	77.5002	81.3753	85.4441	89.7163	94.2021
		Bi-weekly	6,200.02	6,510.02	6,835.53	7,177.30	7,536.17

APRIL, 2024

City of Vallejo

IAFF

		Monthly	13,433.37	14,105.05	14,810.31	15,550.83	16,328.36
		Annual	161,200.42	169,260.62	177,723.73	186,609.90	195,940.37
L44	Educ 2 + Para + Haz + Biling	Hourly	80.9144	84.9602	89.2082	93.6686	98.3520
		Bi-weekly	6,473.15	6,796.82	7,136.66	7,493.49	7,868.16
		Monthly	14,025.16	14,726.44	15,462.76	16,235.89	17,047.68
		Annual	168,301.95	176,717.22	185,553.06	194,830.69	204,572.16
L45	Emt	Hourly	71.6964	75.2812	79.0452	82.9974	87.1473
		Bi-weekly	5,735.71	6,022.50	6,323.62	6,639.79	6,971.78
		Monthly	12,427.38	13,048.74	13,701.17	14,386.22	15,105.53
		Annual	149,128.51	156,584.90	164,414.02	172,634.59	181,266.38
L46	Emt + Haz	Hourly	75.1105	78.8659	82.8093	86.9496	91.2971
		Bi-weekly	6,008.84	6,309.27	6,624.74	6,955.97	7,303.77
		Monthly	13,019.15	13,670.09	14,353.61	15,071.26	15,824.83
		Annual	156,229.84	164,041.07	172,243.34	180,855.17	189,897.97
L49	Emt + Biling	Hourly	72.3791	75.9981	79.7980	83.7879	87.9772
		Bi-weekly	5,790.33	6,079.85	6,383.84	6,703.03	7,038.18
		Monthly	12,545.71	13,173.00	13,831.65	14,523.24	15,249.38
		Annual	150,548.53	158,076.05	165,979.84	174,278.83	182,992.58
L47	Para	Hourly	73.4033	77.0737	80.9273	84.9736	89.2222
		Bi-weekly	5,872.26	6,165.90	6,474.18	6,797.89	7,137.78
		Monthly	12,723.24	13,359.44	14,027.40	14,728.76	15,465.18
		Annual	152,678.86	160,313.30	168,328.78	176,745.09	185,582.18
L48	Para + Haz	Hourly	76.8174	80.6583	84.6914	88.9259	93.3720
		Bi-weekly	6,145.39	6,452.66	6,775.31	7,114.07	7,469.76
		Monthly	13,315.02	13,980.77	14,679.84	15,413.82	16,184.48
		Annual	159,780.19	167,769.26	176,158.11	184,965.87	194,213.76
L50	Para + Biling	Hourly	74.0862	77.7905	81.6800	85.7640	90.0521
		Bi-weekly	5,926.90	6,223.24	6,534.40	6,861.12	7,204.17
		Monthly	12,841.61	13,483.69	14,157.87	14,865.76	15,609.03
		Annual	154,099.30	161,804.24	169,894.40	178,389.12	187,308.37
	Batt/Div Chief (40 Hour Week)						
L52	Emt + Haz + Biling	Hourly	75.7932	79.5830	83.5621	87.7401	92.1272
		Bi-weekly	6,063.46	6,366.64	6,684.97	7,019.21	7,370.18
		Monthly	13,137.49	13,794.39	14,484.10	15,208.28	15,968.72
		Annual	157,649.86	165,532.64	173,809.17	182,499.41	191,624.58
L53	Para + Haz + Biling	Hourly	77.5002	81.3753	85.4441	89.7163	94.2021
		Bi-weekly	6,200.02	6,510.02	6,835.53	7,177.30	7,536.17
		Monthly	13,433.37	14,105.05	14,810.31	15,550.83	16,328.36
		Annual	161,200.42	169,260.62	177,723.73	186,609.90	195,940.37
L57	Haz	Hourly	71.6964	75.2812	79.0452	82.9974	87.1473
		Bi-weekly	5,735.71	6,022.50	6,323.62	6,639.79	6,971.78
		Monthly	12,427.38	13,048.74	13,701.17	14,386.22	15,105.53
		Annual	149,128.51	156,584.90	164,414.02	172,634.59	181,266.38

