

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
Administrative Intern	Non-Exempt	Hourly	16.48	16.65	16.81	16.98	17.15	17.32	17.50	17.67	17.85	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91
		Monthly	2,856.53	2,886.00	2,913.73	2,943.20	2,972.67	3,002.13	3,033.33	3,062.80	3,094.00	3,125.20	3,156.40	3,187.60	3,218.80	3,251.73	3,284.67	3,317.60	3,350.53	3,383.47	3,418.13	3,451.07
Cemetary Sales & Services Coordinator	Non-Exempt	Hourly	29.68	29.98	30.28	30.58	30.89	31.20	31.51	31.82	32.14	32.46	32.79	33.12	33.45	33.78	34.12	34.46	34.81	35.15	35.50	35.86
		Monthly	5,144.53	5,196.53	5,248.53	5,300.53	5,354.27	5,408.00	5,461.73	5,515.47	5,570.93	5,626.40	5,683.60	5,740.80	5,798.00	5,855.20	5,914.13	5,973.07	6,033.73	6,092.67	6,153.33	6,215.73
Clerical Assistant	Non-Exempt	Hourly	23.37	23.60	23.84	24.07	24.31	24.56	24.80	25.05	25.30	25.55	25.81	26.07	26.33	26.59	26.86	27.13	27.40	27.67	27.95	28.23
		Monthly	4,050.80	4,090.67	4,132.27	4,172.13	4,213.73	4,257.07	4,298.67	4,342.00	4,385.33	4,428.67	4,473.73	4,518.80	4,563.87	4,608.93	4,655.73	4,702.53	4,749.33	4,796.13	4,844.67	4,893.20
Engineering Aide	Non-Exempt	Hourly	28.95	29.24	29.53	29.83	30.13	30.43	30.73	31.04	31.35	31.66	31.98	32.30	32.62	32.95	33.28	33.61	33.95	34.29	34.63	34.97
		Monthly	5,018.00	5,068.27	5,118.53	5,170.53	5,222.53	5,274.53	5,326.53	5,380.27	5,434.00	5,487.73	5,543.20	5,598.67	5,654.13	5,711.33	5,768.53	5,825.73	5,884.67	5,943.60	6,002.53	6,061.47
Maintenance Assistant	Non-Exempt	Hourly	19.14	19.33	19.53	19.72	19.92	20.12	20.32	20.52	20.73	20.94	21.14	21.36	21.57	21.79	22.00	22.22	22.45	22.67	22.90	23.13
		Monthly	3,317.60	3,350.53	3,385.20	3,418.13	3,452.80	3,487.47	3,522.13	3,556.80	3,593.20	3,629.60	3,664.27	3,702.40	3,738.80	3,776.93	3,813.33	3,851.47	3,891.33	3,929.47	3,969.33	4,009.20
Park Ranger	Non-Exempt	Hourly	18.03	18.21	18.40	18.58	18.77	18.95	19.14	19.34	19.53	19.72	19.92	20.12	20.32	20.53	20.73	20.94	21.15	21.36	21.57	21.79
		Monthly	3,125.20	3,156.40	3,189.33	3,220.53	3,253.47	3,284.67	3,317.60	3,352.27	3,385.20	3,418.13	3,452.80	3,487.47	3,522.13	3,558.53	3,593.20	3,629.60	3,666.00	3,702.40	3,738.80	3,776.93
Planning Intern	Non-Exempt	Hourly	16.48	16.65	16.81	16.98	17.15	17.32	17.50	17.67	17.85	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91
		Monthly	2,856.53	2,886.00	2,913.73	2,943.20	2,972.67	3,002.13	3,033.33	3,062.80	3,094.00	3,125.20	3,156.40	3,187.60	3,218.80	3,251.73	3,284.67	3,317.60	3,350.53	3,383.47	3,418.13	3,451.07
Police Aide	Non-Exempt	Hourly	16.48	16.65	16.81	16.98	17.15	17.32	17.50	17.67	17.85	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91
		Monthly	2,856.53	2,886.00	2,913.73	2,943.20	2,972.67	3,002.13	3,033.33	3,062.80	3,094.00	3,125.20	3,156.40	3,187.60	3,218.80	3,251.73	3,284.67	3,317.60	3,350.53	3,383.47	3,418.13	3,451.07
