

August 23, 2021

**NOTE: SPECIAL  
MEETING  
DATE &  
LOCATION**

TO: City of Lincoln Personnel Board Members

SUBJECT: Personnel Board Meeting  
Friday, August 27, 2021  
1:30 p.m., Human Resources  
Room 302  
County-City Building

### **AGENDA**

- ITEM 1: Approval of Minutes from the August 19, 2021 meeting.
- ITEM 2: Request an ordinance reflecting a pay increase of 4.5% to be effective August 19, 2021 for pay ranges prefixed by 'E.'
- ITEM 3: Request an ordinance reflecting a pay increase of 4.75% to be effective August 19, 2021 for pay ranges prefixed by 'W.'
- ITEM 4: Request an ordinance reflecting a pay increase of 4.5% to be effective August 19, 2021 for pay ranges prefixed by 'X.'
- ITEM 5: Miscellaneous Discussion
- PC: City Clerk  
Directors

#### **ACCOMMODATION NOTICE**

*The City of Lincoln complies with Title VI of the Civil Rights Act of 1964 and Section 504 of the Rehabilitation Act of 1973 guidelines. Ensuring the public's access to and participating in public meetings is a priority for the City of Lincoln. In the event you are in need of a reasonable accommodation in order to attend or participate in a public meeting conducted by the City of Lincoln, please contact the Director of Equity and Diversity, Lincoln Commission on Human Rights, at 402 441-7624 as soon as possible before the scheduled meeting date in order to make your request.*

## EXCLUDED PAY PLAN - E RANGES

Reflects 4.5% increase

Effective August 19, 2021

2.75% Between Steps

| CLASS<br>CODE | CLASS TITLE                           | PAY   |        |        |        |        |        |        |        |        |        |        |
|---------------|---------------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|               |                                       | RANGE | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J |
| 0607          | HUMAN RESOURCES GENERALIST            | E05   | 23.976 | 24.637 | 25.312 | 26.009 | 26.727 | 27.458 | 28.217 | 28.990 | 29.789 | 30.608 |
| 0608          | HUMAN RESOURCES SPECIALIST            | E15   | 31.449 | 32.313 | 33.203 | 34.117 | 35.056 | 36.019 | 37.011 | 38.027 | 39.073 | 40.147 |
| 0629          | CITY COUNCIL SECRETARY                | E04   | 23.334 | 23.976 | 24.637 | 25.312 | 26.009 | 26.727 | 27.458 | 28.217 | 28.990 | 29.789 |
| 0630          | EXECUTIVE SECRETARY                   | E09   | 26.727 | 27.458 | 28.217 | 28.990 | 29.789 | 30.608 | 31.449 | 32.313 | 33.203 | 34.117 |
| 0631          | EXECUTIVE AIDE                        | E02   | 22.102 | 22.710 | 23.334 | 23.976 | 24.637 | 25.312 | 26.009 | 26.727 | 27.458 | 28.217 |
| 0634          | HUMAN RESOURCES OPERATIONS SPECIALIST | E15   | 31.449 | 32.313 | 33.203 | 34.117 | 35.056 | 36.019 | 37.011 | 38.027 | 39.073 | 40.147 |
| 0655          | OMBUDSMAN                             | E12   | 28.990 | 29.789 | 30.608 | 31.449 | 32.313 | 33.203 | 34.117 | 35.056 | 36.019 | 37.011 |
| 1130          | PAYROLL ADMINISTRATOR                 | E19   | 35.056 | 36.019 | 37.011 | 38.027 | 39.073 | 40.147 | 41.251 | 42.386 | 43.554 | 44.750 |
| 1133          | PAYROLL SPECIALIST                    | E09   | 26.727 | 27.458 | 28.217 | 28.990 | 29.789 | 30.608 | 31.449 | 32.313 | 33.203 | 34.117 |
| 1321          | WORKERS' COMPENSATION CLAIMS SPEC     | E07   | 25.312 | 26.009 | 26.727 | 27.458 | 28.217 | 28.990 | 29.789 | 30.608 | 31.449 | 32.313 |
| 1550          | GRANT COORDINATOR I                   | E04   | 23.334 | 23.976 | 24.637 | 25.312 | 26.009 | 26.727 | 27.458 | 28.217 | 28.990 | 29.789 |
| 1551          | GRANT COORDINATOR II                  | E09   | 26.727 | 27.458 | 28.217 | 28.990 | 29.789 | 30.608 | 31.449 | 32.313 | 33.203 | 34.117 |

