

#### **FINANCE COMMITTEE AGENDA**

A Committee of the Chico Area Recreation and Park District Board Members – Tom Lando and Michael McGinnis 545 Vallombrosa Avenue, Chico, CA 95926 Phone (530) 895-4711 Fax (530) 895-4721 Thursday, February 24, 2022 – 5:30 p.m.

> Posted Prior to 5:00 pm Friday, February 18, 2022

#### AGENDA

#### A. <u>Call to Order</u>

#### **B.** Public Comments

Members of the public may address the Committee at this time on any matter not already listed on the Agenda, with comments being limited to three minutes. The Committee cannot take any action at this meeting on requests made under this section of the agenda.

- **C.** Monthly Financial Report for January 2022 Action Requested That the Committee recommend to the Board of Directors that they approve the Monthly Financial Report.
- **D.** Monthly Bills and Refund Register for January 2022 Action Requested That the Committee recommend to the Board of Directors that they authorize payment of the Monthly Bills and Approve the Refund Register.
- **E.** <u>Vehicle Replacement</u> (Staff Report 22-7) Action Requested That the Committee recommend to the Board of Directors that they approve the replacement of the 1989 Ford F-250 not to exceed \$41,500.

#### F. <u>Directors' Comments</u>

Opportunity for the Committee to comment on items not listed on the agenda.

#### G. Adjournment

Adjourn to the next scheduled Finance Committee Meeting.



# CHICO AREA RECREATION AND PARK DISTRICT 545 VALLOMBROSA AVENUE, CHICO, CA 95926 Phone (530) 895-4711 Fax (530) 895-4721 Thursday, February 24, 2022 – 6:00 p.m.

Posted Prior to 5:00 pm Friday, February 18, 2022

#### **BOARD MEMBERS:**

Michael McGinnis, Chair Thomas Nickell, Vice Chair Tom Lando Michael Worley Dave Donnan

#### **CARD STAFF:**

Annabel Grimm, General Manager Heather Childs, Finance Manager Anjie Goulding, Recreation Manager Scott Schumann, Parks and Facilities Manager

#### **GENERAL INFORMATION:**

1. Agendas:

Agendas are available on our website at <a href="https://www.chicorec.com/board-meetings">https://www.chicorec.com/board-meetings</a>.

2. Agenda Items:

Agenda items are available for public inspection. Staff reports and supporting documentation are available on our website at <a href="https://www.chicorec.com/board-meeting">https://www.chicorec.com/board-meeting</a>.

3. <u>Items Not Appearing On Posted Agenda:</u>

This agenda was posted at least 72 hours in advance of this meeting. For each item not appearing on the posted agenda upon which the Board wishes to take action, it must make one of the following determinations:

- a. Determine by a majority vote that an emergency exists as defined in Government Code 54956.5.
- b. Determine by a two-thirds vote or by a unanimous vote if less than two-thirds of the Board is present, that the need to take action arose subsequent to the agenda being posted.
- c. Determine that the item appeared on a posted agenda for a meeting occurring not more than five calendar days prior to this meeting, and the item was continued to this meeting.

Notwithstanding the above, items may be added to the agenda for Board discussion only or to acknowledge receipt of correspondence or other information.

- 4. <u>Consent Agenda</u>: All items listed under the Consent Agenda are considered to be routine and will be enacted by one motion. Resolutions will be read by title only. There will be no separate discussion of these items unless members of the Board, or persons in the audience, request specific items to be removed from the Consent Agenda to the Regular Agenda for separate discussion, prior to the time the Board votes on the motion to adopt the Consent Agenda. If any item(s) are removed from the Consent Agenda, the item(s) will be considered at the beginning of the Regular Agenda.
- 5. <u>Assistance for the Disabled</u>: If you are disabled in any way and need accommodation to participate in the meeting, please contact the CARD Office at (530) 895-4711 at least 48 hours prior to the start of the meeting so the necessary arrangements can be made.
- 6. <u>Identity of Speakers</u>: Speakers are asked to state their names before speaking.



# REGULAR MEETING OF THE CHICO AREA RECREATION AND PARK DISTRICT BOARD OF DIRECTORS Thursday, February 24, 2022 – 6:00 p.m.

Posted Prior to 5:00 pm Friday, February 18, 2022

#### AGENDA

#### 1.0 CALL TO ORDER

1.1 Roll Call

#### 2.0 CORRESPONDENCE

There is no correspondence.

#### 3.0 PUBLIC COMMENTS

NOTE: The Chico Area Recreation and Park District Board of Directors may take official action only on items included in the posted agenda for a specific scheduled meeting. Items addressed during the Public Comment section are generally matters not included on the agenda and therefore, the Board will not take action at this scheduled meeting. However, such items may be put on the agenda for a future meeting. The public shall have the opportunity to address items that are on the posted agenda.

#### 4.0 PRESENTATIONS

There are no presentations.

#### 5.0 CONSENT AGENDA

- 5.1 <u>Minutes of the Regular Meeting of the Board of Directors of January 27, 2022</u>

  Action Reguested that the Board of Directors approve the minutes as submitted
- 5.2 <u>Minutes of the Special Meeting of the Board of Directors of February 10, 2022</u>

  Action Requested that the Board of Directors approve the minutes as submitted
- 5.3 <u>Monthly Bills and Refund Register</u> *Action Requested that the Board of Directors authorize payment of the monthly bills and approve the refund register*
- 5.4 <u>Monthly Financial Report</u> *Action Requested that the Board of Directors review and approve the Monthly Financial Report*
- 5.5 <u>Vehicle Replacement</u> (Staff Report 22-7) *Action Requested that the Board of Directors approve the replacement of 1989 Ford F-250 not to exceed \$41,500.*
- 5.6 Resolution 22-2 Directing the Preparation of the Engineer's Report for the Continuation of the three (3) Maintenance Assessment Districts: Oak Way, Amber Grove/Greenfield, and Baroni Neighborhood Park and Open Space (No. LLD 001-05) Landscape and Lighting Assessment Districts (Staff Report 22-8) Action Requested that the Board of Directors approve the Resolution that would direct SCI Consulting Group to prepare

the Engineer's Report for the Oak Way, Amber Grove/Greenfield, and Baroni Neighborhood Park and Open Space (No. LLD 001-05) Landscape and Lighting Assessment Districts for fiscal year 2022-23.

#### 6.0 REGULAR AGENDA

6.1 Items Removed from the Consent Agenda

#### 7.0 UNFINISHED BUSINESS

7.1 <u>District Update</u> (Staff Report 22-10) – *Staff will provide an update to the Board of current projects and District updates including, but not limited to, Kite Day, Spring Jamboree, Prop 68 projects, PV Pool renovation, and Bocce Court construction.* 

#### 8.0 NEW BUSINESS

- 8.1 Resolution Honoring Jennifer Marciales for Service to Chico Area Recreation and Park District Action Requested that the Board of Directors approve Resolution 22-3 Honoring Administrative Manager Jennifer Marciales for her years of dedicated service.
- 8.2 <u>Amended Salary Schedules (Staff Report 22-9)</u> *Action Requested that the Board of Directors approve the revised salary schedules.*

#### 9.0 BOARD OF DIRECTORS' REPORTS/SPECIAL ASSIGNMENTS

- 9.1 <u>Butte County Special Districts Association/LAFCO</u>
- 9.2 Facilities Committee

#### 10.0 DIRECTORS' COMMENTS

Opportunity for the Board to comment on items not listed on the agenda.

#### 11.0 GENERAL MANAGER'S COMMENTS

11.1 General Manager's Update

#### 12.0 STAFF COMMENTS

Opportunity for Staff to comment on items not listed on the agenda.

#### 13.0 ADJOURNMENT

Adjourn to the next meeting of the Board of Directors of the Chico Area Recreation and Park District.



# REGULAR MEETING OF THE CHICO AREA RECREATION AND PARK DISTRICT BOARD OF DIRECTORS 545 VALLOMBROSA AVENUE, CHICO, CA 95926

#### (Draft) MINUTES January 27, 2022

**Board Members Present:** Michael McGinnis, Chair

Thomas Nickell, Vice Chair Tom Lando, Board Member Dave Donnan, Board Member

**Board Members Absent:** Michael Worley, Board Member

**Staff Members Present:** Annabel Grimm, General Manager

Heather Childs, Finance Manager Anjie Goulding, Recreation Manager

Scott Schumann, Parks and Facilities Manager

**Legal Counsel Present:** Jeff Carter, Attorney at Law

#### 1.0 Call to Order

1.1 Roll Call

The meeting was called to order at 6:00 p.m., and roll call was taken as noted above.

#### 2.0 CLOSED SESSION

Conference with Legal Counsel – Potential Litigation – No action taken

#### 3.0 PUBLIC COMMENTS

There were no comments.

#### 4.0 PRESENTATIONS

#### **EveryBody Healthy Body (EBHB)**

Kathy Carpenter and Jim Parrott with EBHB presented information on their current initiatives including voucher program, grant funding, and land acquisition. EBHB requested CARD support in EBHB's request for Butte County to make more land available for recreational. The Board of Directors had various concerns about development use, traffic, and access.

**M/S/C/ (Directors Lando/Nickell)** that the Board of Directors vote to support EBHB's request that Butte County makes more land available for recreational use but would not support a specific development.

The vote was as follows: Ayes carried

Ayes: Lando, Nickell Noes: McGinnis Abstain: Donnan Absent: Worley

#### 5.0 CONSENT AGENDA

**M/S/C/ (Directors Nickell/Lando)** that the Board of Directors approves the consent agenda as presented.

# The vote was as follows: Ayes carried Ayes: Lando, McGinnis, Nickell, Donnan

Noes: None Abstain: None Absent: Worley

#### 6.0 REGULAR AGENDA

No items were removed from the consent agenda.

#### 7.0 UNFINISHED BUSINESS

**M/S/C (Directors McGinnis/Lando)** that the board hears discussion on masking and covid testing for district programs before the public hearing of Trustee Area Maps.

#### The vote was as follows: Ayes carried

Ayes: Lando, McGinnis, Nickell, Donnan

Noes: None Abstain: None Absent: Worley

#### 7.1 Masking/Testing for District Programs

Brad Simcox addressed the Board and stated he is a parent of children in CARD and a longtime coach. He doesn't want kids to wear a mask while in active play. He cited several studies that found masking ineffective and was concerned about the mental and social impacts of wearing masks. He stated that the Board should not enforce the public health mandates related to masking during active play.

General Manager Grimm reviewed public health regulations with the Board about COVID testing in lieu of masking for participants in active play. She stated staff have worked hard to set up testing but were unable to secure tests. The confirmatory testing process for a positive COVID test was a logistical challenge with hospitals being overwhelmed with cases.

Director Lando stated that he believes that wearing a mask while playing basketball could be a health concern.

Director Donnan noted that CARD must follow CUSD's facilities use requirements when occupying their buildings.

Recreation Manager Goulding noted that the guidance is from CDC, California, and Butte public health, not CUSD, and that the district is under the same rules.

District Counsel, Jeff Carter, stated that CARD is bound to adhere to the law and requirements from Public Health.

Chair McGinnis noted that there are frustrations on all sides of this issue. He wants kids to be active in sports but would rather shut down than have children get sick.

There was no motion to change the current policy.

# 7.2 <u>Public Hearing/Informational: Presentation of Draft Trustee Area Maps for District-Based Elections</u>

One new map option was presented and available for consideration.

Chair McGinnis opened the Public Hearing at 6:44 p.m. There being no public comments, Chair McGinnis closed the Public Hearing at 6:45 p.m.

The maps will be presented at a second public hearing at a Special Board Meeting on February 10, 2022.

#### 8.0 NEW BUSINESS

#### 8.1 Approval of Audit Report for Fiscal Year 2020-2021

M/S/C/ (Directors Lando/Nickell) that the Board of Directors accept the audit report for fiscal year 2020 - 2021 as prepared by Chavan & Associates, LLP.

#### The vote was as follows: Ayes carried

Ayes: Lando, McGinnis, Nickell, Donnan

Noes: None Abstain: None Absent: Worley

# 8.2 Resolution of the Board of Directors of the Chico Area Recreation and Park District (CARD) Authorizing a Change in Check Register, Ach Transfers, and Check Signers

**M/S/C/ (Directors Lando/Donnan)** that the Board of Directors adopt Resolution 22-1 and approve the Petition to Accept Check Registers of the Chico Area Recreation and Park District authorizing Board Director Tom Lando, or Board Director Michael McGinnis, or General Manager Annabel Grimm, or Human Resource Manager Michelle Niven to sign any and all district checks, ACH Transfers, and check registers.

#### The vote was as follows: Ayes carried

Ayes: Lando, McGinnis, Nickell, Donnan

Noes: None Abstain: None Absent: Worley

#### 8.3 <u>Board Committee Assignments</u>

Chair McGinnis appointed members of the Board to serve on District Committees as follows:

- a. Finance Committee: Lando/McGinnis with Director Nickell as the Alternate
- b. Facilities Committee: McGinnis/Donnan with Director Worley as the Alternate

#### 9.0 BOARD OF DIRECTORS' REPORTS/SPECIAL ASSIGNMENTS

#### 9.1 <u>Butte County Special Districts Association/LAFCo</u>

Director Nickell was invited to participate in LAFCo meetings.

#### 9.2 Other Reports

There were no comments.

#### 10.0 DIRECTORS' COMMENTS

Director Lando advised the Board that he would like to engage a donor in a discussion about acquiring land for an aquatic facility.

#### 11.0 GENERAL MANAGER'S COMMENTS

General Manager Grimm provided updates regarding potential federal COVID relief funds, CARD Center hours of operations, and the return of the internship program.

#### 12.0 STAFF COMMENTS

There were no comments.

#### 13.0 ADJOURNMENT

There being no further business, the Regular Meeting of the Board of Directors was adjourned at 7:10 p.m. to the next meeting of the Board of Directors of the Chico Area Recreation and Park District.



# SPECIAL MEETING OF THE CHICO AREA RECREATION AND PARK DISTRICT BOARD OF DIRECTORS 545 VALLOMBROSA AVENUE, CHICO, CA 95926

#### (Draft) MINUTES February 10, 2022

**Board Members Present:** Michael McGinnis, Chair

Thomas Nickell, Vice Chair Tom Lando, Board Member

**Board Members Absent:** Michael Worley, Board Member

Dave Donnan, Board Member

**Staff Members Present:** Annabel Grimm, General Manager

Heather Childs, Finance Manager Anjie Goulding, Recreation Manager

Scott Schumann, Parks and Facilities Manager

#### 1.0 CALL TO ORDER

#### 1.1 Roll Call

The meeting was called to order at 4:00 p.m., and roll call was taken as noted above.

#### 2.0 PUBLIC COMMENTS

There were no comments.

#### 3.0 PRESENTATIONS

## Second Public Hearing/Informational: Presentation of Draft Trustee Area Maps for District-Based Elections

Chair McGinnis opened the Public Hearing at 4:02 p.m. There being no public comments, Chair McGinnis closed the Public Hearing at 4:03 p.m.

M/S/C/ (Directors Lando/Nickell) that the Board of Directors accept the Blue Map Option and related voting sequence.

#### The vote was as follows: Ayes carried

Ayes: Lando, McGinnis, Nickell

Noes: None Abstain: None

Absent: Worley, Donnan

#### 4.0 ADJOURNMENT

There being no further business, the Regular Meeting of the Board of Directors was adjourned at 4:05 p.m. to the next meeting of the Board of Directors of the Chico Area Recreation and Park District.

# CHICO AREA RECREATION AND PARK DISTRICT (CARD) 545 Vallombrosa Ave. Chico, CA 95926 895-4711

Accounts Payable Check Register

January 2022

3,396.90
229,475.11
· -
-
-
22,347.29

TOTAL 255,219.30

Check #'s

075538-075588

Approved by the Board of Directors

February 24, 2022

Michael McGinnis Board Chair

Annabel Grimm General Manager

1

#### CHICO AREA RECREATION AND PARK DISTRICT 545 Vallombrosa Ave. Chico, CA 95926 (530) 895-4711 February 7, 2022

CHECK REGISTER FUND 2490 FY 21/22

Date	Ck. Num.	Payee	Amount	Account
02/07/2022	075538	AFLAC	\$ 3,396.90	520000
02/07/2022	075539	ADVANCED ELECTRIC & SOUND	\$ 5,635.00	520000
02/07/2022		APOLLO MUSIC & ARTS, LLC	\$ 332.50	520000
02/07/2022		ARMED GUARD PRIVATE SECURITY INC	\$ 8,258.96	520000
02/07/2022	075542	BATTERIES PLUS BULBS # 311	\$ 41.68	520000
02/07/2022		BAY AREA DRIVING SCHOOL, INC.	\$ 196.00	520000
02/07/2022		C&M AUTOMOTIVE	\$ 784.68	520000
02/07/2022		CALIFORNIA WATER SERVICE	\$ 4,765.19	520000
02/07/2022	075546	CHICO AREA RECREATION & PARK DISTRICT	\$ 48,949.42	520000/560000
02/07/2022		CHICO AREA RECREATION & PARK DISTRICT	\$ 22,595.69	520000/560000
02/07/2022		CHICO AREA RECREATION & PARK DISTRICT	\$ 30,300.06	520000/560000
02/07/2022		CHICO AREA RECREATION & PARK DISTRICT	\$ 36,121.60	520000/560000
02/07/2022		CHICO AREA RECREATION & PARK DISTRICT	\$ 24,274.44	520000/560000
02/07/2022		CHICO AREA RECREATION & PARK DISTRICT	\$ 18,063.97	520000/560000
02/07/2022		CHICO POWER EQUIPMENT INC	\$ 161.86	520000
02/07/2022	075553	COLLIER HARDWARE	\$ 17.34	520000
02/07/2022	075554	COMCAST	\$ 135.20	520000
02/07/2022	075555	COMMERCIAL TIRE WAREHOUSE	\$ 148.88	520000
02/07/2022		COMPSYCH	\$ 1,000.00	520000
02/07/2022	075557	ENLOE MEDICAL CENTER	\$ 173.00	520000
02/07/2022		EWING IRRIGATION PRODUCTS, INC.	\$ 2.314.86	520000
02/07/2022		FOCAL POINT DISCOUNT LANDSCAPE	\$ 119.05	520000
02/07/2022		G2SOLUTIONS, INC	\$ 117.75	520000
02/07/2022		GATES RESALE	\$ 21.34	520000
02/07/2022		HILLYARD/SACRAMENTO	\$ 799.83	520000
02/07/2022		HOLIDAY POOLS & SPAS	\$ 18.77	520000
02/07/2022	075564	HUNTERS SERVICES INC	\$ 862.00	520000
02/07/2022	075565	INDUSTRIAL POWER PRODUCTS	\$ 139.26	520000
02/07/2022	075566	J.C. NELSON SUPPLY CO	\$ 2,151.25	520000
02/07/2022	075567	JOHNNY ON THE SPOT PORTABLE TOILETS	\$ 715.15	520000
02/07/2022		JOHNNY'S LOCK & SAFE	\$ 343.40	520000
02/07/2022		LIMEY TEES	\$ 109.06	520000
02/07/2022	075570	MARY JO BROWN	\$ 406.20	520000
02/07/2022	075571	MISSION LINEN & UNIFORM	\$ 3,185.90	520000
02/07/2022	075572	NORMAC INC.	\$ 126.96	520000
02/07/2022		O'REILLY AUTOMOTIVE STORES, INC.	\$ 293.28	520000
02/07/2022	075574	OFFICE DEPOT	\$ 938.30	520000
02/07/2022	075575	PACE SUPPLY CORP.	\$ 156.65	520000
02/07/2022	075576	PACIFIC GAS AND ELECTRIC	\$ 21,227,29	520000
02/07/2022	075577	PAPE MACHINERY	\$ 123.32	520000
02/07/2022	075578	PAYLESS BUILDING SUPPLY	\$ 291.24	520000
02/07/2022	075579	PBM SUPPLY & MFG INC	\$ 52.72	520000
02/07/2022	075580	PITNEY BOWES INC.	\$ 542.98	520000
02/07/2022	075581	PLAYERS' CHOICE	\$ 7,280.00	520000
02/07/2022	075582	RAY'S CARPET CLEANING	\$ 200.00	520000
02/07/2022		RENTAL GUYS CHICO	\$ 1,315.22	520000
02/07/2022		RIEBES AUTO PARTS	\$ 64.32	520000
02/07/2022	075585		\$ 95.00	520000
02/07/2022	075586	STREAMLINE	\$ 600.00	520000
02/07/2022		SUTHERLAND LANDSCAPE CENTER	\$ 42.85	520000
02/07/2022	075588	TURF STAR INC.	\$ 5,212.98	520000

Total of Register

\$ 255,219.30

Acct 510000 Acct 520000 Acct 557000

Acct 552000

Acct 553000

Acct 560000

Annabel Grimm General Manager

OR

 Salary & Benefits
 \$ 3,396.90

 Service & Supply
 \$ 229,475.11

 Cont. to Other Agencies
 \$ 

 Principal Repayment

 Interest Expense
 \$ 

 Fixed Asset
 \$ 22,347.29

 Total
 \$ 255,219.30

Michelle Niven HR Manager

Prepared by

# CHICO AREA RECREATION AND PARK DISTRICT (CARD) 545 Vallombrosa Ave. Chico, CA 95926 895-4711

Manual A	Accounts Payable Check Register	January 2022			
	Salary & Benefits Salary & Benefits-ACH Payroll Tax Transfer Salary & Benefits-ACH CalPERS Service & Supply Fixed Assets Contingency to other Agency Principal Repayment Interest Expense	19,702.18 141,796.90 39,418.79 40,411.30 30,733.44			
TOTAL		272,062.61			
Check #'s	s 075464-075467 075503-075531				
Approved	by the Board of Directors	February 24, 2022			
Michael M Board Ch					

Agenda Item 11

#### CHICO AREA RECREATION AND PARK DISTRICT 545 Vallombrosa Ave. Chico, CA 95926 (530) 895-4711 January 5, 2022

**CHECK REGISTER** 

FUND 2490 FY 21/22

<u>Date</u>	Ck. Num.	Payee	4	Amount	Account
01/05/2022 01/05/2022 01/05/2022 01/05/2022	75465 C0 75466 HA	TY OF CHICO DMCAST AGUE TECH SOLUTIONS ERIZON WIRELESS	\$ \$ \$	568.94 841.55 800.00 2,612.32	520000 520000 520000 520000

Total of Register		\$ 4,822.81	
Annabel Grimm	Salary & Benefits	\$ -	Acct 510000
General Manager	Service & Supply	\$ 4,822.81	Acct 520000
	Cont. to Other Agencies	\$ -	Acct 557000
OR	Principal Repayment	\$ -	Acct 552000
	Interest Expense	\$ -	Acct 553000
	Fixed Asset	\$ -	Acct 560000
	Total	\$ 4,822.81	
	•		

OR

Michael McGinnis Board Member

Michelle Niven

Human Resources Manager

Prepared by JB

#### CHICO AREA RECREATION AND PARK DISTRICT 545 Vallombrosa Ave. Chico, CA 95926 (530) 895-4711 January 13, 2022

**CHECK REGISTER** 

FUND 2490 FY 21/22

Date	Ck. Num.	<u>Payee</u>	<u>Amount</u>	Account
01/13/2022	075503	ANTHEM BLUE CROSS	\$ 18,071.18	510000
01/13/2022	075504	BANNER BANK	\$ 152.00	510000
01/13/2022	075505	BANNER BANK	\$ 304.00	510000
01/13/2022	075506	BANNER BANK	\$ 152.00	510000
01/13/2022	075507	BANNER BANK	\$ 152.00	510000
01/13/2022	075508	BANNER BANK	\$ 152.00	510000
01/13/2022	075509	AT&T	\$ 254.32	520000
01/13/2022	075510	COMCAST	\$ 917.12	520000
01/13/2022	075511	KING CONSULTING	\$ 5,500.00	520000
01/13/2022	075512	KINGSLEY BOGARD LLP	\$ 1,512.00	520000
01/13/2022	075513	KRONOS SAASHR, INC	\$ 3,573.01	520000
01/13/2022	075514	KYLE BAILEY HARPER	\$ 643.50	520000
01/13/2022	075515	PURE WATER PARTNERS LLC	\$ 289.25	520000
01/13/2022	075516	TEAMSIDELINE.COM	\$ 1,098.00	520000
01/13/2022	075517	NORTHSTAR	\$ 675.00	560000
01/13/2022	075518	SCHREDER & BRANDT INC	\$ 14,787.44	560000

Total of Register		\$ 48,232.82	
Annabel Grimm	Salary & Benefits	\$ 18,983.18	Acct 510000
General Manager	Service & Supply	\$ 13,787.20	Acct 520000
	Cont. to Other Agencies	\$ -	Acct 557000
OR	Principal Repayment	\$ -	Acct 552000
	Interest Expense	\$ , <del>-</del> ,	Acct 553000
	Fixed Asset	\$ 15,462.44	Acct 560000
	Total	\$ 48,232.82	

Michael McGinnis Board Member

OR

Michelle Niven \( \)
Human Resources Manager

Prepared by JB

#### CHICO AREA RECREATION AND PARK DISTRICT 545 Vallombrosa Ave. Chico, CA 95926 (530) 895-4711 January 19, 2022

**CHECK REGISTER** 

FUND 2490 FY 21/22

<u>Date</u>	Ck. Num.	<u>Payee</u>		<u>Amount</u>	Account
01/19/2022 01/19/2022 01/19/2022		CCESS INFORMATION PROTECTED RGAS USA, LLC	\$	262.00 194.25	520000 520000
01/19/2022 01/19/2022 01/19/2022 01/19/2022	075522 HA 075523 RA	OMICAST IGUE TECH SOLUTIONS IY MORGAN COMPANY ICOLOGY BUTTE COLUSA COUNTIES	\$ \$ \$	787.42 800.00 1,457.13 4,763.74	520000 520000 520000 520000

Total of Register		\$ 8,264.54	
Annabel Grimm	Salary & Benefits	\$ -	Acct 510000
General Manager	Service & Supply	\$ 8,264.54	Acct 520000
	Cont. to Other Agencies	\$ -	Acct 557000
OR	Principal Repayment	\$ -	Acct 552000
	Interest Expense	\$ -	Acct 553000
	Fixed Asset	\$ 	Acct 560000
	Total	\$ 8,264.54	
<u>a con al 77 de agranda a co</u>			

OR

Michael McGinnis Board Member

Michelle Niven

Human Resources Manager

JB

Prepared by

#### CHICO AREA RECREATION AND PARK DISTRICT 545 Vallombrosa Ave. Chico, CA 95926 (530) 895-4711 January 26, 2022

**CHECK REGISTER** 

FUND 2490 FY 21/22

<u>Date</u>	Ck. Num.	<u>Payee</u>		<u>Amount</u>	Account
01/26/2022 01/26/2022 01/26/2022 01/26/2022 01/26/2022 01/26/2022	075526 075527 075528 075529	BANNER BANK ARMED GUARD PRIVATE SECURITY INC CARTER LAW OFFICES DEPT. OF JUSTICE DRAGON GRAPHICS TARMAN ARCHITECTURAL GROUP	\$ \$ \$ \$ \$ \$ \$	719.00 6,664.86 5,197.50 736.00 745.39 15,271.00	510000 520000 520000 520000 520000 560000

Total of Register		\$	29,333.75	
A 10:		_		
Annabel Grimm	Salary & Benefits	\$	719.00	Acct 510000
General Manager	Service & Supply	\$	13,343.75	Acct 520000
	Cont. to Other Agencies	\$	-	Acct 557000
OR	Principal Repayment	\$	-	Acct 552000
	Interest Expense	\$	-	Acct 553000
	Fixed Asset	\$	15,271.00	Acct 560000
	Total	\$	29,333.75	
Michael McGinnis	•			

OR

**Board Member** 

Michelle Niven Human Resources Manager

Prepared by JB

#### CHICO AREA RECREATION AND PARK DISTRICT 545 Vallombrosa Ave. Chico, CA 95926 (530) 895-4711 January 31, 2022

**CHECK REGISTER** 

FUND 2490 FY 21/22

Date	Ck. Num.	<u>Payee</u>	Am	ount	Account
01/31/2022	075531	SEAN MIDDLEBROOK	\$	193.00	520000

Total of Register		\$ 193.00	
Annabel Grimm	Salary & Benefits	\$ _	Acct 510000
General Manager	Service & Supply	\$ 193.00	Acct 520000
	Cont. to Other Agencies	\$ -	Acct 557000
OR	Principal Repayment	\$ -	Acct 552000
	Interest Expense	\$ -	Acct 553000
	Fixed Asset	\$ -	Acct 560000
	Total	\$ 193.00	

OR

Michael McGinnis Board Member

Michelle Niven Human Resources Manager

Prepared by JB

# CHICO AREA RECREATION AND PARK DISTRICT (CARD) 545 Vallombrosa Ave. Chico, CA 95926 895-4711

Payroll Check Register

January 2022

PPE	Pay Date	Checks	Amount
12/24/2021	1/3/2022	120462	93.08
1/7/2022	1/14/2022	120463-120474	3,239.21
1/7/2022 ACH	1/14/2022	Direct Deposit	109,144.72
12/31/2021	1/27/2022	120475	91.25
1/21/2022	1/25/2022	120502	2,281.80
2/4/2022	1/25/2022	120503	16,039.10
1/27/2022	1/27/2022	120504	1,510.19
12/31/2021 ACH	1/27/2022	Direct Deposit	456.24
1/21/2022	1/28/2022	120476-120501	6,418.11
1/21/2022 ACH	1/28/2022	Direct Deposit	130,540.45
2/4/2022	1/31/2022	120505	14,651.05

Total 284,465.20

Approved by the Board of Directors

February 24, 2022

Michael McGinnis Board Chair

Annabel Orimpi General Manager

# CHICO AREA RECREATION AND PARK DISTRICT (CARD) 545 Vallombrosa Ave. Chico, CA 95926 895-4711

Refund Check Register

Service & Supply-Refund Checks
817.60

TOTAL

Check #'s

029194-029197
817.60

Active Network Credit Card Refunds

Approved by the Board of Directors

February 24, 2022

Michael McGinnis
Board Chair

General Manager

Agenda Item 11

#### CHICO AREA RECREATION AND PARK DISTRICT (CARD) 545 Vallombrosa Ave. Chico, CA 95926 895-4711

Revenue		December 2021
	Net Revenue	
Rents Reimbursements Misc. Fees	18,357.07 5,112.10 3,677.39 142,675.98	
Sub Total	169,822.54	
Other Income Donations	- 3,436.36	
RDA Pass Through Sale of Surplus Assets City of Chico Reimbursements Baroni Park Prop 12 Funding Pro Rata Share Grant Revenue	- - 3,195.34 - - - -	
Fund 2470 Trust Obligations	-	
Fund 2480 Trust Obligations	2,375.00	
Fund 2486 Chico Rotary/CARD	-	
TOTAL	178,829.24	
Approved by the Board of Directors		February 24, 2022
Michael McGinnis Board Chair  Annabel Crimm General Manager		

# CHICO AREA RECREATION AND PARK DISTRICT (CARD) 545 Vallombrosa Ave. Chico, CA 95926 895-4711

Previously submitted check #029198 dated February 17, 2022 in the amount of \$178,829.24

#### October 2021

FUND 2490	4530106	RDA Pass Through	-	-
	4600001	Rent Fees	18,357.07 142,675.98	161,033.05
	4700001	Misc. Rebates/Reimbursements City of Chico Reimbursements Baroni Park Pro Rata Share Other Income Donations Grant Revenue	3,677.39 5,112.10 3,195.34 - - - 3,436.36	15,421.19
		FUND 2490 total		176,454.24
FUND 2470 FUND 2480	280	Trust Obligations	-	
FUND 0400	280	Trust Obligations	2,375.00	
FUND 2483 FUND 2486	4616250	Prop 12 Grant Fund	-	
	4700001	Chico Rotary/CARD	-	

178,829.24

Michelle Niven HR Manager

**Checks Total** 

124000 **BUTTE COUNTY TREASURER** 02/17/2022 29198 VOUCHER NO NET CHECK AMOUNT 106561 **REV 12/21** 02/17/2022 178,829.24 178,829.24 **Check Total** 178,829.24 CHECK NO. CHECK DATE VENDOR NO. CHECK NO. 029198 29198 02/17/2022 124000 **GOLDEN VALLEY BANK** 190 COHASSET RD. STE. 170 Chico Area Recreation and Park District CHICO, CA 95926 90-4427/1211 **CHECK AMOUNT** One hundred seventy-eight thousand eight hundred twenty-nine and 24/100 \$ 178,829.24 **REFUND CHECK** AY **BUTTE COUNTY TREASURER** 25 COUNTY CENTER DR STE 120 3 THE VOID 6 MONTHS FROM DATE OF ISSUE RDER OF **OROVILLE** CA 95965 1 THE SECURITY FEATURES ON THIS DOCUMENT INCLUDE A MICRO-PRINT SIGNATURE LINE AND BLEED THROUGH MICR NUMBERING "O 29198" : [121146272: 01000438351 /ENDOR: CHECK NO. 124000 **BUTTE COUNTY TREASURER** 02/17/2022 29198 OUCHER NO. INVOICE NO INVOICE DATE INVOICE AMOUNT NET CHECK AMOUNT AMOUNT PAID 106561 **REV 12/21** 02/17/2022 178,829.24 178,829.24

Check Total

CHECK NO.

178,829.24

**VENDOR:** 

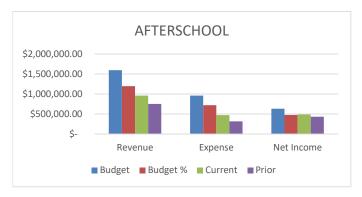
# COUNTY OF BUTTE AUDITORS CERTIFICATE AND TREASURER'S RECEIPT OROVILLE, CA 95965

	RECEIVED FROM:	***************************************	ARD		ATR NUMBER:		
	CONTACT #:	(530) 895-4	1711		DEPT. ID#		RR
					DATE:		2/17/2022
					BAG #:		
r				···	***	·	
	DECEDIDATION		FUND/				
	DESCRIPTION	RCVBLE	CHARGE	ACCOUNT	PROJECT		
		NUMBER:	CODE	CODE	CODE	<u> </u>	MOUNT
CARD-Cha	arges for Service						
	ncessions, Fees)		24900000	462005		\$	161,033.05
•	, , , , , , , , , , , , , , , , , , , ,		2130000	402003		Ą	101,055.05
CARD-Mis	scellaneous Revenue						
(Misc, Rel	bates, Other Income,		24900000	473000		\$	15,421.19
CARD-Par							
Trust Obli	gations		24800000	462000		\$	2,375.00
CARD-Pari	k Fees						
Trust Obli			24700000	462000		\$	_
·						*	-
	ary Foundation Trust						
Miscellane	eous Revenue		24860000	473000		\$	-
	æ!						
Mich	Ob Alivon						
- trong	ac given						
CARD-HR I	Manager						
Check #:	029198						
Check Date:	02/17/22						
Amount:	\$ 178,829.24			г.	TOTAL		450 000
Special No					TOTAL	\$	178,829.24
Special 140	APPROVED	RV			DECENTED.	DV	
	AUDITOR-CONTR				RECEIVED		
	ASSITOR-CONTR	VLLLIN.			TREASURI	EK:	

### **AFTERSCHOOL**

We are at 60% of Budgeted Revenues and 49% of Budgeted Expenses. Our Net Income is \$55,714.66 more than this time last year.

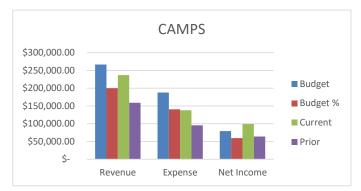
	BUDGET	CURRENT YTD	PRIOR YTD		
REVENUE	\$ 1,593,933.00	\$ 959,222.78	\$ 749,915.69		
<b>EXPENSES</b>	\$ 961,258.50	\$ 471,121.87	\$ 317,529.44		



### **CAMPS**

We are at 89% of Budgeted Revenues and 73% of Budgeted Expenses. CAMPS are seasonal. The majority run June-August. The rest are during school breaks in December, January and March. Our Net Income is currently \$35,088.83 more than this time last year.

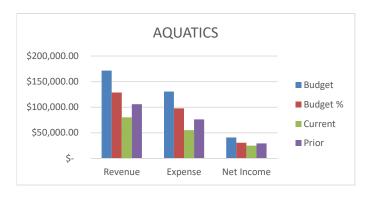
	BUDGET		CU	RRENT YTD	PRIOR YTD		
REVENUE	\$	266,690.00	\$	236,576.37	\$	158,996.49	
<b>EXPENSES</b>	\$	187,504.00	\$	137,722.88	\$	95,231.83	



# **AQUATICS**

We are at 47% of Budgeted Revenues and 42% of Budgeted Expenses. Our Net Income is currently \$4,558.57 less than this time last year.

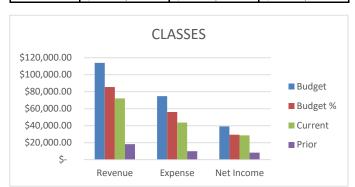
	BU	DGET	CUI	RRENT YTD	PRIOR YTD		
REVENUE	\$	171,409.00	\$	80,235.21	\$	105,883.61	
<b>EXPENSES</b>	\$	130,562.00	\$	55,270.87	\$	76,360.70	



### **CLASSES**

We are at 63% of Budgeted Revenues and 58% of Budgeted Expenses. We have various classes that run throughout the year. Our Net Income is currently \$20,273.79 more than this time last year.