APRIL, 2024

City of Vallejo

IAFF

L60	Haz + Biling	Hourly	72.3791	75.9981	79.7980	83.7879	87.9772
		Bi-weekly	5,790.33	6,079.85	6,383.84	6,703.03	7,038.18
		Monthly	12,545.71	13,173.00	13,831.65	14,523.24	15,249.38
		Annual	150,548.53	158,076.05	165,979.84	174,278.83	182,992.58
L67	Bi-lingual - 1% of Base	Hourly	68.9651	72.4132	76.0340	79.8356	83.8274
		Bi-weekly	5,517.21	5,793.06	6,082.72	6,386.85	6,706.19
		Monthly	11,953.95	12,551.62	13,179.23	13,838.17	14,530.08
		Annual	143,447.41	150,619.46	158,150.72	166,058.05	174,360.99

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	Step 7
	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	
P11	Edu. 1 +Swat +Long 1	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	
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	
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	

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
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	
P22	POLICE OFFICER								
	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	
		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	

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
		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
		Swat		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
P44	POLICE OFFICER 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
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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
P55	POLICE OFFICER 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
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
R00	CORPORAL 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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
		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	10,758.19
		Annual					117,095.89	122,950.67	129,098.32
R19	Edu. 1 +Swat +Long 1 +Biling	Hourly					57.6054	60.4856	63.5099

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		Bi-weekly					4,608.43	4,838.85	5,080.79
		Monthly					9,984.94	10,484.17	11,008.38
		Annual					119,819.23	125,810.05	132,100.59
R20	Edu. 1 +Swat +Long 2 +Biling	Hourly					60.2238	63.2349	66.3967
		Bi-weekly					4,817.90	5,058.79	5,311.74
		Monthly					10,438.79	10,960.72	11,508.76
		Annual					125,265.50	131,528.59	138,105.14
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
		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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
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					58.1290	61.0355	64.0873
		Bi-Weekly					4,650.32	4,882.84	5,126.98
		Monthly					10,075.69	10,579.49	11,108.47
		Annual					120,908.32	126,953.84	133,301.58
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
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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
		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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
		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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
		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
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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
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
V00	POLICE LIEUTENANT BASE			60.3751	63.3939	66.5636	69.8918	73.3864	77.0557
		Bi-weekly		4,830.01	5,071.51	5,325.09	5,591.34	5,870.91	6,164.46
		Monthly		10,465.03	10,988.28	11,537.69	12,114.58	12,720.31	13,356.32
		Annual		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
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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
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
		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
		Monthly		11,092.93	11,647.57	12,229.95	12,841.45	13,483.52	14,157.70

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
		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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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
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
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
		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								

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
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
		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
W22	POLICE CAPTAIN 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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
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	
		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	

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
	POLICE CAPTAIN	Annual		166,045.33	174,347.60	183,064.98	192,218.23	201,829.12	211,920.57
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
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
W57	POLICE CAPTAIN 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
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

Range			Entry						Maximum
Number	Classification Title		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
		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

RESOLUTION NO. 23-097 N.C.

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO
AUTHORIZING THE CITY MANAGER TO PURCHASE CITY
VEHICLES AND EQUIPMENT SCHEDULED AND FUNDED FOR REPLACEMENT
IN FISCAL YEAR 2023-24**

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 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 units will be replaced/purchased in Fiscal Year 2023-24 with vehicles or equipment that are the same as, similar to, or provide improved operational functionality as the following:

General Fund:

Department/Division	Unit	Description	Budget Appropriated in FY 23-24	Expected Purchase Contract
CITY MANAGER	TBD-CM1	SUPPLY TRAILER	\$ 10,000	Cooperative
PLANNING/CODE	TBD-CE1	FORD F150	\$ 45,000	State
PD-OPS	124	FORD INTERCEPT (U)	\$ 45,000	State
PD-OPS	139	FORD INTERCEPT	\$ 50,000	State
PD-OPS	141	FORD INTERCEPT	\$ 50,000	State
PD-OPS	160	FORD INTERCEPT	\$ 50,000	State
PD-OPS	178	FORD INTERCEPT	\$ 50,000	State
PD-OPS	189	FORD INTERCEPT	\$ 50,000	State
PD-OPS	191	FORD INTERCEPT	\$ 50,000	State
PD-OPS	777	MOTORCYCLES	\$ 50,000	Ironstead

