

EXHIBIT A

SALARY SCHEDULE - EFFECTIVE JANUARY 9, 2018

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	
Administrative Analyst	\$34.57	\$36.29	\$38.11	\$40.01	\$42.02	Hourly
	\$2,995.73	\$3,145.52	\$3,302.79	\$3,467.93	\$3,641.33	Semi Monthly
	\$5,991.46	\$6,291.04	\$6,605.59	\$6,935.87	\$7,282.66	Monthly
	\$71,897.56	\$75,492.44	\$79,267.06	\$83,230.42	\$87,391.94	Annually
Administrative Assistant	\$28.37	\$29.78	\$31.27	\$32.84	\$34.48	Hourly
	\$2,458.33	\$2,581.25	\$2,710.31	\$2,845.83	\$2,988.12	Semi Monthly
	\$4,916.66	\$5,162.50	\$5,420.62	\$5,691.65	\$5,976.23	Monthly
	\$58,999.95	\$61,949.94	\$65,047.44	\$68,299.81	\$71,714.80	Annually
Administrative Specialist	\$32.33	\$33.95	\$35.64	\$37.43	\$39.30	Hourly
	\$2,801.92	\$2,942.02	\$3,089.12	\$3,243.58	\$3,405.76	Semi Monthly
	\$5,603.85	\$5,884.04	\$6,178.24	\$6,487.16	\$6,811.51	Monthly
	\$67,246.19	\$70,608.50	\$74,138.92	\$77,845.87	\$81,738.16	Annually
Emergency Services Specialist	\$36.93	\$38.77	\$40.71	\$42.75	\$44.88	Hourly
	\$3,200.33	\$3,360.35	\$3,528.36	\$3,704.78	\$3,890.02	Semi Monthly
	\$6,400.66	\$6,720.69	\$7,056.73	\$7,409.56	\$7,780.04	Monthly
	\$76,807.91	\$80,648.31	\$84,680.72	\$88,914.76	\$93,360.50	Annually
Fire Prevention Coordinator	\$37.50	\$39.38	\$41.35	\$43.41	\$45.58	Hourly
	\$3,250.23	\$3,412.74	\$3,583.38	\$3,762.55	\$3,950.68	Semi Monthly
	\$6,500.46	\$6,825.49	\$7,166.76	\$7,525.10	\$7,901.36	Monthly
	\$78,005.58	\$81,905.86	\$86,001.15	\$90,301.21	\$94,816.27	Annually
Fleet Supervisor	\$48.78	\$51.22	\$53.78	\$56.47	\$59.30	Hourly
	\$4,227.84	\$4,439.23	\$4,661.19	\$4,894.25	\$5,138.96	Semi Monthly
	\$8,455.68	\$8,878.46	\$9,322.38	\$9,788.50	\$10,277.93	Monthly
	\$101,468.12	\$106,541.53	\$111,868.60	\$117,462.03	\$123,335.14	Annually
Logistics Specialist	\$32.11	\$33.72	\$35.40	\$37.17	\$39.03	Hourly
	\$2,783.03	\$2,922.18	\$3,068.29	\$3,221.71	\$3,382.79	Semi Monthly
	\$5,566.06	\$5,844.36	\$6,136.58	\$6,443.41	\$6,765.58	Monthly
	\$66,792.74	\$70,132.38	\$73,639.00	\$77,320.95	\$81,186.99	Annually