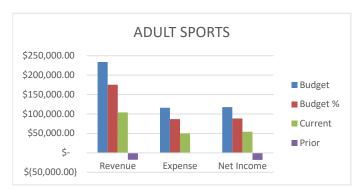
	BUDGET		CUI	RRENT YTD	PRIOR YTD		
REVENUE	\$	114,003.00	\$	72,173.77	\$	18,196.01	
<b>EXPENSES</b>	\$	74,841.00	\$	43.627.35	\$	9.923.38	



### **ADULT SPORTS**

We are at 45% of Budgeted Revenues and 43% of Budgeted Expenses. Our Net Income is \$72,571.20 more than this time last year.

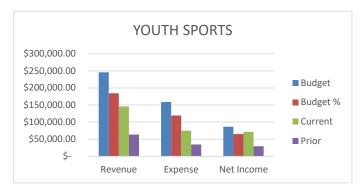
	BUDGET		CURRENT YTD		PRIOR YTD	
REVENUE	\$	233,995.00	\$	104,211.54	\$	(17,963.79)
<b>EXPENSES</b>	\$	116,050.00	\$	49,801.04	\$	196.91



## **YOUTH SPORTS**

We are at 59% of Budgeted Revenues and 47% of Budgeted Expenses. Our Net Income is \$41,983.00 more than this time last year.

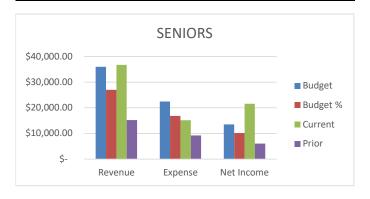
	BUDGET		CURRENT YTD		PRIOR YTD	
REVENUE	\$	245,591.00	\$	146,063.74	\$	63,487.44
<b>EXPENSES</b>	\$	159,125.00	\$	74,825.51	\$	34,232.21



## **SENIORS**

We are at 102% of Budgeted Revenues and 68% of Budgeted Expenses. Our Net Income is \$15,551.94 more than this time last year.

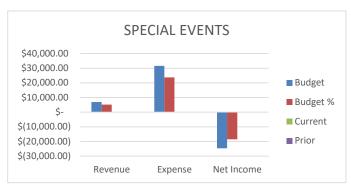
	BUDGET		CUI	RRENT YTD	PRIOR YTD	
REVENUE	\$	36,000.00	\$	36,744.33	\$	15,237.00
<b>EXPENSES</b>	\$	22,450.00	\$	15,175.09	\$	9,219.70



### SPECIAL EVENTS

We are at 0% of Budgeted Revenues and 0% of Budgeted Expenses. Our Net Income is the same as this time last year. With Special Events, we often incur expenses prior to receiving revenue (through either entrance fees or sponsorships).

	BU	DGET	CUR	RENT YTD	PRIC	R YTD
REVENUE	\$	6,900.00	\$	-	\$	-
<b>EXPENSES</b>	\$	31.616.00	\$	-	\$	-

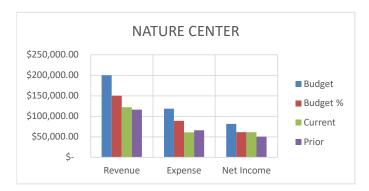


#### CHICO AREA RECREATION AND PARK DISTRICT BOARD PROGRAM SUMMARY 2020-2021 January 2022 58% of the Year

# **NATURE CENTER**

We are at 61% of Budgeted Revenues and 51% of Budgeted Expenses. Our Net Income is \$11,139.32 more than this time last year.

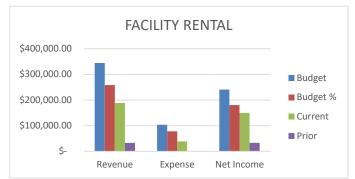
	BU	DGET	CU	RRENT YTD	PRIOR YTD		
REVENUE	\$	200,360.00	\$	122,054.25	\$	116,136.18	
<b>EXPENSES</b>	\$	118,652.00	\$	60,682.75	\$	65,904.00	



# **FACILITY RENTAL**

We are at 55% of Budgeted Revenues and 37% of Budgeted Expenses. Our Net Income is \$117,148.08 more than this time last year.

	BU	DGET	ပ	RRENT YTD	PRIOR YTD		
REVENUE	\$	344,650.00	\$	188,749.36	\$	33,209.14	
<b>EXPENSES</b>	\$	103,750.00	\$	38,901.54	\$	509.40	



	DESCRIPTION	2021-2022 Budget	January 2022	2021-2022 YTD	2021-2022 % of Budget	Remaining Budget	2020-2021 Budget	January 2021	2020-2021 YTD	2020-2021 % of Budget	Difference by Year
AFTERSCHOOL											
ALTEROGRADOL	INCOME	1,593,933.00	288,739.65	959,222.78	60%	634,710.22	2,800,642.00	42,303.50	749,915.69	27%	209,307.09
	INCOME	-	-	-	0%	-	-	-	-	0%	-
	PROGRAM SUPPLIES	(34,500.00)	(6,785.44)	(9,815.73)	28%	(24,684.27)	(94,991.00)	(1,118.65)	(4,729.02)	5%	(5,086.71)
	CONTRACT SERVICES	-	-	-	0%	- 1	(2,000.00)	-	-	0%	-
	PART-TIME WAGES	(926,758.50)	(70,624.16)	(461,306.14)	50%	(465,452.36)	(1,519,984.00)	(51,865.46)	(312,800.42)	21%	(148,505.72)
TOTAL AFTERSCH	OOL	632,674.50	211,330.05	488,100.91	77%	144,573.59	1,183,667.00	(10,680.61)	432,386.25	37%	55,714.66
CAMPS											
	INCOME	266,690.00	(125.00)	236,576.37	89%	30,113.63	309,205.00	178.00	158,996.49	51%	77,579.88
	PROGRAM SUPPLIES	(16,970.00)	(2,033.90)	(3,691.11)	22%	(13,278.89)	(14,410.00)	-	(2,986.74)	21%	(704.37)
	PROGRAM TRANSPORTATION	(2,570.00)	-	- 1	0%	(2,570.00)	(3,300.00)	-	-	0%	-
	CONTRACT SERVICES	(41,025.00)	-	(57,377.53)	140%	16,352.53	(53,000.00)	-	(26,370.25)	50%	(31,007.28)
	PART-TIME WAGES	(118,939.00)	(2,467.50)	(76,654.24)	64%	(42,284.76)	(103,373.00)	(1,173.00)	(64,693.03)	63%	(11,961.21)
	INSTRUCTOR WAGES	(8,000.00)	-	-	0%	(8,000.00)	(18,200.00)	-	(1,248.00)	7%	1,248.00
TOTAL CAMPS		79,186.00	(4,626.40)	98,853.49	125%	(19,667.49)	116,922.00	(995.00)	63,698.47	54%	35,155.02
AQUATICS											
AGOATIOO	INCOME	171,409.00	_	80,235.21	47%	91,173.79	150,487.00	_	105,883.61	70%	(25,648.40)
	PROGRAM SUPPLIES	(5,650.00)	(782.85)	(890.30)	16%	(4,759.70)	(4,850.00)	_	(216.68)	4%	(673.62)
	CLOTHING	-	-	-	0%	(1,7.00.7.0)	-	_	(2.0.00)	0%	-
	CONTRACT SERVICES	-	_	-	0%	_	-	_	-	0%	_
	INSTRUCTOR WAGES	-	-	-	0%	-	(6,780.00)	-	-	0%	-
	PART-TIME WAGES	(124,912.00)	-	(54,380.57)	44%	(70,531.43)	(128,660.00)	-	(76,144.02)	59%	21,763.45
TOTAL AQUATICS		40,847.00	(782.85)	24,964.34	61%	15,882.66	10,197.00	-	29,522.91	290%	(4,558.57)
CLASSES											
CLAGGEG	INCOME	114,003.00	13,680.57	72,173.77	63%	41,829.23	98,625.00	3,650.75	18,196.01	18%	53,977.76
	ADVERTISING	-	-	-	0%	-	-	-	-	0%	-
	PROGRAM SUPPLIES	(4,500.00)	(576.03)	(1,804.45)	40%	(2,695.55)	(1,975.00)	_	(175.53)	9%	(1,628.92)
	CLOTHING	-	-	-	0%	-	-	_	-	0%	-
	CONTRACT SERVICES	(18,000.00)	(528.50)	(5,816.60)	32%	(12,183.40)	(19,875.00)	(84.00)	(533.40)	3%	(5,283.20)
	PART-TIME WAGES	(17,541.00)	(1,545.00)	(13,415.25)	76%	(4,125.75)	-	` -	` -	0%	(13,415.25)
	INSTRUCTOR WAGES	(34,800.00)	(1,900.05)	(22,591.05)	65%	(12,208.95)	(38,525.00)	(91.00)	(9,214.45)	24%	(13,376.60)
TOTAL CLASSES		39,162.00	9,130.99	28,546.42	73%	10,615.58	38,250.00	3,475.75	8,272.63	22%	20,273.79
ADULT SPORTS											
ALGER OF GIVE	INCOME	233,995.00	2,909.44	104,211.54	45%	129,783.46	215,719.00	-	(17,963.79)	-8%	122,175.33
	PROGRAM SUPPLIES	(16,725.00)	(1,615.65)	(5,733.88)	34%	(10,991.12)	(16,850.00)	(41.61)	(196.91)	1%	(5,536.97)
	PROGRAM TRANSPORTATION	(10,720.00)	(1,010.00)	-	0%	(10,001.12)	-	-	(.55.51)	0%	-
	CLOTHING	_	-	-	0%	_	_	-	-	0%	-
	CONTRACT SERVICES	-	_	-	0%	_	_	_	-	0%	-
	PART-TIME WAGES	(39,853.00)	(540.00)	(16,913.26)	42%	(22,939.74)	(37,329.00)	_	-	0%	(16,913.26)
	OFFICIALS WAGES	(59,472.00)	(921.50)	(27,153.90)	46%	(32,318.10)	(79,115.00)	-	-	0%	(27,153.90)
TOTAL ADULT SPO	ORTS	117,945.00	(167.71)	54,410.50	46%	63,534.50	82,425.00	(41.61)	(18,160.70)	-22%	72,571.20

	DESCRIPTION	2021-2022 Budget	January 2022	2021-2022 YTD	2021-2022 % of Budget	Remaining Budget	2020-2021 Budget	January 2021	2020-2021 YTD	2020-2021 % of Budget	Difference by Year
YOUTH SPORTS											
	INCOME	245,591.00	13,223.14	146,063.74	59%	99,527.26	235,000.00	4,005.00	63,487.44	27%	82,576.30
	PROGRAM SUPPLIES	(30,830.00)	(9,528.77)	(16,608.08)	54%	(14,221.92)	(34,600.00)	(85.62)	(2,533.24)	7%	(14,074.84)
	PROGRAM TRANSPORTATION	-	-	-	0%	-	-	-	-	0%	-
	CLOTHING	-	-	-	0%	-	-	-	-	0%	-
	CONTRACT SERVICES	- 	- -	(597.80)	0%	597.80	- 	-	- -	0%	(597.80)
	PART-TIME WAGES	(128,295.00)	(2,885.58)	(57,619.63)	45%	(70,675.37)	(130,650.00)	(442.50)	(31,698.97)	24%	(25,920.66)
	OFFICIALS WAGES	<u> </u>	<u> </u>		0%	<u>-</u>				0%	
TOTAL YOUTH SPO	DRTS	86,466.00	808.79	71,238.23	82%	15,227.77	69,750.00	3,476.88	29,255.23	42%	41,983.00
SENIOR PROGRAM	ıs										
-	INCOME	36,000.00	2,694.00	36,744.33	102%	(744.33)	38,500.00	2,216.00	15,237.00	40%	21,507.33
	PROGRAM SUPPLIES	(450.00)	(1,740.99)	(1,740.99)	387%	1,290.99	(2,950.00)	_,_ : : : : :	-	0%	(1,740.99)
	PROGRAM TRANSPORTATION	-	-	-	0%	-,	-	_	_	0%	-
	CONTRACT SERVICES	(4,000.00)	(406.20)	(4,501.60)	113%	501.60	(13,500.00)	_	_	0%	(4,501.60)
	PART-TIME WAGES	-	()	-	0%	-	(1,200.00)	_	_	0%	-
	INSTRUCTOR WAGES	(18,000.00)	_	(8,932.50)	50%	(9,067.50)	(14,500.00)	(1,058.40)	(9,219.70)	64%	287.20
TOTAL SENIOR PR		13,550.00	546.81	21,569.24	159%	(8,019.24)	6,350.00	1,157.60	6,017.30	95%	15,551.94
SPECIAL EVENTS											
	INCOME	6,900.00	-	-	0%	6,900.00	7,350.00	-	-	0%	-
	PROGRAM SUPPLIES	(6,000.00)	-	-	0%	(6,000.00)	(5,850.00)	-	-	0%	-
	MILEAGE	-	-	-	0%	-	-	-	-	0%	-
	CONTRACT SERVICES	(2,900.00)	-	-	0%	(2,900.00)	(3,000.00)	-	-	0%	-
	PART-TIME WAGES	(22,716.00)	-	-	0%	(22,716.00)		-	-	0%	-
TOTAL SPECIAL EV	/ENTS	(24,716.00)	-	-	0%	(24,716.00)	(1,500.00)	-	-	0%	-
NATURE CENTER											
HOTTOTIC GENTLIN	INCOME	188,560.00	5,784.00	107,862.17	57%	80,697.83	163,960.00	5,582.00	105,235.72	64%	2,626.45
	FACILITY RENTALS	-	-	-	0%	-	-	-	-	0%	2,020.10
	FUNDRAISING (DONATIONS)	_	1,001.00	3,246.00	0%	(3,246.00)	1,000.00	3,670.82	6,880.64	688%	(3,634.64)
	GRANT FUNDING	_	-	-	0%	(0,2:0:00)	-	-	-	0%	(0,000.)
	ENDOWMENT	10,000.00	2,715.36	8,146.08	81%	1,853.92	10,000.00	_	2,594.82	26%	5,551.26
	FULL-TIME WAGES	-	-,	-	0%	,000.02	-	_	_,0002	0%	-
	PART-TIME WAGES	(118,652.00)	(4,308.25)	(59,914.87)	50%	(58,737.13)	(98,763.00)	(5,330.39)	(62,630.67)	63%	2,715.80
	PART-TIME ADMIN WAGES	(110,002.00)	(1,000.20)	(00,011.01)	0%	(00,101.10)	(36,000.00)	(0,000.00)	(02,000.07)	0%	2,7 10.00
	FICA	_	_	_	0%	-	-	_	-	0%	_
	RETIREMENT	_	_	-	0%	_	_	_	-	0%	_
	MEDICAL	_	_	_	0%	_	_	_	_	0%	_
	WC INSURANCE	_	_	_	0%	_	_	_	_	0%	_
	CLOTHING	_	_	_	0%	_	_	_	_	0%	_
	PROGRAM TRANSPORTATION	(900.00)	_	_	0%	(900.00)	_	_	_	0%	_
	STAFF TRAINING	-	_	_	0%	(300.00)	_	_	-	0%	_
	ADVERTISING	_	_	_	0%	_	_	_	-	0%	_
	COPYING	_	_	_	0%	_	_	_	-	0%	_
	EQUIPMENT/SOFTWARE	_	_	_	0%	_	_	_	-	0%	_
	CONTRACT SERVICES	(3,400.00)	_	(934.44)	27%	(2,465.56)	_	(178.14)	(904.31)	0%	(30.13)
	PROGRAM SUPPLIES	(13,855.00)	(5,227.82)	(5,385.76)	39%	(8,469.24)	(29,920.00)	(170.14)	(2,369.02)	8%	(3,016.74)
	MILEAGE	(.5,555.55)	(0,227.02)	(5,555.70)	0%	(5,100.24)	(20,020.00)	_	(=,000.02)	0%	(5,515.14)
	RENT	_	_	-	0%	_	_	_	-	0%	_
	PROPERTY & LIABILITY INSURA	-	-	-	0%	-	-	-	-	0%	-
TOTAL NATURE CE	INTED	61,753.00	(35.71)	53,019.18	86%	8,733.82	10,277.00	3,744.29	48,807.18	475%	4,212.00

	DESCRIPTION	2021-2022 Budget	January 2022	2021-2022 YTD	2021-2022 % of Budget	Remaining Budget	2020-2021 Budget	January 2021	2020-2021 YTD	2020-2021 % of Budget	Difference by Year
	DECORM FIGH	Daaget	oundary 2022	110	70 OI Buuget	Daaget	Dauget	Canaday 2021	115	70 Of Buaget	by rear
FACILITY RENTAL											
	INCOME	344,650.00	9,852.07	188,749.36	55%	155,900.64	222,250.00	7,706.52	33,209.14	15%	155,540.22
	PROGRAM SUPPLIES	(5,750.00)	(740.83)	(1,162.37)	20%	(4,587.63)	(5,500.00)	-	-	0%	(1,162.37)
	CONTRACT SERVICES	(6,800.00)	-	(481.53)	7%	(6,318.47)	(5,750.00)	-	-	0%	(481.53)
	PART-TIME WAGES	(91,200.00)	(3,295.48)	(37,257.64)	41%	(53,942.36)	(24,000.00)	-	(509.40)	2%	(36,748.24)
TOTAL FACILITY RE	NTAL	240,900.00	5,815.76	149,847.82	62%	91,052.18	187,000.00	7,706.52	32,699.74	17%	117,148.08
RECREATION - MIS	C. & ADMIN										
	INCOME	(25,000.00)	89.34	(2,908.27)	12%	(22,091.73)	(7,500.00)	8.64	(2,222.11)	30%	(686.16)
	PUBLICATIONS/LEGAL NOTICES	(22,000.00)	(2,830.40)	(2,830.40)	13%	(19,169.60)	(22,000.00)	-	(301.99)	1%	(2,528.41)
	CONFERENCES	-	-	-	0%	-	-	-	-	0%	-
	MILEAGE	-	-	-	0%	-	-	-	-	0%	-
	OFFICE SUPPLIES	-	(192.80)	(192.80)	0%	192.80	-	-	-	0%	(192.80)
	CLOTHING	-	-	-	0%	-	-	-	-	0%	-
	ACL/OVERTIME	(10,000.00)	-	-	0	(10,000.00)	(10,000.00)	-	-	0%	-
	PART-TIME ADMIN WAGES	(212,287.00)	-	-	0	(212,287.00)	-	-	-	0%	-
	PART-TIME WAGES	-	(4,042.26)	(66,139.96)	0%	66,139.96	-	(2,933.78)	(24,397.43)	0%	(41,742.53)
	FULL TIME WAGES	(607,000.00)	(43,373.95)	(293,939.68)	48%	(313,060.32)	(580,000.00)	(38,935.92)	(298,119.93)	51%	4,180.25
TOTAL RECREATION	N - MISC. & ADMIN	(876,287.00)	(50,350.07)	(366,011.11)	42%	(510,275.89)	(619,500.00)	(41,861.06)	(325,041.46)	52%	(40,969.65)
		<u> </u>	<u>-                                    </u>		·		<u> </u>				
TOTAL PROGRAM	SUMMARY	411,480.50	171,669.66	624,539.02	152%	(213,058.52)	1,083,838.00	(34,017.24)	307,457.55	28%	317,081.47



FINANCIAL STATEMENTS
FISCAL YEAR 2021/2022
JANUARY 2022

# CHICO AREA RECREATION AND PARK DISTRICT FINANCIAL STATEMENTS - TABLE OF CONTENTS JANUARY 2022

#### **SUMMARY - ALL FUNDS**

	BALANCE SHEET	3
	EXECUTIVE SUMMARY	4
GEI	NERAL FUND - FUND 2490	
	BALANCE SHEET	5
	EXECUTIVE SUMMARY	8
	REVENUE SUMMARY	9
	SALARIES AND BENEFITS SUMMARY	10
	SERVICES AND SUPPLY EXPENSE SUMMARY	11

NOTE: This completes 7 months of the fiscal year and represents 58% of the year.

#### CHICO AREA RECREATION AND PARK DISTRICT BALANCE SHEET SUMMARY - ALL FUNDS JANUARY 2022



	GENERAL FUND	ROTARY FUND	COMMUNITY PARK FEES	PARK IMPACT FUND	OAK WAY PARK	PETERSON PARK	BARONI PARK	MEMORANDUM TOTALS ONLY
ASSETS								
CASH FMV ADJUSTMENT (GENERAL FUND) RECEIVABLES	10,215,855 - 765,084	16,535 -	4,068,175 -	363,734 - 33,250	12,979 - -	23,788	129,731	14,830,796
DUE FROM OTHER FUNDS	155,414		1,484,896	33,250			-	1,640,310
TOTAL CURRENT ASSETS	11,136,353	16,535	5,553,070	396,984	12,979	23,788	129,731	17,269,440
PREPAID EXPENSES	-	-	-	-	-	-	-	-
FIXED ASSETS ACCUMULATED DEPRECIATION	41,744,537 (15,708,362)	:	-	-	:	-	-	41,744,537 (15,708,362)
SUBTOTAL	26,036,174	-	-	-	-	-	-	26,036,174
TOTAL ASSETS	37,172,527	16,535	5,553,070	396,984	12,979	23,788	129,731	43,305,614
TOTAL DEFERRED OUTFLOWS OF RESOURCES - GASB 68	1,437,135	-	_	-	-	-	-	1,437,135
ACCOUNTS PAYABLE ACCRUED EXPENSES DUE TO OTHER FUNDS OTHER LIABILITIES	260,737 17,789 1,484,896 861,329	- - -	- - - -	- - -	- - 52,031 -	- - 51,633 -	- - 51,749 -	260,737 17,789 1,640,310 861,329
TOTAL CURRENT LIABILITIES	2,624,751	-	-	-	52,031	51,633	51,749	2,780,165
LONG-TERM DEBT								
NET PENSION LIABILITY LIABILITY FOR COMPENSATED ABSENCES	2,673,147 230,883	- -	-	-	-	-		2,673,147 230,883
SUBTOTAL	2,904,030	-	-	-	-	-	-	2,904,030
TOTAL LIABILITIES	5,528,781	-	-	-	52,031	51,633	51,749	5,684,195
TOTAL DEFERRED INFLOWS OF RESOURCES - GASB 68	387,623	-	_	-	-	-	-	387,623
FUND BALANCE  RESTRICTED SPENDABLE - COMMITTED SPENDABLE - ASSIGNED SPENDABLE - UNASSIGNED	2,001,500 - 4,487,723	- - - 16,535	2,243,609 - - -	352,184 - - -	- - -	- - -	78,579 - - -	2,674,372 2,001,500 - 4,504,257
NON-SPENDABLE	26,036,174	-	-	-	-	-	-	26,036,174
FUND BALANCE	32,525,397	16,535	2,243,609	352,184	-	-	78,579	35,216,303
TOTAL NET INCOME (LOSS)	167,862	-	3,309,461	44,800	(39,053)	(27,846)	(597)	3,454,628
TOTAL FUND BALANCE	32,693,259	16,535	5,553,070	396,984	(39,053)	(27,846)	77,982	38,670,931

#### CHICO AREA RECREATION AND PARK DISTRICT SUMMARY - ALL FUNDS JANUARY 2022



				1		Г		Est. 1948
	GENERAL FUND	ROTARY FUND	COMMUNITY PARK FEES	PARK IMPACT FUND	OAK WAY PARK	PETERSON PARK	BARONI PARK	MEMORANDUM TOTALS ONLY
REVENUE								
FEE BASED PROGRAM INCOME	1,740,182	-	_	_	_	_	_	1,740,182
OTHER INCOME	260,625	_	_	_	_	_	_	260,625
RDA PASSTHROUGH	793,915	_	_	_	_	_	_	793,915
INVESTMENT INCOME	28,338	_	17,212	1,530	100	184	723	48,086
TAX INCOME / COUNTY	2,641,195	_		,555	-	-	-	2,641,195
PARK IMPACT FEES	2,011,100	_	3,305,107	45,125	_	_	_	3,350,232
ASSESSMENTS	_	_	0,000,107		12,879	23,604	50,880	87,363
OPERATING TRANSFER IN	_	<u>-</u>	_	_	12,013	23,004	50,000	-
TOTAL REVENUE	5.464.254	-	3,322,318	46,655	12.979	23,788	51,603	8,921,597
			, ,	,	,	,	į	, ,
EXPENSE								
SALARIES & BENEFITS	3,555,641	-	-	-	41,775	29,780	41,775	3,668,971
SERVICES & SUPPLIES	1,272,700	-	-	-	10,257	21,853	9,975	1,314,784
OPERATING TRANSFER OUT	-	-	-	-	=	=	=	-
CONTRIB. TO OTHER AGENCIES	-	-	-	-	-	-	-	-
CONTINGENCIES	-	-	-	-	-	-	-	-
NOTES PAYABLE / LEASE PYMTS	-	-	-	-	-	-	-	-
TOTAL EXPENSE	4,828,341	-	-	-	52,031	51,633	51,749	4,983,755
NET REVENUE BEFORE SPECIAL EXPENSE	635,913		3,322,318	46,655	(39,053)	(27,846)	(146)	3,937,842
NET REVENUE BETONE OF EGIAL EXITENSE	000,010		3,322,310	40,033	(55,055)	(21,040)	(140)	3,337,042
SPECIALLY ALLOCATED ITEMS								
DEPRECIATION	-	-	-	-	-	-	-	-
FAIR MARKET VALUE ADJUSTMENT	40,543	95	12,857	1,855	-	-	450	55,800
TOTAL SPECIALLY ALLOCATED	40,543	95	12,857	1,855	-	-	450	55,800
REVENUE OVER (UNDER)	595,371	(95)	3,309,461	44,800	(39,053)	(27,846)	(597)	3,882,042
REVENUE OVER (UNDER)	393,371	(93)	3,303,401	44,000	(39,033)	(21,040)	(331)	3,002,042
CAPITAL ASSETS AND REPAIR PROJECTS								
CAPITAL / REPAIR PROJECTS	437.508	_	_	_	_	_	_	437,508
CAPTIAL PROJECTS REIMBURSEMENT	9,999	_	_	_	_	_	_	9,999
NET CAPITAL PROJECTS	427,509			-	-	-		427,509
	,				<u> </u>	<u> </u>		,
		c1				, , T		
TOTAL REVENUE OVER (UNDER) EXPENDITURES	167,862	(95)	3,309,461	44,800	(39,053)	(27,846)	(597)	3,454,533

ANUARY 2022			Increase (Dec	crease)
SSETS	JANUARY 2022	JANUARY 2021	\$ Change	% Change
CASH	7 470 400 00	0.005.070.04	4 470 500 50	4.0
* CASH ON DEPOSIT WITH COUNTY (GENERAL FUND) CASH ON DEPOSIT WITH COUNTY (COMMUNITY BAND)	7,478,469.33 2,185.99	6,305,872.81 1,188.84	1,172,596.52 997.15	19 84
CASH ON DEPOSIT WITH COUNTY (COMMONITY BAND)  CASH ON DEPOSIT WITH ROTARY FOUNDATION	500.96	500.96	997.13	02
CASH - GOLDEN VALLEY BANK	1,830,878.98	637.037.09	1,193,841.89	18
PETTY CASH	800.00	800.00	-	
BANK SUSPENSE	903,020.16	64,232.01	838,788.15	130
SUBTOTAL	10,215,855.42	7,009,631.71	3,206,223.71	40
FMV ADJUSTMENT (GENERAL FUND)	-	-	-	(
RECEIVABLES				
ACCOUNTS RECEIVABLE	765,083.75	456,920.60	308,163.15	6
A/R - ONLINE PAYMENT CLEARING	-	-00,020.00	-	J
A/R - IN HOUSE CREDIT CARDS	_	13,525.00	(13,525.00)	-10
INTEREST RECEIVABLE (GENERAL FUND)		<u> </u>		
RECEIVABLES	765,083.75	470,445.60	294,638.15	6
DUE EDOM OTHER FUNDO			-	
DUE FROM OTHER FUNDS DUE TO GENERAL FUND FROM OTHER FUNDS	155,413.90	139,929.95	- 15,483.95	1
AL CURRENT ACCETS			0.540.045.04	
AL CURRENT ASSETS	11,136,353.07	7,620,007.26	3,516,345.81	4
PREPAID PENSION CONTRIBUTION	-	-	-	#DIV/0!
PREPAID EXPENSES	-	-	-	
FIXED ASSETS				
LAND	11,634,790.52	11,634,790.52	-	
LAND IMPROVEMENTS	25,665,063.75	25,665,063.75	-	
LEASEHOLD IMPROVEMENTS EQUIPMENT	1,098,162.52	1,098,162.52	16 705 05	
EQUIPMENT - COMPUTERS	1,050,532.91 276,499.35	1,033,827.06 276,499.35	16,705.85	
EQUIPMENT - AUTOS	399.660.40	388.660.40	11.000.00	
CONSTRUCTION IN PROGRESS	1,619,827.08	45,713.36	1,574,113.72	344
SUBTOTAL	41,744,536.53	40,142,716.96	1,601,819.57	
ACCUMULATED DEPRECIATION	(15,708,362.18)	(14,871,584.88)	(836,777.30)	
SUBTOTAL	26,036,174.35	25,271,132.08	765,042.27	
AL ASSETS	37,172,527.42	32,891,139.34	4,281,388.08	1
TAL DEFERRED OUTFLOWS OF RESOURCES - GASB 68	1,437,135.00	1,197,908.00	239,227.00	
OTAL DEFERRED OUTFLOWS OF RESOURCES - GASB 68	1,437,135.00	1,197,908.00	239,227.00	

			Increase (Decrease)		
	JANUARY 2022	JANUARY 2021	\$ Change	% Change	
ABILITIES					
ACCOUNTS PAYABLE	260,737.25	60,037.79	200,699.46	334	
ACCRUED EXPENSES					
ACCRUED PAYROLL	50.00	-	50.00	0	
PAYROLL FEDERAL TAXES	7,496.48	9,120.62	(1,624.14)	-18	
PAYROLL STATE TAXES	2,122.61	2,241.12	(118.51)	-5	
PAYROLL EMPLOYEE MEDI & FICA	2,098.08	9,804.38	(7,706.30)	-79	
PAYROLL EMPLOYER MEDI & FICA LIAB	1,931.03	9,664.33	(7,733.30)	-80	
PAYROLL SDI	271.44	1,538.06	(1,266.62)	-82	
LONG TERM CARE PAY DEDUCTIONS	-		- ,		
PAYROLL GARNISHMENTS	(2,069.20)	970.72	(3,039.92)	-31	
UNION DUES - SUPERVISORS	446.29	93.61	352.68	37	
UNION DUES - PARKS	2,170.81	779.44	1,391.37	17	
CALPERS 2% AT 62	_,	-	-		
457 EMPLOYEE CONTRIBUTIONS	4,802.00	5,992.00	(1,190.00)	-2	
EMPLOYEE MEDICAL WITHHOLDINGS	(1,530.84)	(1,530.84)	(1,100.00)		
VOUCHERS PAYABLE ACCRUAL	(1,000.01)	(100,000.00)	100.000.00		
ACCRUED INTEREST EXPENSE (GENERAL FUND)	_	(100,000.00)	100,000.00		
ACCRUED EXPENSES	17,788.70	(61,326.56)	79,115.26	-12	
	11,100.10	(01,020.00)	70,110.20		
DUE TO OTHER FUNDS DUE TO OTHER FUNDS FROM GENERAL FUND	1,484,895.80	<u> </u>	1,484,895.80		
OTHER LIABILITIES	(54.057.04)	(44,000,70)	(0.440.00)	0	
BANK CHARGE CLEARING ACCOUNT	(51,057.84)	(41,909.78)	(9,148.06)	2	
DEFERRED REVENUE	842,553.26	254,034.14	588,519.12	23	
OTHER LIAB - CLASS CLEARING ACCT	4,281.70	4,901.70	(620.00)	-1	
UNEARNED REVENUE	6,048.82	6,048.82	-		
PREPAID FACILITY TRANSFER				_	
SECURITY DEPOSITS	52,100.00	29,600.00	22,500.00	7	
SECURITY HOLDING ACCT - CLASS	7,403.11	4,668.11	2,735.00	5	
SUBTOTAL	861,329.05	257,342.99	603,986.06	23	
TAL CURRENT LIABILITIES	2,624,750.80	256,054.22	2,368,696.58	92	
TAE GORNERY EIABIETTES	2,024,730.00	230,034.22	2,300,030.30	32	
LONG-TERM DEBT					
NET PENSION LIABILITY	2,673,147.00	2,336,424.00	336,723.00	1-	
LIABILITY FOR COMPENSATED ABSENCES	230,882.86	225,315.02	5,567.84		
SUBTOTAL	2,904,029.86	2,561,739.02	342,290.84	1	
TAL LIABILITIES	5,528,780.66	2,817,793.24	2,710,987.42	9	
TAL DEFERRED INFLOWS OF RESOURCES - GASB 68	387,623.00	523,606,00	(135,983.00)	-2	

CHICO AREA RECREATION AND PARK DISTRICT GENERAL FUND - FUND 2490 BALANCE SHEET JANUARY 2022

			Increase (De	crease)
FUND DALANCE	JANUARY 2022	JANUARY 2021	\$ Change	% Change
FUND BALANCE				
SPENDABLE - COMMITTED				
SPENDABLE - COMMITTED - PETTY CASH	1,500.00	1,500.00	-	0%
SPENDABLE - COMMITTED - GENERAL RESERVE	2,000,000.00	1,200,000.00	800,000.00	67%
SUBTOTAL	2,001,500.00	1,201,500.00	800,000.00	67%
SPENDABLE - ASSIGNED				
SPENDABLE - ASSIGNED - CAPITAL OUTLAY	-	50,000.00	(50,000.00)	-100%
SPENDABLE - ASSIGNED - LONG TERM DEBT	-	· -	- 1	0%
SPENDABLE - ASSIGNED - ELECTION COSTS	-	45,000.00	(45,000.00)	-100%
SPENDABLE - ASSIGNED - PENSION LIABILITY	-	700,000.00	(700,000.00)	-100%
SPENDABLE - ASSIGNED - FUNDED DEPRECIATION	-	390,500.00	(390,500.00)	-100%
SUBTOTAL	-	1,185,500.00	(1,185,500.00)	-100%
SPENDABLE - UNASSIGNED	4,487,722.56	2,959,079.37	1,528,643.19	52%
NON-SPENDABLE	26,036,174.35	25,271,132.08	765,042.27	3%
TOTAL FUND BALANCE - GENERAL FUND	32,525,396.91	30,617,211.45	1,908,185.46	6%
NET INCOME (LOSS)				
GENERAL FUND	167,861.85	244,598.05	(76,736.20)	-31%
TOTAL NET INCOME (LOSS)	167,861.85	244,598.05	(76,736.20)	-31%
TOTAL FUND BALANCE	32.693.258.76	30,861,809.50	1.831.449.26	6%

#### FOOTNOTES:

<sup>\*</sup> General Fund Cash amount includes \$2,001,500 in Reserves

#### CHICO AREA RECREATION AND PARK DISTRICT EXECUTIVE SUMMARY GENERAL FUND - FUND 2490 JANUARY 2022 REPRESENTS 58% OF THE YEAR

	2021-2022	2021-2022	2021-2022	Remaining	2020-2021	2020-2021	2020-2021	DIFF.
	BUDGET	YTD	% BUDGET	Budget	BUDGET	YTD	% BUDGET	BY YEAR
REVENUE								
FEE BASED PROGRAM INCOME	2,844,781	1,740,182	61.2%	1,104,599	4,168,548	1,196,766	28.7%	543,416
OTHER INCOME	528,350	260,625	49.3%	267,725	1,818,640	269,169	14.8%	(8,544)
RDA PASSTHROUGH	1,540,000	793,915	51.6%	746,085	1,350,000	759,272	56.2%	34,643
INVESTMENT INCOME	40,000	28,338	70.8%	11,662	40,000	30,324	75.8%	(1,986)
TAX INCOME / COUNTY	4,178,000	2,626,337	62.9%	1,551,663	3,396,500	2,414,713	71.1%	211,624
BACKFILL TAX INCOME	-	14,859	0.0%	-	-	9,725	0.0%	5,134
TOTAL REVENUE	9,131,131	5,464,254	59.8%	3,681,735	10,773,688	4,679,969	43.4%	784,286
OPERATING EXPENDITURES								
SALARIES AND BENEFITS	6,581,096	3,555,641	54.0%	3,025,454	6,637,400	2,562,564	38.6%	993,078
SERVICES AND SUPPLIES	2,395,943	1,272,700	53.1%	1,123,243	2,234,452	863,851	38.7%	408,849
OPERATING TRANSFER OUT	113,529	-	00.170	1,120,210	84,447	-	00.7 70	100,010
CONTRIB. TO OTHER AGENCIES	15,000	_	0.0%	15,000	15,000	9,298	62.0%	(9,298)
CONTINGENCIES	25,000	-	0.0%	25,000	25,000	-	0.0%	-
NOTES PAYABLE / LEASE PYMTS	-	-	0.0%	, -	81,681	-	0.0%	-
TOTAL OPERATING EXPENDITURES	9,130,568	4,828,341	52.9%	4,188,697	9,077,980	3,435,713	37.8%	1,392,628
NET REVENUE BEFORE SPEC. EXP.	564	635,913	112850.6%	-	1,695,708	1,244,256	73.4%	(608,342)
SPECIALLY ALLOCATED ITEMS								
DEPRECIATION	_	-	0.0%	-	_	_	0.0%	-
FAIR MARKET VALUE ADJUSTMENT	-	40,543	0.0%	-	-	138,528	0.0%	(97,985)
TOTAL SPECIALLY ALLOCATED	-	40,543	0.0%	-	-	138,528	0.0%	(97,985)
REVENUE OVER (UNDER)	564	595,371			1,695,708	1,105,728		(510,357)