## EXCLUDED - E RANGES

Reflects 4.5% increase  
Effective August 19, 2021  
2.75% Between Steps

| PAY RANGE |          | STEP A    | STEP B    | STEP C    | STEP D    | STEP E    | STEP F    | STEP G    | STEP H    | STEP I    | STEP J    |
|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| E01       | ANNUAL   | 44,742.88 | 45,972.16 | 47,236.80 | 48,534.72 | 49,870.08 | 51,244.96 | 52,648.96 | 54,098.72 | 55,592.16 | 57,112.64 |
|           | MONTHLY  | 3,728.57  | 3,831.01  | 3,936.40  | 4,044.56  | 4,155.84  | 4,270.41  | 4,387.41  | 4,508.23  | 4,632.68  | 4,759.39  |
|           | BIWEEKLY | 1,720.88  | 1,768.16  | 1,816.80  | 1,866.72  | 1,918.08  | 1,970.96  | 2,024.96  | 2,080.72  | 2,138.16  | 2,196.64  |
|           | HOURLY   | 21.511    | 22.102    | 22.710    | 23.334    | 23.976    | 24.637    | 25.312    | 26.009    | 26.727    | 27.458    |
| E02       | ANNUAL   | 45,972.16 | 47,236.80 | 48,534.72 | 49,870.08 | 51,244.96 | 52,648.96 | 54,098.72 | 55,592.16 | 57,112.64 | 58,691.36 |
|           | MONTHLY  | 3,831.01  | 3,936.40  | 4,044.56  | 4,155.84  | 4,270.41  | 4,387.41  | 4,508.23  | 4,632.68  | 4,759.39  | 4,890.95  |
|           | BIWEEKLY | 1,768.16  | 1,816.80  | 1,866.72  | 1,918.08  | 1,970.96  | 2,024.96  | 2,080.72  | 2,138.16  | 2,196.64  | 2,257.36  |
|           | HOURLY   | 22.102    | 22.710    | 23.334    | 23.976    | 24.637    | 25.312    | 26.009    | 26.727    | 27.458    | 28.217    |
| E03       | ANNUAL   | 47,236.80 | 48,534.72 | 49,870.08 | 51,244.96 | 52,648.96 | 54,098.72 | 55,592.16 | 57,112.64 | 58,691.36 | 60,299.20 |
|           | MONTHLY  | 3,936.40  | 4,044.56  | 4,155.84  | 4,270.41  | 4,387.41  | 4,508.23  | 4,632.68  | 4,759.39  | 4,890.95  | 5,024.93  |
|           | BIWEEKLY | 1,816.80  | 1,866.72  | 1,918.08  | 1,970.96  | 2,024.96  | 2,080.72  | 2,138.16  | 2,196.64  | 2,257.36  | 2,319.20  |
|           | HOURLY   | 22.710    | 23.334    | 23.976    | 24.637    | 25.312    | 26.009    | 26.727    | 27.458    | 28.217    | 28.990    |
| E04       | ANNUAL   | 48,534.72 | 49,870.08 | 51,244.96 | 52,648.96 | 54,098.72 | 55,592.16 | 57,112.64 | 58,691.36 | 60,299.20 | 61,961.12 |
|           | MONTHLY  | 4,044.56  | 4,155.84  | 4,270.41  | 4,387.41  | 4,508.23  | 4,632.68  | 4,759.39  | 4,890.95  | 5,024.93  | 5,163.43  |
|           | BIWEEKLY | 1,866.72  | 1,918.08  | 1,970.96  | 2,024.96  | 2,080.72  | 2,138.16  | 2,196.64  | 2,257.36  | 2,319.20  | 2,383.12  |
|           | HOURLY   | 23.334    | 23.976    | 24.637    | 25.312    | 26.009    | 26.727    | 27.458    | 28.217    | 28.990    | 29.789    |
| E05       | ANNUAL   | 49,870.08 | 51,244.96 | 52,648.96 | 54,098.72 | 55,592.16 | 57,112.64 | 58,691.36 | 60,299.20 | 61,961.12 | 63,664.64 |
|           | MONTHLY  | 4,155.84  | 4,270.41  | 4,387.41  | 4,508.23  | 4,632.68  | 4,759.39  | 4,890.95  | 5,024.93  | 5,163.43  | 5,305.39  |
|           | BIWEEKLY | 1,918.08  | 1,970.96  | 2,024.96  | 2,080.72  | 2,138.16  | 2,196.64  | 2,257.36  | 2,319.20  | 2,383.12  | 2,448.64  |
|           | HOURLY   | 23.976    | 24.637    | 25.312    | 26.009    | 26.727    | 27.458    | 28.217    | 28.990    | 29.789    | 30.608    |

## EXCLUDED - E RANGES

Reflects 4.5% increase  
Effective August 19, 2021  
2.75% Between Steps

| PAY RANGE |          | STEP A    | STEP B    | STEP C    | STEP D    | STEP E    | STEP F    | STEP G    | STEP H    | STEP I    | STEP J    |
|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| E06       | ANNUAL   | 51,244.96 | 52,648.96 | 54,098.72 | 55,592.16 | 57,112.64 | 58,691.36 | 60,299.20 | 61,961.12 | 63,664.64 | 65,413.92 |
|           | MONTHLY  | 4,270.41  | 4,387.41  | 4,508.23  | 4,632.68  | 4,759.39  | 4,890.95  | 5,024.93  | 5,163.43  | 5,305.39  | 5,451.16  |
|           | BIWEEKLY | 1,970.96  | 2,024.96  | 2,080.72  | 2,138.16  | 2,196.64  | 2,257.36  | 2,319.20  | 2,383.12  | 2,448.64  | 2,515.92  |
|           | HOURLY   | 24.637    | 25.312    | 26.009    | 26.727    | 27.458    | 28.217    | 28.990    | 29.789    | 30.608    | 31.449    |
| E07       | ANNUAL   | 52,648.96 | 54,098.72 | 55,592.16 | 57,112.64 | 58,691.36 | 60,299.20 | 61,961.12 | 63,664.64 | 65,413.92 | 67,211.04 |
|           | MONTHLY  | 4,387.41  | 4,508.23  | 4,632.68  | 4,759.39  | 4,890.95  | 5,024.93  | 5,163.43  | 5,305.39  | 5,451.16  | 5,600.92  |
|           | BIWEEKLY | 2,024.96  | 2,080.72  | 2,138.16  | 2,196.64  | 2,257.36  | 2,319.20  | 2,383.12  | 2,448.64  | 2,515.92  | 2,585.04  |
|           | HOURLY   | 25.312    | 26.009    | 26.727    | 27.458    | 28.217    | 28.990    | 29.789    | 30.608    | 31.449    | 32.313    |
| E08       | ANNUAL   | 54,098.72 | 55,592.16 | 57,112.64 | 58,691.36 | 60,299.20 | 61,961.12 | 63,664.64 | 65,413.92 | 67,211.04 | 69,062.24 |
|           | MONTHLY  | 4,508.23  | 4,632.68  | 4,759.39  | 4,890.95  | 5,024.93  | 5,163.43  | 5,305.39  | 5,451.16  | 5,600.92  | 5,755.19  |
|           | BIWEEKLY | 2,080.72  | 2,138.16  | 2,196.64  | 2,257.36  | 2,319.20  | 2,383.12  | 2,448.64  | 2,515.92  | 2,585.04  | 2,656.24  |
|           | HOURLY   | 26.009    | 26.727    | 27.458    | 28.217    | 28.990    | 29.789    | 30.608    | 31.449    | 32.313    | 33.203    |
| E09       | ANNUAL   | 55,592.16 | 57,112.64 | 58,691.36 | 60,299.20 | 61,961.12 | 63,664.64 | 65,413.92 | 67,211.04 | 69,062.24 | 70,963.36 |
|           | MONTHLY  | 4,632.68  | 4,759.39  | 4,890.95  | 5,024.93  | 5,163.43  | 5,305.39  | 5,451.16  | 5,600.92  | 5,755.19  | 5,913.61  |
|           | BIWEEKLY | 2,138.16  | 2,196.64  | 2,257.36  | 2,319.20  | 2,383.12  | 2,448.64  | 2,515.92  | 2,585.04  | 2,656.24  | 2,729.36  |
|           | HOURLY   | 26.727    | 27.458    | 28.217    | 28.990    | 29.789    | 30.608    | 31.449    | 32.313    | 33.203    | 34.117    |
| E10       | ANNUAL   | 57,112.64 | 58,691.36 | 60,299.20 | 61,961.12 | 63,664.64 | 65,413.92 | 67,211.04 | 69,062.24 | 70,963.36 | 72,916.48 |
|           | MONTHLY  | 4,759.39  | 4,890.95  | 5,024.93  | 5,163.43  | 5,305.39  | 5,451.16  | 5,600.92  | 5,755.19  | 5,913.61  | 6,076.37  |
|           | BIWEEKLY | 2,196.64  | 2,257.36  | 2,319.20  | 2,383.12  | 2,448.64  | 2,515.92  | 2,585.04  | 2,656.24  | 2,729.36  | 2,804.48  |
|           | HOURLY   | 27.458    | 28.217    | 28.990    | 29.789    | 30.608    | 31.449    | 32.313    | 33.203    | 34.117    | 35.056    |

