

## EXHIBIT I - Schedule of Hourly Pay Rates

Non Represented Non Management  
Technical and Administrative Classifications

Effective: June 26, 2017

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Ambulance Operator	\$12.0000	\$12.3000	\$12.6075	\$12.9227	\$13.2458	\$13.5769	\$13.9163	\$14.2642	\$14.6208	\$14.9864
Certified Medical Assistant	\$16.2064	\$16.6115	\$17.0268	\$17.4525	\$17.8888	\$18.3360	\$18.7944	\$19.2643	\$19.7459	\$20.2395
City Attorney Investigator	\$25.2496	\$25.8808	\$26.5279	\$27.1910	\$27.8708	\$28.5676	\$29.2818	\$30.0138	\$30.7642	\$31.5333
Community Services Specialist	\$14.0927	\$14.4450	\$14.8062	\$15.1763	\$15.5557	\$15.9446	\$16.3432	\$16.7518	\$17.1706	\$17.5999
Dental Assistant	\$16.1871	\$16.5918	\$17.0066	\$17.4317	\$17.8675	\$18.3142	\$18.7721	\$19.2414	\$19.7224	\$20.2155
Dental Hygienist	\$25.2496	\$25.8808	\$26.5279	\$27.1910	\$27.8708	\$28.5676	\$29.2818	\$30.0138	\$30.7642	\$31.5333
Engineering Technician	\$25.5000	\$26.1375	\$26.7909	\$27.4607	\$28.1472	\$28.8509	\$29.5722	\$30.3115	\$31.0693	\$31.8460
Equipment Mechanic Apprentice	\$22.2751	\$22.8319	\$23.4027	\$23.9878	\$24.5875	\$25.2022	\$25.8322	\$26.4781	\$27.1400	\$27.8185
Fire Inspector	\$32.1458	\$32.9494	\$33.7732	\$34.6175	\$35.4829	\$36.3700	\$37.2793	\$38.2113	\$39.1665	\$40.1457
Graphic Artist	\$22.7235	\$23.2916	\$23.8739	\$24.4707	\$25.0825	\$25.7095	\$26.3523	\$27.0111	\$27.6864	\$28.3785
Helicopter Maintenance Technician	\$29.7226	\$30.4657	\$31.2273	\$32.0080	\$32.8082	\$33.6284	\$34.4691	\$35.3308	\$36.2141	\$37.1194
IT Support Specialist	\$25.9590	\$26.6080	\$27.2732	\$27.9550	\$28.6539	\$29.3702	\$30.1045	\$30.8571	\$31.6285	\$32.4192
Inspector Trainee	\$24.2188	\$24.8242	\$25.4449	\$26.0810	\$26.7330	\$27.4013	\$28.0864	\$28.7885	\$29.5082	\$30.2459
Irrigation Specialist	\$22.2977	\$22.8552	\$23.4265	\$24.0122	\$24.6125	\$25.2278	\$25.8585	\$26.5050	\$27.1676	\$27.8468
Maintenance Inspector	\$24.3996	\$25.0096	\$25.6349	\$26.2757	\$26.9326	\$27.6059	\$28.2961	\$29.0035	\$29.7286	\$30.4718
Page	\$12.0000									\$13.1131
Planning Aide	\$20.8024	\$21.3224	\$21.8555	\$22.4019	\$22.9619	\$23.5360	\$24.1244	\$24.7275	\$25.3457	\$25.9793
Police Cadet	\$13.9336	\$14.2819	\$14.6390	\$15.0050	\$15.3801	\$15.7646	\$16.1587	\$16.5627	\$16.9767	\$17.4012
Rangemaster	\$26.7500	\$27.4188	\$28.1042	\$28.8068	\$29.5270	\$30.2652	\$31.0218	\$31.7973	\$32.5923	\$33.4071
Recreation Facilities Assistant	\$14.0361	\$14.3870	\$14.7467	\$15.1154	\$15.4932	\$15.8806	\$16.2776	\$16.6845	\$17.1016	\$17.5292
Recreation Leader III - B	\$12.2400									\$15.2861
Recreation Services Specialist	\$20.2632	\$20.7698	\$21.2890	\$21.8213	\$22.3668	\$22.9260	\$23.4991	\$24.0866	\$24.6888	\$25.3060
Recreation Site Coordinator	\$16.4774	\$16.8893	\$17.3116	\$17.7443	\$18.1880	\$18.6426	\$19.1087	\$19.5864	\$20.0761	\$20.5780
Senior Engineering Technician	\$28.9568	\$29.6807	\$30.4227	\$31.1833	\$31.9629	\$32.7619	\$33.5810	\$34.4205	\$35.2810	\$36.1631
Senior Fire Inspector	\$36.5000	\$37.4125	\$38.3478	\$39.3065	\$40.2892	\$41.2964	\$42.3288	\$43.3870	\$44.4717	\$45.5835
Substance Abuse Counselor	\$17.0647	\$17.4913	\$17.9286	\$18.3768	\$18.8362	\$19.3071	\$19.7898	\$20.2846	\$20.7917	\$21.3115

