

EXHIBIT A - SALARY SCHEDULE
EFFECTIVE JULY 1, 2024

POSITION	STATUS	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Arborist	Exempt	Hourly	37.76	38.14	38.52	38.91	39.29	39.69	40.08	40.49	40.89	41.30	41.71	42.13	42.55	42.98	43.41	43.84	44.28	44.72	45.17	45.62
		Monthly	6,217.81	6,280.39	6,342.96	6,407.18	6,469.75	6,535.62	6,599.84	6,667.35	6,733.22	6,800.73	6,868.25	6,937.41	7,006.57	7,077.37	7,148.18	7,218.99	7,291.44	7,363.89	7,437.99	7,512.09
Assistant Engineer	Exempt	Hourly	43.20	43.63	44.07	44.51	44.96	45.41	45.86	46.32	46.78	47.25	47.72	48.20	48.68	49.17	49.66	50.16	50.66	51.16	51.68	52.19
		Monthly	7,113.60	7,184.41	7,256.86	7,329.31	7,403.41	7,477.51	7,551.61	7,627.36	7,703.11	7,780.50	7,857.89	7,936.93	8,015.97	8,096.66	8,177.35	8,259.68	8,342.01	8,424.35	8,509.97	8,593.95
Assistant Planner	Exempt	Hourly	35.03	35.38	35.74	36.10	36.46	36.82	37.19	37.56	37.94	38.32	38.70	39.09	39.48	39.87	40.27	40.67	41.08	41.49	41.91	42.33
		Monthly	5,768.27	5,825.91	5,885.19	5,944.47	6,003.75	6,063.03	6,123.95	6,184.88	6,247.45	6,310.03	6,372.60	6,436.82	6,501.04	6,565.26	6,631.13	6,696.99	6,764.51	6,832.02	6,901.18	6,970.34
Associate Engineer	Exempt	Hourly	47.27	47.74	48.22	48.70	49.18	49.68	50.17	50.67	51.18	51.69	52.21	52.73	53.26	53.79	54.33	54.87	55.42	55.98	56.54	57.10
		Monthly	7,783.79	7,861.19	7,940.23	8,019.27	8,098.31	8,180.64	8,261.33	8,343.66	8,427.64	8,511.62	8,597.25	8,682.87	8,770.15	8,857.42	8,946.34	9,035.26	9,125.83	9,218.04	9,310.25	9,402.47
Associate Planner	Exempt	Hourly	40.69	41.10	41.51	41.93	42.35	42.77	43.20	43.63	44.07	44.51	44.95	45.40	45.86	46.31	46.78	47.24	47.72	48.19	48.68	49.16
		Monthly	6,700.29	6,767.80	6,835.31	6,904.47	6,973.63	7,042.79	7,113.60	7,184.41	7,256.86	7,329.31	7,401.77	7,475.87	7,551.61	7,625.71	7,703.11	7,778.85	7,857.89	7,935.29	8,015.97	8,095.01
Community Improvement Coordinator	Exempt	Hourly	40.69	41.10	41.51	41.93	42.35	42.77	43.20	43.63	44.07	44.51	44.95	45.40	45.86	46.31	46.78	47.24	47.72	48.19	48.68	49.16
		Monthly	6,700.29	6,767.80	6,835.31	6,904.47	6,973.63	7,042.79	7,113.60	7,184.41	7,256.86	7,329.31	7,401.77	7,475.87	7,551.61	7,625.71	7,703.11	7,778.85	7,857.89	7,935.29	8,015.97	8,095.01
Principal Planner	Exempt	Hourly	56.01	56.57	57.13	57.71	58.28	58.86	59.45	60.05	60.65	61.25	61.87	62.49	63.10	63.75	64.38	65.02	65.68	66.33	66.99	67.66
		Monthly	9,222.98	9,315.19	9,407.41	9,502.91	9,596.77	9,692.28	9,789.43	9,888.23	9,987.03	10,085.83	10,187.93	10,290.02	10,390.47	10,497.50	10,601.24	10,706.63	10,815.31	10,922.34	11,031.02	11,141.35