## EXCLUDED - E RANGES

Reflects 4.5% increase  
Effective August 19, 2021  
2.75% Between Steps

| PAY RANGE |          | STEP A    | STEP B    | STEP C    | STEP D    | STEP E    | STEP F    | STEP G    | STEP H    | STEP I    | STEP J    |
|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| E11       | ANNUAL   | 58,691.36 | 60,299.20 | 61,961.12 | 63,664.64 | 65,413.92 | 67,211.04 | 69,062.24 | 70,963.36 | 72,916.48 | 74,919.52 |
|           | MONTHLY  | 4,890.95  | 5,024.93  | 5,163.43  | 5,305.39  | 5,451.16  | 5,600.92  | 5,755.19  | 5,913.61  | 6,076.37  | 6,243.29  |
|           | BIWEEKLY | 2,257.36  | 2,319.20  | 2,383.12  | 2,448.64  | 2,515.92  | 2,585.04  | 2,656.24  | 2,729.36  | 2,804.48  | 2,881.52  |
|           | HOURLY   | 28.217    | 28.990    | 29.789    | 30.608    | 31.449    | 32.313    | 33.203    | 34.117    | 35.056    | 36.019    |
| E12       | ANNUAL   | 60,299.20 | 61,961.12 | 63,664.64 | 65,413.92 | 67,211.04 | 69,062.24 | 70,963.36 | 72,916.48 | 74,919.52 | 76,982.88 |
|           | MONTHLY  | 5,024.93  | 5,163.43  | 5,305.39  | 5,451.16  | 5,600.92  | 5,755.19  | 5,913.61  | 6,076.37  | 6,243.29  | 6,415.24  |
|           | BIWEEKLY | 2,319.20  | 2,383.12  | 2,448.64  | 2,515.92  | 2,585.04  | 2,656.24  | 2,729.36  | 2,804.48  | 2,881.52  | 2,960.88  |
|           | HOURLY   | 28.990    | 29.789    | 30.608    | 31.449    | 32.313    | 33.203    | 34.117    | 35.056    | 36.019    | 37.011    |
| E13       | ANNUAL   | 61,961.12 | 63,664.64 | 65,413.92 | 67,211.04 | 69,062.24 | 70,963.36 | 72,916.48 | 74,919.52 | 76,982.88 | 79,096.16 |
|           | MONTHLY  | 5,163.43  | 5,305.39  | 5,451.16  | 5,600.92  | 5,755.19  | 5,913.61  | 6,076.37  | 6,243.29  | 6,415.24  | 6,591.35  |
|           | BIWEEKLY | 2,383.12  | 2,448.64  | 2,515.92  | 2,585.04  | 2,656.24  | 2,729.36  | 2,804.48  | 2,881.52  | 2,960.88  | 3,042.16  |
|           | HOURLY   | 29.789    | 30.608    | 31.449    | 32.313    | 33.203    | 34.117    | 35.056    | 36.019    | 37.011    | 38.027    |
| E14       | ANNUAL   | 63,664.64 | 65,413.92 | 67,211.04 | 69,062.24 | 70,963.36 | 72,916.48 | 74,919.52 | 76,982.88 | 79,096.16 | 81,271.84 |
|           | MONTHLY  | 5,305.39  | 5,451.16  | 5,600.92  | 5,755.19  | 5,913.61  | 6,076.37  | 6,243.29  | 6,415.24  | 6,591.35  | 6,772.65  |
|           | BIWEEKLY | 2,448.64  | 2,515.92  | 2,585.04  | 2,656.24  | 2,729.36  | 2,804.48  | 2,881.52  | 2,960.88  | 3,042.16  | 3,125.84  |
|           | HOURLY   | 30.608    | 31.449    | 32.313    | 33.203    | 34.117    | 35.056    | 36.019    | 37.011    | 38.027    | 39.073    |
| E15       | ANNUAL   | 65,413.92 | 67,211.04 | 69,062.24 | 70,963.36 | 72,916.48 | 74,919.52 | 76,982.88 | 79,096.16 | 81,271.84 | 83,505.76 |
|           | MONTHLY  | 5,451.16  | 5,600.92  | 5,755.19  | 5,913.61  | 6,076.37  | 6,243.29  | 6,415.24  | 6,591.35  | 6,772.65  | 6,958.81  |
|           | BIWEEKLY | 2,515.92  | 2,585.04  | 2,656.24  | 2,729.36  | 2,804.48  | 2,881.52  | 2,960.88  | 3,042.16  | 3,125.84  | 3,211.76  |
|           | HOURLY   | 31.449    | 32.313    | 33.203    | 34.117    | 35.056    | 36.019    | 37.011    | 38.027    | 39.073    | 40.147    |