	\$38.14	\$40.05	\$42.05	\$44.16	\$46.36	Hourly
Mechanic	\$3,305.86	\$3,471.15	\$3,644.71	\$3,826.95	\$4,018.30	Semi Monthly
	\$6,611.72	\$6,942.31	\$7,289.43	\$7,653.90	\$8,036.59	Monthly
	\$79,340.68	\$83,307.72	\$87,473.10	\$91,846.76	\$96,439.10	Annually
	\$47.21	\$49.57	\$52.04	\$54.65	\$57.38	Hourly
Plans Examiner	\$4,091.18	\$4,295.74	\$4,510.53	\$4,736.05	\$4,972.86	Semi Monthly
	\$8,182.36	\$8,591.48	\$9,021.05	\$9,472.10	\$9,945.71	Monthly
	\$98,188.32	\$103,097.74	\$108,252.63	\$113,665.26	\$119,348.52	Annually
	\$40.36	\$42.38	\$44.50	\$46.73	\$49.06	Hourly
Public Education Officer	\$3,498.11	\$3,673.02	\$3,856.67	\$4,049.50	\$4,251.98	Semi Monthly
	\$6,996.22	\$7,346.03	\$7,713.34	\$8,099.00	\$8,503.95	Monthly
	\$83,954.67	\$88,152.41	\$92,560.03	\$97,188.03	\$102,047.43	Annually
	\$50.92	\$53.46	\$56.14	\$58.94	\$61.89	Hourly
Senior Management Analyst	\$4,412.96	\$4,633.61	\$4,865.29	\$5,108.55	\$5,363.98	Semi Monthly
	\$8,825.92	\$9,267.21	\$9,730.57	\$10,217.10	\$10,727.96	Monthly
	\$105,911.00	\$111,206.55	\$116,766.87	\$122,605.22	\$128,735.48	Annually

EXHIBIT B

SALARY SCHEDULE - EFFECTIVE JANUARY 9, 2019

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	
Administrative Analyst	\$35.60	\$37.38	\$39.25	\$41.22	\$43.28	Hourly
	\$3,085.60	\$3,239.88	\$3,401.88	\$3,571.97	\$3,750.57	Semi Monthly
	\$6,171.21	\$6,479.77	\$6,803.76	\$7,143.94	\$7,501.14	Monthly
	\$74,054.49	\$77,757.22	\$81,645.08	\$85,727.33	\$90,013.70	Annually
Administrative Assistant	\$29.22	\$30.68	\$32.21	\$33.82	\$35.51	Hourly
	\$2,532.08	\$2,658.69	\$2,791.62	\$2,931.20	\$3,077.76	Semi Monthly
	\$5,064.16	\$5,317.37	\$5,583.24	\$5,862.40	\$6,155.52	Monthly
	\$60,769.94	\$63,808.44	\$66,998.86	\$70,348.81	\$73,866.25	Annually
Administrative Specialist	\$33.30	\$34.96	\$36.71	\$38.55	\$40.48	Hourly
	\$2,885.98	\$3,030.28	\$3,181.80	\$3,340.89	\$3,507.93	Semi Monthly
	\$5,771.96	\$6,060.56	\$6,363.59	\$6,681.77	\$7,015.86	Monthly
	\$69,263.57	\$72,726.75	\$76,363.09	\$80,181.24	\$84,190.31	Annually
Emergency Services Specialist	\$38.03	\$39.94	\$41.93	\$44.03	\$46.23	Hourly
	\$3,296.34	\$3,461.16	\$3,634.21	\$3,815.93	\$4,006.72	Semi Monthly
	\$6,592.68	\$6,922.31	\$7,268.43	\$7,631.85	\$8,013.44	Monthly
	\$79,112.15	\$83,067.76	\$87,221.15	\$91,582.20	\$96,161.31	Annually
Fire Prevention Coordinator	\$38.63	\$40.56	\$42.59	\$44.72	\$46.95	Hourly
	\$3,347.74	\$3,515.13	\$3,690.88	\$3,875.43	\$4,069.20	Semi Monthly
	\$6,695.48	\$7,030.25	\$7,381.77	\$7,750.85	\$8,138.40	Monthly
	\$80,345.74	\$84,363.03	\$88,581.18	\$93,010.24	\$97,660.75	Annually
Fleet Supervisor	\$50.25	\$52.76	\$55.40	\$58.17	\$61.07	Hourly
	\$4,354.67	\$4,572.41	\$4,801.03	\$5,041.08	\$5,293.13	Semi Monthly
	\$8,709.35	\$9,144.81	\$9,602.06	\$10,082.16	\$10,586.27	Monthly
	\$104,512.17	\$109,737.77	\$115,224.66	\$120,985.90	\$127,035.19	Annually
Logistics Specialist	\$33.08	\$34.73	\$36.47	\$38.29	\$40.20	Hourly
	\$2,866.52	\$3,009.85	\$3,160.34	\$3,318.36	\$3,484.28	Semi Monthly
	\$5,733.04	\$6,019.70	\$6,320.68	\$6,636.71	\$6,968.55	Monthly
	\$68,796.52	\$72,236.35	\$75,848.17	\$79,640.57	\$83,622.60	Annually