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Administrative Specialist (c)	\$22.9865	\$23.5612	\$24.1502	\$24.7540	\$25.3728	\$26.0072	\$26.6573	\$27.3238	\$28.0069	\$28.7070
Human Resources Specialist (c)	\$22.9865	\$23.5612	\$24.1502	\$24.7540	\$25.3728	\$26.0072	\$26.6573	\$27.3238	\$28.0069	\$28.7070
Legal Assistant (c)	\$27.1355	\$27.8139	\$28.5092	\$29.2219	\$29.9525	\$30.7013	\$31.4688	\$32.2555	\$33.0619	\$33.8885
Office Assistant (c)	\$19.6858	\$20.1779	\$20.6824	\$21.1994	\$21.7294	\$22.2727	\$22.8295	\$23.4002	\$23.9852	\$24.5849
Paralegal (c)	\$35.0590	\$35.9355	\$36.8339	\$37.7547	\$38.6986	\$39.6661	\$40.6577	\$41.6742	\$42.7160	\$43.7839
Senior Office Assistant (c)	\$21.0118	\$21.5371	\$22.0756	\$22.6275	\$23.1931	\$23.7730	\$24.3673	\$24.9765	\$25.6009	\$26.2409

## EXHIBIT I - Schedule of Hourly Pay Rates

Non Represented Non Management  
Hourly Classifications

Effective: June 26, 2017

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Administrative Intern	\$15.5997	\$15.9897	\$16.3894	\$16.7991	\$17.2191	\$17.6496	\$18.0908	\$18.5431	\$19.0067	\$19.4819
Aquatics Supervisor	\$23.5632	\$24.1523	\$24.7561	\$25.3750	\$26.0094	\$26.6596	\$27.3261	\$28.0093	\$28.7095	\$29.4272
City Service Worker	\$12.0000									\$87.3820
City Temporary Worker	\$12.0000									\$87.3820
Firefighter Trainee										\$24.9872
Instructor I										\$13.5000
Instructor II										\$14.5000
Instructor III										\$15.5000
Instructor IV										\$18.7137
Junior Lifeguard										\$12.0000
Library Page	\$12.0000									\$13.1131
Lifeguard	\$12.0000									\$14.5113
Police Officer Reserve										\$40.9629
Police Trainee										\$33.4926
Pool Manager	\$18.8501	\$19.3214	\$19.8044	\$20.2995	\$20.8070	\$21.3272	\$21.8603	\$22.4069	\$22.9670	\$23.5412
Recreation Leader I	\$12.0000									\$13.1131
Recreation Leader II	\$12.0000									\$14.0122
Recreation Leader III	\$12.2400									\$15.2861
Senior Lifeguard / Instructor	\$15.6196	\$16.0101	\$16.4103	\$16.8206	\$17.2411	\$17.6721	\$18.1139	\$18.5668	\$19.0309	\$19.5067

Note: Employees between 14 and 17 years of age who are "Learners" as defined in Labor Code Section 1192 shall be paid not less than 85% of the minimum wage, or \$10 per hour, whichever is greater, during the first 160 hours of employment.