## EXCLUDED - E RANGES

Reflects 4.5% increase  
Effective August 19, 2021  
2.75% Between Steps

| PAY RANGE |          | STEP A    | STEP B    | STEP C    | STEP D    | STEP E    | STEP F    | STEP G    | STEP H    | STEP I    | STEP J    |
|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| E16       | ANNUAL   | 67,211.04 | 69,062.24 | 70,963.36 | 72,916.48 | 74,919.52 | 76,982.88 | 79,096.16 | 81,271.84 | 83,505.76 | 85,802.08 |
|           | MONTHLY  | 5,600.92  | 5,755.19  | 5,913.61  | 6,076.37  | 6,243.29  | 6,415.24  | 6,591.35  | 6,772.65  | 6,958.81  | 7,150.17  |
|           | BIWEEKLY | 2,585.04  | 2,656.24  | 2,729.36  | 2,804.48  | 2,881.52  | 2,960.88  | 3,042.16  | 3,125.84  | 3,211.76  | 3,300.08  |
|           | HOURLY   | 32.313    | 33.203    | 34.117    | 35.056    | 36.019    | 37.011    | 38.027    | 39.073    | 40.147    | 41.251    |
| E17       | ANNUAL   | 69,062.24 | 70,963.36 | 72,916.48 | 74,919.52 | 76,982.88 | 79,096.16 | 81,271.84 | 83,505.76 | 85,802.08 | 88,162.88 |
|           | MONTHLY  | 5,755.19  | 5,913.61  | 6,076.37  | 6,243.29  | 6,415.24  | 6,591.35  | 6,772.65  | 6,958.81  | 7,150.17  | 7,346.91  |
|           | BIWEEKLY | 2,656.24  | 2,729.36  | 2,804.48  | 2,881.52  | 2,960.88  | 3,042.16  | 3,125.84  | 3,211.76  | 3,300.08  | 3,390.88  |
|           | HOURLY   | 33.203    | 34.117    | 35.056    | 36.019    | 37.011    | 38.027    | 39.073    | 40.147    | 41.251    | 42.386    |
| E18       | ANNUAL   | 70,963.36 | 72,916.48 | 74,919.52 | 76,982.88 | 79,096.16 | 81,271.84 | 83,505.76 | 85,802.08 | 88,162.88 | 90,592.32 |
|           | MONTHLY  | 5,913.61  | 6,076.37  | 6,243.29  | 6,415.24  | 6,591.35  | 6,772.65  | 6,958.81  | 7,150.17  | 7,346.91  | 7,549.36  |
|           | BIWEEKLY | 2,729.36  | 2,804.48  | 2,881.52  | 2,960.88  | 3,042.16  | 3,125.84  | 3,211.76  | 3,300.08  | 3,390.88  | 3,484.32  |
|           | HOURLY   | 34.117    | 35.056    | 36.019    | 37.011    | 38.027    | 39.073    | 40.147    | 41.251    | 42.386    | 43.554    |
| E19       | ANNUAL   | 72,916.48 | 74,919.52 | 76,982.88 | 79,096.16 | 81,271.84 | 83,505.76 | 85,802.08 | 88,162.88 | 90,592.32 | 93,080.00 |
|           | MONTHLY  | 6,076.37  | 6,243.29  | 6,415.24  | 6,591.35  | 6,772.65  | 6,958.81  | 7,150.17  | 7,346.91  | 7,549.36  | 7,756.67  |
|           | BIWEEKLY | 2,804.48  | 2,881.52  | 2,960.88  | 3,042.16  | 3,125.84  | 3,211.76  | 3,300.08  | 3,390.88  | 3,484.32  | 3,580.00  |
|           | HOURLY   | 35.056    | 36.019    | 37.011    | 38.027    | 39.073    | 40.147    | 41.251    | 42.386    | 43.554    | 44.750    |
| E20       | ANNUAL   | 74,919.52 | 76,982.88 | 79,096.16 | 81,271.84 | 83,505.76 | 85,802.08 | 88,162.88 | 90,592.32 | 93,080.00 | 95,638.40 |
|           | MONTHLY  | 6,243.29  | 6,415.24  | 6,591.35  | 6,772.65  | 6,958.81  | 7,150.17  | 7,346.91  | 7,549.36  | 7,756.67  | 7,969.87  |
|           | BIWEEKLY | 2,881.52  | 2,960.88  | 3,042.16  | 3,125.84  | 3,211.76  | 3,300.08  | 3,390.88  | 3,484.32  | 3,580.00  | 3,678.40  |
|           | HOURLY   | 36.019    | 37.011    | 38.027    | 39.073    | 40.147    | 41.251    | 42.386    | 43.554    | 44.750    | 45.980    |