Program Specialist	Non-Exempt	Hourly	19.52	19.72	19.92	20.11	20.32	20.52	20.72	20.93	21.14	21.35	21.57	21.78	22.00	22.22	22.44	22.67	22.89	23.12	23.35	23.59
		Monthly	3,383.47	3,418.13	3,452.80	3,485.73	3,522.13	3,556.80	3,591.47	3,627.87	3,664.27	3,700.67	3,738.80	3,775.20	3,813.33	3,851.47	3,889.60	3,929.47	3,967.60	4,007.47	4,047.33	4,088.93
Program Coordinator	Non-Exempt	Hourly	27.55	27.82	28.10	28.38	28.67	28.95	29.24	29.54	29.83	30.13	30.43	30.73	31.04	31.35	31.67	31.98	32.30	32.63	32.95	33.28
		Monthly	4,775.33	4,822.13	4,870.67	4,919.20	4,969.47	5,018.00	5,068.27	5,120.27	5,170.53	5,222.53	5,274.53	5,326.53	5,380.27	5,434.00	5,489.47	5,543.20	5,598.67	5,655.87	5,711.33	5,768.53
Recreation Leader	Non-Exempt	Hourly	16.48	16.65	16.81	16.98	17.15	17.32	17.50	17.67	17.85	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91
		Monthly	2,856.53	2,886.00	2,913.73	2,943.20	2,972.67	3,002.13	3,033.33	3,062.80	3,094.00	3,125.20	3,156.40	3,187.60	3,218.80	3,251.73	3,284.67	3,317.60	3,350.53	3,383.47	3,418.13	3,451.07
Senior Park Ranger	Non-Exempt	Hourly	27.55	27.82	28.10	28.38	28.67	28.95	29.24	29.54	29.83	30.13	30.43	30.73	31.04	31.35	31.67	31.98	32.30	32.63	32.95	33.28
		Monthly	4,775.33	4,822.13	4,870.67	4,919.20	4,969.47	5,018.00	5,068.27	5,120.27	5,170.53	5,222.53	5,274.53	5,326.53	5,380.27	5,434.00	5,489.47	5,543.20	5,598.67	5,655.87	5,711.33	5,768.53
Senior Recreation Leader	Non-Exempt	Hourly	16.73	16.90	17.07	17.24	17.41	17.58	17.76	17.94	18.12	18.30	18.48	18.67	18.85	19.04	19.23	19.42	19.62	19.81	20.01	20.21
		Monthly	2,899.87	2,929.33	2,958.80	2,988.27	3,017.73	3,047.20	3,078.40	3,109.60	3,140.80	3,172.00	3,203.20	3,236.13	3,267.33	3,300.27	3,333.20	3,366.13	3,400.80	3,433.73	3,468.40	3,503.07

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
Administrative Intern	Non-Exempt	Hourly	16.97	17.14	17.31	17.49	17.66	17.84	18.02	18.20	18.38	18.56	18.75	18.94	19.13	19.32	19.51	19.71	19.90	20.10	20.30	20.51
		Monthly	2,941.47	2,970.93	3,000.40	3,031.60	3,061.07	3,092.27	3,123.47	3,154.67	3,185.87	3,217.07	3,250.00	3,282.93	3,315.87	3,348.80	3,381.73	3,416.40	3,449.33	3,484.00	3,518.67	3,555.07
Cemetary Sales & Services Coordinator	Non-Exempt	Hourly	30.58	30.89	31.20	31.51	31.82	32.14	32.46	32.79	33.12	33.45	33.78	34.12	34.46	34.81	35.15	35.51	35.86	36.22	36.58	36.95
		Monthly	5,300.53	5,354.27	5,408.00	5,461.73	5,515.47	5,570.93	5,626.40	5,683.60	5,740.80	5,798.00	5,855.20	5,914.13	5,973.07	6,033.73	6,092.67	6,155.07	6,215.73	6,278.13	6,340.53	6,404.67
Clerical Assistant	Non-Exempt	Hourly	24.08	24.32	24.56	24.80	25.05	25.30	25.56	25.81	26.07	26.33	26.59	26.86	27.13	27.40	27.67	27.95	28.23	28.51	28.80	29.09