PUBLIC WORKS	302	FORD F150	\$ 45,000	State
PUBLIC WORKS	306	FORD ½ TON PICKUP	\$ 55,000	State
PUBLIC WORKS	307	FORD F350	\$ 60,000	State
PUBLIC WORKS	308	FORD F350	\$ 45,000	State
PUBLIC WORKS	302	FORD F150	\$ 35,000	State
PUBLIC WORKS	317	FORD F350 XL	\$ 65,000	State
PUBLIC WORKS	512	FORD F350	\$ 60,000	State
PUBLIC WORKS	533	FORD RANGER	\$ 35,000	State
PUBLIC WORKS	TBD-GR1	AEBI TT211 MOWER	\$ 210,000	State
GENERAL FUND UNITS		ACCESSORIES & CONTINGENCY	\$ 106,242	
Total General Fund			\$ 1,166,242	

Other Funds:

<u>Department/Division</u>	<u>Unit</u>	<u>Description</u>	<u>Estimated Cost</u>	<u>Expected Purchase Contract</u>
GAS TAX	334	STREET SWEEPER	\$ 250,000	
FLEET	669	FORKLIFT	\$ 45,000	
Total Other Funds			\$ 295,000	

Water Fund:

<u>Department/Division</u>	<u>Unit</u>	<u>Description</u>	<u>Estimated Cost</u>	<u>Expected Purchase Contract</u>
WATER-BILLING	415	FORD F150	\$ 35,000	State
WATER-DIST-REPAIRS	422	FORD F450	\$ 95,000	Cooperative
WATER-DIST-METERS	448	FORD F350	\$ 65,000	State
WATER-ADMIN	530	FORD F150	\$ 35,000	State
WATER FUND UNITS		ACCESSORIES & CONTINGENCY	\$ 75,000	
Total Water Fund			\$ 305,000	

NOW, THEREFORE BE IT RESOLVED that the City Council hereby authorizes the City Manager to purchase fleet vehicles and equipment in Fiscal Year 2023-24 in an amount not to exceed \$1,766,242.

BE IT FURTHER RESOLVED fleet accessories shall be purchased with approved Fiscal Year 2023-24 Fleet Replacement budget and/or Fleet Maintenance budget from Lehr and, due to staffing shortages, outfitting of units may also be performed by Lehr, for a total cost not to exceed \$175,000; and

BE IT FURTHER RESOLVED ballistic panels for Police units shall be purchased with approved Fiscal Year 2023-24 Fleet Replacement budget from Angel Armor at a cost not to exceed \$30,000; 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 2023-24.

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 13, 2023, with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Arriola, Bregenz-
zer, Loera-Diaz, Matulac, and Palmares
NOES: None
ABSENT: None
ABSTAIN: None

DocuSigned by:

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ROBERT MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

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DAWN G. ABRAHAMSON, CITY CLERK

RESOLUTION NO. 23-095 N.C.

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO
APPROVING THE FISCAL YEAR 2023-2024
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 2023-2024 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 13, 2023, 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 2023-2024 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, 2023.

Adopted by the City Council of the City of Vallejo at a regular meeting held on June 13, 2023, with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Arriola, Bregenzer, Loera-Diaz, Matulac, and Palmares
NOES: None
ABSENT: None
ABSTAIN: None

DocuSigned by:

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ROBERT MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

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DAWN G. ABRAHAMSON, CITY CLERK

ATTACHMENT D
EXHIBIT 1

Blue Rock Springs Golf Course
FY 2023-2024 Proposed Schedule of Fees

Fee Description	Adopted FY 2022-2023 Fees	Proposed FY 2023-2024 Fees
Weekday Greens Fees Only		
Full Daily-18	\$ 34.00	\$ 35.00
Senior -18	\$ 27.00	\$ 28.00
Twilight	\$ 24.00	\$ 25.00
Super Twilight	\$ 18.00	\$ 20.00
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	Eliminate Fee
Business League	\$ 14.00	\$ 15.00
Replay w/Cart	\$ 20.00	\$ 20.00
Professional Courtesy Fee	\$ 20.00	\$ 20.00
Tournament-18	\$ 34.00	\$ 35.00
Tournament Senior-18	\$ 34.00	\$ 35.00
High School Golf Team (per season)*	\$ 500.00	\$ 550.00
*includes range balls, practices and matches		
Weekend Green Fees Only		
Full Daily-18	\$ 47.00	\$ 49.00
Senior -18	\$ 47.00	\$ 49.00
Twilight	\$ 30.00	\$ 31.00
Super Twilight	\$ 23.00	\$ 25.00
Senior Member East & West Course	\$ 12.00	\$ 12.00
Junior (17 & Under) After 12pm	\$ 15.00	\$ 15.00
Junior (NCGA Youth on Course) After 12pm	\$ 5.00	\$ 5.00
Replay w/Cart	\$ 25.00	\$ 25.00
Annual Member	\$ -	\$ -
Tournament-18	\$ 47.00	\$ 49.00
Cart Fees per Cart (2 people)		
18-Hole Cart	\$ 30.00	\$ 30.00
Senior Cart	\$ 20.00	\$ 20.00
Twilight	\$ 24.00	\$ 24.00
Super Twilight	\$ 20.00	\$ 20.00
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	\$ 1,780.00	\$ 1,830.00
Annual-Couple	\$ 2,645.00	\$ 2,725.00
Annual-Senior Single	\$ 1,335.00	\$ 1,375.00
Annual-Senior Couple	\$ 2,000.00	\$ 2,060.00
Annual-Surviving Spouse	\$ 775.00	\$ 800.00
Senior Discount Card (9 holes)*	\$ 60.00	\$ 60.00
Member Cart/Trail Fees		
Cart Storage-Gas	\$ 360.00	\$ 370.00
Cart Storage-Electric	\$ 415.00	\$ 425.00
Private Cart Trail Fee	\$ 220.00	\$ 225.00
Fleet Cart Trail Fee	\$ 930.00	\$ 960.00
Trailer-In Cart Fee	\$ 140.00	\$ 145.00