## EXCLUDED PAY PLAN - W RANGES

Reflects a 4.75% increase

Effective August 19, 2021

| CLASS<br>CODE | CLASS TITLE                               | PAY<br>RANGE | MINIMUM | MAXIMUM |
|---------------|-------------------------------------------|--------------|---------|---------|
| 0615          | BENEFITS SPECIALIST                       | W01          | 28.924  | 48.431  |
| 0617          | HUMAN RESOURCES COORDINATOR               | W02          | 35.937  | 60.172  |
| 0618          | COMPENSATION MANAGER                      | W02          | 35.937  | 60.172  |
| 0620          | PENSION OFFICER                           | W02          | 35.937  | 60.172  |
| 0633          | EXECUTIVE ASSISTANT                       | W01          | 28.924  | 48.431  |
| 0705          | ATTORNEY I                                | W01          | 28.924  | 48.431  |
| 0706          | ATTORNEY II                               | W02          | 35.937  | 60.172  |
| 0707          | SENIOR ATTORNEY                           | W03          | 41.156  | 68.916  |
| 0708          | CHIEF ASSISTANT CITY ATTORNEY             | W04          | 43.451  | 72.758  |
| 1127          | CITY CONTROLLER                           | W03          | 41.156  | 68.916  |
| 1169          | BUDGET OFFICER                            | W04          | 43.451  | 72.758  |
| 1320          | RISK MANAGER                              | W02          | 35.937  | 60.172  |
| 1322          | CLAIMS & INSURANCE COORDINATOR            | W01          | 28.924  | 48.431  |
| 1324          | SAFETY & TRAINING COORDINATOR             | W01          | 28.924  | 48.431  |
| 1326          | WORKERS' COMPENSATION CLAIMS COOR         | W01          | 28.924  | 48.431  |
| 1450          | INFORMATION SERVICES MANAGER              | W04          | 43.451  | 72.758  |
| 1453          | INFORMATION SECURITY OFFICER              | W02          | 35.937  | 60.172  |
| 2020          | ASSISTANT DIRECTOR OF TRANSPORTATION      | W04          | 43.451  | 72.758  |
| 2021          | ASSISTANT CITY ENGINEER                   | W03          | 41.156  | 68.916  |
| 2023          | DEPT LIAISON & COMPLIANCE ADMINISTRATOR   | W02          | 35.937  | 60.172  |
| 2024          | ASSISTANT DIRECTOR OF UTILITIES           | W04          | 43.451  | 72.758  |
| 2026          | FIBER NETWORK & RIGHT-OF-WAY MANAGER      | W03          | 41.156  | 68.916  |
| 2207          | ASST DIRECTOR OF URBAN DEVELOPMENT        | W03          | 41.156  | 68.916  |
| 2255          | EQUITY AND DIVERSITY OFFICER              | W01          | 28.924  | 48.431  |
| 3002          | ASSISTANT FIRE CHIEF                      | W04          | 43.451  | 72.758  |
| 3008          | BATTALION CHIEF                           | W02          | 35.937  | 60.172  |
| 3017          | BATTALION CHIEF                           | W56          | 25.669  | 42.980  |
| 3019          | DIVISION CHIEF OF TRAINING                | W02          | 35.937  | 60.172  |
| 3024          | DIVISION CHIEF OF LOGISTICS               | W02          | 35.937  | 60.172  |
| 3123          | POLICE CAPTAIN                            | W02          | 35.937  | 60.172  |
| 3125          | ASSISTANT CHIEF OF POLICE                 | W04          | 43.451  | 72.758  |
| 3239          | BUILDING & SAFETY MANAGER                 | W02          | 35.937  | 60.172  |
| 3602          | ASSISTANT HEALTH DIRECTOR                 | W04          | 43.451  | 72.758  |
| 3604          | RESOURCE & PROGRAM DEVELOP COOR           | W02          | 35.937  | 60.172  |
| 5530          | PARKS & REC FACILITIES/OPERATIONS MANAGER | W02          | 35.937  | 60.172  |
| 5531          | ASST DIRECTOR OF PARKS & RECREATION       | W03          | 41.156  | 68.916  |
| 5600          | TRANSIT MANAGER                           | W03          | 41.156  | 68.916  |

## EXCLUDED - W RANGES

Reflects a 4.75% increase

Effective August 19, 2021

| PAY RANGE |          | MINIMUM   | MAXIMUM    |
|-----------|----------|-----------|------------|
| W01       | Annual   | 60,161.92 | 100,736.48 |
|           | Monthly  | 5,013.49  | 8,394.71   |
|           | Biweekly | 2,313.92  | 3,874.48   |
|           | Hourly   | 28.924    | 48.431     |
| W02       | Annual   | 74,748.96 | 125,157.76 |
|           | Monthly  | 6,229.08  | 10,429.81  |
|           | Biweekly | 2,874.96  | 4,813.76   |
|           | Hourly   | 35.937    | 60.172     |
| W03       | Annual   | 85,604.48 | 143,345.28 |
|           | Monthly  | 7,133.71  | 11,945.44  |
|           | Biweekly | 3,292.48  | 5,513.28   |
|           | Hourly   | 41.156    | 68.916     |
| W04       | Annual   | 90,378.08 | 151,336.64 |
|           | Monthly  | 7,531.51  | 12,611.39  |
|           | Biweekly | 3,476.08  | 5,820.64   |
|           | Hourly   | 43.451    | 72.758     |
| W56       | Annual   | 74,748.13 | 125,157.76 |
|           | Monthly  | 6,229.01  | 10,429.81  |
|           | Biweekly | 2,874.93  | 4,813.76   |
|           | Hourly   | 25.669    | 42.980     |



## EXCLUDED PAY PLAN - X RANGES

Reflects 4.5% increase

Effective August 19, 2021

2.5% Between Steps

| CLASS<br>CODE | CLASS TITLE                  | PAY   |        |        |        |        |        |        |        |        |        |        |
|---------------|------------------------------|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
|               |                              | RANGE | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H | STEP I | STEP J |
| 0024          | PROSECUTION ASSISTANT        | X13   | 21.977 | 22.527 | 23.090 | 23.667 | 24.259 | 24.865 | 25.487 | 26.124 | 26.777 | 27.447 |
| 0026          | LEGAL SECRETARY              | X18   | 24.865 | 25.487 | 26.124 | 26.777 | 27.447 | 28.133 | 28.837 | 29.558 | 30.297 | 31.054 |
| 0028          | PARALEGAL                    | X20   | 26.124 | 26.777 | 27.447 | 28.133 | 28.837 | 29.558 | 30.297 | 31.054 | 31.831 | 32.627 |
| 0030          | EXCLUDED OFFICE ASSISTANT    | X01   | 16.342 | 16.750 | 17.169 | 17.599 | 18.039 | 18.490 | 18.952 | 19.426 | 19.911 | 20.409 |
| 0032          | EXCLUDED SR OFFICE ASSISTANT | X05   | 18.039 | 18.490 | 18.952 | 19.426 | 19.911 | 20.409 | 20.919 | 21.441 | 21.977 | 22.527 |
| 0034          | EXCLUDED OFFICE SPECIALIST   | X10   | 20.409 | 20.919 | 21.441 | 21.977 | 22.527 | 23.090 | 23.667 | 24.259 | 24.865 | 25.487 |
| 0120          | EXCLUDED ACCOUNT CLERK I     | X07   | 18.952 | 19.426 | 19.911 | 20.409 | 20.919 | 21.441 | 21.977 | 22.527 | 23.090 | 23.667 |
| 0121          | EXCLUDED ACCOUNT CLERK II    | X10   | 20.409 | 20.919 | 21.441 | 21.977 | 22.527 | 23.090 | 23.667 | 24.259 | 24.865 | 25.487 |
| 0122          | EXCLUDED ACCOUNT CLERK III   | X12   | 21.441 | 21.977 | 22.527 | 23.090 | 23.667 | 24.259 | 24.865 | 25.487 | 26.124 | 26.777 |
| 0612          | HUMAN RESOURCES CLERK        | X11   | 20.919 | 21.441 | 21.977 | 22.527 | 23.090 | 23.667 | 24.259 | 24.865 | 25.487 | 26.124 |
| 1136          | PAYROLL CLERK                | X13   | 21.977 | 22.527 | 23.090 | 23.667 | 24.259 | 24.865 | 25.487 | 26.124 | 26.777 | 27.447 |