		Monthly	4,173.87	4,215.47	4,257.07	4,298.67	4,342.00	4,385.33	4,430.40	4,473.73	4,518.80	4,563.87	4,608.93	4,655.73	4,702.53	4,749.33	4,796.13	4,844.67	4,893.20	4,941.73	4,992.00	5,042.27
Engineering Aide	Non-Exempt	Hourly	29.83	30.13	30.43	30.73	31.04	31.35	31.66	31.98	32.30	32.62	32.95	33.28	33.61	33.95	34.29	34.63	34.97	35.32	35.68	36.03
		Monthly	5,170.53	5,222.53	5,274.53	5,326.53	5,380.27	5,434.00	5,487.73	5,543.20	5,598.67	5,654.13	5,711.33	5,768.53	5,825.73	5,884.67	5,943.60	6,002.53	6,061.47	6,122.13	6,184.53	6,245.20
Maintenance Assistant	Non-Exempt	Hourly	19.72	19.92	20.12	20.32	20.52	20.73	20.93	21.14	21.35	21.57	21.78	22.00	22.22	22.44	22.67	22.89	23.12	23.35	23.59	23.82
		Monthly	3,418.13	3,452.80	3,487.47	3,522.13	3,556.80	3,593.20	3,627.87	3,664.27	3,700.67	3,738.80	3,775.20	3,813.33	3,851.47	3,889.60	3,929.47	3,967.60	4,007.47	4,047.33	4,088.93	4,128.80
Park Ranger	Non-Exempt	Hourly	18.58	18.76	18.95	19.14	19.33	19.52	19.72	19.92	20.12	20.32	20.52	20.73	20.93	21.14	21.35	21.57	21.78	22.00	22.22	22.44
		Monthly	3,220.53	3,251.73	3,284.67	3,317.60	3,350.53	3,383.47	3,418.13	3,452.80	3,487.47	3,522.13	3,556.80	3,593.20	3,627.87	3,664.27	3,700.67	3,738.80	3,775.20	3,813.33	3,851.47	3,889.60
Planning Intern	Non-Exempt	Hourly	16.97	17.14	17.31	17.49	17.66	17.84	18.02	18.20	18.38	18.56	18.75	18.94	19.13	19.32	19.51	19.71	19.90	20.10	20.30	20.51
		Monthly	2,941.47	2,970.93	3,000.40	3,031.60	3,061.07	3,092.27	3,123.47	3,154.67	3,185.87	3,217.07	3,250.00	3,282.93	3,315.87	3,348.80	3,381.73	3,416.40	3,449.33	3,484.00	3,518.67	3,555.07
Police Aide	Non-Exempt	Hourly	16.97	17.14	17.31	17.49	17.66	17.84	18.02	18.20	18.38	18.56	18.75	18.94	19.13	19.32	19.51	19.71	19.90	20.10	20.30	20.51
		Monthly	2,941.47	2,970.93	3,000.40	3,031.60	3,061.07	3,092.27	3,123.47	3,154.67	3,185.87	3,217.07	3,250.00	3,282.93	3,315.87	3,348.80	3,381.73	3,416.40	3,449.33	3,484.00	3,518.67	3,555.07
Program Specialist	Non-Exempt	Hourly	20.12	20.32	20.53	20.73	20.94	21.15	21.36	21.57	21.79	22.01	22.23	22.45	22.68	22.90	23.13	23.36	23.60	23.83	24.07	24.31
		Monthly	3,487.47	3,522.13	3,558.53	3,593.20	3,629.60	3,666.00	3,702.40	3,738.80	3,776.93	3,815.07	3,853.20	3,891.33	3,931.20	3,969.33	4,009.20	4,049.07	4,090.67	4,130.53	4,172.13	4,213.73
Program Coordinator	Non-Exempt	Hourly	28.38	28.66	28.95	29.24	29.53	29.83	30.12	30.43	30.73	31.04	31.35	31.66	31.98	32.30	32.62	32.95	33.28	33.61	33.95	34.28
		Monthly	4,919.20	4,967.73	5,018.00	5,068.27	5,118.53	5,170.53	5,220.80	5,274.53	5,326.53	5,380.27	5,434.00	5,487.73	5,543.20	5,598.67	5,654.13	5,711.33	5,768.53	5,825.73	5,884.67	5,941.87
Recreation Leader	Non-Exempt	Hourly	16.97	17.14	17.31	17.49	17.66	17.84	18.02	18.20	18.38	18.56	18.75	18.94	19.13	19.32	19.51	19.71	19.90	20.10	20.30	20.51