	\$39.29	\$41.25	\$43.32	\$45.48	\$47.76	Hourly
Mechanic	\$3,405.04	\$3,575.29	\$3,754.05	\$3,941.76	\$4,138.84	Semi Monthly
	\$6,810.08	\$7,150.58	\$7,508.11	\$7,883.51	\$8,277.69	Monthly
	\$81,720.90	\$85,806.95	\$90,097.30	\$94,602.16	\$99,332.27	Annually
	\$48.62	\$51.05	\$53.61	\$56.29	\$59.10	Hourly
Plans Examiner	\$4,213.92	\$4,424.61	\$4,645.84	\$4,878.13	\$5,122.04	Semi Monthly
	\$8,427.83	\$8,849.22	\$9,291.68	\$9,756.27	\$10,244.08	Monthly
	\$101,133.97	\$106,190.67	\$111,500.21	\$117,075.22	\$122,928.98	Annually
	\$41.57	\$43.65	\$45.84	\$48.13	\$50.53	Hourly
Public Education Officer	\$3,603.05	\$3,783.21	\$3,972.37	\$4,170.99	\$4,379.54	Semi Monthly
	\$7,206.11	\$7,566.41	\$7,944.74	\$8,341.97	\$8,759.07	Monthly
	\$86,473.31	\$90,796.98	\$95,336.83	\$100,103.67	\$105,108.85	Annually
	\$52.45	\$55.07	\$57.82	\$60.71	\$63.75	Hourly
Senior Management Analyst	\$4,545.35	\$4,772.61	\$5,011.24	\$5,261.81	\$5,524.90	Semi Monthly
	\$9,090.69	\$9,545.23	\$10,022.49	\$10,523.61	\$11,049.80	Monthly
	\$109,088.33	\$114,542.74	\$120,269.88	\$126,283.37	\$132,597.54	Annually