*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	\$	6.00	\$	6.00
Bucket - Medium	\$	10.00	\$	10.00
Bucket - Large	\$	13.00	\$	13.00
Discount Range Card - Small**	\$	25.00	\$	40.00
Discount Range Card - Medium	\$	50.00	\$	70.00
Discount Range Card - Large	\$	100.00	\$	120.00
**Range Card pricing is changing with ball quantity offered, very similar per ball price to existing prices.				

RESOLUTION NO. 23-096 N.C.

**A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF VALLEJO
APPROVING THE FISCAL YEAR 2023-2024
VALLEJO MUNICIPAL MARINA FEE AND CHARGES SCHEDULE**

WHEREAS, the future financial security of the Vallejo Municipal Marina is dependent upon establishing an equitable rate structure that ensures its competitiveness with other Bay Area marinas and ensures sufficient revenues are generated to pay for operating, dredging, and debt service expenses; and

WHEREAS, the City Council conducted a public hearing on June 13, 2023, 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 2023-2024 Vallejo Municipal Marina Fee and Charges Schedule as set forth in **Exhibit 1** to this Resolution, which fee schedule shall be effective July 1, 2023.

Adopted by the City Council of the City of Vallejo at a regular meeting held on June 13, 2023, with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Bregenzer, Loera-Diaz, and Palmares
NOES: Councilmembers Arriola and Matulac
ABSENT: None
ABSTAIN: None

DocuSigned by:

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ROBERT MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

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DAWN G. ABRAHAMSON, CITY CLERK

ATTACHMENT E
EXHIBIT 1

City of Vallejo Marina
FY 2023-2024 Proposed Schedule of Fees

Fee Description	Current FY 2022-2023 Fees	Proposed FY 2023-2024 Fees
Regular Berthing Fees		
Open Berth, South Basin	\$10.27 per berth per foot	\$10.78 per berth per foot
Open Berth, North Basin	\$8.36 per berth per foot	\$8.79 per berth per foot
Covered Berth, North Basin	\$10.87 per berth per foot	\$11.41 per berth per foot
Other Berthing Fees		
Kayak/Rowboat Berth	\$30.00 per month	\$33.00 per month
Multi-Hull Rate (Side Tie) Wooden	\$12.54 per berth per foot	\$13.19 per berth per foot
Multi-Hull Rate (Side Tie) Concrete	\$15.41 per berth per foot	\$16.17 per berth per foot
End Tie Berth	Berth Rate x length of end tie	Berth Rate x length of end tie
Charter Services	Berth Rate x 20%	Berth Rate x 20%
Live Aboard	\$225.00 per month	\$275.00 per month
Live Aboard - 3rd & 4th person	\$25.00 per person per month	\$50.00 per person per month
Guest Berthing Fees		
Day Use	\$10 per day; sunrise to sunset	\$10 per day; sunrise to sunset
Overnight	\$1.00 per foot of vessel per day	\$1.00 per foot of vessel per day
Electricity		
No Live Aboard Status	Sliding Scale by Foot	Sliding Scale by Foot
Under 28'	\$10.00	\$10.00
28' - 39'	\$10.00	\$15.00
40' - 47'	\$10.00	\$20.00
48' - 55'	\$10.00	\$30.00
56' - 59'	\$10.00	\$50.00
Over 60'	\$10.00	\$100.00
Live Aboard Status	Included in Live Aboard Fee	Included in Live Aboard Fee
Miscellaneous Fees		
Security/Performance Deposit	Equal to one month's berth rent upon entry	Equal to one month's berth rent upon entry
Dock Box Rental	\$6.00 per month	\$6.00 per month
Mailbox Rental (Non Live Aboard)	\$10.00 per month	Live Aboard ONLY
Key Fob Purchase (non-Vendor)	\$25.00 per key fob	\$25.00 per key fob
Key Fob Rental (Vendor)	\$50 per key fob per year	\$50 per key fob per year
Wharfage Fee	\$1.00 per person round trip	\$2.00 per person round trip
Delinquent Rental Charge		
After 10 Days	10% of monthly berth fees	10% of monthly berth fees
60 Days	\$105 every 60 days past due	\$105 every 60 days past due
90 Days	\$140 every 90 days past due	\$140 every 90 days past due
Miscellaneous Services		
Jib Crane	\$70.00 per hour, \$70.00 minimum	\$95.00 per hour, \$95.00 minimum
De-Watering	\$70.00 per hour, \$70.00 minimum	\$95.00 per hour, \$95.00 minimum
Boat Towing	\$70.00 per hour, \$70.00 minimum	\$95.00 per hour, \$95.00 minimum
Holding Tank Pump Out		
Recreational Vessel	No Charge	No Charge
Commercial Vessel	\$70.00 per hour, \$35 minimum	\$95.00 per hour, \$50 minimum