		Monthly	2,941.47	2,970.93	3,000.40	3,031.60	3,061.07	3,092.27	3,123.47	3,154.67	3,185.87	3,217.07	3,250.00	3,282.93	3,315.87	3,348.80	3,381.73	3,416.40	3,449.33	3,484.00	3,518.67	3,555.07
Senior Park Ranger	Non-Exempt	Hourly	28.38	28.66	28.95	29.24	29.53	29.83	30.12	30.43	30.73	31.04	31.35	31.66	31.98	32.30	32.62	32.95	33.28	33.61	33.95	34.28
		Monthly	4,919.20	4,967.73	5,018.00	5,068.27	5,118.53	5,170.53	5,220.80	5,274.53	5,326.53	5,380.27	5,434.00	5,487.73	5,543.20	5,598.67	5,654.13	5,711.33	5,768.53	5,825.73	5,884.67	5,941.87
Senior Recreation Leader	Non-Exempt	Hourly	17.23	17.41	17.58	17.75	17.93	18.11	18.29	18.48	18.66	18.85	19.04	19.23	19.42	19.61	19.81	20.01	20.21	20.41	20.61	20.82
		Monthly	2,986.53	3,017.73	3,047.20	3,076.67	3,107.87	3,139.07	3,170.27	3,203.20	3,234.40	3,267.33	3,300.27	3,333.20	3,366.13	3,399.07	3,433.73	3,468.40	3,503.07	3,537.73	3,572.40	3,608.80

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
Administrative Intern	Non-Exempt	Hourly	17.50	17.67	17.85	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91	20.11	20.31	20.52	20.72	20.93	21.14
		Monthly	3,033.33	3,062.80	3,094.00	3,125.20	3,156.40	3,187.60	3,218.80	3,251.73	3,284.67	3,317.60	3,350.53	3,383.47	3,418.13	3,451.07	3,485.73	3,520.40	3,556.80	3,591.47	3,627.87	3,664.27
Cemetary Sales & Services Coordinator	Non-Exempt	Hourly	31.51	31.83	32.14	32.47	32.79	33.12	33.45	33.78	34.12	34.46	34.81	35.16	35.51	35.86	36.22	36.58	36.95	37.32	37.69	38.07
		Monthly	5,461.73	5,517.20	5,570.93	5,628.13	5,683.60	5,740.80	5,798.00	5,855.20	5,914.13	5,973.07	6,033.73	6,094.40	6,155.07	6,215.73	6,278.13	6,340.53	6,404.67	6,468.80	6,532.93	6,598.80
Clerical Assistant	Non-Exempt	Hourly	24.80	25.05	25.30	25.55	25.81	26.07	26.33	26.59	26.86	27.13	27.40	27.67	27.95	28.23	28.51	28.79	29.08	29.37	29.67	29.96
		Monthly	4,298.67	4,342.00	4,385.33	4,428.67	4,473.73	4,518.80	4,563.87	4,608.93	4,655.73	4,702.53	4,749.33	4,796.13	4,844.67	4,893.20	4,941.73	4,990.27	5,040.53	5,090.80	5,142.80	5,193.07
Engineering Aide	Non-Exempt	Hourly	30.73	31.04	31.35	31.66	31.98	32.30	32.62	32.95	33.28	33.61	33.95	34.29	34.63	34.98	35.33	35.68	36.04	36.40	36.76	37.13
		Monthly	5,326.53	5,380.27	5,434.00	5,487.73	5,543.20	5,598.67	5,654.13	5,711.33	5,768.53	5,825.73	5,884.67	5,943.60	6,002.53	6,063.20	6,123.87	6,184.53	6,246.93	6,309.33	6,371.73	6,435.87
Maintenance Assistant	Non-Exempt	Hourly	20.32	20.52	20.73	20.93	21.14	21.36	21.57	21.79	22.00	22.22	22.45	22.67	22.90	23.13	23.36	23.59	23.83	24.06	24.30	24.55
		Monthly	3,522.13	3,556.80	3,593.20	3,627.87	3,664.27	3,702.40	3,738.80	3,776.93	3,813.33	3,851.47	3,891.33	3,929.47	3,969.33	4,009.20	4,049.07	4,088.93	4,130.53	4,170.40	4,212.00	4,255.33