**EXHIBIT I - Salary Schedule**

**AFSCME  
Effective June 26, 2017**

<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
ASSISTANT PARTS TECHNICIAN	\$21.0999	\$22.2033	\$23.3741	\$24.4777	\$25.6752
AUTO SERVICE ATTENDANT	\$20.4407	\$21.5710	\$22.5937	\$23.7240	\$24.8140
BUILDING INSPECTOR	\$31.2915	\$33.2561	\$35.2211	\$37.1592	\$39.1241
BUSINESS TAX INSPECTOR	\$23.7537	\$25.1348	\$26.4204	\$27.7196	\$29.0048
CARPENTER	\$26.0559	\$27.4394	\$28.9034	\$30.4478	\$31.8849
CAULKER & REPAIR LEAD MECHANIC	\$29.4064	\$31.0034	\$32.6299	\$33.2597	\$35.8092
CAULKER & REPAIR MECHANIC	\$27.3112	\$28.8205	\$30.2123	\$31.6628	\$33.1720
CHIEF WATER TREATMENT OPERATOR	\$36.9353	\$38.7820	\$40.7211	\$42.7572	\$44.8950
CHILD CARE MONITOR	\$12.0000	\$12.6000	\$13.2300	\$13.8915	\$14.5861
CODE COMPLIANCE OFFICER	\$31.3181	\$33.3097	\$35.2878	\$37.2395	\$39.1909
COMMUNITY HEALTH AIDE	\$17.5771	\$18.4191	\$19.2479	\$20.1033	\$20.9590
CUSTOMER SERVICE FIELD REP I	\$21.0792	\$22.2823	\$23.3381	\$24.5411	\$25.6373
CUSTOMER SERVICE FIELD REP II	\$21.4536	\$23.0975	\$24.7551	\$26.4793	\$28.1500
CUSTOMER SERVICE FIELD REP III	\$24.7330	\$25.9697	\$27.2682	\$28.6316	\$30.0632
DETENTION OFFICER	\$26.1572	\$27.6235	\$29.0897	\$30.6034	\$32.0856
DUPLICATING MACHINE OPERATOR	\$19.5821	\$20.7985	\$22.0149	\$22.7501	\$24.4743
ENVIRONMENTAL HEALTH TECH	\$26.1560	\$27.6746	\$28.9836	\$30.4478	\$31.8954
EQUIPMENT MECHANIC I	\$23.8409	\$25.3758	\$26.8533	\$28.3451	\$29.8800
EQUIPMENT MECHANIC II	\$25.5481	\$27.1547	\$28.7756	\$30.3534	\$31.9744
EQUIPMENT MECHANIC III	\$27.3411	\$29.0481	\$30.7838	\$32.4765	\$34.2553
FACILITIES SERVICE WORKER	\$17.6440	\$18.7667	\$19.8362	\$20.9187	\$22.0014
GARAGE ATTENDANT	\$15.2598	\$16.1748	\$17.0361	\$17.9510	\$18.8528
GRAPHICS PRODUCTION TECHNICIAN	\$23.5950	\$25.1189	\$26.5266	\$28.0118	\$29.4583
INFO TECHNOLOGY TECHN III	\$29.7810	\$31.6657	\$33.6171	\$35.6621	\$37.6003
INSTRUCTOR I					\$12.0000
INSTRUCTOR II					\$12.8818
INSTRUCTOR III					\$16.1058
INSTRUCTOR IV					\$20.7437
LABORER	\$19.5956	\$20.6379	\$21.6139	\$22.6164	\$23.6589
LANDSCAPE ARCHITECTURAL AIDE	\$25.7706	\$27.2145	\$28.6981	\$30.1418	\$31.6121
LEAD WATER SYSTEM MECHANIC	\$32.4448	\$34.0671	\$35.7704	\$37.5590	\$39.4369
LIBRARY BLDG & SECURITY AIDE	\$20.7318	\$21.8411	\$22.9906	\$24.1936	\$25.3031
LICENSED VOCATIONAL NURSE	\$20.8920	\$22.0815	\$23.1777	\$24.3674	\$25.5704
LIGHT EQUIPMENT OPERATOR	\$22.7490	\$23.9259	\$25.1750	\$26.3228	\$27.5428
MACHINIST	\$27.5888	\$29.0992	\$30.6498	\$32.1870	\$33.6438
MAINTENANCE & CONSTRUC WORKER	\$21.2129	\$22.3357	\$23.4450	\$24.6214	\$25.7173
MAINTENANCE ASSISTANT	\$16.4289	\$17.4336	\$18.3392	\$19.3441	\$20.2920
MAINTENANCE REPAIRER	\$22.8704	\$24.1268	\$25.0088	\$26.6398	\$27.9229
MASTER MECHANIC	\$28.1108	\$29.8467	\$31.5556	\$33.2916	\$35.0679
MATERIALS AND WAREHOUSE LEAD	\$30.4425	\$31.9646	\$33.5629	\$35.2410	\$37.0030
METER MECHANIC	\$23.7391	\$25.0223	\$26.2924	\$27.5888	\$28.8185
NUTRITION AIDE	\$16.5612	\$17.2964	\$18.0584	\$18.6733	\$19.3683
PAINTER	\$24.7150	\$26.1317	\$27.5888	\$29.0323	\$30.3958
PAINTER TRAINEE	\$19.7159	\$20.7718	\$21.8143	\$22.8436	\$23.8460
PARKING METER MECHANIC	\$23.8102	\$25.0974	\$26.3713	\$27.6713	\$28.9050