Senior Civil Engineer	Exempt	Hourly	57.13	57.71	58.29	58.87	59.46	60.05	60.65	61.26	61.87	62.49	63.11	63.75	64.38	65.03	65.68	66.34	67.00	67.67	68.35	69.03
		Monthly	9,407.41	9,502.91	9,598.42	9,693.93	9,791.08	9,888.23	9,987.03	10,087.48	10,187.93	10,290.02	10,392.11	10,497.50	10,601.24	10,708.27	10,815.31	10,923.99	11,032.67	11,142.99	11,254.97	11,366.94
Senior Planner	Exempt	Hourly	46.79	47.26	47.73	48.21	48.69	49.18	49.67	50.17	50.67	51.18	51.69	52.20	52.72	53.25	53.79	54.32	54.87	55.41	55.97	56.53
		Monthly	7,704.75	7,782.15	7,859.54	7,938.58	8,017.62	8,098.31	8,178.99	8,261.33	8,343.66	8,427.64	8,511.62	8,595.60	8,681.23	8,768.50	8,857.42	8,944.69	9,035.26	9,124.18	9,216.39	9,308.61

EXHIBIT A - SALARY SCHEDULE
EFFECTIVE JULY 1, 2025

POSITION	STATUS	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Arborist	Exempt	Hourly	38.91	39.30	39.70	40.09	40.50	40.90	41.31	41.72	42.14	42.56	42.99	43.42	43.85	44.29	44.73	45.18	45.63	46.09	46.55	47.01
		Monthly	6,407.18	6,471.40	6,537.27	6,601.49	6,669.00	6,734.87	6,802.38	6,869.89	6,939.05	7,008.21	7,079.02	7,149.83	7,220.63	7,293.09	7,365.54	7,439.64	7,513.74	7,589.49	7,665.23	7,740.98
Assistant Engineer	Exempt	Hourly	44.51	44.96	45.41	45.86	46.32	46.78	47.25	47.73	48.20	48.68	49.17	49.66	50.16	50.66	51.17	51.68	52.20	52.72	53.25	53.78
		Monthly	7,329.31	7,403.41	7,477.51	7,551.61	7,627.36	7,703.11	7,780.50	7,859.54	7,936.93	8,015.97	8,096.66	8,177.35	8,259.68	8,342.01	8,425.99	8,509.97	8,595.60	8,681.23	8,768.50	8,855.77
Assistant Planner	Exempt	Hourly	36.10	36.46	36.83	37.20	37.57	37.94	38.32	38.71	39.09	39.49	39.88	40.28	40.68	41.09	41.50	41.91	42.33	42.76	43.18	43.62
		Monthly	5,944.47	6,003.75	6,064.67	6,125.60	6,186.53	6,247.45	6,310.03	6,374.25	6,436.82	6,502.69	6,566.91	6,632.77	6,698.64	6,766.15	6,833.67	6,901.18	6,970.34	7,041.15	7,110.31	7,182.76
Associate Engineer	Exempt	Hourly	48.70	49.19	49.68	50.18	50.68	51.19	51.70	52.22	52.74	53.27	53.80	54.34	54.88	55.43	55.98	56.54	57.11	57.68	58.26	58.84
		Monthly	8,019.27	8,099.95	8,180.64	8,262.97	8,345.31	8,429.29	8,513.27	8,598.89	8,684.52	8,771.79	8,859.07	8,947.99	9,036.91	9,127.47	9,218.04	9,310.25	9,404.11	9,497.97	9,593.48	9,688.99
Associate Planner	Exempt	Hourly	41.93	42.35	42.77	43.20	43.63	44.07	44.51	44.95	45.40	45.86	46.31	46.78	47.24	47.72	48.19	48.68	49.16	49.65	50.15	50.65