## EXCLUDED PAY PLAN - X RANGES

Reflects 4.5% increase  
Effective August 19, 2021  
2.5% Between Steps

| PAY RANGE |          | STEP A    | STEP B    | STEP C    | STEP D    | STEP E    | STEP F    | STEP G    | STEP H    | STEP I    | STEP J    |
|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| X01       | ANNUAL   | 33,991.36 | 34,840.00 | 35,711.52 | 36,605.92 | 37,521.12 | 38,459.20 | 39,420.16 | 40,406.08 | 41,414.88 | 42,450.72 |
|           | MONTHLY  | 2,832.61  | 2,903.33  | 2,975.96  | 3,050.49  | 3,126.76  | 3,204.93  | 3,285.01  | 3,367.17  | 3,451.24  | 3,537.56  |
|           | BIWEEKLY | 1,307.36  | 1,340.00  | 1,373.52  | 1,407.92  | 1,443.12  | 1,479.20  | 1,516.16  | 1,554.08  | 1,592.88  | 1,632.72  |
|           | HOURLY   | 16.342    | 16.750    | 17.169    | 17.599    | 18.039    | 18.490    | 18.952    | 19.426    | 19.911    | 20.409    |
| X02       | ANNUAL   | 34,840.00 | 35,711.52 | 36,605.92 | 37,521.12 | 38,459.20 | 39,420.16 | 40,406.08 | 41,414.88 | 42,450.72 | 43,511.52 |
|           | MONTHLY  | 2,903.33  | 2,975.96  | 3,050.49  | 3,126.76  | 3,204.93  | 3,285.01  | 3,367.17  | 3,451.24  | 3,537.56  | 3,625.96  |
|           | BIWEEKLY | 1,340.00  | 1,373.52  | 1,407.92  | 1,443.12  | 1,479.20  | 1,516.16  | 1,554.08  | 1,592.88  | 1,632.72  | 1,673.52  |
|           | HOURLY   | 16.750    | 17.169    | 17.599    | 18.039    | 18.490    | 18.952    | 19.426    | 19.911    | 20.409    | 20.919    |
| X03       | ANNUAL   | 35,711.52 | 36,605.92 | 37,521.12 | 38,459.20 | 39,420.16 | 40,406.08 | 41,414.88 | 42,450.72 | 43,511.52 | 44,597.28 |
|           | MONTHLY  | 2,975.96  | 3,050.49  | 3,126.76  | 3,204.93  | 3,285.01  | 3,367.17  | 3,451.24  | 3,537.56  | 3,625.96  | 3,716.44  |
|           | BIWEEKLY | 1,373.52  | 1,407.92  | 1,443.12  | 1,479.20  | 1,516.16  | 1,554.08  | 1,592.88  | 1,632.72  | 1,673.52  | 1,715.28  |
|           | HOURLY   | 17.169    | 17.599    | 18.039    | 18.490    | 18.952    | 19.426    | 19.911    | 20.409    | 20.919    | 21.441    |
| X04       | ANNUAL   | 36,605.92 | 37,521.12 | 38,459.20 | 39,420.16 | 40,406.08 | 41,414.88 | 42,450.72 | 43,511.52 | 44,597.28 | 45,712.16 |
|           | MONTHLY  | 3,050.49  | 3,126.76  | 3,204.93  | 3,285.01  | 3,367.17  | 3,451.24  | 3,537.56  | 3,625.96  | 3,716.44  | 3,809.35  |
|           | BIWEEKLY | 1,407.92  | 1,443.12  | 1,479.20  | 1,516.16  | 1,554.08  | 1,592.88  | 1,632.72  | 1,673.52  | 1,715.28  | 1,758.16  |
|           | HOURLY   | 17.599    | 18.039    | 18.490    | 18.952    | 19.426    | 19.911    | 20.409    | 20.919    | 21.441    | 21.977    |
| X05       | ANNUAL   | 37,521.12 | 38,459.20 | 39,420.16 | 40,406.08 | 41,414.88 | 42,450.72 | 43,511.52 | 44,597.28 | 45,712.16 | 46,856.16 |
|           | MONTHLY  | 3,126.76  | 3,204.93  | 3,285.01  | 3,367.17  | 3,451.24  | 3,537.56  | 3,625.96  | 3,716.44  | 3,809.35  | 3,904.68  |
|           | BIWEEKLY | 1,443.12  | 1,479.20  | 1,516.16  | 1,554.08  | 1,592.88  | 1,632.72  | 1,673.52  | 1,715.28  | 1,758.16  | 1,802.16  |
|           | HOURLY   | 18.039    | 18.490    | 18.952    | 19.426    | 19.911    | 20.409    | 20.919    | 21.441    | 21.977    | 22.527    |