CAPITAL ASSETS AND REPAIR PROJECTS								
CAPITAL / REPAIR PROJECTS	1,554,800	437,508	28.1%	1,117,292	1,981,500	861,130	43.5%	(423,622)
CAPITAL PROJECT REIMBURSEMENT	850,000	9,999	1.2%	840,001	-	-	0.0%	9,999
NET CAPITAL PROJECTS	704,800	427,509	60.7%	277,291	1,981,500	861,130	43.5%	(433,621)

TOTAL REVENUE OVER (UNDER)					
EXPENDITURES	(704,237)	167,862	(285,792)	244,598	(76,736)

	2021-2022 BUDGET	2021-2022 YTD	2021-2022 % BUDGET	Remaining Budget	2020-2021 BUDGET	2020-2021 YTD	2020-2021 % BUDGET	DIFF. BY YEAR
FEE BASED PROGRAM INCOME				g			,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,	
AFTER SCHOOL & CAMP PROGRAMS								
AFTERSCHOOL	1,593,933	959,223	60.2%	634,710	2,800,642	749,916	26.8%	209,307
CAMPS	264,190	236,656	89.6%	27,534	303,205	158,996	52.4%	77,660
SUBTOTAL	1,858,123	1,195,879	64.4%	662,244	3,103,847	908,912	29.3%	286,967
AQUATICS	184,109	80,235	43.6%	103,874	150,487	105,884	70.4%	(25,648)
CLASSES								
GENERAL CLASSES	54,000	37,487	69.4%	16,513	60,000	16,634	27.7%	20,853
COMMUNITY BAND	1,000	1,317	131.7%	-	1,125	12	1.1%	1,305
SENIOR ADULT CLASSES	30,000	16,179	53.9%	13,821	24,000	14,987	62.4%	1,192
YOUTH CLASSES	61,503	33,290	54.1%	28,213	43,500	1,550	3.6%	31,740
SUBTOTAL	146,503	88,273	60.3%	42,035	128,625	33,183	25.8%	55,090
ADULT SPORTS								
VOLLEYBALL & DODGEBALL	37,755	16,295	43.2%	21,460	31,749	(1,269)	-4.0%	17,564
BASKETBALL	18,880	3,395	18.0%	15,485	26,131	-	0.0%	3,395
SOFTBALL	129,480	64,950	50.2%	64,530	109,794	(11,899)	-10.8%	76,849
SOFTBALL TOURNEYS SOCCER	- 47,880	- 19,571	0.0% 40.9%	28,309	48,045	(4,796)	0.0% -10.0%	24,366
SOUCEN	233.995	104,212	44.5%	129,783	215,719	(17,964)	-8.3%	122.175
	200,990	104,212	44.5 /6	129,703	213,719	(17,304)	-0.5 /6	122,173
NATURE CENTER								
PROGRAM FEE INCOME	188,560	107,862	57.2%	80,698	163,960	105,236	64.2%	2,626
GRANT FUNDING SUBTOTAL	-		0.0%	-	156,560	<u> </u>	0.0%	-
SUBTOTAL	188,560	107,862	57.2%	80,698	320,520	105,236	32.8%	2,626
OTHER PROGRAMS								
SCHOLARSHIPS	(25,000)	(3,940)	15.8%	-	(15,000)	(2,232)	14.9%	(1,708)
GIFT CERTIFICATES	-		0.0%	-			0.0%	
CO-SPONSORED & MISCELLANEOUS	-	1,032	0.0%	-	7,500	10	0.1%	1,022
SPECIAL EVENTS	6,900	- 20 EGG	0.0%	6,900	7,350	-	0.0%	20.216
SENIOR ADULT PROGRAMS YOUTH SPORTS	6,000 245,591	20,566 146,064	342.8% 59.5%	99,527	14,500 235,000	250 63,487	1.7% 27.0%	20,316 82,576
SUBTOTAL	233,491	163,721	70.1%	106,427	249,350	61,515	24.7%	102,206
TOTAL FEE BASED PROGRAMS	2,844,781	1,740,182	61.2%	1,141,574	4,168,548	1,196,766	28.7%	543,416
OTHER INCOME								
FACILITY RENTAL INCOME	346,450	191,549	55.3%	154,901	222,250	34,634	15.6%	156,915
REBATES & REIMBURSED COSTS	30,000	33,124	110.4%	-	30,000	168,530	561.8%	(135,406)
REIMBURSEMENTS - CITY PARKS	141,900	18,195	12.8%	123,705	1,551,390	45,999	3.0%	(17,804)
MISCELLANEOUS	-	6,029	0.0%	-	4,000	10,895	272.4%	(4,866)
ENDOWMENTS	10,000	8,146	81.5%	1,854	10,000	2,595	25.9%	5,551
DONATIONS		3,581	0.0%	-	1,000	6,517	651.7%	(2,936)
TOTAL OTHER INCOME	528,350	260,625	49.3%	280,459	1,818,640	269,169	14.8%	1,455
REVENUE FORM OTHER AGENCIES								
RDA PASSTHROUGH	1,540,000	793,915	51.6%	746,085	1,350,000	759,272	56.2%	34,643
INVESTMENT INCOME	40,000	28,338	70.8%	11,662	40,000	30,324	75.8%	(1,986)
TAX INCOME / COUNTY	4,178,000	2,626,337	62.9%	1,551,663	3,396,500	2,414,713	71.1%	211,624
BACKFILL TAX INCOME REIMBURSEMENT - CAPITAL PROJECTS	950,000	14,859 9,999	0.0% 0.0%	-	-	9,725	0.0% 0.0%	5,134
TOTAL REVENUE FROM OTHER AGENCIES	850,000 <b>5,758,000</b>	3,463,448	60.2%	2,309,411	4,786,500	3,214,033	67.1%	249,414
The state of the s	2,. 30,000	5, .00, 440	JJ. 2 70	2,00,711	.,. 50,000	-,= i -,000	J.1.70	270,717
TOTAL REVENUE	9,981,131	5,474,253	54.8%	3,731,444	10,773,688	4,679,969	43.4%	794,285

#### CHICO AREA RECREATION AND PARK DISTRICT SALARIES AND BENEFITS SUMMARY GENERAL FUND - FUND 2490 JANUARY 2022 REPRESENTS 58% OF THE YEAR

	2021-2022 BUDGET	2021-2022 YTD	2021-2022 % BUDGET	2020-2021 BUDGET	2020-2021 YTD	2020-2021 % BUDGET	DIFF. BY YEAR
SALARIES							
FULL-TIME SALARIES	2,640,000	1,556,547	59.0%	2,289,000	1,248,838	54.6%	307,709
PART-TIME SALARIES	2,402,295	1,086,277	45.2%	2,714,825	695,128	25.6%	391,149
ACCUMULATED LEAVE	41,000	-	0.0%	41,000	-	0.0%	-
INSTRUCTORS	70,580	44,939	63.7%	36,374	19,682	54.1%	25,257
SUBTOTAL	5,153,875	2,687,763	52.2%	5,081,199	1,963,648	38.6%	724,115
BENEFITS							
FICA	392,000	201,990	51.5%	394,000	145,410	36.9%	56,580
RETIREMENT	541,000	449,673	83.1%	536,000	228,932	42.7%	220,741
RETIREMENT - GASB 68	-	-	0.0%	-	-	0.0%	-
HEALTH INSURANCE	438,500	204,475	46.6%	377,500	172,797	45.8%	31,678
COBRA	-	-	0.0%	-	-	0.0%	-
UNEMPLOYMENT INSURANCE	98,000	7,987	8.2%	300,000	72,219	24.1%	(64,232)
WORKERS COMP INSURANCE	152,000	146,862	96.6%	117,000	101,601	86.8%	45,261
ALLOCATION TO OTHER FUNDS	(194,279)	(143,110)	73.7%	(168,299)	(122,044)	72.5%	(21,066)
SUBTOTAL	1,427,221	867,878	60.8%	1,556,201	598,916	38.5%	268,962
TOTAL SALARIES AND BENEFITS	6,581,096	3,555,641	54.0%	6,637,400	2,562,564	38.6%	993,078

<sup>\*</sup> The CalPERS UAL Payment of \$ 204,801 was paid in full in July 2021. In past years, this has been paid monthly.

CHICO AREA RECREATION AND PARK DISTRICT SERVICES AND SUPPLIES SUMMARY GENERAL FUND - FUND 2490 JANUARY 2022 REPRESENTS 58% OF THE YEAR

_	2021-2022 BUDGET	2021-2022 YTD	2021-2022 % BUDGET	Remaining Budget	2020-2021 BUDGET	2020-2021 YTD	2020-2021 % BUDGET	DIFF. BY YEAR
SERVICES AND SUPPLIES								
ADVERTISING	30,000	4,998	16.7%	25,002	10,000	1,521	15.2%	3,477
AGRICULTURE	66,215	17,846	27.0%	48,369	41,143	12,826	31.2%	5,020
CLOTHING	7,000	5,059	72.3%	1,941	7,000	2,256	32.2%	2,803
COMMUNICATIONS	52,358	26,033	49.7%	26,325	52,175	26,489	50.8%	(457)
HOUSEHOLD SUPPLIES	46,600	23,256	49.9%	23,344	46,600	13,773	29.6%	9,483
WORK SERVICE SUPPLIES	2,050	-	0.0%	2,050	2,050	78	3.8%	(78)
INSURANCE	240,500	240,820	100.1%	-	140,000	138,258	98.8%	102,562
OFFICE EQUIP. REPAIR	20,000	-	0.0%	20,000	-	-	0.0%	-
TECHNOLOGY EQUIPMENT	20,000	19,448	97.2%	552	15,000	3,957	26.4%	15,491
EQUIPMENT REPAIRS	22,330	13,275	59.4%	9,055	20,300	7,514	37.0%	5,761
HOUSEHOLD EQUIPMENT	-	-	0.0%	-	-	500	0.0%	(500)
FIELD EQUIPMENT	8,621	10,990	127.5%	-	250	37	15.0%	9,813
PROGRAM EQUIPMENT	-	-	0.0%	-	-	-	0.0%	-
VEHICLE MAINTENANCE	12,500	12,150	97.2%	350	12,500	7,005	56.0%	5,145
POOL SUPPLIES	18,750	7,615	40.6%	11,135	15,000	6,815	45.4%	799
POOL EQUIPMENT	6,000	347	5.8%	5,653	4,000	82	2.0%	265
STRUCTURE & GROUNDS	178,100	68,468	38.4%	109,632	83,050	28,821	34.7%	39,647
SHOP SUPPLIES	6,350	7,442	117.2%	-	6,350	2,547	40.1%	4,896
VANDALISM	5,445	1,528	28.1%	3,917	4,950	1,346	27.2%	182
MEDICAL FIRST AID	3,650	331	9.1%	3,319	3,650	592	16.2%	(261)
MEMBERSHIP/PERIODICALS	24,500	16,446	67.1%	8,054	24,000	16,192	67.5%	254
OFFICE SUPPLIES	15,000	4,665	31.1%	10,335	18,000	2,026	11.3%	2,638
COPY OVERAGES	-	-	0.0%	-	_	-	0.0%	-
CONTRACT SERVICES	827,000	424,560	51.3%	402,440	935,120	306,092	32.7%	118,468
PUBS/LEGAL NOTICES	22,000	2,830	12.9%	19,170	22,000	302	1.4%	2,528
RENT/LEASE EQUIPMENT	5,400	3,873	71.7%	1,527	5,400	266	4.9%	3,607
RENT/LEASE STRUCTURES	2,000	1,500	75.0%	500	2,000	1,500	75.0%	_
SMALL TOOLS	3,905	1,956	50.1%	1,949	3,550	466	13.1%	1,489
EDUCATION & TRAINING	9,000	5,482	60.9%	3,518	9,000	984	10.9%	4,498
DISTRICT OFFICE SPECIAL EXP	14,000	8,757	62.5%	5,243	9,000	10,188	113.2%	(1,431)
PROGRAM SUPPLIES	181,405	51,923	28.6%	129,482	249,396	13,221	5.3%	38,702
GM MOVING EXPENSE	-	-	0.0%	-			0.0%	-
DISTRICT OFFICE MEETING EXP	5,000	537	10.7%	4,463	5,000	_	0.0%	537
MILEAGE	60,000	16,534	27.6%	43,466	40,000	13,108	32.8%	3,426
PROGRAM TRANSPORTATION	3.470		0.0%	3,470	3,300	-	0.0%	-
DIST OFFICE BOARD MTG EXP	10,000	5,700	57.0%	4,300	10,000	4,400	44.0%	1,300
USE TAX	1,500	24	1.6%	1,476	1,500		0.0%	24
CONFERENCES	15,000	3,452	23.0%	11,548	15,000	520	3.5%	2,932
SUBTOTAL					,			
OBTOTAL	1,945,649	1,007,846	51.8%	941,585	1,816,284	623,684	34.3%	383,022
HT11 IT150								
UTILITIES	07.055	00.047	00.00/	20.722	05.400	40.755	FO 00/	40.404
WATER	97,955	68,217	69.6%	29,739	95,400	49,755	52.2%	18,461
ELECTRICITY	280,196	166,283	59.3%	113,913	258,518	160,149	61.9%	6,134
GAS	65,743	25,869	39.3%	39,874	57,850	25,165	43.5%	704
SEWER	6,400	4,486	70.1%	1,914	6,400	5,099	79.7%	(612)
SUBTOTAL	450,294	264,854	58.8%	185,440	418,168	240,167	57.4%	24,687
TOTAL SERVICE & SUPPLY	2,395,943	1,272,700	53.1%	1,127,025	2,234,452	863,851	38.7%	407,709



Staff Report 22-7 Agenda Item E. & 5.5

## STAFF REPORT

DATE: February 24, 2022

TO: Board of Directors

FROM: Annabel Grimm, General Manager

**SUBJECT: Vehicle Surplus and Purchase** 

#### **Discussion**

The District currently owns a 1989 Ford F-250 truck as part of its vehicle fleet and is used by the roving crew. At the beginning of February 2022, the transmission failed which made the truck inoperable.

#### **Financial Impact**

The cost of the \$3000 repair is greater than the replacement value of the truck. A replacement vehicle was slated in the 2022-2023 budget. There are sufficient reserves to cover the cost of a replacement vehicle.

#### Recommendation

It is recommended that the Board of Directors authorize the General Manager to surplus the 1989 Ford F-250 and purchase a suitable replacement in an amount not to exceed \$41,500.



Staff Report 22-8 Agenda Item 5.6

**DATE:** February 24, 2022

TO: The Board of Directors

FROM: Annabel Grimm, General Manager

SUBJECT: A Resolution Directing the Preparation of the Engineer's Report for the

Continuation of the three (3) Maintenance Assessment District: Oak Way, Amber Grove/Greenfield, and Baroni Neighborhood Park and Open Space

(No. LLD 001-05) Landscape and Lighting Assessment Districts

#### RECOMMENDATION

The Landscaping and Lighting Act of 1972 requires that an annual Engineer's Report is prepared by a licensed professional engineer and establishes other requirements for the continuation of the assessments. This Resolution directs SCI Consulting Group to prepare the Engineer's Report for the Oak Way, Amber Grove/Greenfield, and Baroni Neighborhood Park and Open Space (No. LLD 001-05) Landscape and Lighting Assessment Districts (the 'Districts') as the first step in a three-step process in the levying the annual assessments for fiscal year 2022-23.

#### RESULT OF RECOMMENDED ACTION

Each year, an updated Engineer's Report, including updated budgets, scope of services, current legal justifications, and rate adjustments should be prepared by a California licensed civil engineer. SCI Consulting Group will provide professional assessment engineering and assessment administration services to justify the continued collection of the Districts' assessments. The services provided by SCI will include the preparation of the Engineer's Report and preliminary assessment roll with the specific assessment amount for each parcel. The Engineer's Report will be presented to the Board for preliminary approval in April of this year.

The services provided by SCI Consulting Group includes the tasks required for the year-round administration of the Districts' assessments, including comprehensive property base auditing and levy accuracy confirmation, on a parcel-by-parcel basis, to ensure that the Districts receive the most accurate assessment revenues and directly responding to property owner inquiries on toll free taxpayer assistance line. SCI's services will also include evaluation of the most current legal requirements and developments for benefit assessments, including any court decisions for benefit assessments or Proposition 218, and updates to the assessment justification and engineering findings, if appropriate.

#### **BACKGROUND**

#### Amber Grove/Greenfield Landscape and Lighting Assessment District

The Amber Grove/Greenfield Landscape and Lighting Assessment District was approved by property owners in 1994 to fund the maintenance and operations of the Amber Grove/Greenfield Park.

#### Oak Way Landscape and Lighting Assessment District

The Oak Way Landscape and Lighting Assessment District was approved by property owners in 1997 to continue to fund the maintenance and operations of Oak Way Park.

## Baroni Neighborhood Park and Open Space (No. LLD 001-05) Landscape and Lighting Assessment District

In 2006, property owners approved the Baroni Neighborhood Park and Open Space (No. LLD 001-05) Landscape and Lighting Assessment District to provide funding for the maintenance and operations for the Baroni Neighborhood Park, adjacent open space areas and related trails system within the District.

#### <u>ANALYSIS</u>

In order to continue to levy the assessments, the Board will need to adopt the resolution to direct SCI Consulting Group, the assessment engineer, to prepare an Engineer's Report for the upcoming fiscal year. This Engineer's Report will include the special and general benefit findings to support the assessments, the updated proposed assessments for each parcel in the Districts, the proposed budget for the assessments, and the proposed assessments per single-family equivalent for fiscal year 2022-23. After the Engineer's Report and assessment roll are completed, they will be brought back to the Board for your review and consideration. If the Board preliminarily approves the Reports, a noticed public hearing will be subsequently held to allow the public to provide input on the proposed budgets, services and assessments, and to allow the Board to make a final decision on the continuation of these important assessments. The preliminary Engineer's Report is scheduled to be presented to the Board in April.

#### CONCLUSION

It is recommended that the Board approves the Resolution that would direct SCI Consulting Group to prepare the Engineer's Report for the Oak Way, Amber Grove/Greenfield, and Baroni Neighborhood Park and Open Space (No. LLD 001-05) Landscape and Lighting Assessment Districts for fiscal year 2022-23.



#### CHICO AREA RECREATION AND PARK DISTRICT

545 VALLOMBROSA AVE, CHICO, CA 95926 PHONE (530) 895-4711 FAX (530) 895-4721

#### **RESOLUTION 22-2**

# A RESOLUTION DIRECTING THE PREPARATION OF THE ENGINEER'S REPORTS FOR THE CONTINUATION OF THREE (3) LANDSCAPE AND LIGHTING ASSESSMENT DISTRICTS: OAK WAY, AMBER GROVE/GREENFIELD, AND BARONI NEIGHBORHOOD PARK AND OPEN SPACE (No. LLD 001-05)

- On January 13, 1994, the Board of Directors of the Chico Area Recreation and Park District, acting as the legislative body of the Amber Grove/Greenfield Landscaping and Lighting Assessment District, ordered through Resolution 94-01 the formation of an assessment district pursuant to the provisions of the Landscaping and Lighting Act of 1972, known as the Amber Grove/Greenfield Landscaping and Lighting Assessment District, for the purpose of financing certain park and recreational improvements as specified in the District's Master Plan and for the purpose of funding maintenance operations of those facilities.
- 2. On July 10, 1997, the property owners within the Oak Way Landscaping and Lighting Assessment District approved the continuation of the assessment district for the purpose of financing certain park and recreational improvements and funding maintenance operations of those facilities.
- 3. On June 20, 2006, the City Council of the City of Chico, acting as the legislative body for the Baroni Park and Open Space Landscaping and Lighting District No. LLD 001-05, ordered through Resolution 70-06 the formation of an assessment district pursuant to the provisions of the Landscaping and Lighting Act of 1972, known as the Baroni Park and Open Space Landscaping and Lighting District No. LLD 001-05, for the purpose of funding maintenance operations and recreational improvements as described in the District's Master Plan.
- 4. The purpose of the Oak Way Landscaping and Lighting Assessment District is for the installation, maintenance and servicing of improvements to the Oak Way Park, generally described as the installation, maintenance and servicing of public facilities, including but not limited to, playground equipment, irrigation and sprinkler systems, landscaping, turf, park grounds, park facilities, landscape corridors, trails, ponds, wetlands preserve areas, fencing, piers, signage, benches, tables, and all necessary appurtenances, and labor, materials, supplies, utilities and equipment, as applicable, for property within the Oak Way Landscaping and Lighting Assessment District that is maintained by the Chico Area Recreation and Park District. Installation means the construction of

recreational improvements, including, but not limited to, land preparation, such as grading, leveling, cutting and filling, sod, landscaping, irrigation systems, playground equipment, recreational facilities and trails. Maintenance means the furnishing of services and materials for the ordinary and usual maintenance, operation and servicing of said improvements, including repair, removal, or replacement of all or part of any improvement; providing for the life, growth, health and beauty of landscaping; and cleaning, sandblasting and painting of walls and other improvements to remove or cover graffiti, and monitoring of wetlands preserve areas. Servicing means the furnishing of electric current or energy for the operation or lighting of any improvements, and water for irrigation of any landscaping or the maintenance of any other improvements.

- The purpose of the Amber Grove/Greenfield Landscaping and Lighting 5. Assessment District is for the installation, maintenance and servicing of improvements to the Amber Grove/Greenfield Park, generally described as the installation, maintenance and servicing of public facilities, including but not limited to, playground equipment, irrigation and sprinkler systems, landscaping, turf, park grounds, park facilities, landscape corridors, trails, ponds, wetlands preserve areas, fencing, piers, signage, benches, tables, and all necessary appurtenances, and labor, materials, supplies, utilities and equipment, as applicable, for property within the Amber Grove/Greenfield Landscaping and Lighting Assessment District that is maintained by the Chico Area Recreation and Park District. Installation means the construction of recreational improvements, including, but not limited to, land preparation, such as grading, leveling, cutting and filling, sod, landscaping, irrigation systems, playground equipment, recreational facilities and trails. Maintenance means the furnishing of services and materials for the ordinary and usual maintenance, operation and servicing of said improvements, including repair, removal, or replacement of all or part of any improvement; providing for the life, growth, health and beauty of landscaping; and cleaning, sandblasting and painting of walls and other improvements to remove or cover graffiti, and monitoring of wetlands preserve areas. Servicing means the furnishing of electric current or energy for the operation or lighting of any improvements, and water for irrigation of any landscaping or the maintenance of any other improvements.
- 6. The purpose of the Baroni Park and Open Space Landscaping and Lighting District No. LLD 001-05 is for the installation, maintenance and servicing of improvements to the Baroni Neighborhood Park, adjacent open space areas and related trails system within the District, generally described as the installation, maintenance and servicing of public facilities, including but not limited to, playground equipment, irrigation and sprinkler systems, landscaping, turf, park grounds, park facilities, landscape corridors, trails, ponds, wetlands preserve areas, fencing, piers, signage, benches, tables, and all necessary appurtenances, and labor, materials, supplies, utilities and equipment, as applicable, for property within the Baroni Park and Open Space Landscaping and Lighting District No. LLD 001-05 that is maintained by the Chico Area Recreation and Park District. Installation means the construction of recreational improvements, including, but not limited to, land preparation, such as grading, leveling, cutting and filling, sod, landscaping, irrigation systems, sidewalks, and

drainage; lights, playground equipment, play courts, and public restrooms; the maintenance and servicing of both, of any of the foregoing; the acquisition of land for park, recreational, or open-space purposes. Maintenance means the furnishing of services and materials for the ordinary and usual maintenance, operation and servicing of said improvements, including repair, removal, or replacement of all or part of any improvement; providing for the life, growth, health and beauty of landscaping; and cleaning, sandblasting and painting of walls and other improvements to remove or cover graffiti, and monitoring of wetlands preserve areas. Servicing means the furnishing of electric current or energy, gas or other illuminating agent for the operation or lighting of any improvements, and water for irrigation of any landscaping or the maintenance of any other improvements.

7. SCI Consulting Group is hereby designated as Engineer of Work for purposes of these proceedings and is hereby ordered to prepare an Engineer's Report in accordance with Article 4 of Chapter 1 of the Act and Article XIIID of the California Constitution. Upon completion, the Engineer shall file the Engineer's Report with the Secretary of the Governing Board for submission to the Board.

**PASSED AND ADOPTED** by the Board of Directors of Chico Area Recreation and Park District at its regular meeting on February 24, 2022, by the following vote:

Ayes:		
Noes:		
Abstain:		
Absent:		
	ATTEST:	
Michael McGinnis, Chair	Annabel Grimm	
Board of Directors	Secretary to the Board	



Staff Report 22-10 Agenda Item 7.1

## STAFF REPORT

**DATE:** February 24, 2022

TO: Board of Directors

FROM: Annabel Grimm, General Manager

**SUBJECT: District Update** 

#### **Special Events**

After being canceled in 2020 and 2021, the 35<sup>th</sup> Kite Day is scheduled for Sunday, March 27 from 12 – 4 PM. Major marketing sponsors of the event include Golden Valley, Bird in Hand, Bob FM, and Lamar Advertising Company (formerly Stott Outdoor).

The 59<sup>th</sup> Spring Jamboree egg hunt is scheduled for Saturday, April 16 from 10 AM –1 PM. With help from Northern Community League volunteers, there will be four egg hunts and various activities for approximately 500 children.

#### Prop 68 Grants

The contract for the remaining Per Capita award of \$127,952 for the Oak Way play structure has been finalized. The structure, swings, and sway bench have been ordered and are expected to be installed in May 2022.

Planning has begun for the \$ 2.9M Chapman Park renovation project funded through the Competitive Grant. Three public outreach sessions are scheduled for March 18, 21, and 23. Mailers in English, Spanish, and Hmong inviting the Chapman community to the input session are set to go out the first week in March.

#### Pleasant Valley (PV) Pool Project

The PV pool maintenance project started the second week in February and is anticipated to be complete by the end of April. The renovation includes upgrades to the electrical, lighting, boiler, drains, as well as resurface and tiling. This project extends the useful life of the pool by 10 to 15 years.

#### **Bocce Ball Courts**

In August 2021, the Board approved the design plans for the installation of four bocce ball courts at Community Park. According to Tarman Architectural Group, the design and construction plans are expected to be complete at the end of February. The bid process is tentatively scheduled for April with construction starting sometime in the summer.

#### Transfer of Husa Ranch/Nob Hill and Hartley Parks

The two parks were transferred from the City to CARD as of February 15, 2022. Over the next several months, the City will continue to address and/or reimburse CARD for issues identified prior to the transfer including tree removal, irrigation repairs, drainage upgrades, and installation of a water meter.



## RESOLUTION 22-3 OF THE BOARD OF DIRECTORS OF THE CHICO AREA RECREATION AND PARK DISTRICT HONORING JENNIFER MARCIALES FOR HER YEARS OF DEDICATED SERVICE TO THE CHICO AREA RECREATION AND PARK DISTRICT

WHEREAS, Jennifer Marciales, has served the Chico community through the Chico Area Recreation and Park District (CARD) since 2005 faithfully, and

WHEREAS, Jennifer began her career with CARD as an Executive Assistant to the General Manager. She was promoted on July 01, 2021, to Administrative Manager and served the district until January 25, 2022, and

WHEREAS, Jennifer's job duties and assignments consistently went through revisions, she met each challenge and excelled at her job. She was a conscientious employee with the highest respect for the stewardship of public funds. Additionally, Jennifer always represented a positive image for CARD and the Chico community; and

WHEREAS, her involvement with CARD staff, the Board of Directors of CARD, and the Chico Community as a whole resulted in numerous quality projects and services benefiting the community at large, and

WHEREAS, with great pleasure, CARD recognizes the many professional achievements of Jennifer Marciales and herewith expresses its sincere gratitude for the valuable contributions she has made to the Chico Community, and

NOW, THEREFORE BE IT RESOLVED, that the Chico Area Recreation and Park District gives great thanks and commemorates Jennifer Marciales for her exceptional service and dedication to the Chico Community.

PASSED AND ADOPTED this 24th day of February 2021.

Michael McGinnis, Chair Board of Directors



Staff Report 22-9 Agenda Item 8.2

## STAFF REPORT

**DATE:** February 24, 2022

TO: Board of Directors

FROM: Annabel Grimm, General Manager

**SUBJECT: Amended Salary Schedules** 

#### **Discussion**

CalPERS selects certain retirement applications for an in-depth review and recently selected an employee of the district. The CalPERS review revealed that the board-approved salary for the general manager position was not included in prior versions of the salary schedule.

Pay schedules from July 1, 2016, through June 30, 2022, have been revised. Copies of the revised salary schedules are attached.

#### Recommendation

It is recommended that the Board of Directors of the Chico Area Recreation and Park District approve the revised salary schedules retroactive to July 1 of each fiscal year for which they apply.

Effective: July 1,	2016-November	18,	201
--------------------	---------------	-----	-----