		Monthly	6,904.47	6,973.63	7,042.79	7,113.60	7,184.41	7,256.86	7,329.31	7,401.77	7,475.87	7,551.61	7,625.71	7,703.11	7,778.85	7,857.89	7,935.29	8,015.97	8,095.01	8,175.70	8,258.03	8,340.37
Community Improvement Coordinator	Exempt	Hourly	41.93	42.35	42.77	43.20	43.63	44.07	44.51	44.95	45.40	45.86	46.31	46.78	47.24	47.72	48.19	48.68	49.16	49.65	50.15	50.65
		Monthly	6,904.47	6,973.63	7,042.79	7,113.60	7,184.41	7,256.86	7,329.31	7,401.77	7,475.87	7,551.61	7,625.71	7,703.11	7,778.85	7,857.89	7,935.29	8,015.97	8,095.01	8,175.70	8,258.03	8,340.37
Principal Planner	Exempt	Hourly	57.71	58.29	58.87	59.46	60.06	60.65	61.25	61.88	62.49	63.11	63.75	64.39	65.02	65.69	66.34	67.00	67.68	68.35	69.03	69.73
		Monthly	9,502.91	9,598.42	9,693.93	9,791.08	9,889.88	9,987.03	10,085.83	10,189.57	10,290.02	10,392.11	10,497.50	10,602.89	10,706.63	10,816.95	10,923.99	11,032.67	11,144.64	11,254.97	11,366.94	11,482.21
Senior Civil Engineer	Exempt	Hourly	58.87	59.46	60.07	60.66	61.26	61.88	62.50	63.12	63.76	64.40	65.03	65.69	66.35	67.00	67.68	68.36	69.03	69.73	70.43	71.12
		Monthly	9,693.93	9,791.08	9,891.53	9,988.68	10,087.48	10,189.57	10,291.67	10,393.76	10,499.15	10,604.53	10,708.27	10,816.95	10,925.63	11,032.67	11,144.64	11,256.61	11,366.94	11,482.21	11,597.47	11,711.09
Senior Planner	Exempt	Hourly	48.22	48.70	49.19	49.68	50.18	50.68	51.19	51.70	52.21	52.74	53.26	53.80	54.33	54.88	55.43	55.98	56.54	57.11	57.68	58.25
		Monthly	7,940.23	8,019.27	8,099.95	8,180.64	8,262.97	8,345.31	8,429.29	8,513.27	8,597.25	8,684.52	8,770.15	8,859.07	8,946.34	9,036.91	9,127.47	9,218.04	9,310.25	9,404.11	9,497.97	9,591.83

EXHIBIT A - SALARY SCHEDULE
EFFECTIVE JULY 1, 2026

POSITION	STATUS	RATE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13	STEP 14	STEP 15	STEP 16	STEP 17	STEP 18	STEP 19	STEP 20
Arborist	Exempt	Hourly	40.09	40.49	40.90	41.31	41.72	42.14	42.56	42.98	43.41	43.85	44.29	44.73	45.18	45.63	46.09	46.55	47.01	47.48	47.96	48.44
		Monthly	6,601.49	6,667.35	6,734.87	6,802.38	6,869.89	6,939.05	7,008.21	7,077.37	7,148.18	7,220.63	7,293.09	7,365.54	7,439.64	7,513.74	7,589.49	7,665.23	7,740.98	7,818.37	7,897.41	7,976.45
Assistant Engineer	Exempt	Hourly	45.87	46.33	46.79	47.26	47.73	48.21	48.69	49.18	49.67	50.17	50.67	51.17	51.69	52.20	52.72	53.25	53.78	54.32	54.87	55.41
		Monthly	7,553.26	7,629.01	7,704.75	7,782.15	7,859.54	7,938.58	8,017.62	8,098.31	8,178.99	8,261.33	8,343.66	8,425.99	8,511.62	8,595.60	8,681.23	8,768.50	8,855.77	8,944.69	9,035.26	9,124.18