## EXCLUDED PAY PLAN - X RANGES

Reflects 4.5% increase  
Effective August 19, 2021  
2.5% Between Steps

| PAY RANGE |          | STEP A    | STEP B    | STEP C    | STEP D    | STEP E    | STEP F    | STEP G    | STEP H    | STEP I    | STEP J    |
|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| X06       | ANNUAL   | 38,459.20 | 39,420.16 | 40,406.08 | 41,414.88 | 42,450.72 | 43,511.52 | 44,597.28 | 45,712.16 | 46,856.16 | 48,027.20 |
|           | MONTHLY  | 3,204.93  | 3,285.01  | 3,367.17  | 3,451.24  | 3,537.56  | 3,625.96  | 3,716.44  | 3,809.35  | 3,904.68  | 4,002.27  |
|           | BIWEEKLY | 1,479.20  | 1,516.16  | 1,554.08  | 1,592.88  | 1,632.72  | 1,673.52  | 1,715.28  | 1,758.16  | 1,802.16  | 1,847.20  |
|           | HOURLY   | 18.490    | 18.952    | 19.426    | 19.911    | 20.409    | 20.919    | 21.441    | 21.977    | 22.527    | 23.090    |
| X07       | ANNUAL   | 39,420.16 | 40,406.08 | 41,414.88 | 42,450.72 | 43,511.52 | 44,597.28 | 45,712.16 | 46,856.16 | 48,027.20 | 49,227.36 |
|           | MONTHLY  | 3,285.01  | 3,367.17  | 3,451.24  | 3,537.56  | 3,625.96  | 3,716.44  | 3,809.35  | 3,904.68  | 4,002.27  | 4,102.28  |
|           | BIWEEKLY | 1,516.16  | 1,554.08  | 1,592.88  | 1,632.72  | 1,673.52  | 1,715.28  | 1,758.16  | 1,802.16  | 1,847.20  | 1,893.36  |
|           | HOURLY   | 18.952    | 19.426    | 19.911    | 20.409    | 20.919    | 21.441    | 21.977    | 22.527    | 23.090    | 23.667    |
| X08       | ANNUAL   | 40,406.08 | 41,414.88 | 42,450.72 | 43,511.52 | 44,597.28 | 45,712.16 | 46,856.16 | 48,027.20 | 49,227.36 | 50,458.72 |
|           | MONTHLY  | 3,367.17  | 3,451.24  | 3,537.56  | 3,625.96  | 3,716.44  | 3,809.35  | 3,904.68  | 4,002.27  | 4,102.28  | 4,204.89  |
|           | BIWEEKLY | 1,554.08  | 1,592.88  | 1,632.72  | 1,673.52  | 1,715.28  | 1,758.16  | 1,802.16  | 1,847.20  | 1,893.36  | 1,940.72  |
|           | HOURLY   | 19.426    | 19.911    | 20.409    | 20.919    | 21.441    | 21.977    | 22.527    | 23.090    | 23.667    | 24.259    |
| X09       | ANNUAL   | 41,414.88 | 42,450.72 | 43,511.52 | 44,597.28 | 45,712.16 | 46,856.16 | 48,027.20 | 49,227.36 | 50,458.72 | 51,719.20 |
|           | MONTHLY  | 3,451.24  | 3,537.56  | 3,625.96  | 3,716.44  | 3,809.35  | 3,904.68  | 4,002.27  | 4,102.28  | 4,204.89  | 4,309.93  |
|           | BIWEEKLY | 1,592.88  | 1,632.72  | 1,673.52  | 1,715.28  | 1,758.16  | 1,802.16  | 1,847.20  | 1,893.36  | 1,940.72  | 1,989.20  |
|           | HOURLY   | 19.911    | 20.409    | 20.919    | 21.441    | 21.977    | 22.527    | 23.090    | 23.667    | 24.259    | 24.865    |
| X10       | ANNUAL   | 42,450.72 | 43,511.52 | 44,597.28 | 45,712.16 | 46,856.16 | 48,027.20 | 49,227.36 | 50,458.72 | 51,719.20 | 53,012.96 |
|           | MONTHLY  | 3,537.56  | 3,625.96  | 3,716.44  | 3,809.35  | 3,904.68  | 4,002.27  | 4,102.28  | 4,204.89  | 4,309.93  | 4,417.75  |
|           | BIWEEKLY | 1,632.72  | 1,673.52  | 1,715.28  | 1,758.16  | 1,802.16  | 1,847.20  | 1,893.36  | 1,940.72  | 1,989.20  | 2,038.96  |
|           | HOURLY   | 20.409    | 20.919    | 21.441    | 21.977    | 22.527    | 23.090    | 23.667    | 24.259    | 24.865    | 25.487    |

## EXCLUDED PAY PLAN - X RANGES

Reflects 4.5% increase  
Effective August 19, 2021  
2.5% Between Steps

| PAY RANGE |          | STEP A    | STEP B    | STEP C    | STEP D    | STEP E    | STEP F    | STEP G    | STEP H    | STEP I    | STEP J    |
|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| X11       | ANNUAL   | 43,511.52 | 44,597.28 | 45,712.16 | 46,856.16 | 48,027.20 | 49,227.36 | 50,458.72 | 51,719.20 | 53,012.96 | 54,337.92 |
|           | MONTHLY  | 3,625.96  | 3,716.44  | 3,809.35  | 3,904.68  | 4,002.27  | 4,102.28  | 4,204.89  | 4,309.93  | 4,417.75  | 4,528.16  |
|           | BIWEEKLY | 1,673.52  | 1,715.28  | 1,758.16  | 1,802.16  | 1,847.20  | 1,893.36  | 1,940.72  | 1,989.20  | 2,038.96  | 2,089.92  |
|           | HOURLY   | 20.919    | 21.441    | 21.977    | 22.527    | 23.090    | 23.667    | 24.259    | 24.865    | 25.487    | 26.124    |
| X12       | ANNUAL   | 44,597.28 | 45,712.16 | 46,856.16 | 48,027.20 | 49,227.36 | 50,458.72 | 51,719.20 | 53,012.96 | 54,337.92 | 55,696.16 |
|           | MONTHLY  | 3,716.44  | 3,809.35  | 3,904.68  | 4,002.27  | 4,102.28  | 4,204.89  | 4,309.93  | 4,417.75  | 4,528.16  | 4,641.35  |
|           | BIWEEKLY | 1,715.28  | 1,758.16  | 1,802.16  | 1,847.20  | 1,893.36  | 1,940.72  | 1,989.20  | 2,038.96  | 2,089.92  | 2,142.16  |
|           | HOURLY   | 21.441    | 21.977    | 22.527    | 23.090    | 23.667    | 24.259    | 24.865    | 25.487    | 26.124    | 26.777    |
| X13       | ANNUAL   | 45,712.16 | 46,856.16 | 48,027.20 | 49,227.36 | 50,458.72 | 51,719.20 | 53,012.96 | 54,337.92 | 55,696.16 | 57,089.76 |
|           | MONTHLY  | 3,809.35  | 3,904.68  | 4,002.27  | 4,102.28  | 4,204.89  | 4,309.93  | 4,417.75  | 4,528.16  | 4,641.35  | 4,757.48  |
|           | BIWEEKLY | 1,758.16  | 1,802.16  | 1,847.20  | 1,893.36  | 1,940.72  | 1,989.20  | 2,038.96  | 2,089.92  | 2,142.16  | 2,195.76  |
|           | HOURLY   | 21.977    | 22.527    | 23.090    | 23.667    | 24.259    | 24.865    | 25.487    | 26.124    | 26.777    | 27.447    |
| X14       | ANNUAL   | 46,856.16 | 48,027.20 | 49,227.36 | 50,458.72 | 51,719.20 | 53,012.96 | 54,337.92 | 55,696.16 | 57,089.76 | 58,516.64 |
|           | MONTHLY  | 3,904.68  | 4,002.27  | 4,102.28  | 4,204.89  | 4,309.93  | 4,417.75  | 4,528.16  | 4,641.35  | 4,757.48  | 4,876.39  |
|           | BIWEEKLY | 1,802.16  | 1,847.20  | 1,893.36  | 1,940.72  | 1,989.20  | 2,038.96  | 2,089.92  | 2,142.16  | 2,195.76  | 2,250.64  |
|           | HOURLY   | 22.527    | 23.090    | 23.667    | 24.259    | 24.865    | 25.487    | 26.124    | 26.777    | 27.447    | 28.133    |
| X15       | ANNUAL   | 48,027.20 | 49,227.36 | 50,458.72 | 51,719.20 | 53,012.96 | 54,337.92 | 55,696.16 | 57,089.76 | 58,516.64 | 59,980.96 |
|           | MONTHLY  | 4,002.27  | 4,102.28  | 4,204.89  | 4,309.93  | 4,417.75  | 4,528.16  | 4,641.35  | 4,757.48  | 4,876.39  | 4,998.41  |
|           | BIWEEKLY | 1,847.20  | 1,893.36  | 1,940.72  | 1,989.20  | 2,038.96  | 2,089.92  | 2,142.16  | 2,195.76  | 2,250.64  | 2,306.96  |
|           | HOURLY   | 23.090    | 23.667    | 24.259    | 24.865    | 25.487    | 26.124    | 26.777    | 27.447    | 28.133    | 28.837    |