Manager Parks and Recr																					
Parks and Recr	ment	St	tep A		Step B		Step C		Step D		Step E		Step F		Step G		Step H		Step I		Step J
. arns and neel			-		- 1				-				-		-						-
	Hourly	Ś	40.38	\$	42.40	\$	44.52	\$	46.75	\$	49.08	\$	51.54	\$	54.12	\$	56.82	\$	59.67	\$	62.65
	Monthly		7,000	\$	7,350	\$	7,717	\$	8,103	\$	8,508	\$	8,934	\$	9,380	\$	9,849	\$	10,342	\$	10,85
	Annually		84,000	\$	88,200	\$	92,604	\$	97,236	\$	102,096	\$	107,208	\$	112,560	\$	118,188	\$	124,104	\$	130,30
	· L	٧	84,000	٧	88,200	٧	32,004	۲	37,230	٧	102,030	Ą	107,208	ڔ	112,300	۲	110,100	٧	124,104	ڔ	130,30
inance Manag	_		24.40	_	22.07	_	24.62	_	26.25	_	20.46	_	40.07	_	42.00		44.40	_	46.20		40.
	Hourly		31.40	\$	32.97	\$	34.62	\$	36.35	\$	38.16	\$	40.07	\$	42.08	\$	44.18	\$	46.38	\$	48.7
	Monthly	Ş	5,442	\$	5,714	\$	6,000	\$	6,300	\$	6,615	\$	6,946	\$	7,293	\$	7,657	\$	8,040	\$	8,44
	Annually	\$	65,304	\$	68,568	\$	72,000	\$	75,600	\$	79,380	\$	83,352	\$	87,516	\$	91,884	\$	96,480	\$	101,30
HR Manager	_																				
Ü	Hourly	\$	31.40	\$	32.97	\$	34.62	\$	36.35	\$	38.16	\$	40.07	\$	42.08	\$	44.18	\$	46.38	\$	48.7
	Monthly		5,442	\$	5,714	\$	6,000	\$	6,300	\$	6,615	\$	6,946	\$	7,293	\$	7,657	\$	8,040	\$	8,44
	· F			_		_		_										_		_	
	Annually	\$	65,304	\$	68,568	\$	72,000	\$	75,600	\$	79,380	\$	83,352	\$	87,516	\$	91,884	\$	96,480	\$	101,30
General Manag	ger _	Pay	y Grade																		
	Hourly	\$	48.08																		
	Monthly	\$	8,333																		
	Annually	\$	100,000																		
	, unidality [	7	100,000																		
Comandana Hai			4a= A		Chan D	_	Chan C		Cham D	1	Chan F		Chan F		Chan C		Cham II	1	Chamil		Cham I
Superviors Uni		51	tep A		Step B		Step C		Step D	<u> </u>	Step E		Step F		Step G		Step H	<u> </u>	Step I		Step J
Recreation Sup																					
	Hourly	\$	27.31	_	28.67	\$	30.11	\$	31.61	\$	33.20	\$	34.86	\$	36.57	\$	38.43	\$	40.37	\$	42.3
	Monthly	\$	4,733	\$	4,970	\$	5,219	\$	5,479	\$	5,754	\$	6,042	\$	6,339	\$	6,661	\$	6,998	\$	7,34
	Annually		56,796	\$	59,640	\$	62,628	\$	65,748	\$	69,048	\$	72,504	\$	76,068	\$	79,932	\$	83,976	\$	88,09
Recreation Sup			,		,										,						
	Hourly	¢	21.35	\$	22.41	\$	23.53	\$	24.71	\$	25.94	\$	27.24	\$	28.61	\$	30.03	\$	31.53	\$	33.1
				_										_		_		_		_	
	Monthly		3,700	\$	3,885	\$	4,079	\$	4,283	\$	4,496	\$	4,721	\$	4,959	\$	5,205	\$	5,466	\$	5,74
	Annually	\$	44,400	\$	46,620	\$	48,948	\$	51,396	\$	53,952	\$	56,652	\$	59,508	\$	62,460	\$	65,592	\$	68,88
Nature Center	Director																				
	Hourly	\$	21.35	\$	22.41	\$	23.53	\$	24.71	\$	25.94	\$	27.24	\$	28.61	\$	30.03	\$	31.53	\$	33.1
	Monthly	Ś	3,700	\$	3,885	\$	4,079	\$	4,283	\$	4,496	\$	4,721	\$	4,959	\$	5,205	\$	5,466	\$	5,74
	Annually		44,400	\$	46,620	\$	48,948	\$	51,396	\$	53,952	\$	56,652	\$	59,508	\$	62,460	\$	65,592	\$	68,88
Dark Cunamica		7	44,400	Y	40,020	7	40,540	7	31,330	٧	33,332	Y	30,032	7	33,300	7	02,400	٧	03,332	7	00,00
Park Superviso				_	1																
	Hourly		21.35	\$	22.41	\$	23.53	\$	24.71	\$	25.94	\$	27.24	\$	28.61	\$	30.03	\$	31.53	\$	33.1
	Monthly	\$	3,700	\$	3,885	\$	4,079	\$	4,283	\$	4,496	\$	4,721	\$	4,959	\$	5,205	\$	5,466	\$	5,74
	Annually	\$	44,400	\$	46,620	\$	48,948	\$	51,396	\$	53,952	\$	56,652	\$	59,508	\$	62,460	\$	65,592	\$	68,88
Parks Unit	t - SEIU	St	tep A		Step B		Step C		Step D		Step E		Step F		Step G		Step H		Step I		Step J
Utility II																					
	Hourly	\$	19.84	\$	20.83	\$	21.87	Ś	22.97	Ś	24.12	\$	25.32	Ś	26.59	\$	27.92	Ś	29.31	\$	30.7
	Hourly		19.84	\$	20.83	\$	21.87	\$	22.97	\$	24.12	\$	25.32 4 389	\$	26.59 4.609	\$	27.92 4.839	\$	29.31	\$	30.7
	Monthly	\$	3,439	\$	3,611	\$	3,791	\$	3,981	\$	4,180	\$	4,389	\$	4,609	\$	4,839	\$	5,081	\$	5,33
		\$		_								_				_				_	5,33
Utility I	Monthly Annually	\$	3,439 41,268	\$	3,611 43,332	\$	3,791 45,492	\$	3,981 47,772	\$	4,180 50,160	\$	4,389 52,668	\$	4,609 55,308	\$	4,839 58,068	\$	5,081 60,972	\$	5,33 64,02
	Monthly Annually Hourly	\$ \$	3,439 41,268 17.02	\$ \$	3,611 43,332 17.87	\$ \$	3,791 45,492 18.77	\$ \$	3,981 47,772 19.70	\$	4,180 50,160 20.69	\$	4,389 52,668 21.72	\$	4,609 55,308 22.81	\$	4,839 58,068 23.95	\$	5,081 60,972 25.15	\$	5,33 64,02 26.4
	Monthly Annually Hourly Monthly	\$ \$ \$ \$	3,439 41,268	\$ \$	3,611 43,332	\$ \$ \$ \$	3,791 45,492	\$ \$	3,981 47,772	\$ \$ \$ \$	4,180 50,160	\$ \$	4,389 52,668	\$ \$ \$	4,609 55,308	\$ \$	4,839 58,068	\$ \$ \$ \$	5,081 60,972 25.15 4,359	\$ \$	5,33 64,02 26.4
	Monthly Annually Hourly	\$ \$ \$ \$	3,439 41,268 17.02	\$ \$	3,611 43,332 17.87	\$ \$	3,791 45,492 18.77	\$ \$	3,981 47,772 19.70	\$	4,180 50,160 20.69	\$	4,389 52,668 21.72	\$	4,609 55,308 22.81	\$	4,839 58,068 23.95	\$	5,081 60,972 25.15	\$	
	Monthly Annually Hourly Monthly	\$ \$ \$ \$	3,439 41,268 17.02 2,950	\$ \$	3,611 43,332 17.87 3,098	\$ \$ \$ \$	3,791 45,492 18.77 3,253	\$ \$	3,981 47,772 19.70 3,415	\$ \$ \$ \$	4,180 50,160 20.69 3,586	\$ \$	4,389 52,668 21.72 3,765	\$ \$ \$	4,609 55,308 22.81 3,954	\$ \$	4,839 58,068 23.95 4,151	\$ \$ \$ \$	5,081 60,972 25.15 4,359	\$ \$	5,33 64,02 26.4 4,57
	Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$ \$	3,439 41,268 17.02 2,950	\$ \$	3,611 43,332 17.87 3,098	\$ \$ \$ \$	3,791 45,492 18.77 3,253	\$ \$	3,981 47,772 19.70 3,415	\$ \$ \$ \$	4,180 50,160 20.69 3,586	\$ \$	4,389 52,668 21.72 3,765	\$ \$ \$ \$	4,609 55,308 22.81 3,954	\$ \$	4,839 58,068 23.95 4,151	\$ \$ \$ \$	5,081 60,972 25.15 4,359	\$ \$ \$ \$	5,33 64,02 26.4 4,57
Utility I Unrepres	Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400	\$ \$	3,611 43,332 17.87 3,098 37,176	\$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036	\$ \$	3,981 47,772 19.70 3,415 40,980	\$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032	\$ \$	4,389 52,668 21.72 3,765 45,180	\$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448	\$ \$	4,839 58,068 23.95 4,151 49,812	\$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308	\$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92
Utility I	Monthly Annually  Hourly Monthly Annually  sented	\$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400	\$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B	\$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C	\$ \$	3,981 47,772 19.70 3,415 40,980 Step D	\$ \$	4,180 50,160 20.69 3,586 43,032 Step E	\$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F	\$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G	\$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H	\$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I	\$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J
Utility I Unrepres	Monthly Annually  Hourly Monthly Annually  ented stant Hourly	\$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A	\$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B	\$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C	\$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D	\$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E	\$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F	\$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G	\$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H	\$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I	\$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J
Utility I  Unrepres	Monthly Annually  Hourly Monthly Annually  ented stant Hourly Monthly	\$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905	\$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B	\$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907	\$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908	\$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909	\$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910	\$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911	\$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912	\$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913	\$ \$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J
Utility I  Unrepres  Executive Assis	Monthly Annually  Hourly Monthly Annually  sented stant Hourly Monthly Annually	\$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A	\$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B	\$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C	\$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D	\$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E	\$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F	\$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G	\$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H	\$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913	\$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J
Utility I  Unrepres	Monthly Annually  Hourly Monthly Annually  sented  stant Hourly Monthly Annually annually	\$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 step A 22.53 3,905 46,860	\$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884	\$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896	\$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908	\$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920	\$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932	\$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944	\$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956	\$ \$ \$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J 22.5 3,91 46,96
Unrepres Executive Assis	Monthly Annually  Hourly Monthly Annually  sented stant Hourly Monthly Annually	\$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905	\$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B	\$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907	\$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908	\$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909	\$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910	\$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911	\$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912	\$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913	\$ \$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J 22.5 3,91 46,96
Unrepres Executive Assis	Monthly Annually  Hourly Monthly Annually  sented  stant Hourly Monthly Annually annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 step A 22.53 3,905 46,860	\$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884	\$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896	\$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908	\$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920	\$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932	\$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944	\$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956	\$ \$ \$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J 22.5 3,91 46,96
Unrepres Executive Assis	Monthly Annually  Hourly Monthly Annually  Sented Stant Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 tep A 22.53 3,905 46,860 20.61 3,573	\$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574	\$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575	\$ \$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576	\$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577	\$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578	\$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579	\$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580	\$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581	\$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J 22.5 3,91 46,96
Unrepres Executive Assis	Monthly Annually  Hourly Monthly Annually  sented stant Hourly Monthly Annually  ant Hourly Monthly Annually Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61	\$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872	\$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63	\$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896	\$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908	\$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920	\$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932	\$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65	\$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956	\$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J 22.5 3,91 46,96
Unrepress Executive Assis	Monthly Annually Hourly Monthly Annually  sented stant Hourly Monthly Annually Monthly Annually ant Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 tep A 22.53 3,905 46,860 20.61 3,573 42,876	\$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900	\$ \$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912	\$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924	\$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936	\$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948	\$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960	\$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972	\$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J 22.5 3,91 46,96 20.6 3,58 42,98
Unrepress Executive Assis	Monthly Annually Hourly Monthly Annually  sented stant Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876	\$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900	\$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912	\$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924	\$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936	\$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39	\$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960	\$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92 Step J 22.5 3,91 46,96 42,98
Unrepress Executive Assis	Monthly Annually Hourly Monthly Annually Sented Stant Hourly Monthly Annually Annually Annually Annually Monthly Annually Monthly Annually Monthly Monthly Monthly Monthly Monthly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912 18.38 3,185	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187	\$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189	\$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4 4,55 54,92 Step J 22.5 3,91 46,96 42,98 42,98
Unrepress Executive Assistance Assistance Assistance	Monthly Annually  Hourly Monthly Annually  sented stant Hourly Annually ant Hourly Annually ant Hourly Monthly Annually Annually Annually nator Hourly Monthly Annually nator	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876	\$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900	\$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912	\$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924	\$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936	\$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39	\$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960	\$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4 4,55 54,92 Step J 22.5 3,91 46,96 42,98 42,98
Unrepres Executive Assis	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually ant Hourly Monthly Annually ant Hourly Monthly Annually inator Hourly Monthly Annually inator	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912 18.38 3,185	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187	\$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189	\$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4 4,55 54,92 Step J 22.5 3,91 46,96 42,98 42,98
Unrepress Executive Assista	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually ant Hourly Monthly Annually Monthly Annually Monthly Annually inator Hourly Monthly Annually Monthly Hourly Monthly Hourly Hourly Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912 18.38 3,185	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187	\$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189	\$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,57 54,92 22.5 3,91 46,96 42,98 42,98 18.4 3,19 38,25
Unrepress Executive Assista	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually ant Hourly Monthly Annually Monthly Annually Monthly Annually inator Hourly Monthly Annually Monthly Hourly Monthly Hourly Hourly Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182 38,184	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912 18.38 3,185 38,220	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268	\$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,67 54,92 3,91 46,96 20.6,3,58 42,98 18.4 3,10 38,29
Unrepress Executive Assistance Assistance Assistance	Monthly Annually  Hourly Monthly Annually  Stant Hourly Monthly Annually ant Hourly Monthly Annually Annually inter Hourly Annually inter Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182 38,184 15.54 2,693	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 Step D 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789	\$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,335 64,02 26.4,55 54,92 22.5 3,91 46,96 42,98 18.4 3,12 38,25 24.1 4,17
Unrepress Executive Assista Finance Assista Facility Coordin	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually ant Hourly Monthly Annually Monthly Annually ineter Hourly Monthly Annually Monthly Annually Monthly Annually Monthly Annually ice Rep Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182 38,184	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912 18.38 3,185 38,220	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268	\$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,335 64,022 26.4,657 54,92 22.5.5 3,911 46,96 42,98 18.4 3,15 38,20 24.1 4,17
Unrepress Executive Assistance Assistance Assistance	Monthly Annually  Hourly Monthly Annually  sented stant Hourly Monthly Annually antor Hourly Monthly Annually ince Rep Hourly Monthly Annually ince Rep Hourly Monthly Annually ince Rep	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 20.61 3,573 42,876 18.36 3,182 38,184 15.54 2,693 32,316	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912 18.38 3,185 38,220 17.98 3,117 37,404	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,57 54,92 Step J 22.5 46,96 42,98 42,98 42,98 42,98 42,98 44,11 50,12
Unrepress Executive Assista Finance Assista Facility Coordin	Monthly Annually Hourly Monthly Annually  sented stant Hourly Monthly Annually Annually ant Hourly Monthly Annually ince Rep Hourly Monthly Annually ice Rep Hourly Annually ice Rep Hourly Hourly Hourly Hourly Hourly Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182 38,184 15.54 2,693 32,316	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 Step D 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117 37,404	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,57 54,92 Step J 22.5 3,919 46,96 42,98 42,98 42,17 38,25 44,17 50,12
Unrepress Executive Assista Finance Assista Facility Coordin	Monthly Annually  Hourly Monthly Annually  sented stant Hourly Monthly Annually antor Hourly Monthly Annually ince Rep Hourly Monthly Annually ince Rep Hourly Monthly Annually ince Rep	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 20.61 3,573 42,876 18.36 3,182 38,184 15.54 2,693 32,316	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912 18.38 3,185 38,220 17.98 3,117 37,404	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.6.4,55 54,92 3,93 46,96 42,98 42,98 42,98 42,98 42,11 41,11 50,11 18.4
Unrepress Executive Assista Finance Assista Facility Coordin	Monthly Annually Hourly Monthly Annually  sented stant Hourly Monthly Annually Annually ant Hourly Monthly Annually ince Rep Hourly Monthly Annually ice Rep Hourly Annually ice Rep Hourly Hourly Hourly Hourly Hourly Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182 38,184 15.54 2,693 32,316	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 Step D 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117 37,404	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.6.4,55 54,92 3,93 46,96 42,98 42,98 42,98 42,98 42,98 44,17 50,12 18.4 43,18 44,17 50,12
Unrepress Executive Assista Facility Coordin Customer Servi	Monthly Annually Hourly Monthly Annually sented stant Hourly Monthly Annually ant Hourly Monthly Annually inter Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182 38,184 15.54 2,693 32,316	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628 18.37 3,184	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896 20.63 3,576 42,912 18.38 3,185 38,220 17.98 3,117 37,404 18.38 3,185	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38 3,186	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232 18.39 3,187	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296 18.39 3,188	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468 18.40 3,189	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,00 26.4,55 54,90 22 3,90 46,90 42,90 18 3,10 38,20 24.4,17 50,13
Unrepress Executive Assista Finance Assista Facility Coordin	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually ant Hourly Monthly Annually ince Rep Hourly Monthly Annually ice Rep II Hourly Monthly Annually ordinator	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268 17.02 2,950 35,400 ttep A 22.53 3,905 46,860 20.61 3,573 42,876 18.36 3,182 38,184 15.54 2,693 32,316 18.36 3,182 38,184	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924 18.36 3,183	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117 37,404 18,38 3,185 38,220	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38 3,186 3,273 39,276	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232 18.39 3,187 38,244	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296 18.39 3,188 3,188 3,188 3,188	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468 18.40 3,189	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736 18.40 3,190 38,280	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,53 54,93 22.5 Step J 22.6 3,93 46,96 42,98 42,98 44,13 50,13 18.4 3,16 3,16 3,16 3,16 3,16 3,16 3,16 3,16
Unrepress Executive Assistation Facility Coordin Customer Servi	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually ant Hourly Monthly Annually ince Rep Hourly Monthly Annually ince Rep II Hourly Monthly Annually incide Rep II Hourly II	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268  17.02 2,950 35,400  ttep A  22.53 3,905 46,860  20.61 3,573 42,876  18.36 3,182 38,184  15.54 2,693 32,316  18.36 3,182 38,184  20.20	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924 18.36 3,183 38,196	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117 37,404 18,38 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,200 23,38	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38 3,186 3,273 39,276	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232 18.39 3,187 3,187 3,187 3,187	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296 18.39 3,188 3,	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468 18.40 3,189 38,268	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,57 54,92 22.5 3,91 46,96 20.6 3,58 42,98 44,11 50,12 18.4 3,19 38,29 43,11 38,29 43,11 50,12
Unrepress Executive Assistation Facility Coordin Customer Servi	Monthly Annually Hourly Monthly Annually Stant Hourly Monthly Annually ant Hourly Monthly Annually inter Hourly Monthly Monthly inter Hourly Monthly Monthly Monthly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268  17.02 2,950 35,400  ttep A  22.53 3,905 46,860  20.61 3,573 42,876  18.36 3,182 38,184  15.54 2,693 32,316  18.36 3,182 38,184  20.20 3,501	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924 18.36 3,183	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117 37,404 18,38 3,185 3,1	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38 3,273 39,276 4,255 4,256	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232 18.39 3,187 3,436 41,232 18.39 3,187 3,436 41,232	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296 18.39 3,188 38,256	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H  22.57 3,912 46,944  20.65 3,580 42,960  18.40 3,189 38,268 21.86 3,789 45,468 18.40 3,189 38,268 24,9468 24,9468 24,9468 24,9468 24,9468 24,9468 24,9468 24,9468 24,9468 24,9468 24,947	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736 18.40 3,190 38,280 29.84 5,173	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,55 54,92 22.5 3,93 46,96 20.6 3,58 42,98 42,98 41,13 50,12 38,25 38,25 38,25 38,25 38,25 38,25 38,25
Unrepress Executive Assistance As	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually ant Hourly Monthly Annually inter Hourly Monthly Annually ince Rep Hourly Monthly Annually ince Rep II Hourly Monthly Annually ince Rep II Hourly Monthly Annually ordinator Hourly Monthly Annually ordinator Hourly Monthly Annually ordinator Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268  17.02 2,950 35,400  ttep A  22.53 3,905 46,860  20.61 3,573 42,876  18.36 3,182 38,184  15.54 2,693 32,316  18.36 3,182 38,184  20.20	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924 18.36 3,183 38,196	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117 37,404 18,38 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,185 3,200 23,38	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38 3,186 3,273 39,276	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232 18.39 3,187 3,187 3,187 3,187	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296 18.39 3,188 3,	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468 18.40 3,189 38,268	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736 18.40 3,190 38,280 22.95 3,918 47,736	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,55 54,92 22.5 3,93 46,96 42,98 42,98 44,17 50,12 18.4 38,29 44,17 50,12 18.4 38,29 44,17 50,12 50,
Unrepress Executive Assistance As	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually Annually antor Hourly Monthly Annually ince Rep Hourly Monthly Annually incidenator Hourly Annually incidenator Hourly Annually incidenator	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268  17.02 2,950 35,400  ttep A  22.53 3,905 46,860  20.61 3,573 42,876  18.36 3,182 38,184  15.54 2,693 32,316  18.36 3,182 38,184  20.20 3,501	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924 18.36 3,183	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117 37,404 18,38 3,185 3,1	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38 3,273 39,276 4,255 4,256	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232 18.39 3,187 3,436 41,232 18.39 3,187 3,436 41,232	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296 18.39 3,188 38,256	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H  22.57 3,912 46,944  20.65 3,580 42,960  18.40 3,189 38,268 21.86 3,789 45,468 18.40 3,189 38,268 21.86 42,960	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736 18.40 3,190 38,280 29.84 5,173	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,55 54,92 22.5 3,93 46,96 20.6 3,58 42,98 42,98 41,13 50,12 38,25 38,25 38,25 38,25 38,25 38,25 38,25
Unrepress Executive Assistance As	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually Annually antor Hourly Monthly Annually ince Rep Hourly Monthly Annually incidenator Hourly Annually incidenator Hourly Annually incidenator	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268  17.02 2,950 35,400  ttep A  22.53 3,905 46,860  20.61 3,573 42,876  18.36 3,182 38,184  15.54 2,693 32,316  18.36 3,182 38,184  20.20 3,501	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924 18.36 3,183	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628 18.37 3,184 38,208	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117 37,404 18,38 3,185 3,1	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38 3,273 39,276 4,255 4,256	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668 21.72 3,765 45,180 Step F 22.56 3,910 46,920 20.64 3,578 42,936 18.39 3,187 38,244 19.82 3,436 41,232 18.39 3,187 3,436 41,232 18.39 3,187 3,436 41,232	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296 18.39 3,188 38,256	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H  22.57 3,912 46,944  20.65 3,580 42,960  18.40 3,189 38,268 21.86 3,789 45,468 18.40 3,189 38,268 21.86 42,960	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736 18.40 3,190 38,280 29.84 5,173	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4,57 54,92 Step J 22.5 3,99 46,96 42,98 42,98 42,98 41,11 50,12 18.4 3,16 3,16 3,16 3,16 3,16 3,16 3,16 3,16
Unrepress Executive Assistant Coordinates	Monthly Annually Hourly Monthly Annually  sented stant Hourly Monthly Annually ant Hourly Monthly Annually interes Hourly Interes Hour	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268  17.02 2,950 35,400  tep A  22.53 3,905 46,860  20.61 3,573 42,876  18.36 3,182 38,184  15.54 2,693 32,316  18.36 3,182 38,184  20.20 3,501 42,012	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924 18.36 4,183 3,183 3,183 3,183 4,183	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628 18.37 3,184 38,208 46,320 46,320	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19,70 3,415 40,980 Step D 22,55 3,908 46,896 20,63 3,576 42,912 18,38 3,185 38,220 17,98 3,117 37,404 18,38 3,185 38,220 23,38 4,053 48,636	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38 3,186 38,232 24.55 4,256 51,072	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668  21.72 3,765 45,180  Step F  22.56 3,910 46,920  20.64 3,578 42,936  18.39 3,187 38,244  19.82 3,436 41,232 18.39 3,187 38,244 25.78 4,469 53,628 21.09	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308  22.81 3,954 47,448  Step G  22.56 3,911 46,932  20.65 3,579 42,948  18.39 3,188 38,256  20.82 3,608 43,296  18.39 3,188 38,256  27.07 4,692 56,304	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468 18.40 3,189 38,268 28.43 4,927 59,124 23.26	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736 18.40 3,190 38,280 22.95 3,978 47,736 24.42		5,33 64,02 26.4,57 54,92 Step J 22.5 3,919 46,96 42,98 42,98 42,98 42,98 42,98 42,98 42,98 42,98 42,98 42,98 43,10
Unrepress Executive Assistance As	Monthly Annually  Hourly Monthly Annually  Sented  Stant Hourly Monthly Annually Annually antor Hourly Monthly Annually ince Rep Hourly Monthly Annually incidenator Hourly Annually incidenator Hourly Annually incidenator	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,439 41,268  17.02 2,950 35,400  tep A  22.53 3,905 46,860  20.61 3,573 42,876  18.36 3,182 38,184  15.54 2,693 32,316  18.36 3,182 38,184  20.20 3,501 42,012	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,611 43,332 17.87 3,098 37,176 Step B 22.53 3,906 46,872 20.62 3,574 42,888 18.36 3,183 38,196 16.31 2,827 33,924 18.36 3,183 3,193 3,194 18.36 4,194 18.36 3,195 4,195 18.36 18.36	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,791 45,492 18.77 3,253 39,036 Step C 22.54 3,907 46,884 20.63 3,575 42,900 18.37 3,184 38,208 17.13 2,969 35,628 18.37 3,184 38,208 20.227 3,860 46,320	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,981 47,772 19.70 3,415 40,980 Step D 22.55 3,908 46,896 42,912 18.38 3,185 38,220 17.98 3,117 37,404 18.38 3,185 38,220 20.33 40,980 40	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,180 50,160 20.69 3,586 43,032 Step E 22.55 3,909 46,908 20.64 3,577 42,924 18.38 3,186 38,232 18.88 3,273 39,276 18.38 3,186 38,232 24.55 4,256 51,072	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,389 52,668  21.72 3,765 45,180  Step F  22.56 3,910 46,920  20.64 3,578 42,936  18.39 3,187 38,244  19.82 3,436 41,232  18.39 3,187 38,244  25.78 4,469 53,628	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,609 55,308 22.81 3,954 47,448 Step G 22.56 3,911 46,932 20.65 3,579 42,948 18.39 3,188 38,256 20.82 3,608 43,296 18.39 3,188 38,256 27.07 4,692 56,304	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,839 58,068 23.95 4,151 49,812 Step H 22.57 3,912 46,944 20.65 3,580 42,960 18.40 3,189 38,268 21.86 3,789 45,468 18.40 3,189 38,268	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,081 60,972 25.15 4,359 52,308 Step I 22.58 3,913 46,956 20.66 3,581 42,972 18.40 3,190 38,280 22.95 3,978 47,736 18.40 3,190 38,280 29.84 5,173 62,076	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,33 64,02 26.4 4,57 54,92

1

Management		Step A		Step B	Step C		Step D	S	itep E		Step F	Ste	p G		Step H	Step I		Step J
Parks and Recreation Director	Hourly	\$ 1	1.21	\$ 43.27	\$ 45.43	3 \$	47.71	\$	50.09	\$	52.60	\$	55.22	\$	57.99	\$ 60.89	\$	63.93
	Monthly		,143	\$ 7,500	\$ 7,875	_	8,269	\$	8,682	\$	9,117	\$	9,572	\$	10,051	\$ 10,554.00	\$	11,081
	Annually		,716		\$ 94,500	_	99,228	_	104,184	\$	109,404		14,864	\$	120,612	\$ 126,648	\$	132,972
Finance Manager	· ·				1						ı							
	Hourly		2.16	\$ 33.77	\$ 35.46 \$ 6,146	_	37.23	\$	39.09	\$	41.05	\$	43.10	\$	45.26 7,845	\$ 47.52 \$ 8,237	\$	49.90
	Monthly Annually		,575 ,900	\$ 5,854 \$ 70,248	\$ 6,146 \$ 73,752	_	6,454 77,448	\$	6,776 81,312	\$	7,115 85,380		7,471 39,652	\$	94,140	\$ 98,844	\$	8,649 103,788
HR Manager	, da ,	Ψ 00	,000	ψ 70,210	ψ . ο,. ο.	- I Y	,	Ť	01,012	Ť	00,000	Ψ (	,002	Ψ	0 1,1 10	ψ 00,011	Ι Ψ	100,100
	Hourly		2.16	\$ 33.77	\$ 35.46	_	37.23	\$	39.09	\$	41.05	\$	43.10	\$	45.26	\$ 47.52	\$	49.90
	Monthly			\$ 5,854	\$ 6,146	_	6,454	\$	6,776	\$	7,115	\$	7,471	\$	7,845	\$ 8,237	\$	8,649
	Annually	\$ 66	,900	\$ 70,248	\$ 73,752	2 \$	77,448	\$	81,312	\$	85,380	\$ 8	39,652	\$	94,140	\$ 98,844	\$	103,788
General Manager		Pay Rate	2															
Ŭ	Hourly	\$ 5	0.48															
	Monthly		,750															
	Annually	\$ 105	,000															
Superviors Unit - Local	39	Step A		Step B	Step C		Step D	S	itep E		Step F	Ste	p G		Step H	Step I		Step J
Recreation Supervisor II				,							, ,		•		•			
	Hourly		9.19	\$ 30.65	\$ 32.18	_	33.79	\$	35.48	\$	37.25	\$	39.12	\$	41.07	\$ 43.13	\$	45.28
	Monthly		,060	\$ 5,313	\$ 5,578	_	5,857	\$	6,150	\$	6,457	\$	6,780	\$	7,119	\$ 7,475	\$	7,849
Recreation Supervisor	Annually	φ 6U	,720	\$ 63,756	\$ 66,936	\$ \$	70,284	φ	73,800	\$	77,484	\$ 8	31,360	\$	85,428	\$ 89,700	\$	94,188
	Hourly	\$ 2	2.83	\$ 23.97	\$ 25.17	7 \$	26.43	\$	27.75	\$	29.14	\$	30.59	\$	32.12	\$ 33.73	\$	35.42
	Monthly		,957	\$ 4,155	\$ 4,363	_	4,581	\$	4,810	\$	5,051	\$	5,303	\$	5,568	\$ 5,847	\$	6,139
Natura Cautan Din	Annually	\$ 47	,484	\$ 49,860	\$ 52,356	\$	54,972	\$	57,720	\$	60,612	\$ 6	3,636	\$	66,816	\$ 70,164	\$	73,668
Nature Center Director	Hourly	\$ 2	2.83	\$ 23.97	\$ 25.17	7 \$	26.43	\$	27.75	\$	29.14	\$	30.59	\$	32.12	\$ 33.73	\$	35.42
	Monthly		,957	\$ 4,155	\$ 4,360	_	4,581	\$	4,810	\$	5,051	\$	5,303	\$	5,568	\$ 5,847	\$	6,139
	Annually	\$ 47	,484	\$ 49,860	\$ 52,356	3 \$	54,972	\$	57,720	\$	60,612	\$ 6	3,636	\$	66,816	\$ 70,164	\$	73,668
Park Supervisor	. 1		1															
	Hourly Monthly		2.83 ,957	\$ 23.97 \$ 4,155	\$ 25.17 \$ 4,360		26.43 4,581	\$	27.75 4,810	\$	29.14 5,051	\$	30.59 5,303	\$	32.12 5,568	\$ 33.73 \$ 5,847	\$	35.42 6,139
	Annually		,957	\$ 49,860	\$ 52,356	_	54,972	\$	57,720	\$	60,612		3,636	\$	66,816	\$ 70,164	\$	73,668
	,	*	,	7 10,000	,		- 1,-1	7	.,			*	,	· ·	,			,
Parks Unit - SEIU		Step A		Step B	Step C		Step D	S	itep E	<u> </u>	Step F	Ste	p G		Step H	Step I		Step J
Utility II	L Laurente d	¢ 0	0.67	e 24.70	e 22.70	<u>. T e</u>	22.02	¢	25.42	•	26.20	œ.	27.70	•	20.00	ф 20.E4	•	22.07
	Hourly Monthly		,583	\$ 21.70 \$ 3,762	\$ 22.79 \$ 3,950		23.93 4,148	\$	25.13 4,355	\$	26.38 4,573	\$	27.70 4,801	\$	29.08 5,041	\$ 30.54 \$ 5,293	\$	32.07 5,558
	Annually		,996	\$ 45,144	\$ 47,400		49,776	\$	52,260	\$	54,876		57,612	\$	60,492	\$ 63,516	\$	66,696
Utility I					1													
	I I a condect	\$ 1	7.85	\$ 18.74	\$ 19.68	3   \$	20.67	\$	21.70	\$	22.78	\$	23.92	\$	25.12	\$ 26.37	\$	27.69
	Hourly		004		e 2.44	. 6		¢.				¢.	4 4 4 6	÷	4 254		_	4 000
	Monthly	\$ 3	,094	\$ 3,249	\$ 3,41	_	3,582	\$	3,761 45 132	\$	3,949 47 388	\$	4,146 19.752	\$	4,354 52 248	\$ 4,571	\$	4,800 57,600
		\$ 3	,094 ,128		\$ 3,41° \$ 40,932	_		\$	3,761 45,132	\$	3,949 47,388		4,146 19,752	\$	4,354 52,248		_	4,800 57,600
Unrepresented	Monthly	\$ 3		\$ 3,249		_	3,582	\$		\$		\$ 4		\$		\$ 4,571	\$	
Unrepresented Executive Assistant	Monthly Annually	\$ 37 \$ 37 Step A	,128	\$ 3,249 \$ 38,988 Step B	\$ 40,932 Step C	2 \$	3,582 42,984 Step D	\$	45,132 Step E	\$	47,388 Step F	\$ 4	19,752 ep G	\$	52,248 Step H	\$ 4,571 \$ 54,852 Step I	\$	57,600 Step J
	Monthly Annually Hourly	\$ 37 \$ 37 Step A	3.76	\$ 3,249 \$ 38,988 Step B \$ 24.95	\$ 40,932 Step C	2 \$	3,582 42,984 Step D	\$ \$	45,132 Step E 28.88	\$	47,388 Step F 30.32	\$ 2 Ste	19,752 ep G 31.84	\$	52,248 Step H	\$ 4,571 \$ 54,852 Step I \$ 35.11	\$	57,600 Step J 36.86
	Monthly Annually	\$ 37 \$ Step A \$ 2 \$ 4	3.76	\$ 3,249 \$ 38,988 Step B \$ 24.95 \$ 4,324	\$ 40,932 Step C	2 \$	3,582 42,984 Step D	\$ \$ \$	45,132 Step E 28.88	\$ \$	47,388 Step F 30.32	\$ 4 Ste	19,752 ep G	\$	52,248 Step H	\$ 4,571 \$ 54,852 Step I	\$ \$ \$ \$	57,600 Step J
	Monthly Annually Hourly Monthly Annually	\$ 37 Step A \$ 2 \$ 49	3.76 ,118 ,416	\$ 3,249 \$ 38,988 Step B \$ 24.95 \$ 4,324 \$ 51,888	\$ 40,932 Step C \$ 26.20 \$ 4,54 \$ 54,492	0 \$	3,582 42,984 Step D 27.51 4,768 57,216	\$ \$ \$ \$	45,132 Step E 28.88 5,006 60,072	\$ \$	47,388  Step F  30.32 5,256 63,072	\$ 2 Ste	49,752 ep G 31.84 5,519 66,228	\$ \$ \$	52,248  Step H  33.43 5,795 69,540	\$ 4,571 \$ 54,852 Step I \$ 35.11 \$ 6,085 \$ 73,020	\$ \$ \$ \$	57,600 Step J  36.86 6,389 76,668
Executive Assistant	Monthly Annually Hourly Monthly Annually	\$ 37  Step A  \$ 2 \$ 49 \$ 22	3.76 ,118 ,416	\$ 3,249 \$ 38,988 Step B \$ 24.95 \$ 4,324 \$ 51,888 \$ 22.51	\$ 40,932 Step C \$ 26.20 \$ 4,54 \$ 54,492 \$ 23.64	2 \$	3,582 42,984 Step D 27.51 4,768 57,216	\$ \$ \$ \$	45,132 Step E 28.88 5,006 60,072 26.06	\$ \$	47,388  Step F  30.32 5,256 63,072  27.36	\$ 2 Ste	19,752 2p G 31.84 5,519 66,228	\$ \$ \$ \$	52,248  Step H  33.43 5,795 69,540  30.17	\$ 4,571 \$ 54,852 Step I \$ 35.11 \$ 6,085 \$ 73,020	\$ \$ \$ \$ \$	57,600 Step J  36.86 6,389 76,668  33.26
Executive Assistant	Monthly Annually Hourly Monthly Annually	\$ 37  Step A  \$ 49  \$ 2  \$ 3	3.76 ,118 ,416 1.44 ,716	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902	\$ 40,932 Step C \$ 26.20 \$ 4,54 \$ 54,492	2 \$	3,582 42,984 Step D 27.51 4,768 57,216	\$ \$ \$ \$	45,132 Step E 28.88 5,006 60,072	\$ \$	47,388  Step F  30.32 5,256 63,072	\$ 2 \$ \$ \$ \$ \$ \$ \$	49,752 ep G 31.84 5,519 66,228	\$ \$ \$	52,248  Step H  33.43 5,795 69,540	\$ 4,571 \$ 54,852 Step I \$ 35.11 \$ 6,085 \$ 73,020	\$ \$ \$ \$	57,600 Step J  36.86 6,389 76,668
Executive Assistant	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 37  Step A  \$ 49  \$ 44	3.76 ,118 ,416 1.44 ,716 ,592	\$ 3,249 \$ 38,988 Step B \$ 24.95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824	\$ 40,932 Step C \$ 26.20 \$ 4,54 \$ 54,492 \$ 23.66 \$ 40,091 \$ 49,164	2 \$ 0 \$ 1 \$ 2 \$ 1 \$ 1 \$ 1 \$ 1 \$	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624	\$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204	\$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916	\$ 2 \$ \$ \$ \$ \$ \$	31.84 5,519 66,228 265.27 45,980 51,760	\$ \$ \$ \$	52,248  Step H  33.43 5,795 69,540  30.17 5,229 62,748	\$ 4,571 \$ 54,852 Step I \$ 35.11 \$ 6,085 \$ 73,020 \$ 31.68 \$ 5,491 \$ 65,892	\$ \$ \$ \$ \$	57,600 Step J 36.86 6,389 76,668 33.26 5,765 69,180
Executive Assistant Finance Assistant	Monthly Annually Hourly Monthly Annually Hourly Annually Hourly	\$ 33 \$ 37	3.76 ,118 ,416 1.44 ,716 ,592	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824 \$ 20.15	\$ 40,932 Step C \$ 26.22 \$ 4,54* \$ 54,492 \$ 23.64 \$ 49,164 \$ 21.16	) \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624	\$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204	\$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49	\$ 4 Stee \$ 5 \$ 6 \$ 2 \$ 55 \$	31.84 5,519 66,228 265.27 45,980 51,760	\$ \$ \$ \$ \$	52,248  Step H  33.43 5,795 69,540  30.17 5,229 62,748  27.00	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$	\$57,600 \$\$tep J\$ 36.86 6,389 76,668 33.26 5,765 69,180
Executive Assistant Finance Assistant	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly	\$ 33 \$ 37 Step A  \$ 2 \$ 4 \$ 49 \$ 3 \$ 44	3.76 ,118 ,416 .716 ,592 .326	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824 \$ 20.15 \$ 3,493	\$ 40,932 Step C \$ 26.20 \$ 4,54* \$ 54,492 \$ 23.66 \$ 49,164 \$ 21.16 \$ 3,667	2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,582 42,984 Step D  27.51 4,768 57,216  24.82 4,302 51,624  22.22 3,851	\$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043	\$ \$ \$ \$ \$ \$	47,388 Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245	\$ 2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	31.84 5,519 66,228 265.27 45,980 51,760 25.72 4,458	\$ \$ \$ \$ \$ \$	\$2,248  \$tep H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680	\$ 4,571 \$ 54,852 Step I \$ 35.11 \$ 6,085 \$ 73,020 \$ 31.68 \$ 5,491 \$ 65,892 \$ 28.35 \$ 4,914	\$ \$ \$ \$ \$ \$	57,600 Step J 36.86 6,389 76,668 33.26 5,765 69,180 29,77 5,160
Executive Assistant Finance Assistant	Monthly Annually Hourly Monthly Annually Hourly Annually Hourly	\$ 33 \$ 37 Step A  \$ 2 \$ 4 \$ 49 \$ 3 \$ 44	3.76 ,118 ,416 1.44 ,716 ,592	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824 \$ 20.15 \$ 3,493	\$ 40,932 Step C \$ 26.22 \$ 4,54* \$ 54,492 \$ 23.64 \$ 49,164 \$ 21.16	2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624	\$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204	\$ \$ \$ \$ \$ \$	47,388 Step F 30.32 5,256 63,072 27,36 4,743 56,916 24,49 4,245	\$ 2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	31.84 5,519 66,228 265.27 45,980 51,760	\$ \$ \$ \$ \$	52,248  Step H  33.43 5,795 69,540  30.17 5,229 62,748  27.00	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$	\$57,600 \$\$tep J\$ 36.86 6,389 76,668 33.26 5,765 69,180
Executive Assistant  Finance Assistant  Facility Coordinator	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly	\$ 33 \$ 37	3.76 1.118 .416 1.44 .716 .592 9.19 .326 .912	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824 \$ 20.15 \$ 3,493 \$ 41,916	\$ 40,932 Step C \$ 26.20 \$ 4,544 \$ 54,492 \$ 23.64 \$ 49,166 \$ 21.10 \$ 3,666 \$ 44,000	2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624 22.22 23,851 46,212	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516	\$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89	\$ 2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	49,752 2p G 31.84 5,519 36,228 265.27 45,980 51,760 25.72 4,458 33,496 21.93	\$ \$ \$ \$ \$ \$ \$	52,248  Step H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680 56,160	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$ \$	57,600 Step J 36.86 6,389 76,668 33.26 5,765 69,180 29.77 5,160 61,920 25.40
Executive Assistant  Finance Assistant  Facility Coordinator	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 37  Step A  \$ 2 \$ 44 \$ 49  \$ 3 \$ 39  \$ 15 \$ 2	3.76 ,118 ,416 ,716 ,592 ,326 ,912 ,6.37 ,837	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824 \$ 20.15 \$ 3,493 \$ 41,916 \$ 17.19 \$ 2,979	\$ 40,932 Step C \$ 26.20 \$ 4,54 \$ 54,492 \$ 23.66 \$ 40,93 \$ 49,164 \$ 21.16 \$ 3,666 \$ 44,004	2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624 22.22 3,851 46,212 18.95 3,285	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516	\$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621	\$ 2 \$ 5 \$ 5 \$ 5 \$ 5 \$ 5 \$ 5	49,752 31.84 5,519 66,228 265.27 45,980 61,760 25.72 4,458 63,496 21.93 3,802	\$ \$ \$ \$ \$ \$ \$	\$2,248 \$\$tep H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680 56,160  23.04 3,993	\$ 4,571 \$ 54,852 Step I \$ 35.11 \$ 6,085 \$ 73,020 \$ 31.68 \$ 5,491 \$ 65,892 \$ 28.35 \$ 4,914 \$ 58,968 \$ 24.18 \$ 4,192	\$ \$ \$ \$ \$ \$ \$ \$	36.86 6,389 76,668 33.26 5,765 69,180 29.77 5,160 61,920 25.40 4,402
Executive Assistant  Finance Assistant  Facility Coordinator  Customer Service Rep	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly	\$ 37  Step A  \$ 2 \$ 44 \$ 49  \$ 3 \$ 39  \$ 15 \$ 2	3.76 ,118 ,416 ,716 ,592 ,326 ,912 ,6.37 ,837	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824 \$ 20.15 \$ 3,493 \$ 41,916 \$ 17.19 \$ 2,979	\$ 40,932 Step C \$ 26.20 \$ 4,544 \$ 54,492 \$ 23.64 \$ 49,166 \$ 21.10 \$ 3,666 \$ 44,000	2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624 22.22 23,851 46,212	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516	\$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89	\$ 2 \$ 5 \$ 5 \$ 5 \$ 5 \$ 5 \$ 5	49,752 2p G 31.84 5,519 36,228 265.27 45,980 51,760 25.72 4,458 33,496 21.93	\$ \$ \$ \$ \$ \$ \$	52,248  Step H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680 56,160	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$ \$ \$	57,600 Step J 36.86 6,389 76,668 33.26 5,765 69,180 29.77 5,160 61,920 25.40
Executive Assistant  Finance Assistant  Facility Coordinator	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 33 \$ 37	3.76 ,118 ,416 ,716 ,592 ,326 ,912 ,6.37 ,837	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824 \$ 20.15 \$ 3,493 \$ 41,916 \$ 17.19 \$ 2,979 \$ 35,748	\$ 40,932  Step C  \$ 26.20 \$ 4,54* \$ 54,492 \$ 23.66 \$ 49,164 \$ 21.16 \$ 3,667 \$ 44,000 \$ 18.05 \$ 3,124 \$ 37,536	2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624 22.22 3,851 46,212 18.95 3,285	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516	\$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621	Steel S	49,752 31.84 5,519 66,228 265.27 45,980 61,760 25.72 4,458 63,496 21.93 3,802	\$ \$ \$ \$ \$ \$ \$	\$2,248 \$\$tep H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680 56,160  23.04 3,993	\$ 4,571 \$ 54,852 Step I \$ 35.11 \$ 6,085 \$ 73,020 \$ 31.68 \$ 5,491 \$ 65,892 \$ 28.35 \$ 4,914 \$ 58,968 \$ 24.18 \$ 4,192	\$ \$ \$ \$ \$ \$ \$ \$	36.86 6,389 76,668 33.26 5,765 69,180 29.77 5,160 61,920 25.40 4,402
Executive Assistant  Finance Assistant  Facility Coordinator  Customer Service Rep	Monthly Annually Hourly Monthly Annually	\$ 33 \$ 37	3.76 ,118 ,416 1.44 ,716 ,592 9.19 ,326 ,912 ,637 ,837 ,044	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824 \$ 20.15 \$ 3,493 \$ 41,916 \$ 17,19 \$ 2,979 \$ 35,748 \$ 20.15	\$ 40,932  Step C  \$ 26.20 \$ 4,54* \$ 54,492 \$ 23.66 \$ 49,164 \$ 21.16 \$ 3,667 \$ 44,000 \$ 18.05 \$ 3,124 \$ 37,536	2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,582 42,984 Step D  27.51 4,768 57,216  24.82 4,302 51,624  22.22 3,851 46,212  18.95 3,285 39,420	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516 19.90 3,449 41,388	\$ \$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621 43,452	Steel S	49,752 2P G 31.84 5,519 66,228 265.27 45,980 51,760 25.72 4,458 63,496 21.93 3,802 45,624	\$ \$ \$ \$ \$ \$ \$ \$	52,248  Step H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680 56,160  23.04 3,993 47,916	\$ 4,571 \$ 54,852 Step I \$ 35.11 \$ 6,085 \$ 73,020 \$ 31.68 \$ 5,491 \$ 65,892 \$ 28.35 \$ 4,914 \$ 58,968 \$ 24.18 \$ 4,192 \$ 50,304	\$ \$ \$ \$ \$ \$ \$ \$ \$	57,600 Step J 36.86 6,389 76,668 33.26 5,765 69,180 29.77 5,160 61,920 25.40 4,402 52,824
Executive Assistant  Finance Assistant  Facility Coordinator  Customer Service Rep  Customer Service Rep II	Monthly Annually  Hourly Monthly Annually Hourly Hourly Monthly Annually	\$ 33 \$ 37	3.76 ,118 ,416 1.44 ,716 ,592 9.19 ,326 ,912 ,637 ,837 ,044	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22.51 \$ 3,902 \$ 46,824 \$ 20.15 \$ 3,493 \$ 41,916 \$ 17.19 \$ 2,979 \$ 35,748 \$ 20.15 \$ 3,493	\$ 40,932  Step C  \$ 26.20 \$ 4,54* \$ 54,492 \$ 23.64 \$ 40,09 \$ 49,164 \$ 21.10 \$ 3,667 \$ 44,004 \$ 18.03 \$ 3,120 \$ 37,536	2 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	3,582 42,984 Step D  27.51 4,768 57,216  24.82 4,302 51,624  22.22 3,851 46,212  18.95 3,285 39,420	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516 19.90 3,449 41,388	\$ \$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621 43,452  24.49	\$ \$ \frac{1}{2}\$\$  \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	49,752 49,752 31.84 5,519 66,228 265,27 45,980 51,760 25,72 4,458 33,496 221,93 3,802 25,52 25,52 25,52 25,52 25,52 26,524 26,525 27,52 28,53	\$ \$ \$ \$ \$ \$ \$ \$ \$	\$2,248 \$tep H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680 56,160  23.04 3,993 47,916	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$ \$ \$ \$	\$7,600 \$1,000 \$36.86 6,389 76,668 33.26 5,765 69,180 29,77 5,160 61,920 25,40 4,402 52,824
Executive Assistant  Finance Assistant  Facility Coordinator  Customer Service Rep	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Annually Annually	\$ 33 \$ 37	3.76 ,118 ,416 ,416 ,716 ,592 ,912 ,6.37 ,837 ,044 ,912 ,326 ,912	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22,51 \$ 3,902 \$ 46,824 \$ 20,15 \$ 3,493 \$ 41,916 \$ 17,19 \$ 2,979 \$ 35,748 \$ 20,15 \$ 3,493 \$ 41,916	\$ 40,932 \$ 26.20 \$ 4,544 \$ 54,492 \$ 23.64 \$ 49,166 \$ 44,006 \$ 3,122 \$ 37,536 \$ 21.11 \$ 3,666 \$ 44,006	2 \$  0 \$  1 \$  1 \$  2 \$  1 \$  1 \$  2 \$  1 \$  1	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624 22.22 3,851 46,212 18,95 3,285 39,420 22.22 3,851 46,212	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516 19.90 3,449 41,388 23.33 4,043 48,516	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621 43,452  24.49 4,245 50,940	\$ 24	9,752 31.84 5,519 5,519 5,66,228 265.27 4,458 33,496 21.93 3,802 24.458 4,588 4,5	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$2,248  \$tep H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680 56,160  23.04 3,993 47,916  27.00 4,680 56,160	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$7,600 \$tep J 36.86 6,389 76,668 33.26 5,765 69,180 29.77 5,160 61,920 25.40 4,402 52,824 29.77 5,160 61,920
Executive Assistant  Finance Assistant  Facility Coordinator  Customer Service Rep  Customer Service Rep II	Monthly Annually Hourly	\$ 33 \$ 37 \$ \$ 22 \$ 44 \$ 49 \$ 3 \$ 3 \$ 34 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3	3.76 ,118 ,416 ,416 ,592 ,919 ,326 ,912 ,6.37 ,837 ,044 ,919 ,326 ,912	\$ 3,249 \$ 38,988	\$ 40,932 \$ 26,20 \$ 4,54 \$ 54,492 \$ 23.64 \$ 49,162 \$ 3,667 \$ 44,002 \$ 37,536 \$ 21.10 \$ 3,667 \$ 3,667 \$ 44,002 \$ 3,667 \$ 3,67 \$ 3,67 \$ 3,67 \$ 3,67 \$ 3,67 \$ 3,67 \$ 3,67 \$ 3,67 \$ 3,67	2 \$  0 \$  1 \$  1 \$  2 \$  1 \$  1 \$  2 \$  3 \$  4 \$  5 \$  5 \$  5 \$  5 \$  6 \$  7 \$  8 \$  6 \$  7 \$  8 \$  9 \$  9 \$	3,582 42,984 Step D  27.51 4,768 57,216  24.82 4,302 51,624  22.22 3,851 46,212  18.95 3,285 39,420  22.22 3,851 46,212  46,212  24.35	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516 19.90 3,449 41,388 23.33 4,043 48,516	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621 43,452  24.49 4,245 50,940	\$ 24	9,752 p G 31.84 5,519 5,519 265.27 15,980 25,72 4,458 33,496 21,93 3,802 15,624 4,458 4,588	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$2,248  \$\$tep H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680 56,160  23.04 3,993 47,916  27.00 4,680 56,160  27.00 4,680 56,160	\$ 4,571 \$ 54,852 \$ 54,852 \$ 35.11 \$ 6,085 \$ 73,020 \$ 31.68 \$ 5,491 \$ 65,892 \$ 28.35 \$ 4,914 \$ 58,968 \$ 24.18 \$ 4,192 \$ 50,304 \$ 58,968 \$ 31.07	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$7,600 \$1,000
Executive Assistant  Finance Assistant  Facility Coordinator  Customer Service Rep  Customer Service Rep II	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Annually Annually	\$ 33 \$ 37 \$ \$ 25 \$ 49 \$ 49 \$ 3 \$ 3 \$ 34 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3 \$ 3	3.76 ,118 ,416 ,416 ,716 ,592 ,912 ,6.37 ,837 ,044 ,912 ,326 ,912	\$ 3,249 \$ 38,988	\$ 40,932 \$ 26.20 \$ 4,544 \$ 54,492 \$ 23.64 \$ 49,166 \$ 44,006 \$ 3,122 \$ 37,536 \$ 21.11 \$ 3,666 \$ 44,006	2 \$  0 \$ \$  1 \$ \$  2 \$  1 \$ \$  1 \$ \$  2 \$  1 \$ \$  2 \$  3 \$  4 \$ \$  7 \$ \$  1 \$  3 \$  4 \$  5 \$  5 \$  5 \$  5 \$  5 \$  6 \$  7 \$  7 \$  7 \$  7 \$  7 \$  7 \$  7	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624 22.22 3,851 46,212 18,95 3,285 39,420 22.22 3,851 46,212	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516 19.90 3,449 41,388 23.33 4,043 48,516	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621 43,452  24.49 4,245 50,940	\$ 2 2 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	9,752 31.84 5,519 5,519 5,66,228 265.27 4,458 33,496 21.93 3,802 24.458 4,588 4,5	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$2,248  \$tep H  33.43 5,795 69,540  30.17 5,229 62,748  27.00 4,680 56,160  23.04 3,993 47,916  27.00 4,680 56,160	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$7,600 \$tep J 36.86 6,389 76,668 33.26 5,765 69,180 29.77 5,160 61,920 25.40 4,402 52,824 29.77 5,160 61,920
Executive Assistant  Finance Assistant  Facility Coordinator  Customer Service Rep  Customer Service Rep II	Monthly Annually  Hourly Monthly Annually	\$ 33 \$ 37  Step A \$ 2 \$ 44 \$ 49 \$ 3 \$ 30 \$ 34 \$ 34 \$ 34 \$ 34 \$ 34 \$ 34 \$ 34 \$ 34	3.76 .118 .416 .592 .912 .326 .912 .913 .326 .912 .914 .326 .912 .915 .917 .919 .326 .912 .919 .919 .326 .912 .919 .919 .919 .919 .919 .919 .919	\$ 3,249 \$ 38,988	\$ 40,932  Step C  \$ 26.20 \$ 4,54* \$ 54,493 \$ 49,164 \$ 21.11 \$ 3,666 \$ 44,004 \$ 18.02 \$ 37,536 \$ 21.16 \$ 3,666 \$ 44,004 \$ 3,666 \$ 44,004 \$ 44,004 \$ 23.11 \$ 3,666 \$ 44,004	2 \$  0 \$ \$  1 \$ \$  2 \$ \$  1 \$ \$  1 \$ \$  2 \$ \$  4 \$ \$  7 \$ \$  4 \$ \$  7 \$ \$  5 \$ \$  5 \$ \$  6 \$ \$  7 \$ \$  6 \$ \$  6 \$ \$  7 \$  8 \$  9 \$ \$  9 \$  9 \$  9 \$  9 \$  9 \$	3,582 42,984 Step D  27.51 4,768 57,216  24.82 4,302 51,624  22.22 3,851 46,212  18.95 3,285 39,420  22.22 3,851 46,212  24.35 4,220 50,640	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516 19.90 3,449 41,388 23.33 4,043 48,516 25.56 4,431 53,172	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621 43,452  24.49 4,245 50,940  26.84 4,652 55,824	\$ 2 4 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	9,752 19 G 31.84 5.519 36,228 265.27 15,980 51,760 225.72 4,458 33,802 15,624 4,458 4,458 4,885 58,620	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$\$\frac{52,248}{\$\$\frac{33.43}{5,795}\$ \\ 69,540} \$\$\frac{30.17}{5,229}\$ \\ 62,748\$  27.00 4,680 56,160  23.04 3,993 47,916  27.00 4,680 56,160  29.59 5,129 61,548	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$7,600 \$1,600
Executive Assistant  Finance Assistant  Facility Coordinator  Customer Service Rep  Customer Service Rep II  Marketing Coordinator	Monthly Annually  Hourly Hourly Monthly Annually  Hourly	\$ 33 \$ 37	3.76 ,118 ,416 1.44 ,716 ,592 9.19 ,326 ,912 6.37 ,837 ,044 9.19 ,326 ,912 1.03 ,645 ,740	\$ 3,249 \$ 38,988	\$ 40,932  Step C  \$ 26.20 \$ 4,54* \$ 54,492 \$ 49,166 \$ 49,166 \$ 3,666 \$ 34,006 \$ 37,536 \$ 21.11 \$ 3,666 \$ 44,006 \$ 23.11 \$ 4,012 \$ 48,222 \$ 19.14	2 \$  0 \$  1 \$  1 \$  2 \$  1 \$  1 \$  2 \$  1 \$  2 \$  2	3,582 42,984 Step D 27.51 4,768 57,216 24.82 4,302 51,624 22.22 3,851 46,212 18.95 3,285 39,420 22.22 3,851 46,212 24.35 4,212 24.35 4,200 50,640	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516 19.90 3,449 41,388 23.33 4,043 48,516 25.56 4,431 53,172	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621 43,452  24.49 4,245 50,940  26.84 4,652 55,824	\$ 2 4 5 55 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	9,752 19,752 19,752 131.84 5,519 16,228 16,288 16,288 16,288 16,288 16,288 16,288 16,288 16,288 16,288	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$2,248 \$\$tep H\$  33.43 5,795 69,540  30.17 5,229 62,748  27.00  4,680  56,160  27.00  4,680  56,160  27.00  4,680  56,160  27.00  4,680  56,160  29.59  5,129  61,548	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$7,600 \$1,000
Executive Assistant  Finance Assistant  Facility Coordinator  Customer Service Rep  Customer Service Rep II  Marketing Coordinator	Monthly Annually  Hourly Monthly Annually	\$ 33 \$ 37	,128 3.76 ,118 ,416 1.44 ,716 ,592 9.19 ,326 ,912 6.37 ,837 ,044 9.19 ,326 ,912 1.03 ,645 ,740 7.36 ,009	\$ 3,249 \$ 38,988 Step B \$ 24,95 \$ 4,324 \$ 51,888 \$ 22,51 \$ 3,902 \$ 46,824 \$ 17,19 \$ 2,979 \$ 35,748 \$ 20,15 \$ 3,493 \$ 41,916 \$ 2,979 \$ 35,748 \$ 20,15 \$ 3,493 \$ 41,916 \$ 17,19 \$ 2,979 \$ 35,748 \$ 20,15 \$ 3,493 \$ 41,916 \$ 17,19 \$ 2,979 \$ 35,748 \$ 20,15 \$ 3,493 \$ 41,916 \$ 10,100 \$ 10	\$ 40,932  Step C  \$ 26.20 \$ 4,54* \$ 54,493 \$ 49,164 \$ 21.11 \$ 3,666 \$ 44,004 \$ 18.02 \$ 37,536 \$ 21.16 \$ 3,666 \$ 44,004 \$ 3,666 \$ 44,004 \$ 44,004 \$ 23.11 \$ 3,666 \$ 44,004	2 \$ 10 \$ 11 \$ 22 \$ 11 \$ 12 \$ 13 \$ 14 \$ 15 \$ 16 \$ 17 \$ 18 \$ 19 \$ 19 \$ 10 \$ 11 \$ 11 \$ 12 \$ 13 \$ 14 \$ 15 \$ 16 \$ 17 \$ 18 \$ 19 \$ 19 \$ 10 \$ 10 \$ 10 \$ 10 \$ 10 \$ 10 \$ 10 \$ 10	3,582 42,984 Step D  27.51 4,768 57,216  24.82 4,302 51,624  22.22 3,851 46,212  18.95 3,285 39,420  22.22 3,851 46,212  24.35 4,220 50,640	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.88 5,006 60,072 26.06 4,517 54,204 23.33 4,043 48,516 19.90 3,449 41,388 23.33 4,043 48,516 25.56 4,431 53,172	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	47,388  Step F  30.32 5,256 63,072  27.36 4,743 56,916  24.49 4,245 50,940  20.89 3,621 43,452  24.49 4,245 50,940  26.84 4,652 55,824	\$ 24	9,752 19 G 31.84 5.519 36,228 265.27 15,980 51,760 225.72 4,458 33,802 15,624 4,458 4,458 4,885 58,620	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$\$\frac{52,248}{\$\$\frac{33.43}{5,795}\$ \\ 69,540} \$\$\frac{30.17}{5,229}\$ \\ 62,748\$  27.00 4,680 56,160  23.04 3,993 47,916  27.00 4,680 56,160  29.59 5,129 61,548	\$ 4,571 \$ 54,852	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$7,600 \$1,000