Assistant Planner	Exempt	Hourly	37.20	37.57	37.95	38.33	38.71	39.10	39.49	39.89	40.28	40.69	41.09	41.51	41.92	42.34	42.76	43.19	43.62	44.06	44.50	44.94
		Monthly	6,125.60	6,186.53	6,249.10	6,311.67	6,374.25	6,438.47	6,502.69	6,568.55	6,632.77	6,700.29	6,766.15	6,835.31	6,902.83	6,971.99	7,041.15	7,111.95	7,182.76	7,255.21	7,327.67	7,400.12
Associate Engineer	Exempt	Hourly	50.19	50.69	51.19	51.71	52.22	52.75	53.27	53.81	54.34	54.89	55.44	55.99	56.55	57.12	57.69	58.26	58.85	59.44	60.03	60.63
		Monthly	8,264.62	8,346.95	8,429.29	8,514.91	8,598.89	8,686.17	8,771.79	8,860.71	8,947.99	9,038.55	9,129.12	9,219.69	9,311.90	9,405.76	9,499.62	9,593.48	9,690.63	9,787.79	9,884.94	9,983.74
Associate Planner	Exempt	Hourly	43.20	43.63	44.07	44.51	44.96	45.41	45.86	46.32	46.78	47.25	47.72	48.20	48.68	49.17	49.66	50.16	50.66	51.16	51.68	52.19
		Monthly	7,113.60	7,184.41	7,256.86	7,329.31	7,403.41	7,477.51	7,551.61	7,627.36	7,703.11	7,780.50	7,857.89	7,936.93	8,015.97	8,096.66	8,177.35	8,259.68	8,342.01	8,424.35	8,509.97	8,593.95
Community Improvement Coordinator	Exempt	Hourly	43.20	43.63	44.07	44.51	44.96	45.41	45.86	46.32	46.78	47.25	47.72	48.20	48.68	49.17	49.66	50.16	50.66	51.16	51.68	52.19
		Monthly	7,113.60	7,184.41	7,256.86	7,329.31	7,403.41	7,477.51	7,551.61	7,627.36	7,703.11	7,780.50	7,857.89	7,936.93	8,015.97	8,096.66	8,177.35	8,259.68	8,342.01	8,424.35	8,509.97	8,593.95
Principal Planner	Exempt	Hourly	59.47	60.06	60.66	61.27	61.88	62.50	63.12	63.76	64.39	65.04	65.69	66.34	67.01	67.68	68.35	69.04	69.73	70.43	71.13	71.84
		Monthly	9,792.73	9,889.88	9,988.68	10,089.13	10,189.57	10,291.67	10,393.76	10,499.15	10,602.89	10,709.92	10,816.95	10,923.99	11,034.31	11,144.64	11,254.97	11,368.59	11,482.21	11,597.47	11,712.74	11,829.65
Senior Civil Engineer	Exempt	Hourly	60.66	61.26	61.88	62.50	63.12	63.76	64.40	65.03	65.69	66.35	67.01	67.69	68.36	69.04	69.74	70.43	71.13	71.85	72.57	73.28
		Monthly	9,988.68	10,087.48	10,189.57	10,291.67	10,393.76	10,499.15	10,604.53	10,708.27	10,816.95	10,925.63	11,034.31	11,146.29	11,256.61	11,368.59	11,483.85	11,597.47	11,712.74	11,831.30	11,949.86	12,066.77
Senior Planner	Exempt	Hourly	49.69	50.19	50.69	51.19	51.71	52.22	52.75	53.27	53.81	54.34	54.89	55.44	55.99	56.55	57.12	57.69	58.26	58.85	59.43	60.03
		Monthly	8,182.29	8,264.62	8,346.95	8,429.29	8,514.91	8,598.89	8,686.17	8,771.79	8,860.71	8,947.99	9,038.55	9,129.12	9,219.69	9,311.90	9,405.76	9,499.62	9,593.48	9,690.63	9,786.14	9,884.94