Berthing fees may be waived to governmental agencies and community organizations, provided the following criteria is met:

- Fee exempt berthing is available on a space available basis only.
- No more than one percent (1%) of the total berths within the Vallejo Municipal Marina shall be allowed for fee exempt berthing.
- Fee exempt berthing shall not be authorized in covered or other premium berths.
- When the City Manager or his designated representative has determined that a governmental agency or community organization benefits the citizens of Vallejo or benefits the berth renters and the Marina and will not negatively impact Marina operations.
- Berth assignment shall be as assigned by authorized Marina staff.
- Groups or organizations must sign vessel berthing agreement and comply with all existing rules and regulations.
- Day Use and overnight guests must sign vessel berthing agreement and comply with all existing rules and regulations.
- Vessel must carry liability insurance in the amount of \$500,000 naming the City of Vallejo as an additional insured.
- Marina Supervisor must inspect vessel and certify that the vessel meets all rules and regulations in effect at the time of request.

The City Manager, or his designated representative, is authorized to offer promotional discounts or incentives for berth rentals for the purpose of increasing occupancy/revenues.

RESOLUTION NO. 23-075 N.C.

**A RESOLUTION OF THE CITY COUCNIL OF THE CITY OF VALLEJO
ESTABLISHING THE FISCAL YEAR 2023-24 GANN APPROPRIATIONS LIMIT
AT \$174,537,951 AND CERTIFYING THAT FISCAL YEAR 2023-2024
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 2023-2024 is calculated to be **\$174,537,951**, as determined by applying a change factor of 1.03896912 to the Fiscal Year 2022-2023 Appropriations Limit of \$167,991,471; with such change factor comprised of the change in California per capita personal income of 4.44% and the annual population change for the County of Solano as of January 1, 2023 showing a decrease of 0.52%, (as provided by the State Department of Finance); and

WHEREAS, the Fiscal Year 2023-2024 appropriations subject to the Appropriations Limit have been determined to be \$119,579,789, such amount being \$54,958,162, below the Appropriations Limit; and

WHEREAS, the documentation for the Appropriations Limit and appropriations subject to the Appropriations Limit for Fiscal Year 2023-2024 is on file in the Finance Department.

NOW, THEREFORE, BE IT RESOLVED that the City Council hereby adopts an Appropriations Limit of \$174,537,951, for Fiscal Year 2023-2024, and certifies that the budgeted appropriations subject to the Appropriations Limit for Fiscal Year 2023-2024 do not exceed such Appropriations Limit.

Adopted by the City Council of the City of Vallejo at a regular meeting held on June 13, 2023, with the following vote:

AYES: Mayor McConnell, Vice Mayor Verder-Aliga, Councilmembers Arriola, Bregenzer, Loera-Diaz, Matulac, and Palmares
NOES: None
ABSENT: None
ABSTAIN: None

DocuSigned by:

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ROBERT MCCONNELL, MAYOR

ATTEST:

DocuSigned by:

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DAWN G. ABRAHAMSON, CITY CLERK



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