#### **CARD Pay Schedule**

Management	Step A	Step B	Step	С	S	tep D	Step E	Step F	Step G	Step H	Step I	Step J
Parks and Recreation Director	r											
Hourly	\$ 42.21	\$ 43.21	\$ 4	4.21	\$	45.21	\$ 46.21	\$ 47.21	\$ 48.21	\$ 49.21	\$ 50.21	\$ 51.21
Monthly	\$ 7,316	\$ 7,490	\$ 7	,663	\$	7,836	\$ 8,010	\$ 8,183	\$ 8,356	\$ 8,530	\$ 8,703	\$ 8,876
Annually	\$ 87,797	\$ 89,877	\$ 91	,957	\$	94,037	\$ 96,117	\$ 98,197	\$ 100,277	\$ 102,357	\$ 104,437	\$ 106,517
Finance Manager												
Hourly	\$ 33.17	\$ 34.17	\$ 3	5.17	\$	36.17	\$ 37.17	\$ 38.17	\$ 39.17	\$ 40.17	\$ 41.17	\$ 42.17
Monthly	\$ 5,749	\$ 5,923	\$ 6	,096	\$	6,269	\$ 6,443	\$ 6,616	\$ 6,789	\$ 6,963	\$ 7,136	\$ 7,309
Annually	\$ 68,994	\$ 71,074	\$ 73	,154	\$	75,234	\$ 77,314	\$ 79,394	\$ 81,474	\$ 83,554	\$ 85,634	\$ 87,714
HR Manager												
Hourly	\$ 33.17	\$ 34.17	\$ 3	5.17	\$	36.17	\$ 37.17	\$ 38.17	\$ 39.17	\$ 40.17	\$ 41.17	\$ 42.17
Monthly	\$ 5,749	\$ 5,923	\$ 6	,096	\$	6,269	\$ 6,443	\$ 6,616	\$ 6,789	\$ 6,963	\$ 7,136	\$ 7,309
Annually	\$ 68,994	\$ 71,074	\$ 73	,154	\$	75,234	\$ 77,314	\$ 79,394	\$ 81,474	\$ 83,554	\$ 85,634	\$ 87,714

General Manager

Pay Rate
Hourly \$ 54.20
Monthly \$ 9,395
Annually \$ 112,736

Annually   3	Monthly	\$ 9,3	95															
Sr. Recreation Supervisor	Annually	\$ 112,7	36															
Sr. Recreation Supervisor																		
Houry   S	Superviors Unit - Local 39	Step A		Step B		Step C		Step D		Step E		Step F		Step G		Step H		Step I
Monthly   S	· ·																	
Recreation Supervisor    Hourly   S	•								_		_							
Hourly   S   24,81   \$   26,05   \$   27,35   \$   28,72   \$   30,16   \$   31,66   \$   33,25   \$   34,91   \$   \$   36,66					_				_		_		_		_			
Hourly   S	•	\$ 57,8	24   3	60,715	\$	63,751	\$	66,939	\$	70,285	\$	73,800	\$	77,490	\$	81,364	\$	85,432
Monthly   S	·										١.							
Namual   S   5,056   S   54,165   S   56,894   S   69,736   S   62,726   S   66,862   S   69,156   S   72,613   S   70,244	·				_		_		_		_		_		_		_	
Nature Center Director   Hourly   S	·				_				_		_		_		_			
Hourly   S	·	\$ 51,6	05   8	54,185	\$	56,894	\$	59,739	\$	62,726	\$	65,862	\$	69,155	\$	72,613	\$	76,244
Monthly   S		0.1	04 T	00.05		07.05	•	00.70		00.40	Ι φ	04.00	٠,	00.05	Φ.	04.04	•	00.00
Park Supervisor   Hourly   S	·						_		_		_		_				_	
Park Supervisor			_		_		_		_		_		_		_		_	
Hourly   S	·	\$ 51,6	05   8	54,185	\$	56,894	\$	59,739	\$	62,726	\$	65,862	\$	69,155	\$	72,613	\$	76,244
Monthly   S	·		I .			07.05			١.	20.40	۱.	04.00		22.25	_	2424	_	22.22
Parks Unit - SEIU	·								_		_							
Parks Unit - SEU	·		_				_				_						_	
Hourly   S	Annually	\$ 51,6	05   3	54,185	\$	56,894	\$	59,739	\$	62,726	\$	65,862	\$	69,155	\$	72,613	\$	76,244
Hourly   S	Parks Unit - SEIU	Step A		Step B		Step C		Step D		Step E		Step F		Step G		Step H		Step I
Hourly   S		313F 11																
Utility 1  Hourly \$ 1,940 \$ 20,37 \$ 1,408 \$ 1,202 \$ 1,505 \$ 5,408 \$ 5,678 \$ 6,962 \$ 5,217 \$ 5,478 \$ 5,752 \$ 6,902 \$		\$ 22.	46 5	23.58	\$	24.76	\$	26.00	\$	27.30	\$	28.67	\$	30.10	\$	31.60	\$	33.18
Utility I Hourly   S					_		_		_		_		_				_	
Hourly   S					_		_		_		_		_					
Hourly   S	·					,,,,,,,		,,,,,,				,-		,		,		
Monthly   S   3,363   S   3,531   S   3,707   S   3,893   S   4,087   S   4,292   S   4,506   S   4,732   S   4,968		\$ 19.	40 5	\$ 20.37	\$	21.39	\$	22.46	\$	23.58	\$	24.76	\$	26.00	\$	27.30	\$	28.66
Manually   Step A   Step B   Step C   Step D   Step E   Step F   Step G   Step H   Step L	·						_		_		_							
Number   Step A   Step B   Step C   Step D   Step E   Step F   Step G   Step H   Step I	·				_		_		_		_		_					
Executive Assistant    Hourly   S	-																	
Hourly   S   25.82   S   27.11   S   28.47   S   29.89   S   31.38   S   32.95   S   34.60   S   36.33   S   38.15																		
Monthly Annually   \$	•	Step A		Step B		Step C		Step D		Step E		Step F		Step G		Step H		Step I
Finance Assistant Hourly \$ 23.30 \$ 24.47 \$ 25.69 \$ 26.97 \$ 28.32 \$ 29.74 \$ 31.22 \$ 32.79 \$ 34.42 \$ 4.453 \$ 4.675 \$ 4.909 \$ 5.154 \$ 5.412 \$ 5.683 \$ 5.967 \$ 71.000 \$ 1.	Executive Assistant																	
Finance Assistant Hourly \$ 23.30 \$ 24.47 \$ 25.69 \$ 26.97 \$ 28.32 \$ 29.74 \$ 31.22 \$ 32.79 \$ 34.42	Executive Assistant Hourly	\$ 25.		\$ 27.11	\$	28.47	\$	29.89	_	31.38	_	32.95	\$	34.60		36.33		38.15
Hourly   Same   Annually   Annua	Executive Assistant Hourly Monthly	\$ 25. \$ 4,4	75 5	\$ 27.11 \$ 4,699	\$	28.47 4,934	\$	29.89 5,181	\$	31.38 5,440	\$	32.95 5,712	\$	34.60 5,998	\$	36.33 6,297	\$	38.15 6,612
Monthly Annually   \$ 4,039   \$ 4,241   \$ 4,453   \$ 4,675   \$ 4,909   \$ 5,154   \$ 5,412   \$ 5,683   \$ 5,967	Executive Assistant Hourly Monthly	\$ 25. \$ 4,4	75 5	\$ 27.11 \$ 4,699	\$	28.47 4,934	\$	29.89 5,181	\$	31.38 5,440	\$	32.95 5,712	\$	34.60 5,998	\$	36.33 6,297	\$	38.15 6,612
Facility Coordinator  Hourly S 20.86 S 21.90 S 23.00 S 24.15 S 25.36 S 26.62 S 27.95 S 29.35 S 30.82 Annually S 43.389 S 45.558 S 47.836 S 50.228 S 52.739 S 55.376 S 58.145 S 61.052 S 64.105  Customer Service Rep I  Hourly S 30.84 S 30.82 S 30.80 S 24.15 S 25.36 S 26.62 S 27.95 S 29.35 S 30.82 S 26.40 S 27.75 S 29.35 S 29.35 S 26.40 S 27.75 S 29.35 S 29.35 S 26.28 S 27.75 S 29.35 S 29.35 S 26.28 S 27.75 S 29.35 S 29.35 S 26.28 S 27.75 S 29.35	Executive Assistant Hourly Monthly Annually Finance Assistant	\$ 25. \$ 4,4 \$ 53,7	75 8	\$ 27.11 \$ 4,699 \$ 56,391	\$ \$	28.47 4,934 59,210	\$ \$	29.89 5,181 62,171	\$	31.38 5,440 65,279	\$	32.95 5,712 68,543	\$ \$	34.60 5,998 71,971	\$	36.33 6,297 75,569	\$	38.15 6,612 79,348
Facility Coordinator    Hourly   \$ 20.86   \$ 21.90   \$ 23.00   \$ 24.15   \$ 25.36   \$ 26.62   \$ 27.95   \$ 29.35   \$ 30.82	Executive Assistant Hourly Monthly Annually Finance Assistant Hourly	\$ 25. \$ 4,4 \$ 53,7	75 S 06 S 30 S	5 27.11 5 4,699 5 56,391 5 24.47	\$ \$ \$	28.47 4,934 59,210 25.69	\$ \$ \$	29.89 5,181 62,171 26.97	\$ \$	31.38 5,440 65,279 28.32	\$ \$	32.95 5,712 68,543 29.74	\$ \$ \$	34.60 5,998 71,971 31.22	\$ \$	36.33 6,297 75,569 32.79	\$ \$ \$	38.15 6,612 79,348 34.42
Hourly S	Executive Assistant Hourly Monthly Annually Finance Assistant Hourly Monthly	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0	75 S 06 S 30 S 39 S	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241	\$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453	\$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675	\$ \$ \$	31.38 5,440 65,279 28.32 4,909	\$ \$ \$	32.95 5,712 68,543 29.74 5,154	\$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412	\$ \$ \$	36.33 6,297 75,569 32.79 5,683	\$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967
Monthly \$ 3,616 \$ 3,797 \$ 3,986 \$ 4,186 \$ 4,395 \$ 4,615 \$ 4,845 \$ 5,088 \$ 5,342 Annually \$ 43,389 \$ 45,558 \$ 47,836 \$ 50,228 \$ 52,739 \$ 55,376 \$ 58,145 \$ 61,052 \$ 64,105 \$ 64	Executive Assistant  Hourly  Monthly  Annually  Finance Assistant  Hourly  Monthly  Annually	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0	75 S 06 S 30 S 39 S	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241	\$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453	\$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675	\$ \$ \$	31.38 5,440 65,279 28.32 4,909	\$ \$ \$	32.95 5,712 68,543 29.74 5,154	\$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412	\$ \$ \$	36.33 6,297 75,569 32.79 5,683	\$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967
Annually \$ 43,389 \$ 45,558 \$ 47,836 \$ 50,228 \$ 52,739 \$ 55,376 \$ 58,145 \$ 61,052 \$ 64,105 Customer Service Rep I  Hourly \$ 17.79 \$ 18.68 \$ 19.61 \$ 20.59 \$ 21.62 \$ 22.71 \$ 23.84 \$ 25.03 \$ 26.28 Annually \$ 37,003 \$ 38,853 \$ 40,796 \$ 42,836 \$ 44,978 \$ 47,227 \$ 49,588 \$ 52,067 \$ 54,671 Customer Service Rep II  Hourly \$ 20.86 \$ 21.90 \$ 23.00 \$ 24.15 \$ 25.36 \$ 26.62 \$ 27.95 \$ 29.35 \$ 30.82 Annually \$ 3,616 \$ 3,797 \$ 3,986 \$ 4,186 \$ 4,395 \$ 4,615 \$ 4,845 \$ 5,088 \$ 5,342 Annually \$ 43,389 \$ 45,558 \$ 47,836 \$ 50,228 \$ 52,739 \$ 55,376 \$ 58,145 \$ 61,052 \$ 64,105 Annually \$ 22.85 \$ 23.99 \$ 25.19 \$ 26.45 \$ 27.77 \$ 29.16 \$ 30.62 \$ 32.15 \$ 33.76 Annually \$ 3,961 \$ 4,159 \$ 4,367 \$ 4,585 \$ 4,814 \$ 5,055 \$ 5,308 \$ 5,573 \$ 5,852 Annually \$ 47,528 \$ 49,904 \$ 52,400 \$ 55,020 \$ 57,771 \$ 60,659 \$ 63,692 \$ 66,877 \$ 70,221 Recreation Coordinator  Hourly \$ 18.87 \$ 19.81 \$ 20.80 \$ 21.84 \$ 22.94 \$ 24.08 \$ 25.29 \$ 26.55 \$ 27.88 Annually \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,786 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832 \$ 4,832 \$ 4,832 \$ 4,832 \$ 4,835 \$ 4,845 \$ 4,845 \$ 5,832 \$ 4,	Executive Assistant  Hourly  Monthly  Annually  Finance Assistant  Hourly  Monthly  Annually  Facility Coordinator	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4	75 S 06 S 30 S 339 S 64 S	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887	\$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432	\$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103	\$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908	\$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854	\$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946	\$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194	\$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603
Customer Service Rep I  Hourly \$ 17.79 \$ 18.68 \$ 19.61 \$ 20.59 \$ 21.62 \$ 22.71 \$ 23.84 \$ 25.03 \$ 26.28    Monthly \$ 3,084 \$ 3,238 \$ 3,400 \$ 3,570 \$ 3,748 \$ 3,936 \$ 4,132 \$ 4,339 \$ 4,556    Annually \$ 37,003 \$ 38,853 \$ 40,796 \$ 42,836 \$ 44,978 \$ 47,227 \$ 49,588 \$ 52,067 \$ 54,671    Customer Service Rep II  Hourly \$ 20.86 \$ 21.90 \$ 23.00 \$ 24.15 \$ 25.36 \$ 26.62 \$ 27.95 \$ 29.35 \$ 30.82    Monthly \$ 3,616 \$ 3,797 \$ 3,986 \$ 4,186 \$ 4,395 \$ 4,615 \$ 4,845 \$ 5,088 \$ 5,342    Annually \$ 43,389 \$ 45,558 \$ 47,836 \$ 50,228 \$ 52,739 \$ 55,376 \$ 58,145 \$ 61,052 \$ 64,105    Marketing Coordinator  Hourly \$ 22.85 \$ 23.99 \$ 25.19 \$ 26.45 \$ 27.77 \$ 29.16 \$ 30.62 \$ 32.15 \$ 33.76    Monthly \$ 3,961 \$ 4,159 \$ 4,367 \$ 4,585 \$ 4,814 \$ 5,055 \$ 5,308 \$ 5,573 \$ 5,852    Annually \$ 47,528 \$ 49,904 \$ 52,400 \$ 55,020 \$ 57,771 \$ 60,659 \$ 63,692 \$ 66,877 \$ 70,221    Recreation Coordinator  Hourly \$ 18.87 \$ 19.81 \$ 20.80 \$ 21.84 \$ 22.94 \$ 24.08 \$ 25.29 \$ 26.55 \$ 27.88    Monthly \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,976 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4	75 S 06 S 30 S 339 S 64 S	5 27.11 5 4,699 5 56,391 6 24.47 6 4,241 6 50,887 6 21.90	\$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432	\$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103	\$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908	\$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854	\$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946	\$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194	\$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603
Hourly \$ 17.79 \$ 18.68 \$ 19.61 \$ 20.59 \$ 21.62 \$ 22.71 \$ 23.84 \$ 25.03 \$ 26.28 Monthly \$ 3,084 \$ 3,238 \$ 3,400 \$ 3,570 \$ 3,748 \$ 3,936 \$ 4,132 \$ 4,339 \$ 4,556 Annually \$ 37,003 \$ 38,853 \$ 40,796 \$ 42,836 \$ 44,978 \$ 47,227 \$ 49,588 \$ 52,067 \$ 54,671 \$ 40,000 \$ 40,000 \$ 42,836 \$ 44,978 \$ 47,227 \$ 49,588 \$ 52,067 \$ 54,671 \$ 40,000 \$ 40,0	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4	75 S 06 S 30 S 339 S 64 S 86 S	5 27.11 5 4,699 5 56,391 6 24.47 6 4,241 6 50,887 6 21.90 6 3,797	\$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986	\$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186	\$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395	\$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615	\$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845	\$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088	\$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342
Monthly   Sample   3,084   Sample   3,238   Sample   3,400   Sample   3,748   Sample   3,936   Sample   3,439   Sample   3,438   Sample   3,448   Sample   3,	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4	75 S 06 S 30 S 339 S 64 S 86 S	5 27.11 5 4,699 5 56,391 6 24.47 6 4,241 6 50,887 6 21.90 6 3,797	\$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986	\$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186	\$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395	\$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615	\$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845	\$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088	\$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342
Annually \$ 37,003 \$ 38,853 \$ 40,796 \$ 42,836 \$ 44,978 \$ 47,227 \$ 49,588 \$ 52,067 \$ 54,671  Customer Service Rep II  Hourly \$ 20.86 \$ 21.90 \$ 23.00 \$ 24.15 \$ 25.36 \$ 26.62 \$ 27.95 \$ 29.35 \$ 30.82 Monthly \$ 3,616 \$ 3,797 \$ 3,986 \$ 4,186 \$ 4,395 \$ 4,615 \$ 4,845 \$ 5,088 \$ 5,342 Annually \$ 43,889 \$ 45,558 \$ 47,836 \$ 50,228 \$ 52,739 \$ 55,376 \$ 58,145 \$ 61,052 \$ 64,105 Marketing Coordinator  Hourly \$ 22.85 \$ 23.99 \$ 25.19 \$ 26.45 \$ 27.77 \$ 29.16 \$ 30.62 \$ 32.15 \$ 33.76 Monthly \$ 3,961 \$ 4,159 \$ 4,367 \$ 4,585 \$ 4,814 \$ 5,055 \$ 5,308 \$ 5,573 \$ 5,852 Annually \$ 47,528 \$ 49,904 \$ 52,400 \$ 55,020 \$ 57,771 \$ 60,659 \$ 63,692 \$ 66,877 \$ 70,221 Monthly \$ 18.87 \$ 19.81 \$ 20.80 \$ 21.84 \$ 22.94 \$ 24.08 \$ 25.29 \$ 26.55 \$ 27.88 Monthly \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,786 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I	\$ 25. \$ 4,4 \$ 53.7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3	75 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558	\$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836	\$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228	\$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739	\$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376	\$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145	\$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052	\$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105
Customer Service Rep II  Hourly \$ 20.86 \$ 21.90 \$ 23.00 \$ 24.15 \$ 25.36 \$ 26.62 \$ 27.95 \$ 29.35 \$ 30.82 Monthly \$ 3,616 \$ 3,797 \$ 3,986 \$ 4,186 \$ 4,395 \$ 4,615 \$ 4,845 \$ 5,088 \$ 5,342 Annually \$ 43,389 \$ 45,558 \$ 47,836 \$ 50,228 \$ 52,739 \$ 55,376 \$ 58,145 \$ 61,052 \$ 64,105 Marketing Coordinator  Hourly \$ 22.85 \$ 23.99 \$ 25.19 \$ 26.45 \$ 27.77 \$ 29.16 \$ 30.62 \$ 32.15 \$ 33.76 Monthly \$ 3,961 \$ 4,159 \$ 4,367 \$ 4,585 \$ 4,814 \$ 5,055 \$ 5,308 \$ 5,573 \$ 5,852 Annually \$ 47,528 \$ 49,904 \$ 52,400 \$ 55,020 \$ 57,771 \$ 60,659 \$ 63,692 \$ 66,877 \$ 70,221 Recreation Coordinator  Hourly \$ 18.87 \$ 19.81 \$ 20.80 \$ 21.84 \$ 22.94 \$ 24.08 \$ 25.29 \$ 26.55 \$ 27.88 Monthly \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,786 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I Hourly	\$ 25. \$ 4,4 \$ 53.7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3	75 S 06 S 30 S 339 S 64 S 86 S 16 S 89 S	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558	\$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836	\$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228	\$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62	\$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376	\$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145	\$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052	\$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105
Hourly \$ 20.86 \$ 21.90 \$ 23.00 \$ 24.15 \$ 25.36 \$ 26.62 \$ 27.95 \$ 29.35 \$ 30.82 Monthly \$ 3,616 \$ 3,797 \$ 3,986 \$ 4,186 \$ 4,395 \$ 4,615 \$ 4,845 \$ 5,088 \$ 5,342 Annually \$ 43,389 \$ 45,558 \$ 47,836 \$ 50,228 \$ 52,739 \$ 55,376 \$ 58,145 \$ 61,052 \$ 64,105 Marketing Coordinator  Hourly \$ 22.85 \$ 23.99 \$ 25.19 \$ 26.45 \$ 27.77 \$ 29.16 \$ 30.62 \$ 32.15 \$ 33.76 Monthly \$ 3,961 \$ 4,159 \$ 4,367 \$ 4,585 \$ 4,814 \$ 5,055 \$ 5,308 \$ 5,573 \$ 5,852 Annually \$ 47,528 \$ 49,904 \$ 52,400 \$ 55,020 \$ 57,771 \$ 60,659 \$ 63,692 \$ 66,877 \$ 70,221 \$ 860 Coordinator  Recreation Coordinator  Hourly \$ 18.87 \$ 19.81 \$ 20.80 \$ 21.84 \$ 22.94 \$ 24.08 \$ 25.29 \$ 26.55 \$ 27.88 Monthly \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,786 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I Hourly Monthly	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0	75	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 18.68 \$ 3,238	\$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836	\$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570	\$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748	\$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936	\$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132	\$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339	\$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105
Monthly \$ 3,616 \$ 3,797 \$ 3,986 \$ 4,186 \$ 4,395 \$ 4,615 \$ 4,845 \$ 5,088 \$ 5,342 Annually \$ 43,389 \$ 45,558 \$ 47,836 \$ 50,228 \$ 52,739 \$ 55,376 \$ 58,145 \$ 61,052 \$ 64,105 \$ 64	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I  Hourly Monthly Annually	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0	75	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 18.68 \$ 3,238	\$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836	\$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570	\$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748	\$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936	\$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132	\$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339	\$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105
Annually \$ 43,389 \$ 45,558 \$ 47,836 \$ 50,228 \$ 52,739 \$ 55,376 \$ 58,145 \$ 61,052 \$ 64,105  Marketing Coordinator  Hourly \$ 22.85 \$ 23.99 \$ 25.19 \$ 26.45 \$ 27.77 \$ 29.16 \$ 30.62 \$ 32.15 \$ 33.76  Monthly \$ 3,961 \$ 4,159 \$ 4,367 \$ 4,585 \$ 4,814 \$ 5,055 \$ 5,308 \$ 5,573 \$ 5,852  Annually \$ 47,528 \$ 49,904 \$ 52,400 \$ 55,020 \$ 57,771 \$ 60,659 \$ 63,692 \$ 66,877 \$ 70,221  Recreation Coordinator  Hourly \$ 18.87 \$ 19.81 \$ 20.80 \$ 21.84 \$ 22.94 \$ 24.08 \$ 25.29 \$ 26.55 \$ 27.88  Monthly \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,976 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I  Hourly Annually Customer Service Rep II	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 40. \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0	775	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 18.68 \$ 3,238 \$ 38,853	\$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 19.61 3,400 40,796	\$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836	\$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978	\$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29,74 5,154 61,854 26,62 4,615 55,376 22,71 3,936 47,227	\$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588	\$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067	\$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671
Marketing Coordinator         Hourly       \$ 22.85       \$ 23.99       \$ 25.19       \$ 26.45       \$ 27.77       \$ 29.16       \$ 30.62       \$ 32.15       \$ 33.76         Monthly       \$ 3,961       \$ 4,159       \$ 4,367       \$ 4,585       \$ 4,814       \$ 5,055       \$ 5,308       \$ 5,573       \$ 5,852         Annually       \$ 47,528       \$ 49,904       \$ 52,400       \$ 55,020       \$ 57,771       \$ 60,659       \$ 63,692       \$ 66,877       \$ 70,221         Recreation Coordinator         Hourly       \$ 18.87       \$ 19.81       \$ 20.80       \$ 21.84       \$ 22.94       \$ 24.08       \$ 25.29       \$ 26.55       \$ 27.88         Monthly       \$ 3,271       \$ 3,434       \$ 3,606       \$ 3,786       \$ 3,976       \$ 4,174       \$ 4,383       \$ 4,602       \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I  Hourly Annually Customer Service Rep II Hourly Hourly Hourly	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0	775	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 18.68 \$ 3,238 \$ 38,853	\$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 19.61 3,400 40,796	\$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836	\$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978	\$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227	\$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588	\$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067	\$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671
Hourly \$ 22.85 \$ 23.99 \$ 25.19 \$ 26.45 \$ 27.77 \$ 29.16 \$ 30.62 \$ 32.15 \$ 33.76 Monthly \$ 3,961 \$ 4,159 \$ 4,367 \$ 4,585 \$ 4,814 \$ 5,055 \$ 5,308 \$ 5,573 \$ 5,852 Annually \$ 47,528 \$ 49,904 \$ 52,400 \$ 55,020 \$ 57,771 \$ 60,659 \$ 63,692 \$ 66,877 \$ 70,221 Recreation Coordinator  Hourly \$ 18.87 \$ 19.81 \$ 20.80 \$ 21.84 \$ 22.94 \$ 24.08 \$ 25.29 \$ 26.55 \$ 27.88 Monthly \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,976 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I Hourly Monthly Annually Customer Service Rep I Hourly Monthly Annually Customer Service Rep I Hourly Monthly Monthly	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0	775	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 18.68 \$ 3,238 \$ 38,853 \$ 21.90 \$ 3,797	\$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 19.61 3,400 40,796 23.00 3,986	\$ \$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836 24.15 4,186	\$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978 25.36 4,395	\$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227 26.62 4,615	\$ \$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588 27.95 4,845	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067	\$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671
Monthly Annually         3,961         4,159         4,367         4,585         4,814         5,055         5,308         5,573         5,852           Annually         47,528         49,904         52,400         55,000         57,771         60,659         63,692         66,877         70,221           Recreation Coordinator           Hourly         18.87         19.81         20.80         21.84         22.94         24.08         25.29         26.55         27.88           Monthly         3,271         3,434         3,606         3,786         3,976         4,174         4,383         4,602         4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I  Hourly Monthly Annually Customer Service Rep II  Hourly Monthly Annually Customer Service Rep II  Hourly Monthly Annually Annually Annually	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0	775	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 18.68 \$ 3,238 \$ 38,853 \$ 21.90 \$ 3,797	\$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 19.61 3,400 40,796 23.00 3,986	\$ \$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836 24.15 4,186	\$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978 25.36 4,395	\$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227 26.62 4,615	\$ \$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588 27.95 4,845	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067	\$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671
Annually \$ 47,528 \$ 49,904 \$ 52,400 \$ 55,020 \$ 57,771 \$ 60,659 \$ 63,692 \$ 66,877 \$ 70,221  Recreation Coordinator  Hourly \$ 18.87 \$ 19.81 \$ 20.80 \$ 21.84 \$ 22.94 \$ 24.08 \$ 25.29 \$ 26.55 \$ 27.88  Monthly \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,976 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I  Hourly Monthly Annually Customer Service Rep II  Hourly Monthly Annually Customer Service Rep II  Hourly Monthly Annually Monthly Annually Monthly Annually	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0 \$ 20.	75	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 21.90 \$ 3,238 \$ 38,853 \$ 21.90 \$ 3,797 \$ 45,558	\$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 40,796 23.00 3,986 47,836	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836 24.15 4,186 50,228	\$ \$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978 25.36 4,395 52,739	\$ \$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227 26.62 4,615 55,376	\$ \$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588 27.95 4,845 58,145	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067 29.35 5,088 61,052	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671 30.82 5,342 64,105
Recreation Coordinator       Hourly     \$ 18.87     \$ 19.81     \$ 20.80     \$ 21.84     \$ 22.94     \$ 24.08     \$ 25.29     \$ 26.55     \$ 27.88       Monthly     \$ 3,271     \$ 3,434     \$ 3,606     \$ 3,786     \$ 3,976     \$ 4,174     \$ 4,383     \$ 4,602     \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I Hourly Monthly Annually Customer Service Rep II Hourly Monthly Annually Customer Service Rep II Hourly Monthly Annually Monthly Annually Monthly Annually Monthly Annually Monthly Annually Monthly Annually Morketing Coordinator Hourly	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0 \$ 20.	75	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 38,853 \$ 21.90 \$ 3,797 \$ 45,558	\$ \$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 40,796 23.00 3,986 47,836	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836 24.15 4,186 50,228	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978 25.36 4,395 52,739	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227 26.62 4,615 55,376	\$ \$ \$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588 27.95 4,845 58,145	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067 29.35 5,088 61,052	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671 30.82 5,342 64,105
Hourly \$ 18.87 \$ 19.81 \$ 20.80 \$ 21.84 \$ 22.94 \$ 24.08 \$ 25.29 \$ 26.55 \$ 27.88 Monthly \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,976 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I Hourly Monthly Annually Customer Service Rep II Hourly Monthly Annually Customer Service Rep II Hourly Monthly Annually Monthly Annually Monthly Annually Monthly Monthly Morketing Coordinator Hourly Monthly	\$ 25. \$ 4,4 \$ 53.7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0 \$ 20. \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6	75	\$ 27.11 \$ 4,699 \$ 56,391 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 38,853 \$ 21.90 \$ 3,853 \$ 21.90 \$ 3,797 \$ 45,558	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 40,796 23.00 3,986 47,836 47,836	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836 24.15 4,186 50,228	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978 25.36 4,395 52,739 27.77 4,814	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227 26.62 4,615 55,376	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588 27.95 4,845 58,145	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067 29.35 5,088 61,052 32.15 5,573	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671 30.82 5,342 64,105
Monthly \$ 3,271 \$ 3,434 \$ 3,606 \$ 3,786 \$ 3,976 \$ 4,174 \$ 4,383 \$ 4,602 \$ 4,832	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I Hourly Monthly Annually Customer Service Rep II Hourly Monthly Annually Customer Service Rep II Hourly Monthly Annually Monthly Annually Morketing Coordinator Hourly Monthly Annually	\$ 25. \$ 4,4 \$ 53.7 \$ 23. \$ 4,0 \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0 \$ 20. \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6	75	\$ 27.11 \$ 4,699 \$ 56,391 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 38,853 \$ 21.90 \$ 3,853 \$ 21.90 \$ 3,797 \$ 45,558	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 40,796 23.00 3,986 47,836 47,836	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836 24.15 4,186 50,228	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978 25.36 4,395 52,739 27.77 4,814	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227 26.62 4,615 55,376	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588 27.95 4,845 58,145	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067 29.35 5,088 61,052 32.15 5,573	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671 30.82 5,342 64,105
	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I  Hourly Monthly Annually Customer Service Rep II  Hourly Monthly Annually Monthly Annually Monthly Annually Marketing Coordinator  Hourly Monthly Annually Marketing Coordinator	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 40. \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0 \$ 34,3 \$ 47,5	75	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 18.68 \$ 3,238 \$ 38,853 \$ 21.90 \$ 3,797 \$ 45,558	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 40,796 23.00 40,796 23.00 40,796 47,836	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836 4,186 50,228 26.45 4,585 55,020	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978 25.36 4,395 52,739 27.77 4,814	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29,74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227 26.62 4,615 55,376 29.16 5,055 60,659	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588 27.95 4,845 58,145 30.62 5,308 63,692	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067 29.35 5,088 61,052 32.15 5,573 66,877	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671 30.82 5,342 64,105 33.76 5,852 70,221
אווועמווא ספ, בער אין	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I  Hourly Monthly Annually Customer Service Rep II  Hourly Monthly Annually Monthly Annually Annually Customer Service Rep II  Hourly Monthly Annually Annually Marketing Coordinator  Hourly Monthly Annually Recreation Coordinator	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 40. \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0 \$ 20. \$ 3,6 \$ 47,5	75	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 38,853 \$ 21.90 \$ 3,797 \$ 45,558 \$ 21.90 \$ 3,797 \$ 45,558 \$ 21.90 \$ 44,159 \$ 49,904	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 23.00 40,796 23.00 3,986 47,836 25.19 4,367 52,400	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836 24.15 4,186 50,228 26.45 4,585 55,020	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978 25.36 4,395 52,739 27.77 4,814 57,771	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29,74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227 26.62 4,615 55,376 29.16 5,055 60,659	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 4,132 49,588 27.95 4,845 58,145 30.62 5,308 63,692	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067 29.35 5,088 61,052 32.15 5,573 66,877	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671 30.82 5,342 64,105 33.76 5,852 70,221
	Executive Assistant  Hourly Monthly Annually Finance Assistant  Hourly Monthly Annually Facility Coordinator  Hourly Monthly Annually Customer Service Rep I  Hourly Monthly Annually Customer Service Rep II  Hourly Monthly Annually Monthly Annually Recreation Coordinator  Hourly Monthly Annually Monthly Annually Recreation Coordinator Hourly Monthly Annually Recreation Coordinator Hourly Monthly	\$ 25. \$ 4,4 \$ 53,7 \$ 23. \$ 40. \$ 48,4 \$ 20. \$ 3,6 \$ 43,3 \$ 17. \$ 3,0 \$ 37,0 \$ 20. \$ 34,3 \$ 47,5 \$ 20. \$ 3,6 \$ 47,5	75	\$ 27.11 \$ 4,699 \$ 56,391 \$ 24.47 \$ 4,241 \$ 50,887 \$ 21.90 \$ 3,797 \$ 45,558 \$ 38,853 \$ 38,853 \$ 21.90 \$ 3,797 \$ 45,558 \$ 21.90 \$ 3,797 \$ 45,558 \$ 49,904	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	28.47 4,934 59,210 25.69 4,453 53,432 23.00 3,986 47,836 19.61 3,400 40,796 23.00 3,986 47,836 25.19 4,367 52,400 20.80 3,606	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.89 5,181 62,171 26.97 4,675 56,103 24.15 4,186 50,228 20.59 3,570 42,836 24.15 4,186 50,228 26.45 4,585 55,020 21.84 3,786	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	31.38 5,440 65,279 28.32 4,909 58,908 25.36 4,395 52,739 21.62 3,748 44,978 25.36 4,395 52,739 27.77 4,814 57,771	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	32.95 5,712 68,543 29.74 5,154 61,854 26.62 4,615 55,376 22.71 3,936 47,227 26.62 4,615 55,376 29.16 5,055 60,659 24.08 4,174	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	34.60 5,998 71,971 31.22 5,412 64,946 27.95 4,845 58,145 23.84 49,588 27.95 4,845 58,145 30.62 5,308 63,692 25.29 4,383	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	36.33 6,297 75,569 32.79 5,683 68,194 29.35 5,088 61,052 25.03 4,339 52,067 29.35 5,088 61,052 32.15 5,573 66,877	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	38.15 6,612 79,348 34.42 5,967 71,603 30.82 5,342 64,105 26.28 4,556 54,671 30.82 5,342 64,105 33.76 5,852 70,221