**EXHIBIT I - Salary Schedule**

**AFSCME  
Effective June 26, 2017**

<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>
PARKS SERVICES SPECIALIST	\$21.9665	\$23.0648	\$24.2181	\$25.4288	\$26.7002
PARTS TECHNICIAN	\$23.0377	\$24.3026	\$25.5272	\$26.7786	\$28.0436
PLUMBER	\$28.2967	\$29.7828	\$31.2973	\$32.8398	\$34.3821
PRESS OPERATOR	\$21.9347	\$23.1376	\$24.2338	\$25.3967	\$26.5595
PUBLIC WORKS MAINT WORKER I	\$19.5956	\$20.6515	\$21.6673	\$22.6966	\$23.6992
PUBLIC WORKS MAINT WORKER II	\$21.4948	\$22.6466	\$23.7580	\$24.8830	\$26.0749
PUBLIC WORKS MAINT WORKER III	\$25.1159	\$26.4394	\$27.8162	\$29.1392	\$30.4894
RECREATION FACILITIES ASSISTANT	\$15.2158	\$15.9766	\$16.7756	\$17.6144	\$18.4948
RECREATION LEADER IIIB	\$12.7620	\$12.9659	\$13.1735	\$13.3845	\$13.6107
RECREATION SERVICES SPECIALIST	\$21.9665	\$23.0648	\$24.2181	\$25.4288	\$26.7002
ROSARIAN	\$21.4536	\$22.6032	\$23.7125	\$24.8351	\$26.0248
SECURITY RANGER	\$23.8729	\$25.7843	\$27.0407	\$28.3106	\$29.8209
SENIOR BUILDING INSPECTOR	\$35.6888	\$37.8946	\$40.0864	\$42.3857	\$44.6446
SENIOR CARPENTER	\$27.3453	\$29.1047	\$30.7433	\$32.5296	\$34.2220
SENIOR CODE COMPLIANCE OFFICER	\$35.6888	\$37.8946	\$40.0999	\$42.4256	\$44.6313
SENIOR COMMUNITY HEALTH AIDE	\$20.1836	\$21.3197	\$22.3490	\$23.5386	\$24.6483
SENIOR IT SUPPORT SPECIALIST	\$30.8888	\$32.6649	\$34.5431	\$36.5294	\$38.6110
SENIOR NUTRITION AIDE	\$18.5795	\$19.4217	\$20.3039	\$21.1861	\$22.0952
SENIOR PAINTER	\$26.9740	\$28.6314	\$30.3023	\$32.0532	\$33.7241
SENIOR PLUMBER	\$29.0118	\$30.7644	\$32.6013	\$34.3821	\$36.2330
SENIOR PRESS OPERATOR	\$24.2606	\$25.6639	\$27.0541	\$28.3907	\$29.7941
SENIOR PUB HLTH LAB TECH	\$21.5871	\$22.9239	\$24.2338	\$25.6104	\$26.9873
SENIOR STOREKEEPER	\$22.6966	\$23.8994	\$25.1428	\$26.4394	\$27.6155
SENIOR UTILITY SERVICES PLANNER	\$30.3841	\$32.0967	\$33.7786	\$35.3996	\$37.1124
SENIOR WATER QUALITY LAB TECH	\$23.2714	\$24.7150	\$26.1586	\$27.6155	\$29.0992
SENIOR WATER TREATMENT OPERATOR	\$34.0501	\$35.7526	\$37.5402	\$39.4172	\$41.3881
STOREKEEPER	\$22.5602	\$23.7805	\$24.9717	\$26.1919	\$27.4122
TIRE REPAIR ATTENDANT	\$21.6382	\$22.8359	\$23.9932	\$25.1774	\$26.2539
UTILITY SERVICES PLANNER	\$25.0623	\$26.4793	\$27.8294	\$29.2196	\$30.5695
WAREHOUSE WORKER	\$21.0784	\$22.2115	\$23.2865	\$24.3324	\$25.3931
WATER SYSTEM MECHANIC I	\$24.9618	\$26.2099	\$27.5204	\$28.8964	\$30.3413
WATER SYSTEM MECHANIC II	\$28.8605	\$30.3035	\$31.8187	\$33.4097	\$35.0801
WATER SYSTEM OPERATOR	\$27.6937	\$29.2265	\$30.6832	\$32.2310	\$33.7332
WATER SYSTEM TECHNICIAN	\$31.8844	\$33.4786	\$35.1525	\$36.9101	\$38.7556
WATER SYSTEM TRAINEE	\$23.0642	\$24.2175	\$25.4283	\$26.6997	\$28.0347
WATER TREATMENT OPERATOR	\$29.9534	\$31.4510	\$33.0236	\$34.6748	\$36.4085
WATER TROUBLESHOOTER	\$26.1260	\$27.5715	\$28.9481	\$30.4071	\$31.8247
WORK EXPERIENCE AIDE	\$12.0000	\$12.3600	\$12.7308	\$13.1127	\$13.6031