

**EXHIBIT I - Schedule of Hourly Pay Rates**

**Non Represented Non Management  
Technical and Administrative Classifications**

**Effective: June 25, 2018**

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Ambulance Operator	\$13.2500	\$13.5813	\$13.9208	\$14.2688	\$14.6255	\$14.9912	\$15.3659	\$15.7501	\$16.1438	\$16.5474
Certified Medical Assistant	\$16.5305	\$16.9438	\$17.3674	\$17.8015	\$18.2466	\$18.7027	\$19.1703	\$19.6496	\$20.1408	\$20.6443
City Attorney Investigator	\$25.7546	\$26.3984	\$27.0584	\$27.7349	\$28.4282	\$29.1389	\$29.8674	\$30.6141	\$31.3795	\$32.1639
Community Services Specialist	\$14.3746	\$14.7339	\$15.1023	\$15.4799	\$15.8668	\$16.2635	\$16.6701	\$17.0869	\$17.5140	\$17.9519
Dental Assistant	\$16.5108	\$16.9236	\$17.3467	\$17.7804	\$18.2249	\$18.6805	\$19.1475	\$19.6262	\$20.1169	\$20.6198
Dental Hygienist	\$25.7546	\$26.3984	\$27.0584	\$27.7349	\$28.4282	\$29.1389	\$29.8674	\$30.6141	\$31.3795	\$32.1639
Engineering Technician	\$26.0100	\$26.6603	\$27.3268	\$28.0099	\$28.7102	\$29.4279	\$30.1636	\$30.9177	\$31.6907	\$32.4829
Equipment Mechanic Apprentice	\$22.7206	\$23.2886	\$23.8708	\$24.4676	\$25.0793	\$25.7062	\$26.3489	\$27.0076	\$27.6828	\$28.3749
Fire Inspector	\$32.7887	\$33.6084	\$34.4486	\$35.3099	\$36.1926	\$37.0974	\$38.0249	\$38.9755	\$39.9499	\$40.9486
Graphic Artist	\$23.1780	\$23.7574	\$24.3513	\$24.9601	\$25.5841	\$26.2237	\$26.8793	\$27.5513	\$28.2401	\$28.9461
Helicopter Maintenance Technician	\$30.3170	\$31.0750	\$31.8518	\$32.6481	\$33.4643	\$34.3010	\$35.1585	\$36.0374	\$36.9384	\$37.8618
IT Support Specialist	\$26.4782	\$27.1401	\$27.8186	\$28.5141	\$29.2270	\$29.9576	\$30.7066	\$31.4742	\$32.2611	\$33.0676
Inspector Trainee	\$24.7032	\$25.3207	\$25.9538	\$26.6026	\$27.2677	\$27.9494	\$28.6481	\$29.3643	\$30.0984	\$30.8509
Irrigation Specialist	\$22.7437	\$23.3123	\$23.8951	\$24.4924	\$25.1047	\$25.7324	\$26.3757	\$27.0351	\$27.7109	\$28.4037
Maintenance Inspector	\$24.8876	\$25.5098	\$26.1476	\$26.8012	\$27.4713	\$28.1581	\$28.8620	\$29.5836	\$30.3231	\$31.0812
Page	\$13.2500	•	•	•	•	•	•	•	•	\$13.2500
Planning Aide	\$21.2184	\$21.7489	\$22.2926	\$22.8499	\$23.4212	\$24.0067	\$24.6069	\$25.2221	\$25.8526	\$26.4989
Police Cadet	\$14.2123	\$14.5676	\$14.9318	\$15.3051	\$15.6877	\$16.0799	\$16.4819	\$16.8939	\$17.3163	\$17.7492
Rangemaster	\$27.2850	\$27.9671	\$28.6663	\$29.3830	\$30.1175	\$30.8705	\$31.6422	\$32.4333	\$33.2441	\$34.0752
Recreation Facilities Assistant	\$14.3168	\$14.6748	\$15.0416	\$15.4177	\$15.8031	\$16.1982	\$16.6031	\$17.0182	\$17.4437	\$17.8798
Recreation Leader III - B	\$13.2500	•	•	•	•	•	•	•	•	\$15.2861
Recreation Services Specialist	\$20.6685	\$21.1852	\$21.7148	\$22.2577	\$22.8141	\$23.3845	\$23.9691	\$24.5683	\$25.1825	\$25.8121
Recreation Site Coordinator	\$16.8069	\$17.2271	\$17.6578	\$18.0992	\$18.5517	\$19.0155	\$19.4909	\$19.9782	\$20.4776	\$20.9896
Senior Engineering Technician	\$29.5359	\$30.2743	\$31.0312	\$31.8070	\$32.6021	\$33.4172	\$34.2526	\$35.1089	\$35.9866	\$36.8863
Senior Fire Inspector	\$37.2300	\$38.1608	\$39.1148	\$40.0926	\$41.0950	\$42.1223	\$43.1754	\$44.2548	\$45.3611	\$46.4952
Substance Abuse Counselor	\$17.4060	\$17.8411	\$18.2872	\$18.7444	\$19.2130	\$19.6933	\$20.1856	\$20.6903	\$21.2075	\$21.7377