		C1			4 a a C	1	C4 C		Chair D		C+	1	Cham F	_	C+ C		C4 ''		Cham!		Char
Management Parks and Recreation Direct	tor	Step A	١.	St	tep B	<u> </u>	Step C	<u>                                       </u>	Step D		Step E		Step F	- ;	Step G		Step H	<u> </u>	Step I	<u> </u>	Step.
	Hourly	\$ 4	43.21	\$	44.21	\$	45.21	\$	46.21	\$	47.21	\$	48.21	\$	49.21	\$	50.21	\$	51.21	\$	52
	Monthly		7,490	\$	7,663	\$	7,836	\$	8,010	\$	8,183	\$	8,356	\$	8,530	\$	8,703	\$	8,876	\$	9,
inance Manager	Annually	\$ 8	9,877	\$	91,957	\$	94,037	\$	96,117	\$	98,197	\$	100,277	\$	102,357	\$	104,437	\$	106,517	\$	108,
	Hourly	\$	34.17	\$	35.17	\$	36.17	\$	37.17	\$	38.17	\$	39.17	\$	40.17	\$	41.17	\$	42.17	\$	43
	Monthly		5,923	\$	6,096	\$	6,269	\$	6,443	\$	6,616	\$	6,789	\$	6,963	\$	7,136	\$	7,309	\$	7,
HR Manager	Annually	\$ 7	1,074	\$	73,154	\$	75,234	\$	77,314	\$	79,394	\$	81,474	\$	83,554	\$	85,634	\$	87,714	\$	89,
	Hourly	\$	34.17	\$	35.17	\$	36.17	\$	37.17	\$	38.17	\$	39.17	\$	40.17	\$	41.17	\$	42.17	\$	43
	Monthly		5,923	\$	6,096		6,269	\$	6,443	\$	6,616	\$	6,789	\$	6,963	\$	7,136	\$	7,309	\$	7,
General Manager	Annually	Pay Rat	1,074 te	\$	73,154	\$	75,234	\$	77,314	\$	79,394	\$	81,474	\$	83,554	\$	85,634	\$	87,714	\$	89,
	Hourly	\$	55.29																		
	Monthly		9,583																		
	Annually	\$ 113	5,000																		
Superviors Unit - Loca	al 39	Step A	1	St	tep B		Step C		Step D		Step E		Step F		Step G		Step H				
Sr. Recreation Supervisor	Hourly	\$	29.19	\$	30.65	\$	32.18	\$	33.79	\$	35.48	\$	37.25	\$	39.12	\$	41.07	1			
	Monthly		5,060	\$	5,313	\$	5,578	\$	5,857	\$	6,150	\$	6,457	\$	6,780	\$	7,119				
Daniel Commission	Annually	\$ 60	0,715	\$	63,751	\$	66,939	\$	70,285	\$	73,800	\$	77,490	\$	81,364	\$	85,432				
Recreation Supervisor	Hourly	\$	26.96	\$	28.31	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13	\$	37.94	1			
	Monthly		4,673	\$	4,907	\$	5,152	\$	5,410	\$	5,680	\$	5,964	\$	6,262	\$	6,575				
Notice Contact	Annually	\$ 50	6,077	\$	58,881	\$	61,825	\$	64,916	\$	68,162	\$	71,570	\$	75,148	\$	78,906	İ			
Nature Center Director	Hourly	\$	26.96	\$	28.31	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13	\$	37.94	Ì			
	Monthly	\$	4,673	\$	4,907	\$	5,152	\$	5,410	\$	5,680	\$	5,964	\$	6,262	\$	6,575				
Park Suppressor	Annually	\$ 50	6,077	\$	58,881	\$	61,825	\$	64,916	\$	68,162	\$	71,570	\$	75,148	\$	78,906				
Park Supervisor	Hourly	\$	26.96	\$	28.31	\$	29.72	\$	31.21	\$	32.77	\$	34.41	\$	36.13	\$	37.94	1			
	Monthly		4,673	\$	4,907	\$	5,152	\$	5,410	\$	5,680	\$	5,964	\$	6,262	\$	6,575				
	Annually	\$ 50	6,077	\$	58,881	\$	61,825	\$	64,916	\$	68,162	\$	71,570	\$	75,148	\$	78,906				
Parks Unit - SEIU		Step A	١	St	tep B		Step C		Step D		Step E		Step F		Step G		Step H				
Utility II	Hourly	¢ ·	24.44	\$	25.63	\$	26.91	\$	20.26	_		\$	31.15	\$	32.71	\$	34.35				
											20.67					Ψ	34.33				
	Monthly		24.41 4,231	\$	4,443	\$	4,665	\$	28.26 4,898	\$	29.67 5,143	\$	5,400	\$	5,670	\$	5,954				
		\$						_		_											
Utility I	Monthly Annually	\$ 50	4,231 0,773	\$	4,443 53,311	\$	4,665 55,977	\$	4,898 58,776	\$	5,143 61,715	\$	5,400 64,800	\$	5,670 68,040	\$	5,954 71,442				
Utility I	Monthly	\$ 50 \$ 51	4,231	\$ \$	4,443 53,311 22.13 3,837	\$ \$ \$	4,665	\$ \$ \$ \$	4,898	\$ \$	5,143 61,715 25.62 4,441	\$ \$ \$ \$	5,400 64,800 26.90 4,663	\$ \$ \$ \$	5,670	\$	5,954				
Utility I	Monthly Annually Hourly	\$ 50 \$ 50 \$ 3	4,231 0,773 21.08	\$	4,443 53,311 22.13	\$ \$	4,665 55,977 23.24	\$	4,898 58,776 24.40	\$	5,143 61,715 25.62	\$	5,400 64,800 26.90	\$ \$ \$	5,670 68,040 28.25	\$	5,954 71,442 29.66				
Utility I Unrepresented	Monthly Annually Hourly Monthly	\$ 50 \$ 50 \$ 3	4,231 0,773 21.08 3,654 3,846	\$ \$ \$	4,443 53,311 22.13 3,837	\$ \$ \$ \$	4,665 55,977 23.24 4,028	\$ \$ \$ \$	4,898 58,776 24.40 4,230	\$ \$	5,143 61,715 25.62 4,441	\$ \$ \$ \$	5,400 64,800 26.90 4,663	\$ \$ \$ \$	5,670 68,040 28.25 4,897	\$ \$ \$ \$	5,954 71,442 29.66 5,141				
Unrepresented	Monthly Annually Hourly Monthly Annually	\$ 50 \$ 50 \$ 50 \$ 50 \$ 50 \$ 50 \$ 50 \$ 50	4,231 0,773 21.08 3,654 3,846	\$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B	\$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C	\$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D	\$ \$	5,143 61,715 25.62 4,441 53,296 Step E	\$ \$	5,400 64,800 26.90 4,663 55,960 Step F	\$ \$ \$ \$	5,670 68,040 28.25 4,897 58,758 Step G	\$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H				
Unrepresented	Monthly Annually Hourly Monthly	\$ 51 \$ 51 \$ 42 \$ \$ 42	4,231 0,773 21.08 3,654 3,846	\$ \$ \$	4,443 53,311 22.13 3,837 46,039	\$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341	\$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758	\$ \$	5,143 61,715 25.62 4,441 53,296	\$ \$ \$ \$	5,400 64,800 26.90 4,663 55,960	\$ \$ \$ \$	5,670 68,040 28.25 4,897 58,758	\$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696				
Executive Assistant	Monthly Annually Hourly Monthly Annually	\$ 51 \$ 51 \$ 42 \$ \$ 42	4,231 0,773 21.08 3,654 3,846	\$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B	\$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C	\$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D	\$ \$ \$ \$ \$	5,143 61,715 25.62 4,441 53,296 Step E	\$ \$ \$ \$ \$	5,400 64,800 26.90 4,663 55,960 Step F	\$ \$ \$ \$ \$	5,670 68,040 28.25 4,897 58,758 Step G	\$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H				
Unrepresented Executive Assistant	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 56 \$ 56 \$ 56 \$ 56 \$ 56	4,231 0,773 21.08 3,654 3,846 4 28.06 4,864 8,365	\$ \$ \$ \$ \$ \$	22.13 3,837 46,039 tep B 29.46 5,107 61,283	\$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347	\$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 <b>Step D</b> 32.48 5,630 67,565	\$ \$ \$ \$ \$ \$	5,143 61,715 25.62 4,441 53,296 <b>Step E</b> 34.11 5,912 70,943	\$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 <b>Step F</b> 35,81 6,207 74,490	\$ \$ \$ \$ \$ \$	5,670 68,040 28.25 4,897 58,758 Step G 37.60 6,518 78,214	\$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125				
Unrepresented Executive Assistant	Monthly Annually Hourly Monthly Annually Hourly Monthly	\$ 51 \$ 52 \$ 54 \$ 54 \$ 54 \$ 55 \$ 55	4,231 0,773 21.08 3,654 3,846 4 28.06 4,864	\$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107	\$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362	\$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630	\$ \$ \$ \$ \$	5,143 61,715 25.62 4,441 53,296 Step E 34.11 5,912	\$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35.81 6,207	\$ \$ \$ \$ \$	5,670 68,040 28.25 4,897 58,758 Step G 37.60 6,518	\$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844				
Unrepresented Executive Assistant Finance Assistant	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 21.08 3,654 3,846 28.06 4,864 8,365	\$ \$ \$ \$ \$ \$ \$	22.13 3,837 46,039 tep B 29.46 5,107 61,283	\$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92	\$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565	\$ \$ \$ \$ \$ \$	5,143 61,715 25.62 4,441 53,296 Step E 34.11 5,912 70,943 30.78	\$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490	\$ \$ \$ \$ \$ \$ \$	5,670 68,040 28.25 4,897 58,758 Step G 37.60 6,518 78,214	\$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125				
Unrepresented Executive Assistant	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 21.08 3,654 3,846 28.06 4,864 8,365 25.32 4,389 2,666	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299	\$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064	\$ \$ \$ \$ \$ \$ \$	4,898 58,776 24,40 4,230 50,758 Step D 32,48 5,630 67,565 29,31 5,081 60,967	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34.11 5,912 70,943 30.78 5,335 64,015	\$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 <b>Step F</b> 35,81 6,207 74,490 32,32 5,601 67,216	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577	\$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106				
Unrepresented Executive Assistant Finance Assistant	Monthly Annually Hourly Monthly Annually Monthly Annually Hourly Monthly	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 21.08 3,654 3,846 4,864 8,365 25.32 4,389	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839	\$ \$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565 29.31 5,081	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335	\$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 <b>Step F</b> 35,81 6,207 74,490 32,32 5,601	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28.25 4,897 58,758 Step G 37.60 6,518 78,214	\$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175				
Unrepresented Executive Assistant Finance Assistant  HR Payroll Specialist	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 51 51 51 51 51 51 51 51 51 51 51 51 51	4,231 0,773 21.08 3,654 3,846 28.06 4,864 8,365 25.32 4,389 2,666	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064	\$ \$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565 29.31 5,081 60,967 20.76	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015	\$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 <b>Step F</b> 35,81 6,207 74,490 32,32 5,601 67,216	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577	\$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29,66 5,141 61,696 Step H 39,48 6,844 82,125 35,63 6,175 74,106				
Unrepresented Executive Assistant Finance Assistant  HR Payroll Specialist	Monthly Annually Hourly Monthly Annually  Hourly Monthly Annually Hourly Monthly Annually Hourly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	21.08 3.654 4.28.06 4.88,365 4.28.06 4.88,365 17.93 17.93 17.93 17.294	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299 18.83 3,263 39,159	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19,77 3,426 41,117	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565 29.31 5,081 60,967 20.76 3,598 43,173	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 <b>Step E</b> 34.11 5,912 70,943 30.78 5,335 64,015 21,79 3,777,63 45,332	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477				
Unrepresented Executive Assistant Finance Assistant  HR Payroll Specialist	Monthly Annually Hourly Monthly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	21.08 21.08 21.08 22.06 4.864 4.864 4.864 4.864 4.865 22.666 17.93 07.87	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22,13 3,837 46,039 tep B 29,46 5,107 61,283 26,59 4,608 55,299 18,83 3,263 39,159	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426	\$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24,40 4,230 50,758 Step D 32,48 5,630 67,565 29,31 5,081 60,967 20,76 3,598 43,173 20,76 3,598	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373				
Unrepresented Executive Assistant Finance Assistant  HR Payroll Specialist Finance Specialist	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	21.08 3.654 4.82 28.06 4.864 4.864 4.864 4.389 25.32 24.389 07.87 7,294	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299 18.83 3,263 39,159	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117	\$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565 29.31 5,081 60,967 20.76 3,598 43,173	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34.11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 <b>Step F</b> 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist	Monthly Annually Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 51 51 51 51 51 51 51 51 51 51 51 51 51	4,231 0,773 21.08 21.08 3,854 4 3,846 4 4,864 4,864 4,865 25.32 25.32 27.32 17.93 17.93 17.93 17.93	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299 18.83 3,263 39,159 18.83 3,263 3,263 3,263	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 19.77 3,426 41,117	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776  24.40 4,230 50,758  Step D  32.48 5,630 67,565 29.31 5,081 60,967 20.76 3,598 43,173 20.76 3,598 43,173	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 21,79 3,777,63 45,332	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477				
Unrepresented Executive Assistant Finance Assistant  HR Payroll Specialist Finance Specialist	Monthly Annually Hourly Monthly Annually	\$ 51 \$ 52 \$ 54 \$ 54 \$ 54 \$ 55 \$ 55 \$ 55 \$ 55 \$ 57 \$ 57 \$ 57 \$ 57	21.08 21.08 21.08 22.06 4.864 4.864 4.864 4.864 4.865 22.666 17.93 07.87	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22,13 3,837 46,039 tep B 29,46 5,107 61,283 26,59 4,608 55,299 18,83 3,263 39,159	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24,40 4,230 50,758 Step D 32,48 5,630 67,565 29,31 5,081 60,967 20,76 3,598 43,173 20,76 3,598	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 24,03 4,165 49,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator	Monthly Annually Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly Hourly Hourly	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 221.08 3,654 3,846 4 228.06 4,864 8,365 25.32 4,389 07.87 77,294 17.93 07.87 77,294	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299 18.83 3,263 39,159 18.83 3,263 39,159	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 19.77 3,426 41,117	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565 29.31 5,081 60,967 20.76 3,598 43,173 20.76 3,598 43,173	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 21,79 3,777,63 45,332	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 49,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 82,125 35.63 6,175 74,106 25.23 4,373 52,477 25.23 4,373 52,477				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator	Monthly Annually Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually Hourly Monthly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 21.08 221.08 3,854 4 3,846 4 4,864 4,864 8,365 25.32 4,389 07.87 77,294 17.93 07.87 77,294	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22,13 3,837 46,039 tep B 29,46 5,107 61,283 26,59 4,608 55,299 18,83 3,263 39,159 18,83 3,263 39,159 23,80 4,126	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 19.77 3,426 41,117 24.99 4,332	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565 29.31 5,081 60,967 20.76 3,598 43,173 20.76 3,598 43,173 20.76 43,598 43,173	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34.11 5,912 70,943 30.78 5,335 64,015 21,79 3,777.63 45,332 21,79 3,777.63 45,332 27,56 4,776	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 24,03 4,165 49,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477 25.23 4,373 52,477				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator	Monthly Annually Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 21.08 3,3654 3,3846 228.06 4,4864 4,864 4,839 25.32 24,389 07.87 77,294 117.93 07.87 77,294 22.67 3,929 7,154	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 29.46 5,107 61,283 26.59 4,608 55,299 18.83 3,263 39,159 23.80 4,126 49,511 20.30 3,518	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 24.99 4,332 51,987 21.31 3,694	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24,40 4,230 50,758  Step D 32,48 5,630 67,565 29,31 5,081 60,967 20,76 3,598 43,173 20,76 3,598 43,173 26,24 4,549 54,586 22,38 3,879	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 21,79 3,777,63 45,332 27,56 4,776 57,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 28,93 5,015 60,181	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 5tep G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 30,38 5,266 63,190 25,90 4,490	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477 31.90 5,529 66,350 27.20 4,715				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Monthly Annually Hourly	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 221.08 3,654 3,846 4,864 4,864 4,864 4,869 17.93 07.87 77,294 17.93 07.87 77,294 19.33	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22,13 3,837 46,039 tep B 29,46 5,107 61,283 26,59 4,608 55,299 18,83 3,263 39,159 18,83 3,263 39,159 23,80 4,126 49,511	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 19.77 3,426 41,117 24.99 4,332 51,987	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24,40 4,230 50,758 Step D 32,48 5,630 67,565 29,31 5,081 60,967 20,76 3,598 43,173 20,76 3,598 43,173 26,24 4,549 54,586	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 21,79 3,777,63 45,332 27,56 4,776 57,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 28,93 5,015 60,181	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 24,03 4,165 49,978 30,38 5,266 63,190 25,90	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477 25.23 4,373 52,477 31.90 5,529 66,350 27.20				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Monthly Annually Hourly Monthly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 221.08 3,654 3,846 4 4,864 4,864 4,864 4,836 5 25.32 4,389 07.87 77,294 17.93 07.87 77,294 19.33 3,351 10,206	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22,13 3,837 46,039 tep B 29,46 5,107 61,283 26,59 4,608 55,299 18,83 3,263 39,159 23,80 4,126 49,511 20,30 3,518 42,217	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19,77 3,426 41,117 19,77 3,426 41,117 24.99 4,332 51,987 21,31 3,694 44,328	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776  24.40 4,230 50,758  Step D  32.48 5,630 67,565  29.31 5,081 60,967  20.76 3,598 43,173  20.76 3,598 43,173  26.24 4,549 54,586  22.38 3,879 46,544		5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777.63 45,332 21,79 3,777.63 45,332 27,56 4,776 57,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 28,93 5,015 60,181 24,67 4,276 51,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 24,03 4,165 49,978 30,38 5,266 63,190 25,90 4,490 53,880	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477 25.23 4,373 52,477 31,90 5,529 66,350 27.20 4,715 56,574				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Monthly Annually Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 221.08 3,654 3,364 4,864 4,864 4,864 225.32 24,389 2,666 117.93 07.87 7,294 17.93 07.87 7,294 19.33 3,351 0,206 22.67 3,929	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22,13 3,837 46,039 tep B 29,46 5,107 61,283 26,59 4,608 55,299 18,83 3,263 39,159 23,80 4,126 49,511 20,30 3,518 42,217 23,80 4,126	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23,24 4,028 48,341 Step C 30,94 5,362 64,347 27,92 4,839 58,064 19,77 3,426 41,117 19,77 3,426 41,117 24,99 4,332 51,987 21,31 3,694 44,328 24,99 4,332	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24,40 4,230 50,758 Step D 32,48 5,630 67,565 29,31 5,081 60,967 20,76 3,598 43,173 20,76 3,598 43,173 20,76 3,598 43,173 20,76 3,598 43,173 20,76 45,545 20,76 45,545 20,76 45,545 20,76 45,545 20,76 45,545 20,76 45,545 20,76 45,545 20,76 45,545 20,76 45,545 20,76 45,545 20,76 45,545 20,76 40,544 40,544		5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 21,79 3,777,63 45,332 27,56 4,776 57,315 23,50 40,73 40,73 40,73 40,73 40,73 40,73 40,73	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 28,93 5,015 60,181 24,67 4,276 51,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 Step G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 24,03 4,165 49,978 30,38 5,266 63,190 53,880 30,38 5,266	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477 31.90 5,529 66,350 27.20 4,715				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Customer Service Rep I  Customer Service Rep II	Monthly Annually Hourly	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 221.08 221.08 3,3654 3,846 4,864 4,864 4,864 25.32 25.32 4,389 2,666 17.93 07.87 7,294 17.93 07.87 7,294 19.33 3,351 0,206	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22,13 3,837 46,039 tep B 29,46 5,107 61,283 26,59 4,608 55,299 18,83 3,263 39,159 23,80 4,126 49,511 20,30 3,518 42,217	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 19.77 3,426 41,117 24.99 4,332 51,987 21.31 3,694 44,328 24.99	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565 29.31 5,081 60,967 20.76 3,598 43,173 20.76 3,598 43,173 20.76 43,598 43,173 20.76 3,598 43,173 20.76 45,445 45,49 54,586	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34.11 5,912 70,943 30.78 5,335 64,015 21,79 3,777.63 45,332 21,79 3,777.63 45,332 27,56 4,776 57,315 23,50 4,073 48,871	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 28,93 5,015 60,181 24,67 4,276 51,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 24,03 4,165 49,978 30,38 5,266 63,190 4,490 53,880 30,38	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477 25.23 4,373 52,477 31.90 5,529 66,350 27.20 4,715 56,574 31.90				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Customer Service Rep I  Customer Service Rep II	Monthly Annually Hourly Monthly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 221.08 3,654 3,364 4,864 4,864 4,864 225.32 24,389 2,666 117.93 07.87 7,294 17.93 07.87 7,294 19.33 3,351 0,206 22.67 3,929	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311  22.13 3,837 46,039  tep B  29.46 5,107 61,283 26.59 4,608 55,299  18.83 3,263 39,159  23.80 4,126 49,511  20.30 3,518 42,217	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 24.99 4,332 51,987 24.99 4,332 51,987	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24,40 4,230 50,758 Step D 32,48 5,630 67,565 29,31 5,081 60,967 20,76 3,598 43,173 20,76 3,598 43,173 26,24 4,549 54,586		5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 21,79 3,777,63 45,332 27,56 4,776 57,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 28,93 5,015 60,181	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,670 68,040 28,25 4,897 58,758 5tep G 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 30,38 5,266 63,190 53,880 30,38 5,266 63,190	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477 25.23 4,373 52,477 31.90 5,529 4,715 56,574 31.90 5,529				
Unrepresented Executive Assistant Finance Assistant	Monthly Annually Hourly Monthly Annually	\$ 51	4,231 0,773 21.08 3,854 4,384 6 4,864 4,864 4,864 4,865 17.93 07.87 77,294 17.93 3,929 7,154 19.33 3,351 10,206	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299 18.83 3,263 39,159 23.80 4,126 49,511 23.80 4,126 49,511 26.07 4,519	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 19.77 3,426 41,117 24.99 4,332 51,987 24,332 51,987 27.38 4,745	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565 29.31 5,081 60,967 20.76 3,598 43,173 20.76 3,598 43,173 26.24 4,549 54,586 22.38 3,879 46,544 26.24 4,549 54,586	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 27,76 45,332 27,56 4,776 57,315 23,50 4,073 48,871 27,56 4,776 57,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 28,93 5,015 60,181 24,67 4,276 51,315 60,181 31,69 5,493		5,670 68,040 28,25 4,897 58,758 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 24,03 4,165 49,978 30,38 5,266 63,190 53,880 30,38 5,266 63,190 33,27 5,768	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 82,125 35.63 6,175 74,106 25.23 4,373 52,477 25.23 4,373 52,477 31,90 5,529 66,350 27.20 4,715 56,574 31.90 5,529 66,350 34.94 6,056				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Customer Service Rep I  Customer Service Rep II  Marketing Coordinator	Monthly Annually Hourly	\$ 51	4,231 0,773 21.08 3,846 4 3,846 4 4,864 4,864 4,864 8,365 17.93 07.87 77,294 17.93 07.87 77,294 19.33 3,3,351 0,206 22.67 3,3,929 7,154	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299 18.83 3,263 39,159 23.80 4,126 49,511 20.30 3,518 42,217 23.80 4,126 49,511 26.07	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 24.99 4,332 51,987 21.31 3,694 44,328 24.99 4,332 51,987 27.38	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24,40 4,230 50,758 Step D 32,48 5,630 67,565 29,31 5,081 60,967 20,76 3,598 43,173 20,76 3,598 43,173 26,24 4,549 54,586 22,38 3,879 46,544 54,586		5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 27,56 4,776 57,315 23,50 4,073 48,871 27,56 4,776 57,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 28,93 5,015 60,181 24,67 4,276 51,315 60,181		5,670 68,040 28,25 4,897 58,758 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 30,38 5,266 63,190 25,90 4,490 53,880 30,38 5,266 63,190	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477 31.90 5,529 66,350 27.20 4,715 56,574 31.90 5,529 66,350 34.94				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Customer Service Rep I  Customer Service Rep II	Monthly Annually Hourly Monthly Annually	\$ 50 50 50 50 50 50 50 50 50 50 50 50 50	4,231 0,773 21.08 3,854 4,384 6 4,864 4,864 4,864 4,865 17.93 07.87 77,294 17.93 3,929 7,154 19.33 3,351 10,206	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299 18.83 3,263 39,159 23.80 4,126 49,511 23.80 4,126 49,511 26.07 4,519	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23.24 4,028 48,341 Step C 30.94 5,362 64,347 27.92 4,839 58,064 19.77 3,426 41,117 19.77 3,426 41,117 24.99 4,332 51,987 24,332 51,987 27.38 4,745	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24.40 4,230 50,758 Step D 32.48 5,630 67,565 29.31 5,081 60,967 20.76 3,598 43,173 20.76 3,598 43,173 26.24 4,549 54,586 22.38 3,879 46,544 26.24 4,549 54,586	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E 34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 27,76 45,332 27,56 4,776 57,315 23,50 4,073 48,871 27,56 4,776 57,315	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 28,93 5,015 60,181 24,67 4,276 51,315 60,181 31,69 5,493		5,670 68,040 28,25 4,897 58,758 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 24,03 4,165 49,978 30,38 5,266 63,190 53,880 30,38 5,266 63,190 33,27 5,768		5,954 71,442 29.66 5,141 61,696 Step H 39.48 82,125 35.63 6,175 74,106 25.23 4,373 52,477 25.23 4,373 52,477 31,90 5,529 66,350 27.20 4,715 56,574 31.90 5,529 66,350 34.94 6,056				
Unrepresented Executive Assistant  Finance Assistant  HR Payroll Specialist  Finance Specialist  Customer Service Rep I  Customer Service Rep II  Marketing Coordinator	Monthly Annually Hourly Monthly Annually	\$ 51	4,231 0,773 221.08 3,846 4,864 4,864 4,864 4,864 5,365 25.32 4,389 2,666 17.93 07.87 7,294 17.93 07.87 7,294 19.33 3,351 0,206 22.67 3,929 7,154 24.83 24.83 24.83	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,443 53,311 22.13 3,837 46,039 tep B 29.46 5,107 61,283 26.59 4,608 55,299 18.83 3,263 39,159 23.80 4,126 49,511 20.30 3,518 42,217 23.80 4,126 49,511 26.07 4,519 54,229	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,665 55,977 23,24 4,028 48,341 Step C 30,94 5,362 64,347 27,92 4,839 58,064 19,77 3,426 41,117 19,77 3,426 41,117 24,99 4,332 51,987 21,31 3,694 44,328 24,99 4,332 51,987 27,38 4,745 56,940	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,898 58,776 24,40 4,230 50,758 Step D 32,48 5,630 67,565 29,31 5,081 60,967 20,76 3,598 43,173 20,76 3,598 43,173 20,76 3,598 43,173 20,76 45,454 54,586 22,38 3,879 46,544 4,549 54,586 28,74 4,982 59,787	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,143 61,715 25,62 4,441 53,296 Step E  34,11 5,912 70,943 30,78 5,335 64,015 21,79 3,777,63 45,332 21,79 3,777,63 45,332 27,56 4,776 57,315 23,50 4,073 48,871 27,56 4,776 57,315 30,18 5,231 62,777	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,400 64,800 26,90 4,663 55,960 Step F 35,81 6,207 74,490 32,32 5,601 67,216 22,88 3,967 47,598 22,88 3,967 47,598 22,88 3,967 47,598 24,276 50,181 24,276 51,315 60,181 31,69 5,493 65,915		5,670 68,040 28,25 4,897 58,758 37,60 6,518 78,214 33,93 5,881 70,577 24,03 4,165 49,978 24,03 4,165 49,978 30,38 5,266 63,190 33,80 30,38 5,266 63,190 33,27 5,768 69,211		5,954 71,442 29.66 5,141 61,696 Step H 39.48 6,844 82,125 35.63 6,175 74,106 25.23 4,373 52,477 25.23 4,373 52,477 31.90 5,529 66,350 27.20 4,715 56,574 31.90 5,529 66,350 34.94 6,056 72,672				