## EXCLUDED PAY PLAN - X RANGES

Reflects 4.5% increase  
Effective August 19, 2021  
2.5% Between Steps

| PAY RANGE |          | STEP A    | STEP B    | STEP C    | STEP D    | STEP E    | STEP F    | STEP G    | STEP H    | STEP I    | STEP J    |
|-----------|----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|-----------|
| X16       | ANNUAL   | 49,227.36 | 50,458.72 | 51,719.20 | 53,012.96 | 54,337.92 | 55,696.16 | 57,089.76 | 58,516.64 | 59,980.96 | 61,480.64 |
|           | MONTHLY  | 4,102.28  | 4,204.89  | 4,309.93  | 4,417.75  | 4,528.16  | 4,641.35  | 4,757.48  | 4,876.39  | 4,998.41  | 5,123.39  |
|           | BIWEEKLY | 1,893.36  | 1,940.72  | 1,989.20  | 2,038.96  | 2,089.92  | 2,142.16  | 2,195.76  | 2,250.64  | 2,306.96  | 2,364.64  |
|           | HOURLY   | 23.667    | 24.259    | 24.865    | 25.487    | 26.124    | 26.777    | 27.447    | 28.133    | 28.837    | 29.558    |
| X17       | ANNUAL   | 50,458.72 | 51,719.20 | 53,012.96 | 54,337.92 | 55,696.16 | 57,089.76 | 58,516.64 | 59,980.96 | 61,480.64 | 63,017.76 |
|           | MONTHLY  | 4,204.89  | 4,309.93  | 4,417.75  | 4,528.16  | 4,641.35  | 4,757.48  | 4,876.39  | 4,998.41  | 5,123.39  | 5,251.48  |
|           | BIWEEKLY | 1,940.72  | 1,989.20  | 2,038.96  | 2,089.92  | 2,142.16  | 2,195.76  | 2,250.64  | 2,306.96  | 2,364.64  | 2,423.76  |
|           | HOURLY   | 24.259    | 24.865    | 25.487    | 26.124    | 26.777    | 27.447    | 28.133    | 28.837    | 29.558    | 30.297    |
| X18       | ANNUAL   | 51,719.20 | 53,012.96 | 54,337.92 | 55,696.16 | 57,089.76 | 58,516.64 | 59,980.96 | 61,480.64 | 63,017.76 | 64,592.32 |
|           | MONTHLY  | 4,309.93  | 4,417.75  | 4,528.16  | 4,641.35  | 4,757.48  | 4,876.39  | 4,998.41  | 5,123.39  | 5,251.48  | 5,382.69  |
|           | BIWEEKLY | 1,989.20  | 2,038.96  | 2,089.92  | 2,142.16  | 2,195.76  | 2,250.64  | 2,306.96  | 2,364.64  | 2,423.76  | 2,484.32  |
|           | HOURLY   | 24.865    | 25.487    | 26.124    | 26.777    | 27.447    | 28.133    | 28.837    | 29.558    | 30.297    | 31.054    |
| X19       | ANNUAL   | 53,012.96 | 54,337.92 | 55,696.16 | 57,089.76 | 58,516.64 | 59,980.96 | 61,480.64 | 63,017.76 | 64,592.32 | 66,208.48 |
|           | MONTHLY  | 4,417.75  | 4,528.16  | 4,641.35  | 4,757.48  | 4,876.39  | 4,998.41  | 5,123.39  | 5,251.48  | 5,382.69  | 5,517.37  |
|           | BIWEEKLY | 2,038.96  | 2,089.92  | 2,142.16  | 2,195.76  | 2,250.64  | 2,306.96  | 2,364.64  | 2,423.76  | 2,484.32  | 2,546.48  |
|           | HOURLY   | 25.487    | 26.124    | 26.777    | 27.447    | 28.133    | 28.837    | 29.558    | 30.297    | 31.054    | 31.831    |
| X20       | ANNUAL   | 54,337.92 | 55,696.16 | 57,089.76 | 58,516.64 | 59,980.96 | 61,480.64 | 63,017.76 | 64,592.32 | 66,208.48 | 67,864.16 |
|           | MONTHLY  | 4,528.16  | 4,641.35  | 4,757.48  | 4,876.39  | 4,998.41  | 5,123.39  | 5,251.48  | 5,382.69  | 5,517.37  | 5,655.35  |
|           | BIWEEKLY | 2,089.92  | 2,142.16  | 2,195.76  | 2,250.64  | 2,306.96  | 2,364.64  | 2,423.76  | 2,484.32  | 2,546.48  | 2,610.16  |
|           | HOURLY   | 26.124    | 26.777    | 27.447    | 28.133    | 28.837    | 29.558    | 30.297    | 31.054    | 31.831    | 32.627    |