Park Ranger	Non-Exempt	Hourly	19.14	19.33	19.53	19.72	19.92	20.12	20.32	20.52	20.73	20.94	21.14	21.36	21.57	21.79	22.00	22.22	22.45	22.67	22.90	23.13
		Monthly	3,317.60	3,350.53	3,385.20	3,418.13	3,452.80	3,487.47	3,522.13	3,556.80	3,593.20	3,629.60	3,664.27	3,702.40	3,738.80	3,776.93	3,813.33	3,851.47	3,891.33	3,929.47	3,969.33	4,009.20
Planning Intern	Non-Exempt	Hourly	17.50	17.67	17.85	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91	20.11	20.31	20.52	20.72	20.93	21.14
		Monthly	3,033.33	3,062.80	3,094.00	3,125.20	3,156.40	3,187.60	3,218.80	3,251.73	3,284.67	3,317.60	3,350.53	3,383.47	3,418.13	3,451.07	3,485.73	3,520.40	3,556.80	3,591.47	3,627.87	3,664.27
Police Aide	Non-Exempt	Hourly	17.50	17.67	17.85	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91	20.11	20.31	20.52	20.72	20.93	21.14
		Monthly	3,033.33	3,062.80	3,094.00	3,125.20	3,156.40	3,187.60	3,218.80	3,251.73	3,284.67	3,317.60	3,350.53	3,383.47	3,418.13	3,451.07	3,485.73	3,520.40	3,556.80	3,591.47	3,627.87	3,664.27
Program Specialist	Non-Exempt	Hourly	20.73	20.94	21.15	21.36	21.57	21.79	22.00	22.22	22.45	22.67	22.90	23.13	23.36	23.59	23.83	24.07	24.31	24.55	24.79	25.04
		Monthly	3,593.20	3,629.60	3,666.00	3,702.40	3,738.80	3,776.93	3,813.33	3,851.47	3,891.33	3,929.47	3,969.33	4,009.20	4,049.07	4,088.93	4,130.53	4,172.13	4,213.73	4,255.33	4,296.93	4,340.27
Program Coordinator	Non-Exempt	Hourly	29.24	29.54	29.83	30.13	30.43	30.74	31.04	31.35	31.67	31.98	32.30	32.63	32.95	33.28	33.62	33.95	34.29	34.63	34.98	35.33
		Monthly	5,068.27	5,120.27	5,170.53	5,222.53	5,274.53	5,328.27	5,380.27	5,434.00	5,489.47	5,543.20	5,598.67	5,655.87	5,711.33	5,768.53	5,827.47	5,884.67	5,943.60	6,002.53	6,063.20	6,123.87
Recreation Leader	Non-Exempt	Hourly	17.50	17.67	17.85	18.03	18.21	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91	20.11	20.31	20.52	20.72	20.93	21.14
		Monthly	3,033.33	3,062.80	3,094.00	3,125.20	3,156.40	3,187.60	3,218.80	3,251.73	3,284.67	3,317.60	3,350.53	3,383.47	3,418.13	3,451.07	3,485.73	3,520.40	3,556.80	3,591.47	3,627.87	3,664.27
Senior Park Ranger	Non-Exempt	Hourly	29.24	29.54	29.83	30.13	30.43	30.74	31.04	31.35	31.67	31.98	32.30	32.63	32.95	33.28	33.62	33.95	34.29	34.63	34.98	35.33
		Monthly	5,068.27	5,120.27	5,170.53	5,222.53	5,274.53	5,328.27	5,380.27	5,434.00	5,489.47	5,543.20	5,598.67	5,655.87	5,711.33	5,768.53	5,827.47	5,884.67	5,943.60	6,002.53	6,063.20	6,123.87
Senior Recreation Leader	Non-Exempt	Hourly	17.76	17.94	18.12	18.30	18.48	18.67	18.86	19.04	19.24	19.43	19.62	19.82	20.02	20.22	20.42	20.62	20.83	21.04	21.25	21.46
		Monthly	3,078.40	3,109.60	3,140.80	3,172.00	3,203.20	3,236.13	3,269.07	3,300.27	3,334.93	3,367.87	3,400.80	3,435.47	3,470.13	3,504.80	3,539.47	3,574.13	3,610.53	3,646.93	3,683.33	3,719.73