Management		Step A	St	tep B	Step (	:	Step D	Step E		Step F	•	Step G	St	ер Н		Step	ı	S	tep
Parks and Recreation Di	0																		
	Hourly		_	44.21		.21 \$		\$ 47.21	_	48.21	\$		\$	50.21	_			\$	5
	Monthly		_			36 \$		\$ 8,183	\$	8,356	\$		\$	8,703				\$	
• •	Annually	\$ 89,877	\$	91,957	\$ 94,0	37 \$	96,117	\$ 98,197	\$	100,277	\$	102,357	\$ 1	04,437	\$	106	517	\$ ^	108
Finance Manager	1		1 4	1					-		_		_		. 1 .			_	_
	Hourly			35.17		.17 \$		\$ 38.17		39.17	\$		\$	41.17				\$	
	Monthly					269 \$		\$ 6,616		6,789	\$		\$	7,136				\$	7
IID Manager	Annually	\$ 71,074	\$	73,154	\$ 75,2	234 \$	77,314	\$ 79,394	\$	81,474	\$	83,554	\$	85,634	\$	87	714	\$	89
HR Manager	U a control	ć 24.47	٦,	25 47	ć 20	47 6	27.47	ć 20.47	۲.	20.17	ć	40.17	ć	44.45	,   ,		2 4 7	<u>,</u>	_
	Hourly Monthly			35.17		.17 \$		\$ 38.17 \$ 6,616		39.17	\$		\$ e	41.17				\$	4
	Annually					269 \$ 234 \$		\$ 6,616 \$ 79,394	\$	6,789 81,474	\$		\$	7,136				\$	90
Conoral Managar	Annually	Pay Rate	Ф	73,154	\$ 75,2	.34   Þ	11,314	<b>р</b> 79,394	ф	01,474	Ф	03,334	Ф	85,634	ф	01	714	\$	89
General Manager	Hourly		7																
	Monthly																		
	Annually																		
	Aillidally	Ψ 121,001																	
Superviors Unit - Lo	ocal 39	Step A	Si	tep B	Step (	•	Step D	Step E		Step F	-	Step G							
Sr. Recreation Superviso		Jtcp A	, ,	tcp b	экср (		экср Б	Jicp L	<u> </u>	экср.		o top C							
or. Neer cation superviso	Hourly	\$ 30.65	\$	32.18	\$ 33	.79 \$	35.48	\$ 37.25	\$	39.12	\$	41.07							
	Monthly		_	5,578		357 \$		\$ 6,457	\$	6,780	\$	7,119							
	Annually			66,939	\$ 70,2			\$ 77,490	\$	81,364	\$	85,432							
Recreation Supervisor				,,,,,,,	,	ν- Ψ	. 5,000	, .,,,,,,,	Ť	2.,001		,							
	Hourly	\$ 29.30	\$	30.77	\$ 32	.30 \$	33.92	\$ 35.62	\$	37.40	\$	39.27							
	Monthly			5,333		99 \$		\$ 6,173	\$	6,482	\$	6,806							
	Annually		_	63,994	\$ 67,			\$ 74,081	\$	77,785	\$	81,674							
Nature Center Director		,		,		1 4	.,,	,		,									
	Hourly	\$ 29.30	\$	30.77	\$ 32	.30 \$	33.92	\$ 35.62	\$	37.40	\$	39.27							
	Monthly			5,333		99 \$		\$ 6,173	\$	6,482	\$	6,806							
	Annually			63,994	\$ 67,			\$ 74,081	\$	77,785	\$	81,674							
Park Supervisor	- ' '					•													
	Hourly	\$ 29.30	\$	30.77	\$ 32	.30 \$	33.92	\$ 35.62	\$	37.40	\$	39.27							
	Monthly	\$ 5,079	\$	5,333	\$ 5,5	99 \$	5,879	\$ 6,173	\$	6,482	\$	6,806							
	Annually	\$ 60,947	\$	63,994	\$ 67,	94 \$	70,553	\$ 74,081	\$	77,785	\$	81,674							
Parks Unit - SEI	IU	Step A	St	tep B	Step (	<u>:                                    </u>	Step D	Step E	<u> </u>	Step F		Step G							
Utility II	1	A 00.50	Τ_	07.05		04   6	00.74	<b>A</b> 00.04	Ι.	00.05	•	05.55							
	Hourly			27.85		.24 \$		\$ 32.24	\$	33.85	\$	35.55							
	Monthly	\$ 4,598	\$	4,828		69 \$		\$ 5,589	\$	5,868	\$	6,162							
			4	F7 000	A CO (	000	00.070	A C7 OC4											
Hiliby I	Annually		\$	57,932	\$ 60,8	329 \$	63,870	\$ 67,064	\$	70,417	\$	73,938							
Utility I	Annually	\$ 55,174																	
Utility I	Annually	\$ 55,174 \$ 22.91	\$	24.06	\$ 25	.26 \$	26.52	\$ 27.85	\$	29.24	\$	30.70							
Utility I	Annually  Hourly  Monthly	\$ 55,174 \$ 22.91 \$ 3,971	\$	24.06 4,170	\$ 25 \$ 4,3	.26 \$	26.52 4,597	\$ 27.85 \$ 4,827	\$	29.24 5,069	\$	30.70 5,322							
Utility I	Annually	\$ 55,174 \$ 22.91 \$ 3,971	\$	24.06	\$ 25	.26 \$	26.52 4,597	\$ 27.85	\$	29.24	\$	30.70							
Utility I  Unrepresente	Annually  Hourly  Monthly  Annually	\$ 55,174 \$ 22.91 \$ 3,971	\$ \$	24.06 4,170	\$ 25 \$ 4,3	.26 \$ 378 \$ 542 \$	26.52 4,597	\$ 27.85 \$ 4,827	\$	29.24 5,069	\$	30.70 5,322							
Unrepresente	Annually  Hourly  Monthly  Annually	\$ 55,174 \$ 22.91 \$ 3,971 \$ 47,657 Step A	\$ \$	24.06 4,170 50,040 tep B	\$ 25 \$ 4,3 \$ 52,5	.26 \$ 378 \$ 542 \$	26.52 4,597 55,169 Step D	\$ 27.85 \$ 4,827 \$ 57,927	\$ \$	29.24 5,069 60,823	\$	30.70 5,322 63,865							
Unrepresente	Annually Hourly Monthly Annually d	\$ 55,174  \$ 22.91  \$ 3,971  \$ 47,657  Step A	\$ \$ \$	24.06 4,170 50,040	\$ 25 \$ 4,3 \$ 52,5 Step 0	.26 \$ \$ 542 \$ \$ .62 \$	26.52 4,597 55,169 Step D	\$ 27.85 \$ 4,827 \$ 57,927 Step E	\$ \$	29.24 5,069 60,823	\$ \$ \$	30.70 5,322 63,865							
Unrepresente	Annually Hourly Monthly Annually  d  Hourly Monthly	\$ 55,174 \$ 22.91 \$ 3,971 \$ 47,657 Step A \$ 30.49 \$ 5,286	\$ \$ \$	24.06 4,170 50,040 tep B	\$ 25 \$ 4,3 \$ 52,5 \$ \$ 52,5	.26 \$ \$ \$ 542 \$ \$ .62 \$ \$ 327 \$	26.52 4,597 55,169 Step D 35.30 6,119	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425	\$ \$	29.24 5,069 60,823 <b>Step F</b> 38.92 6,746	\$ \$	30.70 5,322 63,865 Step G							
Unrepresente Executive Assistant	Annually Hourly Monthly Annually d	\$ 55,174 \$ 22.91 \$ 3,971 \$ 47,657 Step A \$ 30.49 \$ 5,286	\$ \$ \$	24.06 4,170 50,040 tep B	\$ 25 \$ 4,3 \$ 52,5 Step 0	.26 \$ \$ \$ 542 \$ \$ .62 \$ \$ 327 \$	26.52 4,597 55,169 Step D	\$ 27.85 \$ 4,827 \$ 57,927 Step E	\$ \$	29.24 5,069 60,823 Step F	\$ \$ \$	30.70 5,322 63,865 Step G							
Unrepresente Executive Assistant	Annually Hourly Monthly Annually  d  Hourly Monthly Annually	\$ 55,174 \$ 22.91 \$ 3,971 \$ 47,657 Step A \$ 30.49 \$ 5,286 \$ 63,428	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.06 4,170 50,040 tep B 32.02 5,550 66,599	\$ 25 \$ 4,3 \$ 52,5 Step 0 \$ 33 \$ 5,6 \$ 69,9	.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097	\$ \$ \$ \$ \$	29.24 5,069 60,823 <b>Step F</b> 38.92 6,746 80,952	\$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999							
Unrepresente Executive Assistant	Annually Hourly Monthly Annually  d Hourly Monthly Annually Hourly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.06 4,170 50,040 tep B 32.02 5,550 66,599	\$ 25 \$ 4,3 \$ 52,5 \$ 52,5 \$ 69,9 \$ 21	.26 \$ \$ 378 \$ \$ 642 \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097	\$ \$ \$ \$ \$	29.24 5,069 60,823 <b>Step F</b> 38.92 6,746 80,952	\$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999							
Unrepresente Executive Assistant	Annually Hourly Monthly Annually d Hourly Monthly Annually Hourly Monthly Monthly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547	\$ 25 \$ 4,3 \$ 52,5 \$ 52,5 \$ 69,9	.26 \$ \$ 642 \$ \$ 642 \$ \$ 642 \$ \$ 62 \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106	\$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526							
Unrepresente Executive Assistant HR Payroll Specialist	Annually Hourly Monthly Annually  d Hourly Monthly Annually Hourly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.06 4,170 50,040 tep B 32.02 5,550 66,599	\$ 25 \$ 4,3 \$ 52,5 \$ 52,5 \$ 69,9 \$ 21	.26 \$ \$ 642 \$ \$ 642 \$ \$ 642 \$ \$ 62 \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097	\$ \$ \$ \$ \$	29.24 5,069 60,823 <b>Step F</b> 38.92 6,746 80,952	\$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999							
Unrepresente Executive Assistant HR Payroll Specialist	Annually Hourly Monthly Annually  d  Hourly Monthly Annually  Hourly Monthly Annually	\$ 55,174  \$ 22.91  \$ 3,971  \$ 47,657  Step A  \$ 30.49  \$ 5,286  \$ 63,428  \$ 19,49  \$ 3,378  \$ 40,533	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559	\$ 25 \$ 4,3 \$ 52,5 Step 0 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,1,5	.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268	\$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318							
Unrepresente Executive Assistant HR Payroll Specialist	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559	\$ 25 \$ 4,3 \$ 52,5 Step 6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,4 \$ 44,6	.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318							
Unrepresente Executive Assistant HR Payroll Specialist	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.06 4,170 50,040 ttep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547	\$ 25 \$ 4,3 \$ 52,6 \$ tep 6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,4 \$ 44,6	.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318							
Unrepresente Executive Assistant HR Payroll Specialist Finance Specialist	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559	\$ 25 \$ 4,3 \$ 52,5 Step 6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,4 \$ 44,6	.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318							
Unrepresenter Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559	\$ 25 \$ 4,3 \$ 52,5 Step 6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,7 \$ 44,6	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318							
Unrepresente Executive Assistant HR Payroll Specialist Finance Specialist	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559	\$ 25 \$ 4,6 \$ 52,6 Step 6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,7 \$ 44,6 \$ 27	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318							
Unrepresente Executive Assistant HR Payroll Specialist Finance Specialist	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559	\$ 25 \$ 4,6 \$ 52,5 Step 0 \$ 33 \$ 5,6 \$ 69,5 \$ 21 \$ 3,0 \$ 44,6 \$ 27 \$ 44,6	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D  35.30 6,119 73,425  22.56 3,910 46,922  22.56 3,910 46,922  28.52 4,943	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly Hourly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559	\$ 25 \$ 4,6 \$ 52,6 Step 6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,7 \$ 44,6 \$ 27	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 28.52 4,943	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Annually Annually Annually	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533	\$   \$   \$   \$   \$   \$   \$   \$   \$   \$	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 20,46 3,547 42,559 25,87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,8 \$ 52,8 \$ 69,9 \$ 211 \$ 3,7 \$ 44,6 \$ 27 \$ 44,6	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 5,190.54 \$ 62,287	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533  \$ 24.64 \$ 4,270.27 \$ 51,243	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,5 \$ tep 6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,0 \$ 44,6 \$ 27 \$ 44,6 \$ 56,4		26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 5,190.54 \$ 5,190.54 \$ 6,287	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator	Annually Hourly Monthly Annually  d  Hourly Monthly Annually	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533  \$ 24.64 \$ 4,270.27 \$ 51,243  \$ 20.01 \$ 3,468	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,5 \$ tep 6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,3 \$ 44,6 \$ 27 \$ 44,6 \$ 56,6		26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 5,190.54 \$ 6,287 \$ 24.32 \$ 24.32	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Annually Annually Hourly Monthly Annually Hourly Monthly Annually	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533  \$ 24.64 \$ 4,270.27 \$ 51,243  \$ 20.01 \$ 3,468	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,5 \$ tep 6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,0 \$ 44,6 \$ 27 \$ 44,6 \$ 56,4		26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 5,190.54 \$ 5,190.54 \$ 6,287	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Annually Hourly Monthly Annually  d  Hourly Monthly Annually	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533  \$ 24,64 \$ 4,270.27 \$ 51,243  \$ 20.01 \$ 3,468 \$ 41,621	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702	\$ 25 \$ 4,3 \$ 52,5 \$ \$ 69,9 \$ 21 \$ 3,1 \$ 44,6 \$ 27 \$ 56,4 \$ 22 \$ 3,8 \$ 45,8	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 29.95 \$ 5,190.54 \$ 62,287 \$ 24.32 \$ 4,216 \$ 50,590	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly	\$ 55,174  \$ 22,91 \$ 3,971 \$ 47,657  Step A  \$ 30,49 \$ 5,286 \$ 63,428  \$ 19,49 \$ 3,378 \$ 40,533  \$ 19,49 \$ 3,377.73 \$ 40,533  \$ 24,64 \$ 4,270,27 \$ 51,243  \$ 20,01 \$ 3,468 \$ 41,621	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 25.87	\$ 25 \$ 4,3 \$ 52,5 \$ \$ 69,9 \$ 21 \$ 3,7 \$ 44,6 \$ 27 \$ 44,6 \$ 26,8 \$ 22,8 \$ 3,8 \$ 56,4 \$ 22,8 \$ 3,6 \$ 56,4 \$ 56,4 \$ 56,6	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D  35.30 6,119 73,425  22.56 3,910 46,922  28.52 4,943 59,321  23.16 4,015 48,181	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 29.95 \$ 5,190.54 \$ 62,287 \$ 24.32 \$ 4,216 \$ 50,590 \$ 29.95	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,314 5,450 65,401 25.54 4,427 53,120	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Annually Hourly Monthly Annually  d Hourly Monthly Annually	\$ 22.91 \$ 3,971 \$ 47,657 Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19,49 \$ 3,378 \$ 40,533  \$ 19,49 \$ 3,377.73 \$ 40,533  \$ 24,64 \$ 4,270.27 \$ 51,243  \$ 20.01 \$ 3,468 \$ 41,621	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 25.87 4,484	\$ 25 \$ 4,3 \$ 52,8 \$ 52,8 \$ 69,9 \$ 211 \$ 3,7 \$ 44,6 \$ 27 \$ 56,4 \$ 56,5 \$ 22 \$ 3,8 \$ 56,8 \$ 44,6 \$ 27 \$ 44,6 \$ 56,8 \$ 56,8	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 28.52 4,943	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 29.95 \$ 5,190.54 \$ 62,287 \$ 24.32 \$ 4,216 \$ 50,590 \$ 29.95 \$ 5,191	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 31.44 5,450	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01 5,723							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly	\$ 22.91 \$ 3,971 \$ 47,657 Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19,49 \$ 3,378 \$ 40,533  \$ 19,49 \$ 3,377.73 \$ 40,533  \$ 24,64 \$ 4,270.27 \$ 51,243  \$ 20.01 \$ 3,468 \$ 41,621	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 25.87	\$ 25 \$ 4,3 \$ 52,5 \$ \$ 69,9 \$ 21 \$ 3,7 \$ 44,6 \$ 27 \$ 44,6 \$ 26,8 \$ 22,8 \$ 3,8 \$ 56,4 \$ 22,8 \$ 3,6 \$ 56,4 \$ 56,4 \$ 56,6	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D  35.30 6,119 73,425  22.56 3,910 46,922  28.52 4,943 59,321  23.16 4,015 48,181  28.52 4,943	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 29.95 \$ 5,190.54 \$ 62,287 \$ 24.32 \$ 4,216 \$ 50,590 \$ 29.95	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,314 5,450 65,401 25.54 4,427 53,120	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Annually Hourly Monthly Annually  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Annually	\$ 22.91 \$ 3,971 \$ 47,657 Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533  \$ 24.64 \$ 4,270.27 \$ 51,243  \$ 20.01 \$ 3,468 \$ 41,621	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 1tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 21.01 3,642 43,702 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,8 \$ 133 \$ 5,6 \$ 69,9 \$ 21 \$ 3,0 \$ 44,6 \$ 27 \$ 56,4 \$ 22 \$ 3,8 \$ 45,8 \$ 45,8	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 28.52 4,943 59,321	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 29.95 \$ 5,190.54 \$ 62,287 \$ 24.32 \$ 4,216 \$ 50,590 \$ 5,191 \$ 62,287	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 31.44 5,450 65,401	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01 5,723 68,671							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 19.49 \$ 3,377.73 \$ 40,533  \$ 24.64 \$ 4,270.27 \$ 51,243  \$ 20.01 \$ 3,468 \$ 41,621  \$ 24.64 \$ 4,270 \$ 51,243	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 1tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,5 \$ 52,6 \$ 33 \$ 5,6 \$ 69,9 \$ 21 \$ 3,1 \$ 44,6 \$ 27 \$ 44,6 \$ 27 \$ 56,4 \$ 56,4 \$ 29 \$ 29		26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 28.52 4,943 59,321 31.24	\$ 27.85 \$ 4,827 \$ 57,927	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 31.44 5,450 65,401	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01 5,723 68,671 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 36.6							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Annually Hourly Monthly Annually  Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Annually	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 24.64 \$ 4,270.27 \$ 51,243  \$ 24.64 \$ 4,270.27 \$ 51,243	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 1tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 21.01 3,642 43,702 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,8 \$ 52,8 \$ 69,8 \$ 21 \$ 3,0 \$ 44,6 \$ 27 \$ 44,6 \$ 26,4 \$ 56,4 \$ 22 \$ 3,6 \$ 56,4 \$ 56,4 \$ 29 \$ 29	.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 28.52 4,943 59,321 31.24 5,415	\$ 27.85 \$ 4,827 \$ 57,927 Step E \$ 37.07 \$ 6,425 \$ 77,097 \$ 23.69 \$ 4,106 \$ 49,268 \$ 23.69 \$ 4,105.66 \$ 49,268 \$ 29.95 \$ 5,190.54 \$ 62,287 \$ 24.32 \$ 4,216 \$ 50,590 \$ 5,191 \$ 62,287	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 31.44 5,450 65,401	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01 5,723 68,671 36.16 6,268							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I  Customer Service Rep II	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Annually Annually Hourly Monthly Annually Annually	\$ 55,174  \$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19.49 \$ 3,378 \$ 40,533  \$ 24.64 \$ 4,270.27 \$ 51,243  \$ 24.64 \$ 4,270.27 \$ 51,243	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 1tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,5 \$ 44,6 \$ 27 \$ 44,6 \$ 27 \$ 44,6 \$ 27 \$ 45,6 \$ 56,6 \$ 29 \$ 5,5	.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 28.52 4,943 59,321 31.24 5,415	\$ 27.85 \$ 4,827 \$ 57,927	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 31.44 5,450 65,401 34.44 5,970	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01 5,723 68,671 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 33.01 36.6							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep II  Customer Service Rep II  Marketing Coordinator	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Annually Annually Hourly Monthly Annually Annually	\$ 55,174  \$ 22,91 \$ 3,971 \$ 47,657  Step A  \$ 30,49 \$ 5,286 \$ 63,428  \$ 19,49 \$ 3,378 \$ 40,533  \$ 19,49 \$ 3,377.73 \$ 40,533  \$ 24,64 \$ 4,270,27 \$ 51,243  \$ 20,01 \$ 3,468 \$ 41,621  \$ 24,64 \$ 4,270 \$ 51,243	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 1tep B 32.02 5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,5 \$ 52,5 \$ 54,6 \$ 69,9 \$ 21 \$ 3,7 \$ 44,6 \$ 27 \$ 4,1 \$ 56,4 \$ 27 \$ 3,6 \$ 56,4 \$ 56,4 \$ 56,6 \$ 61,8	.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 28.52 4,943 59,321 31.24 5,415 64,980	\$ 27.85 \$ 4,827 \$ 57,927	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 31.44 5,450 65,401 34.44 5,970	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01 5,723 68,671 36.16 6,268							
Unrepresente Executive Assistant HR Payroll Specialist Finance Specialist	Annually Hourly Monthly Annually  d  Hourly Monthly Annually	\$ 22.91 \$ 3,971 \$ 47,657  Step A  \$ 30.49 \$ 5,286 \$ 63,428 \$ 19,49 \$ 3,378 \$ 40,533 \$ 40,533 \$ 24,64 \$ 4,270.27 \$ 51,243 \$ 20.01 \$ 3,468 \$ 41,621 \$ 24,64 \$ 4,270.27 \$ 51,243	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,5 \$ 52,6 \$ 21 \$ 3,1 \$ 44,6 \$ 27 \$ 45,6 \$ 27 \$ 45,6 \$ 27 \$ 46,6 \$ 27 \$ 46,6 \$ 27 \$ 46,6 \$ 27 \$ 46,6 \$ 46,6 \$ 27 \$ 47,6 \$ 48,6 \$ 58,6 \$	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 28.52 4,943 59,321 31.24 5,415 64,980 25.80	\$ 27.85 \$ 4,827 \$ 57,927 Step E  \$ 37.07 \$ 6,425 \$ 77,097  \$ 23.69 \$ 4,106 \$ 49,268  \$ 23.69 \$ 4,105.66 \$ 49,268  \$ 29.95 \$ 5,190.54 \$ 62,287  \$ 24.32 \$ 4,216 \$ 50,590  \$ 29.95 \$ 5,191 \$ 62,287	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 31.44 5,450 65,401 34.44 5,970 71,640	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01 5,723 68,671 36.16 6,268 75,222							
Unrepresented Executive Assistant  HR Payroll Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep II  Customer Service Rep II  Marketing Coordinator	Annually Hourly Monthly Annually  d  Hourly Monthly Annually Hourly	\$ 22.91 \$ 3,971 \$ 47,657 Step A  \$ 30.49 \$ 5,286 \$ 63,428  \$ 19,49 \$ 3,378 \$ 40,533  \$ 40,533  \$ 24,64 \$ 4,270.27 \$ 51,243  \$ 20.01 \$ 3,468 \$ 41,621  \$ 26,99 \$ 4,678 \$ 56,132  \$ 22.29	S   S   S   S   S   S   S   S   S   S	24.06 4,170 50,040 tep B 32.02 5,550 66,599 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 25.87 4,484 53,805	\$ 25 \$ 4,3 \$ 52,5 \$ 44,6 \$ 21 \$ 3,1 \$ 44,6 \$ 27 \$ 45,6 \$ 26,4 \$ 27 \$ 56,4 \$ 26,5 \$ 27 \$ 56,4 \$ 27 \$ 56,4 \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6 \$ 3,6 \$ 4,6 \$ 3,6 \$ 3,6 \$ 4,6 \$ 3,6 \$ 4,6 \$ 3,6 \$ 4,6 \$ 3,6 \$ 4,6 \$ 3,6 \$ 4,6 \$ 5,6 \$ 6,6 \$ 6	2.26 \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.52 4,597 55,169 Step D 35.30 6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 28.52 4,943 59,321 31.24 5,415 64,980 25.80 4,472	\$ 27.85 \$ 4,827 \$ 57,927 Step E  \$ 37.07 \$ 6,425 \$ 77,097  \$ 23.69 \$ 4,106 \$ 49,268  \$ 23.69 \$ 4,105.66 \$ 49,268  \$ 29.95 \$ 5,190.54 \$ 62,287  \$ 24.32 \$ 4,216 \$ 50,590  \$ 29.95 \$ 5,191 \$ 62,287	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	29.24 5,069 60,823 Step F 38.92 6,746 80,952 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 31.44 5,450 65,401 34.44 5,450 65,401	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	30.70 5,322 63,865 Step G 40.86 7,083 84,999 26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 33.01 5,723 68,671 36.16 6,268 75,222 29.87							

Management	Step A		Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J
Parks and Recreation Director		•									
Hourly	\$ 43.21	\$	44.21	\$ 45.21	\$ 46.21	\$ 47.21	\$ 48.21	\$ 49.21	\$ 50.21	\$ 51.21	\$ 52.21
Monthly	\$ 7,490	\$	7,663	\$ 7,836	\$ 8,010	\$ 8,183	\$ 8,356	\$ 8,530	\$ 8,703	\$ 8,876	\$ 9,050
Annually	\$ 89,877	\$	91,957	\$ 94,037	\$ 96,117	\$ 98,197	\$ 100,277	\$ 102,357	\$ 104,437	\$ 106,517	\$ 108,597
Finance Manager											
Hourly	\$ 34.17	\$	35.17	\$ 36.17	\$ 37.17	\$ 38.17	\$ 39.17	\$ 40.17	\$ 41.17	\$ 42.17	\$ 43.17
Monthly	\$ 5,923	\$	6,096	\$ 6,269	\$ 6,443	\$ 6,616	\$ 6,789	\$ 6,963	\$ 7,136	\$ 7,309	\$ 7,483
Annually	\$ 71,074	\$	73,154	\$ 75,234	\$ 77,314	\$ 79,394	\$ 81,474	\$ 83,554	\$ 85,634	\$ 87,714	\$ 89,794
HR Manager											
Hourly	\$ 34.17	\$	35.17	\$ 36.17	\$ 37.17	\$ 38.17	\$ 39.17	\$ 40.17	\$ 41.17	\$ 42.17	\$ 43.17
Monthly	\$ 5,923	\$	6,096	\$ 6,269	\$ 6,443	\$ 6,616	\$ 6,789	\$ 6,963	\$ 7,136	\$ 7,309	\$ 7,483
Annually	\$ 71,074	\$	73,154	\$ 75,234	\$ 77,314	\$ 79,394	\$ 81,474	\$ 83,554	\$ 85,634	\$ 87,714	\$ 89,794

HR Manager													
	Hourly	\$	34.17	\$	35.17	\$	36.17	\$	37.17	\$	38.17	\$	39.17
	Monthly	\$	5,923	\$	6,096	\$	6,269	\$	6,443	\$	6,616	\$	6,789
	Annually	\$	71,074	\$	73,154	\$	75,234	\$	77,314	\$	79,394	\$	81,474
General Manager			Pay Rate										
oenera manager	Hourly	Ś	61.06	1									
	Monthly		10,583										
	Annually		127,001										
Superviors Unit - Lo			Step A		Step B		Step C		Step D		Step E		Step F
Sr. Recreation Supervis	or Hourly	\$	32.18	\$	33.79	\$	35.48	\$	37.25	\$	39.12	\$	41.07
	Monthly		5,578	\$	5,857	\$	6,150	\$	6,457	\$	6,780	\$	7,119
	Annually		66,939	\$	70,285	\$	73,800	\$	77,490	\$	81,364	\$	85,432
Recreation Supervisor	•				<u> </u>				· · · ·				
	Hourly	\$	30.77	\$	32.30	\$	33.92	\$	35.62	\$	37.40	\$	39.27
	Monthly	\$	5,333	\$	5,599	\$	5,879	\$	6,173	\$	6,482	\$	6,806
	Annually	\$	63,994	\$	67,194	\$	70,553	\$	74,081	\$	77,785	\$	81,674
Park Supervisor													
	Hourly		30.77	\$	32.30	\$	33.92	\$	35.62	\$	37.40	\$	39.27
	Monthly		5,333	\$	5,599	\$	5,879	\$	6,173	\$	6,482	\$	6,806
	Annually	\$	63,994	\$	67,194	\$	70,553	\$	74,081	\$	77,785	\$	81,674
Parks Unit - SE	IU		Step A		Step B		Step C		Step D		Step E		Step F
Utility II													
	Hourly	_	27.85	\$	29.24	\$	30.71	\$	32.24	\$	33.85	\$	35.55
	Monthly		4,828	\$	5,069	\$	5,323	\$	5,589	\$	5,868	\$	6,162
Utility I	Annually	\$	57,932	\$	60,829	\$	63,870	\$	67,064	\$	70,417	\$	73,938
Othicy i	Hourly	\$	24.06	\$	25.26	\$	26.52	\$	27.85	\$	29.24	\$	30.70
	Monthly		4,170	\$	4,378	\$	4,597	\$	4,827	\$	5,069	\$	5,322
	Annually		50,040	\$	52,542	\$	55,169	\$	57,927	\$	60,823	\$	63,865
			· ·		,		,		·				•
Unrepresente	d		Step A		Step B		Step C		Step D		Step E		Step F
IT Systems Analyst													
	Hourly		36.06	\$	37.86	\$	39.76	\$	41.74	\$	43.83	\$	46.02
	Monthly		6,250	\$	6,563	\$	6,891	\$	7,236	\$	7,597	\$	7,977
Executive Assistant	Annually	Ф	75,005	\$	78,755	\$	82,693	\$	86,827	\$	91,169	\$	95,727
EXCEUTIVE Assistant				\$	33.62	\$	35.30	\$	37.07	\$	38.92	\$	40.86
	Hourly	\$	32 02					\$		\$	6,746	\$	7,083
	Hourly Monthly		32.02 5.550			_			6.425	-	-,		
	Monthly	\$	5,550	\$	5,827	\$	6,119		6,425 77.097	\$	80.952		84.999
HR/Recruitment Specia	Monthly Annually	\$				_		\$	6,425 77,097	\$	80,952	\$	84,999
HR/Recruitment Specia	Monthly Annually	\$	5,550	\$	5,827	\$	6,119			\$	80,952 24.87		
HR/Recruitment Specia	Monthly Annually alist	\$ \$	5,550 66,599	\$	5,827 69,929	\$	6,119 73,425	\$	77,097			\$	26.11
HR/Recruitment Specia	Monthly Annually alist Hourly	\$ \$ \$	5,550 66,599 20.46	\$	5,827 69,929 21.48	\$ \$	6,119 73,425 22.56	\$	77,097 23.69	\$	24.87	\$	26.11 4,526
	Monthly Annually alist Hourly Monthly Annually	\$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559	\$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687	\$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922	\$ \$ \$	23.69 4,106 49,268	\$	24.87 4,311 51,731	\$ \$ \$	26.11 4,526 54,318
	Monthly Annually alist Hourly Monthly Annually	\$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559	\$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48	\$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56	\$ \$ \$	77,097 23.69 4,106 49,268 23.69	\$ \$	24.87 4,311 51,731 24.87	\$ \$ \$ \$	26.11 4,526 54,318 26.11
	Monthly Annually Alist Hourly Monthly Annually Hourly Monthly	\$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547	\$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724	\$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910	\$ \$ \$ \$	77,097 23.69 4,106 49,268 23.69 4,105.66	\$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311	\$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526
Finance Specialist	Monthly Annually alist Hourly Monthly Annually	\$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559	\$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48	\$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56	\$ \$ \$	77,097 23.69 4,106 49,268 23.69	\$ \$	24.87 4,311 51,731 24.87	\$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526
Finance Specialist	Monthly Annually Alist Hourly Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559	\$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687	\$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922	\$ \$ \$ \$	23.69 4,106 49,268 23.69 4,105.66 49,268	\$ \$	24.87 4,311 51,731 24.87 4,311 51,731	\$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318
Finance Specialist	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20,46 3,547 42,559 20,46 3,547 42,559	\$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16	\$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52	\$ \$ \$ \$ \$	23.69 4,106 49,268 23.69 4,105.66 49,268 29.95	\$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731	\$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01
Finance Specialist	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Hourly Monthly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484	\$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708	\$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943	\$ \$ \$ \$ \$ \$	23.69 4,106 49,268 23.69 4,105.66 49,268 29.95 5,190.54	\$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450	\$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723
Finance Specialist Facility Coordinator	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20,46 3,547 42,559 20,46 3,547 42,559	\$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16	\$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52	\$ \$ \$ \$ \$	23.69 4,106 49,268 23.69 4,105.66 49,268 29.95	\$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731	\$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723
Finance Specialist Facility Coordinator	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484	\$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708	\$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943	\$ \$ \$ \$ \$ \$	23.69 4,106 49,268 23.69 4,105.66 49,268 29.95 5,190.54	\$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450	\$ \$ \$ \$ \$ \$	26.11 4,526 54,318 33.01
Finance Specialist Facility Coordinator	Monthly Annually alist Hourly Monthly Annually Hourly Annually Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805	\$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708 56,496	\$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321	\$ \$ \$ \$ \$ \$	77,097 23.69 4,106 49,268 23.69 4,105.66 49,268 29.95 5,190.54 62,287	\$ \$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401	\$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671
HR/Recruitment Special Finance Specialist Facility Coordinator Customer Service Rep	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805	\$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708 56,496	\$ \$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321	\$ \$ \$ \$ \$ \$	77,097 23,69 4,106 49,268 23,69 4,105,66 49,268 29,95 5,190,54 62,287	\$ \$ \$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54	\$ \$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648
Finance Specialist Facility Coordinator	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Annually Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642	\$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708 56,496 22.06 3,824	\$ \$ \$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015	\$ \$ \$ \$ \$ \$ \$	77,097 23,69 4,106 49,268 23,69 4,105,66 49,268 29,95 5,190,54 62,287 24,32 4,216	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427	\$ \$ \$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648
Finance Specialist  Facility Coordinator  Customer Service Rep	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20,46 3,547 42,559 20,46 3,547 42,559 25,87 4,484 53,805 21,01 3,642 43,702	\$ \$ \$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708 56,496 22.06 3,824 45,887 29.75	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	77,097 23.69 4,106 49,268 23.69 4,105.66 49,268 29.95 5,190.54 62,287 24.32 4,216 50,590 32.80	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120	\$ \$ \$ \$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776
Finance Specialist  Facility Coordinator  Customer Service Rep	Monthly Annually alist Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20,46 3,547 42,559 20,46 3,547 42,559 25,87 4,484 53,805 21,01 3,642 43,702 28,34 4,912	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708 56,496 22.06 3,824 45,887 29.75 5,157	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	77,097 23.69 4,106 49,268 23.69 4,105.66 49,268 29.95 5,190.54 62,287 24.32 4,216 50,590 32.80 5,686	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 34.44 5,970	\$ \$ \$ \$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776
Finance Specialist  Facility Coordinator  Customer Service Rep  Marketing Coordinator	Monthly Annually alist Hourly Monthly Annually Hourly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20,46 3,547 42,559 20,46 3,547 42,559 25,87 4,484 53,805 21,01 3,642 43,702	\$ \$ \$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708 56,496 22.06 3,824 45,887 29.75	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	77,097 23.69 4,106 49,268 23.69 4,105.66 49,268 29.95 5,190.54 62,287 24.32 4,216 50,590 32.80	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120	\$ \$ \$ \$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776
Finance Specialist  Facility Coordinator  Customer Service Rep	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Annually Annually Hourly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 28.34 4,912 58,938	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708 56,496 22.06 3,824 45,887 29.75 5,157 61,885	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 31.24 5,415 64,980	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	77,097 23.69 4,106 49,268 23.69 4,105.66 49,268 29.95 5,190.54 62,287 24.32 4,216 50,590 32.80 5,686 68,229	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 34.44 5,970 71,640	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 36.16 6,268 75,222
Finance Specialist  Facility Coordinator  Customer Service Rep  Marketing Coordinator	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly Monthly Annually Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 28.34 4,912 58,938	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708 56,496 22.06 3,824 45,887 29.75 5,157 61,885	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 31.24 5,415 64,980	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	77,097 23,69 4,106 49,268 23,69 4,105,66 49,268 5,190,54 62,287 24,32 4,216 50,590 32,80 5,686 68,229 27,09	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 34.44 5,970 71,640	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671 26.82 4,648 55,776 6,268 75,222
Finance Specialist  Facility Coordinator  Customer Service Rep  Marketing Coordinator	Monthly Annually alist Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Annually Annually Hourly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,550 66,599 20.46 3,547 42,559 20.46 3,547 42,559 25.87 4,484 53,805 21.01 3,642 43,702 28.34 4,912 58,938	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,827 69,929 21.48 3,724 44,687 21.48 3,724 44,687 27.16 4,708 56,496 22.06 3,824 45,887 29.75 5,157 61,885	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	6,119 73,425 22.56 3,910 46,922 22.56 3,910 46,922 28.52 4,943 59,321 23.16 4,015 48,181 31.24 5,415 64,980	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	77,097 23.69 4,106 49,268 23.69 4,105.66 49,268 29.95 5,190.54 62,287 24.32 4,216 50,590 32.80 5,686 68,229	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	24.87 4,311 51,731 24.87 4,311 51,731 31.44 5,450 65,401 25.54 4,427 53,120 34.44 5,970 71,640	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	26.11 4,526 54,318 26.11 4,526 54,318 33.01 5,723 68,671