EXHIBIT C

SALARY SCHEDULE - EFFECTIVE JANUARY 9, 2020

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	
Administrative Analyst	\$36.67	\$38.50	\$40.43	\$42.45	\$44.57	Hourly
	\$3,178.17	\$3,337.08	\$3,503.93	\$3,679.13	\$3,863.09	Semi Monthly
	\$6,356.34	\$6,674.16	\$7,007.87	\$7,358.26	\$7,726.18	Monthly
	\$76,276.13	\$80,089.93	\$84,094.43	\$88,299.15	\$92,714.11	Annually
Administrative Assistant	\$30.09	\$31.60	\$33.18	\$34.84	\$36.58	Hourly
	\$2,608.04	\$2,738.45	\$2,875.37	\$3,019.14	\$3,170.09	Semi Monthly
	\$5,216.09	\$5,476.89	\$5,750.74	\$6,038.27	\$6,340.19	Monthly
	\$62,593.04	\$65,722.69	\$69,008.83	\$72,459.27	\$76,082.23	Annually
Administrative Specialist	\$34.30	\$36.01	\$37.81	\$39.71	\$41.69	Hourly
	\$2,972.56	\$3,121.19	\$3,277.25	\$3,441.11	\$3,613.17	Semi Monthly
	\$5,945.12	\$6,242.38	\$6,554.50	\$6,882.22	\$7,226.33	Monthly
	\$71,341.48	\$74,908.55	\$78,653.98	\$82,586.68	\$86,716.01	Annually
Emergency Services Specialist	\$39.18	\$41.13	\$43.19	\$45.35	\$47.62	Hourly
	\$3,395.23	\$3,564.99	\$3,743.24	\$3,930.40	\$4,126.92	Semi Monthly
	\$6,790.46	\$7,129.98	\$7,486.48	\$7,860.81	\$8,253.85	Monthly
	\$81,485.52	\$85,559.79	\$89,837.78	\$94,329.67	\$99,046.15	Annually
Fire Prevention Coordinator	\$39.79	\$41.78	\$43.86	\$46.06	\$48.36	Hourly
	\$3,448.17	\$3,620.58	\$3,801.61	\$3,991.69	\$4,191.27	Semi Monthly
	\$6,896.34	\$7,241.16	\$7,603.22	\$7,983.38	\$8,382.55	Monthly
	\$82,756.12	\$86,893.92	\$91,238.62	\$95,800.55	\$100,590.58	Annually
Fleet Supervisor	\$51.75	\$54.34	\$57.06	\$59.91	\$62.91	Hourly
	\$4,485.31	\$4,709.58	\$4,945.06	\$5,192.31	\$5,451.93	Semi Monthly
	\$8,970.63	\$9,419.16	\$9,890.12	\$10,384.62	\$10,903.85	Monthly
	\$107,647.53	\$113,029.91	\$118,681.40	\$124,615.47	\$130,846.25	Annually
Logistics Specialist	\$34.07	\$35.77	\$37.56	\$39.44	\$41.41	Hourly
	\$2,952.52	\$3,100.14	\$3,255.15	\$3,417.91	\$3,588.80	Semi Monthly
	\$5,905.03	\$6,200.29	\$6,510.30	\$6,835.82	\$7,177.61	Monthly

	\$70,860.42	\$74,403.44	\$78,123.61	\$82,029.79	\$86,131.28	Annually
	\$40.47	\$42.49	\$44.62	\$46.85	\$49.19	Hourly
Mechanic	\$3,507.19	\$3,682.55	\$3,866.68	\$4,060.01	\$4,263.01	Semi Monthly
	\$7,014.38	\$7,365.10	\$7,733.35	\$8,120.02	\$8,526.02	Monthly
	\$84,172.53	\$88,381.16	\$92,800.22	\$97,440.23	\$102,312.24	Annually
	\$50.08	\$52.58	\$55.21	\$57.97	\$60.87	Hourly
Plans Examiner	\$4,340.33	\$4,557.35	\$4,785.22	\$5,024.48	\$5,275.70	Semi Monthly
	\$8,680.67	\$9,114.70	\$9,570.43	\$10,048.96	\$10,551.40	Monthly
	\$104,167.99	\$109,376.39	\$114,845.21	\$120,587.47	\$126,616.85	Annually
	\$42.82	\$44.96	\$47.21	\$49.57	\$52.05	Hourly
Public Education Officer	\$3,711.15	\$3,896.70	\$4,091.54	\$4,296.12	\$4,510.92	Semi Monthly
	\$7,422.29	\$7,793.41	\$8,183.08	\$8,592.23	\$9,021.84	Monthly
	\$89,067.51	\$93,520.89	\$98,196.93	\$103,106.78	\$108,262.12	Annually
	\$54.02	\$56.72	\$59.56	\$62.53	\$65.66	Hourly
Senior Management Analyst	\$4,681.71	\$4,915.79	\$5,161.58	\$5,419.66	\$5,690.64	Semi Monthly
	\$9,363.41	\$9,831.59	\$10,323.16	\$10,839.32	\$11,381.29	Monthly
	\$112,360.98	\$117,979.02	\$123,877.98	\$130,071.87	\$136,575.47	Annually