#### **CARD Pay Schedule**

Management			Step A		Step B		Step C		Step D		Step E		Step F
Parks and Facilities Manager				-	-1040	-	p C	-	-1000				oreh i
· ·	Hourly	\$	36.40	\$	38.22	\$	40.13	\$	42.14	\$	44.25	\$	46.46
	Monthly		6,309	\$	6,625	\$	6,956	\$	7,304	\$	7,669	\$	8,053
	Annually	\$	75,714	\$	79,500	\$	83,475	\$	87,648	\$	92,031	\$	96,632
Recreation Manager			26.40		20.22		40.40		42.44		44.25	ć	15.15
	Hourly Monthly		36.40 6,309	\$	38.22 6,625	\$	40.13 6,956	\$	7,304	\$	7,669	\$	46.46 8,053
	Annually		75,714	\$	79,500	\$	83,475	\$	87,648	\$	92,031	\$	96,632
Finance Manager					.,						,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
	Hourly	\$	36.40	\$	38.22	\$	40.13	\$	42.14	\$	44.25	\$	46.46
	Monthly	_	6,309	\$	6,625	\$	6,956	\$	7,304	\$	7,669	\$	8,053
	Annually	\$	75,714	\$	79,500	\$	83,475	\$	87,648	\$	92,031	\$	96,632
HR Manager	Hourh	ċ	26.40	ć	20.22	ć	40.12	\$	12.14	ć	44.25	ċ	16.16
	Hourly Monthly		36.40 6.309	\$	38.22 6,625	\$	40.13 6,956	\$	7.304	\$	7,669	\$	46.46 8,053
	Annually	_	75,714	\$	79,500	\$	83,475	\$	87,648	\$	92,031	\$	96,632
Administrative Manager					.,						,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,		
	Hourly	\$	36.40	\$	38.22	\$	40.13	\$	42.14	\$	44.25	\$	46.46
	Monthly	\$	6,309	\$	6,625	\$	6,956	\$	7,304	\$	7,669	\$	8,053
	Annually	\$	75,714	\$	79,500	\$	83,475	\$	87,648	\$	92,031	\$	96,632
S			4:- D-4-		4 D-4-								
General Manager	Hourh		Min Rate	\$	62.50	1							
	Hourly Monthly		61.06 10,583	\$	10,833								
	Annually	-	127.001	\$	130,000								
					-,	_							
Superviors Unit - Loca	I 39		Step A		Step B		Step C		Step D		Step E		Step F
Sr. Recreation Supervisor		_											
	Hourly		32.18	\$	33.79	\$	35.48	\$	37.25	\$	39.12	\$	41.07
	Monthly	_	5,578	\$	5,857	\$	6,150	\$	6,457	\$	6,780	\$	7,119
Recreation Supervisor	Annually	\$	66,939	\$	70,285	\$	73,800	\$	77,490	\$	81,364	\$	85,432
secreation Supervisor	Hourly	\$	31.85	\$	33.44	\$	35.11	\$	36.87	\$	38.71	\$	40.65
	Monthly		5,520	\$	5,796	\$	6,086	\$	6,390	\$	6,710	\$	7,045
	Annually		66,242	\$	69,554	\$	73,031	\$	76,683	\$	80,517	\$	84,543
Park Supervisor													
	Hourly		31.85	\$	33.44	\$	35.11	\$	36.87	\$	38.71	\$	40.65
	Monthly		5,520	\$	5,796	\$	6,086	\$	6,390	\$	6,710	\$	7,045
	Annually	\$	66,242	\$	69,554	\$	73,031	\$	76,683	\$	80,517	\$	84,543
Parks Unit - SEIU			Step A		Step B		Step C		Step D		Step E		Step F
Utility II			•		•		·		•		·		·
	Hourly	\$	29.52	\$	31.00	\$	32.55	\$	34.17	\$	35.88	\$	37.68
	Monthly		5,117	\$	5,373	\$	5,641	\$	5,924	\$	6,220	\$	6,531
	Annually	\$	61,404	\$	64,474	\$	67,698	\$	71,082	\$	74,637	\$	78,368
tection of													
Utility I	Hourly	¢	25.50	•	26.79	•	29.12	•	20.52	•	21.00	•	22.55
Utility I	Hourly		25.50 4.421	\$	26.78	\$	28.12 4.874	\$	29.52 5.117	\$	31.00 5.373	\$	
Utility I	Hourly Monthly Annually	\$	25.50 4,421 53,047	\$	26.78 4,642 55,700	\$	28.12 4,874 58,485	\$	29.52 5,117 61,409	\$	31.00 5,373 64,480	\$	5,642
	Monthly	\$	4,421	\$	4,642	\$	4,874	\$	5,117	\$	5,373	\$	5,642
	Monthly	\$	4,421	\$	4,642	\$	4,874	\$	5,117	\$	5,373	\$	5,642 67,704
	Monthly Annually Hourly Monthly	\$ \$ \$	4,421 53,047 17.00 2,947	\$	4,642 55,700 17.85 3,094	\$ \$ \$	4,874 58,485 18.74 3,249	\$ \$	5,117 61,409 19.68 3,411	\$	5,373 64,480 20.66 3,582	\$ \$	32.55 5,642 67,704 21.70 3,761
	Monthly Annually Hourly	\$ \$ \$	4,421 53,047 17.00	\$	4,642 55,700 17.85	\$	4,874 58,485 18.74	\$	5,117 61,409 19.68	\$	5,373 64,480 20.66	\$	5,642 67,704 21.70 3,761
Maintenance Worker	Monthly Annually Hourly Monthly	\$ \$ \$	4,421 53,047 17.00 2,947 35,360	\$	4,642 55,700 17.85 3,094 37,128	\$ \$ \$	4,874 58,485 18.74 3,249 38,984	\$ \$	5,117 61,409 19.68 3,411 40,934	\$	5,373 64,480 20.66 3,582 42,980	\$ \$	5,642 67,704 21.70 3,761 45,129
Maintenance Worker  Unrepresented	Monthly Annually Hourly Monthly	\$ \$ \$	4,421 53,047 17.00 2,947	\$	4,642 55,700 17.85 3,094	\$ \$ \$	4,874 58,485 18.74 3,249	\$ \$	5,117 61,409 19.68 3,411	\$	5,373 64,480 20.66 3,582	\$ \$	5,642 67,704 21.70 3,761
Maintenance Worker  Unrepresented	Monthly Annually Hourly Monthly	\$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360	\$	4,642 55,700 17.85 3,094 37,128	\$ \$ \$	4,874 58,485 18.74 3,249 38,984	\$ \$	5,117 61,409 19.68 3,411 40,934	\$	5,373 64,480 20.66 3,582 42,980	\$ \$	5,642 67,704 21.70 3,761 45,129 Step F
Maintenance Worker  Unrepresented	Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A	\$ \$	4,642 55,700 17.85 3,094 37,128 Step B	\$ \$ \$	4,874 58,485 18.74 3,249 38,984 Step C	\$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D	\$ \$ \$	5,373 64,480 20.66 3,582 42,980 Step E	\$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F
Maintenance Worker  Unrepresented T Systems Analyst	Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A	\$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B	\$ \$ \$	4,874 58,485 18.74 3,249 38,984 Step C	\$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D	\$ \$ \$	5,373 64,480 20.66 3,582 42,980 Step E	\$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256
Maintenance Worker  Unrepresented T Systems Analyst	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630	\$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511	\$ \$ \$ \$ \$ \$	4,874 58,485 18.74 3,249 38,984 Step C 41.15 7,132 85,587	\$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866	\$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 <b>Step E</b> 45.37 7,863 94,360	\$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256 99,078
Maintenance Worker  Unrepresented T Systems Analyst	Monthly Annually Hourly Monthly Annually  Hourly Monthly Annually Hourly Hourly	\$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630	\$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511	\$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 Step C 41.15 7,132 85,587 26,25	\$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27.56	\$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 Step E 45.37 7,863 94,360 28,94	\$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256 99,078
Maintenance Worker  Unrepresented T Systems Analyst	Monthly Annually Hourly Monthly Annually Hourly Monthly Hourly Monthly	\$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126	\$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333	\$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 Step C 41.15 7,132 85,587 26,25 4,549	\$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27.56 4,777	\$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 Step E 45.37 7,863 94,360 28.94 5,015	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256 99,078 30.38 5,266
Unrepresented T Systems Analyst  HR/Recruitment Specialist	Monthly Annually Hourly Monthly Annually  Hourly Monthly Annually Hourly Hourly	\$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630	\$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511	\$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 Step C 41.15 7,132 85,587 26,25	\$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27.56	\$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 Step E 45.37 7,863 94,360 28,94	\$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256 99,078 30.38 5,266
Unrepresented T Systems Analyst  HR/Recruitment Specialist	Monthly Annually Hourly Monthly Annually Hourly Monthly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18.74 3,249 38,984 Step C 41.15 7,132 85,587 26.25 4,549 54,590	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27.56 4,777 57,319	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 Step E 45.37 7,863 94,360 28.94 5,015	\$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256 99,078 30.38 5,266 63,194
Unrepresented T Systems Analyst  HR/Recruitment Specialist	Monthly Annually Hourly Monthly Annually Hourly Monthly Hourly Monthly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126	\$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333	\$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 Step C 41.15 7,132 85,587 26,25 4,549	\$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27.56 4,777	\$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 <b>Step E</b> 45.37 7,863 94,360 28.94 5,015 60,185	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256 99,078 30.38 5,266 63,194 30.38
Unrepresented T Systems Analyst  HR/Recruitment Specialist	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Hourly Hourly	\$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37,32 6,469 77,630 23,81 4,126 49,514	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 <b>Step B</b> 39.19 6,793 81,511 25.00 4,333 51,990	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 Step C 41.15 7,132 85,587 26,25 4,549 54,590	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27.56 4,777 57,319	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20,66 3,582 42,980 <b>Step E</b> 45.37 7,863 94,360 28.94 5,015 60,185	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21,70 3,761 45,129 Step F 47,63 8,256 99,078 30,38 5,266 63,194 30,38 5,266
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist	Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Annually Hourly Monthly Monthly Monthly	\$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514 23.81 4,126	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 25.00 4,333	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 Step C 41.15 7,132 85,587 26.25 4,549 26.25 4,549	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19,68 3,411 40,934 Step D 43,20 7,489 89,866 4,777 57,319 27,56 4,777	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20,66 3,582 42,980 Step E 45,37 7,863 94,360 28,94 5,015 60,185	\$ \$ \$ \$ \$	5,642 67,704 21,70 3,761 45,129 Step F 47,63 8,256 99,078 30,38 5,266 63,194 30,38 5,266
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist	Monthly Annually  Hourly Hourly Monthly Annually Hourly Hourly Hourly Hourly Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514 4,126 49,514	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39,19 6,793 81,511 25,00 4,333 51,990 25,00 4,333 51,990	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18.74 3,249 38,984 Step C 41.15 7,132 85,587 26.25 4,549 54,590 26.25 4,549 54,590	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27.56 4,777 57,319 27.56 4,777 57,319	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 <b>Step E</b> 45.37 7,863 94,360 28.94 5,015 60,185 28.94 5,015 60,185	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256 99,078 30.38 5,266 63,194 26.43
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist	Monthly Annually  Hourly Monthly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37,32 6,469 77,630 23,81 4,126 49,514 23,81 4,126 49,514	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 25.00 4,333 51,990	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 Step C 41.15 7,132 85,587 26.25 4,549 54,590 26.25 4,549 54,590 22.83 3,958	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 4,777 57,319 27.56 4,777 57,319	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20,66 3,582 42,980 <b>Step E</b> 45,37 7,863 94,360 28,94 5,015 60,185 28,94 5,015 60,185	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256 99,078 30.38 5,266 63,194 30.38 5,266 63,194 4,582
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist	Monthly Annually  Hourly Hourly Monthly Annually Hourly Hourly Hourly Hourly Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514 4,126 49,514	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39,19 6,793 81,511 25,00 4,333 51,990 25,00 4,333 51,990	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18.74 3,249 38,984 Step C 41.15 7,132 85,587 26.25 4,549 54,590 26.25 4,549 54,590	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27.56 4,777 57,319 27.56 4,777 57,319	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 <b>Step E</b> 45.37 7,863 94,360 28.94 5,015 60,185 28.94 5,015 60,185	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 Step F 47.63 8,256 99,078 30.38 5,266 63,194 30.38 5,266 63,194 4,582
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist	Monthly Annually  Hourly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514 23.81 4,126 49,514	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 25.00 4,333 51,990 21.75 3,769 45,231	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 \$\frac{41.15}{7,132} 85,587 26,25 4,549 54,590 26,25 4,549 54,590 22,83 3,958 47,493	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27,56 4,777 57,319 27,56 4,777 57,319 4,156 49,868	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 Step E 45.37 7,863 94,360 28,94 5,015 60,185 28,94 4,363 52,361	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21,70 3,761 45,129 Step F 47.63 8,256 99,078 30,38 5,266 63,194 26,43 4,582 54,979
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist	Monthly Annually  Hourly Hourly Monthly Annually Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514 23.81 4,126 49,514 20,71 3,590 43,078	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 25.00 4,333 51,990 21.75 3,769 45,231	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 \$tep C 41.15 7,132 85,587 26,25 4,549 54,590 22,83 3,958 47,493 23,97	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 4,777 57,319 27,56 4,777 57,319 23,97 4,156 49,868	\$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 45,37 7,863 94,360 28,94 5,015 60,185 28,94 4,363 5,015 60,185	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 \$\$tep F\$ 47.63 8,256 99,078 30.38 5,266 63,194 26.43 4,582 54,979 27.75
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist	Monthly Annually  Hourly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514 23.81 4,126 49,514 20.71 3,590 43,078	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 25.00 4,333 51,990 21.75 3,769 45,231	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 \$\frac{41.15}{7,132} 85,587 26,25 4,549 54,590 26,25 4,549 54,590 22,83 3,958 47,493	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 \$tep D 43.20 7,489 89,866 27.56 4,777 57,319 23.97 4,156 49,868	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 42,980 45,37 7,863 94,360 28,94 5,015 60,185 28,94 4,363 5,015 60,185 25,17 4,363 52,361	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 47.63 8,256 99,078 30.38 5,266 63,194 26.43 4,582 54,979 27.75 4,811
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Monthly Annually  Hourly Monthly Annually Annually Annually Annually Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514 23.81 4,126 49,514 20,71 3,590 43,078	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39,19 6,793 81,511 25,00 4,333 51,990 21,75 3,769 45,231 22,83 3,958	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 \$tep C 41.15 7,132 85,587 26,25 4,549 54,590 26,25 4,549 54,590 22,83 3,958 47,493 23,97 4,156	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 4,777 57,319 27,56 4,777 57,319 23,97 4,156 49,868	\$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 45,37 7,863 94,360 28,94 5,015 60,185 28,94 4,363 5,015 60,185	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 47.63 8,256 99,078 30.38 5,266 63,194 26.43 4,582 54,979 27.75 4,811
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Monthly Annually  Hourly Monthly Annually Annually Annually Annually Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514 23.81 4,126 49,514 20.71 3,590 43,078	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39,19 6,793 81,511 25,00 4,333 51,990 21,75 3,769 45,231 22,83 3,958	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 \$tep C 41.15 7,132 85,587 26,25 4,549 54,590 26,25 4,549 54,590 22,83 3,958 47,493 23,97 4,156	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 \$tep D 43.20 7,489 89,866 27.56 4,777 57,319 23.97 4,156 49,868	\$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 42,980 45,37 7,863 94,360 28,94 5,015 60,185 28,94 4,363 5,015 60,185 25,17 4,363 52,361	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21,70 3,761 45,129 Step F 47.63 8,256 99,078 30,38 5,266 63,194 26,43 4,582 54,979 27,75 4,811 57,727
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I	Monthly Annually  Hourly Annually Cialist	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17.00 2,947 35,360 Step A 37.32 6,469 77,630 23.81 4,126 49,514 23.81 4,126 49,514 23.81 4,126 49,514 20.71 3,590 43,078 21.75 3,769 45,230	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 25.00 4,333 51,990 25.00 4,333 51,990 25.00 4,333 51,990 4,333 51,990 4,343 4,345 4,345 4,455 4,455 4,555	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984  Step C 41.15 7,132 85,587 26,25 4,549 54,590 26,25 4,549 54,590 22,83 3,958 47,493 23,97 4,156 49,866	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 4,777 57,319 27,56 4,777 57,319 23,97 4,156 49,868 25,17 4,363 52,360	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 Step E 45.37 7,863 94,360 28.94 5,015 60,185 28.94 5,015 60,185 25.17 4,363 52,361 26.43 4,581 54,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 5tep F 47.63 8,256 99,078 30,38 5,266 63,194 26,43 4,582 54,979 27.75 4,811 57,727
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Facility Coordinator  Customer Service Rep I	Monthly Annually  Hourly Annually  Hourly Monthly Annually Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047 17,00 2,947 35,360 Step A 37,32 6,469 77,630 23,81 4,126 49,514 23,81 4,126 49,514 20,71 3,590 43,078 21,75 3,769 45,230	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 21.75 3,769 45,231 22.83 3,958 47,492 21.75	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984 \$\$tep C\$ 41.15 7,132 85,587 26,25 4,549 54,590 26,25 4,549 54,590 22,83 3,958 47,493 23,97 4,156 49,866	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 27,56 4,777 57,319 27,56 4,777 57,319 23,97 4,156 49,868 25,17 4,363 52,360 23,97	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20.66 3,582 42,980 45,37 7,863 94,360 28,94 5,015 60,185 28,94 4,363 5,015 60,185 25,17 4,363 52,361 4,581 54,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21.70 3,761 45,129 \$\$tep F\$ 47.63 8,256 99,078 30.38 5,266 63,194 26.43 4,582 54,979 27.75 4,811 57,727
Unrepresented T Systems Analyst  HR/Recruitment Specialist  Facility Coordinator  Customer Service Rep I	Monthly Annually  Hourly Monthly Annually  Annually Annually Annually Annually Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047  17.00 2,947 35,360  Step A  37.32 6,469 77,630  23.81 4,126 49,514  23.81 4,126 49,514  20.71 3,590 43,078  45,230  20.71 3,590 43,078		4,642 55,700 17.85 3,094 37,128 Step B 39,19 6,793 81,511 25,00 4,333 51,990 25,00 4,333 51,990 21,75 3,769 45,231 22,83 3,958 47,492 21,75 3,769 45,231		4,874 58,485 18,74 3,249 38,984  Step C 41.15 7,132 85,587 26.25 4,549 54,590 26.25 4,549 54,590 22.83 3,958 47,493 4,156 49,866 22.83 3,958 47,493	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19,68 3,411 40,934 Step D 43,20 7,489 89,866 27,56 4,777 57,319 27,56 4,777 57,319 23,97 4,156 49,868 52,360 23,97 4,156 49,868		5,373 64,480 20,66 3,582 42,980 Step E 45,37 7,863 94,360 28,94 5,015 60,185 28,94 5,015 60,185 25,17 4,363 52,361 54,978	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21,70 3,761 45,129 \$\$\frac{47,63}{8,256}\$\$ 99,078 30,38 5,266 63,194 26,43 4,582 54,979 27,75 4,811 57,727 26,43 4,582 54,979
Unrepresented IT Systems Analyst HR/Recruitment Specialist Finance Specialist Facility Coordinator Customer Service Rep I	Monthly Annually  Hourly Monthly Annually Annually Hourly Monthly Annually Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047  17,00 2,947 35,360  Step A  37,32 6,469 77,630  23,81 4,126 49,514  23,81 4,126 49,514  20,71 3,590 43,078 21,75 3,769 45,230  20,71 3,590 43,078		4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 21.75 3,769 45,231 21.75 3,769 45,231		4,874 58,485 18,74 3,249 38,984  \$tep C  41.15 7,132 85,587 26,25 4,549 54,590 22,83 3,958 47,493 23,97 4,156 49,866 22,83 3,958 47,493 32,34	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 4,777 57,319 27,56 4,777 57,319 23,97 4,156 49,868 25,17 4,363 52,360 23,97 4,156 49,868		5,373 64,480 20.66 3,582 42,980  Step E  45.37 7,863 94,360 28.94 5,015 60,185 28.94 5,015 60,185 25.17 4,363 52,361 54,978 25.17 4,363 52,361 35.65	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21,70 3,761 45,129 Step F 47.63 8,256 99,078 5,266 63,194 26,43 4,582 54,979 27,75 4,811 57,727 26,43 4,582 54,979
Unrepresented IT Systems Analyst HR/Recruitment Specialist Finance Specialist Facility Coordinator Customer Service Rep I	Monthly Annually  Hourly Monthly Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047  17,00 2,947 35,360  Step A  37,32 6,469 77,630  23,81 4,126 49,514  23,81 4,126 49,514  20,71 3,590 43,078  21,75 3,769 45,230  20,71 3,590 43,078		4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 21.75 3,769 45,231 22.83 3,958 47,492 21.75 3,769 45,231 30.80 5,338		4,874 58,485 18,74 3,249 38,984  Step C 41.15 7,132 85,587 26,25 4,549 54,590 22,83 3,958 47,493 23,97 4,156 49,866 22,83 3,958 47,493 32,34 5,605		5,117 61,409 19.68 3,411 40,934 \$\$tep D\$ 43.20 7,489 89,866 27.56 4,777 57,319 23.97 4,156 49,868 25.17 4,363 52,360 23.97 4,156 49,868		5,373 64,480 20.66 3,582 42,980 45,37 7,863 94,360 28,94 5,015 60,185 25,17 4,363 52,361 26,43 4,581 54,978 25,17 4,363 52,361 35,65 6,180		5,642 67,704 21,70 3,761 45,129 5tep F 47.63 8,256 99,078 5,266 63,194 26,43 4,582 54,979 27,75 4,811 57,727 37,44 6,489
Unrepresented IT Systems Analyst  HR/Recruitment Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I  Admin/Customer Service Spe	Monthly Annually  Hourly Monthly Annually Annually Hourly Monthly Annually Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047  17,00 2,947 35,360  Step A  37,32 6,469 77,630  23,81 4,126 49,514  23,81 4,126 49,514  20,71 3,590 43,078 21,75 3,769 45,230  20,71 3,590 43,078		4,642 55,700 17.85 3,094 37,128 Step B 39.19 6,793 81,511 25.00 4,333 51,990 21.75 3,769 45,231 21.75 3,769 45,231		4,874 58,485 18,74 3,249 38,984  \$tep C  41.15 7,132 85,587 26,25 4,549 54,590 22,83 3,958 47,493 23,97 4,156 49,866 22,83 3,958 47,493 32,34	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19.68 3,411 40,934 Step D 43.20 7,489 89,866 4,777 57,319 27,56 4,777 57,319 23,97 4,156 49,868 25,17 4,363 52,360 23,97 4,156 49,868		5,373 64,480 20.66 3,582 42,980  Step E  45.37 7,863 94,360 28.94 5,015 60,185 28.94 5,015 60,185 25.17 4,363 52,361 54,978 25.17 4,363 52,361 35.65	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21,70 3,761 45,129 Step F 47.63 8,256 99,078 5,266 63,194 26,43 4,582 54,979 27,75 4,811 57,727 26,43 4,582 54,979
Unrepresented IT Systems Analyst  HR/Recruitment Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I  Admin/Customer Service Spe	Monthly Annually  Hourly Monthly Annually Annually Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047  17.00 2,947 35,360  Step A  37.32 6,469 77,630  23.81 4,126 49,514  23.81 4,126 49,514  20.71 3,590 43,078  21.75 3,769 45,230  20.71 3,590 43,078		4,642 55,700 17.85 3,094 37,128 Step B 39,19 6,793 81,511 25,00 4,333 51,990 25,00 4,333 51,990 21,75 3,769 45,231 22,83 3,958 47,492 21,75 3,769 45,231 30,80 5,338 64,061		4,874 58,485  18,74 3,249 38,984  Step C  41.15 7,132 85,587  26.25 4,549 54,590 28.33 3,958 47,493 23.97 4,156 49,866 22.83 3,958 47,493 32.34 5,605 67,264		5,117 61,409 19.68 3,411 40,934 \$\$tep D\$ 43.20 7,489 89,866 27.56 4,777 57,319 27.56 4,777 57,319 23.97 4,156 49,868 25.17 4,363 52,360 23.97 4,156 49,868 33.96	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20,66 3,582 42,980 Step E 45,37 7,863 94,360 28,94 5,015 60,185 28,94 5,015 4,363 52,361 26,43 4,581 54,978 25,17 4,363 52,361 35,65 6,180 74,158		5,642 67,704 21,70 3,761 45,129 47,63 8,256 99,078 5,266 63,194 30,38 5,266 63,194 26,43 4,582 54,979 27,75 4,811 57,727 26,43 4,582 54,979 37,44 6,489 77,866
Unrepresented  Unrepresented IT Systems Analyst  HR/Recruitment Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I  Admin/Customer Service Spe  Marketing Coordinator  Recreation Coordinator	Monthly Annually  Hourly Monthly Annually Hourly Hourly Monthly Annually Hourly	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047  17,00 2,947 35,360  Step A  37,32 6,469 77,630  23,81 4,126 49,514  23,81 4,126 49,514  20,71 3,590 43,078  21,75 3,769 45,230  20,71 3,590 43,078  29,33 5,084 61,010 24,22	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,642 55,700 17.85 3,094 37,128 Step B 39,19 6,793 81,511 25,00 4,333 51,990 25,00 4,333 51,990 21,75 3,769 45,231 22,83 3,958 47,492 21,75 3,769 45,231 30,80 5,338 64,061 25,43	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,874 58,485 18,74 3,249 38,984  \$tep C  41.15 7,132 85,587 26,25 4,549 54,590 22,83 3,958 47,493 4,156 49,866 49,866 22,83 3,958 47,493 3,958 47,493 3,958 47,493 4,156 605 67,264	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,117 61,409 19,68 3,411 40,934 Step D 43,20 7,489 89,866 4,777 57,319 27,56 4,777 57,319 23,97 4,156 49,868 25,17 4,363 52,360 23,97 4,156 49,868 33,96 5,886 70,627	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20,66 3,582 42,980  Step E  45,37 7,863 94,360 28,94 5,015 60,185 28,94 5,015 4,363 52,361 54,978 25,17 4,363 52,361 35,65 6,180 74,158	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,642 67,704 21,70 3,761 45,129 Step F 47.63 8,256 99,078 30,38 5,266 63,194 26,43 4,582 54,979 27,75 4,811 57,727 26,43 4,582 54,979 37,44 6,489 77,866
Unrepresented IT Systems Analyst  HR/Recruitment Specialist  Finance Specialist  Facility Coordinator  Customer Service Rep I  Admin/Customer Service Spe	Monthly Annually  Hourly Monthly Annually Annually Annually	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	4,421 53,047  17.00 2,947 35,360  Step A  37.32 6,469 77,630  23.81 4,126 49,514  23.81 4,126 49,514  20.71 3,590 43,078  21.75 3,769 45,230  20.71 3,590 43,078		4,642 55,700 17.85 3,094 37,128 Step B 39,19 6,793 81,511 25,00 4,333 51,990 25,00 4,333 51,990 21,75 3,769 45,231 22,83 3,958 47,492 21,75 3,769 45,231 30,80 5,338 64,061		4,874 58,485  18,74 3,249 38,984  Step C  41.15 7,132 85,587  26.25 4,549 54,590 28.33 3,958 47,493 23.97 4,156 49,866 22.83 3,958 47,493 32.34 5,605 67,264		5,117 61,409 19.68 3,411 40,934 \$\$tep D\$ 43.20 7,489 89,866 27.56 4,777 57,319 27.56 4,777 57,319 23.97 4,156 49,868 25.17 4,363 52,360 23.97 4,156 49,868 33.96	\$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$ \$	5,373 64,480 20,66 3,582 42,980 Step E 45,37 7,863 94,360 28,94 5,015 60,185 28,94 5,015 4,363 52,361 26,43 4,581 54,978 25,17 4,363 52,361 35,65 6,180 74,158		5,642 67,704 21,70 3,761 45,129 47,63 8,256 99,078 5,266 63,194 30,38 5,266 63,194 26,43 4,582 54,979 27,75 4,811 57,727 26,43 4,582 54,979 37,44 6,489 77,866



To: Board of Directors

From: Facilities Committee

Re: February 15, 2022 Meeting Report

Committee Members PresentStaff PresentMichael McGinnisAnnabel Grimm, General ManagerDave DonnanScott Schumann, Parks and Facilities Manager

#### A. Call to Order/Roll Call

The meeting was called to order at 3:00 p.m., and roll call was taken as noted above.

#### B. Public Comments

There were no public comments.

#### C. <u>Capital Improvement Plan</u>

Parks and Facilities Manager Schumann reviewed the draft Capital Improvement Plan with the Committee and reported findings on the specific projects below.

- 1. Design and cost for the expansion of the pickleball and tennis courts at Community Park.
- 2. Cost estimates for artificial turf soccer fields at DeGarmo Park.
- 3. Provide additional/alternate solutions for the replacement of the patio and deck at Lakeside Pavilion.
- 4. Assessment and cost estimate for re-lighting project at Hooker Oak Park.

The Committee discussed the prioritization of projects for the next two years and projections for years three to five. The committee recommends approval of the proposed CIP.

The committee requested follow-up information on alternative pickleball/tennis expansion opportunities at the next meeting.

The next Facilities Committee meeting is tentatively scheduled for April 15 at 3 p.m.

#### D. Directors' Comments

There were no comments.

#### E. Adjournment

There being no further business, the meeting was adjourned at 4:15 p.m. to the next Facilities Committee Meeting.

Fiscal Year	Туре	Location	Description	Estimated Cost
2022	Existing	ADA Improvments	Identified in ADA Transition Plan	135,000
		Community Park	Fieldhouse -Replace Scoreboard	15,000
		Hooker Oak Park	Replace Tot Lot Play Structure	185,000
		Hooker Oak Park	Replace Softball Field Sports Lighting	775,000
		Peterson Park	Replace 5-12 Play Structure	165,200
		Peterson Park	Resurface Basketball Court	29,500
		PV Center/Pool	Replace Pool Room Roof	40,000
		Rotary Park	Resurface Basketball Court	29,500
		Rotary Park	Replace Fencing	10,000
		Rotary Park	Replace Lighting	32,000
		Vehicle Fleet	Replace 1989 F-250	41,300
		Vehicle Fleet	Tractor Replacement	38,000
		Vehicle Fleet	New 11ft Deck Mower	100,300
	<b>Existing Total</b>			1,595,800
	New	Community Park	New Pickleball/Tennis Installation	575,000
	New Total			575,000
2022 Total				2,170,800
2023	Existing	ADA Improvments	Identified in ADA Transition Plan	135,000
		Community Park	Build CP Maintenance Hub	600,000
		Community Park	Renovate South SIde Restrooms	53,102
		District-wide	WeatherTrak Installation Husa Ranch	100,000
		Hooker Oak Park	Replace Fencing	118,000
		Vehicle Fleet	Gator Replacement	12,980
	<b>Existing Total</b>			1,019,082
	New	Baroni	Shaded group picnic area	45,000
		Baroni	New Installation of 2 - 5 Play Structure	118,000
		DeGarmo Park	Install 2 new artifical sport fields w/ lighting	2,900,000
		Wildwood Park	Add Picnic Area At Pump Track	29,501
		Wildwood Park	Install New Basketball/Futsol Court	42,500
	New Total			3,135,001

iscal Year	Туре	Location	Description	Estimated Co
2023 Total				4,154,084
2024	Existing	ADA Improvment	dentified in ADA Transition Plan	135,000
		CARD Communit	y Building Renovation *	1,000,000
		Community Park	Replace 5-12 Play Structure	153,400
		Community Park	Renovate Tennis Court Restroom	53,104
		DFJ	Ugrade Kitchen	123,900
		Lakeside	Remove and Redesign Boardwalk	82,600
		Oak Way Park	Renovate Irrigation	47,200
		Oak Way Park	Renovate and expand Restroom	175,000
		PV Center/Pool	Replace Pool Deck Shade Structure	30,000
		PV Center/Pool	Renovate Restroom	53,099
		Vehicle Fleet	Purchase F-250/utlity truck to accomadate park expansions	70,800
		Vehicle Fleet	Dump Trailer replacement	38,000
		Wildwood Park	Intall New Backstops on Ballfields	17,700
		Wildwood Park	Renovate Restroom Plumbing and Fixtures	53,101
	<b>Existing Tot</b>	tal		2,032,904
	New	Oak Way Park	Install Landscaping to HWY 32 frontage	45,000
	New Total			45,000
2024 Total				2,077,904
2025	Existing	Baroni	Resurface Basketball Court	29,500
		Community Park	Fieldhouse - Install separator netting	53,100
		DeGarmo Park	Freeway Tree Removal	11,800
		DeGarmo Park	Replace Freeway Barrier	75,000
		DFJ	Electrical Upgrades	11,800
		Hooker Oak Park	Irrigation Rebuild	413,000
		PV Center/Pool	Replace Exterior Lighting/Pool Lighting	20,000
		Skate Park	Renovate Restroom	53,100
		Wildwood Park	Resurface Walking path	120,360
	<b>Existing Tot</b>	al		787,660
	New	Baroni	New Install Parcourse/Fitness Stations	57,000
		DeGarmo Park	New/Modifications to shade to BBQ area	17,700
		Hancock Park	Install Booster Pump	53,100
		Oak Way Park	New Additional Backstop	11,800
	New Total		·	139,600
2025 Total				927,260

<sup>\*</sup> Includes dry rot, carpet, bathrooms, interior/exterior paint, drop down ceilings, south patio, & main room

#### Chico Area Recreation Park District February 15, 2022 | **DRAFT**

Fiscal Year	Type	Location	Description	Estimated Cost
2026	Existing	Community Park	Irrigation Rebuild	194,700
		Community Park	Resurface Parking Lots and Road	129,800
		Hooker Oak Park	Replace 5-12 Play Structure	195,000
		Hooker Oak Park	Renovate Maintenance Building Complex	295,000
		PV Center/Pool	Center Renovation (Bathrooms, Rooms, Shade Structure, Kitchen)	472,000
	<b>Existing Tota</b>			1,286,500
	New	Community Park	New Additional Parking in N. Triagle	220,000
		DeGarmo Park	Gym (3-4courts)/Community Center	16,992,000
		District-wide	Install District-Wide Solar Power	590,000
		Hooker Oak Park	Install New Pathway Lighting	141,600
	New Total			17,943,600
2026 Total				19,230,100
Grand Total				28,560,147