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Administrative Specialist (c)	\$23.4463	\$24.0324	\$24.6332	\$25.2491	\$25.8803	\$26.5273	\$27.1905	\$27.8703	\$28.5670	\$29.2812
Human Resources Specialist (c)	\$23.4463	\$24.0324	\$24.6332	\$25.2491	\$25.8803	\$26.5273	\$27.1905	\$27.8703	\$28.5670	\$29.2812
Legal Assistant (c)	\$27.6782	\$28.3701	\$29.0794	\$29.8064	\$30.5515	\$31.3153	\$32.0982	\$32.9007	\$33.7232	\$34.5663
Office Assistant (c)	\$20.0795	\$20.5815	\$21.0960	\$21.6234	\$22.1640	\$22.7181	\$23.2861	\$23.8682	\$24.4649	\$25.0766
Paralegal (c)	\$35.7602	\$36.6542	\$37.5706	\$38.5098	\$39.4726	\$40.4594	\$41.4709	\$42.5077	\$43.5703	\$44.6596
Senior Office Assistant (c)	\$21.4321	\$21.9679	\$22.5171	\$23.0800	\$23.6570	\$24.2484	\$24.8546	\$25.4760	\$26.1129	\$26.7657

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**Non Represented Non Management  
Hourly Classifications**

**Effective: June 25, 2018**

Classification	Min	Max
Administrative Intern	\$15.9117	\$19.8715
Aquatics Supervisor	\$24.0345	\$30.0158
City Service Worker	\$13.2500	\$137.5000
City Temporary Worker	\$13.2500	\$137.5000
CSW (Ambassador)		\$13.2500
CSW (Lead Ambassador)		\$14.2500
CSW (Retiree)	\$13.2500	\$137.5000
CSW (Youth Advisor)		\$15.6772
Firefighter Trainee		\$25.4869
Instructor	\$15.8100	\$19.0880
Junior Lifeguard		\$13.2500
Library Page		\$13.2500
Lifeguard	\$13.2500	\$14.5113
Police Officer Reserve		\$41.7822
Police Trainee		\$34.1625
Pool Manager	\$19.2271	\$24.0120
Recreation Leader	\$13.2500	\$15.2861
Senior Lifeguard / Instructor	\$15.9320	\$19.8968

Classification	Step 1	Step 2	Step 3	Step 4
CSW (Maintenance Trainee)	\$13.2500	\$14.0450	\$15.5197	\$18.2745

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
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 MECH	\$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	\$36.8452	\$38.6874	\$40.6218	\$42.6529	\$44.7855
CHILD CARE MONITOR	\$13.2500	\$13.5720	\$13.9018	\$14.2396	\$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	\$24.1298	\$25.3363	\$26.6031	\$27.9333	\$29.3299
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					\$13.2500
INSTRUCTOR II					\$13.2500
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	\$32.3657	\$33.9840	\$35.6832	\$37.4673	\$39.3407
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
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
PARKS SERVICES SPECIALIST	\$21.9665	\$23.0648	\$24.2181	\$25.4288	\$26.7002

Classification	Step 1	Step 2	Step 3	Step 4	Step 5
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	\$13.2500	\$13.3428	\$13.4361	\$13.5302	\$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 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	\$33.9670	\$35.6654	\$37.4486	\$39.3211	\$41.2871
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	\$24.9010	\$26.1460	\$27.4533	\$28.8260	\$30.2673
WATER SYSTEM MECHANIC II	\$28.7901	\$30.2296	\$31.7411	\$33.3282	\$34.9946
WATER SYSTEM OPERATOR	\$27.6937	\$29.2265	\$30.6832	\$32.2310	\$33.7332
WATER SYSTEM TECHNICIAN	\$31.8066	\$33.3969	\$35.0668	\$36.8201	\$38.6611
WATER SYSTEM TRAINEE	\$23.0080	\$24.1584	\$25.3663	\$26.6346	\$27.9664
WATER TREATMENT OPERATOR	\$29.8803	\$31.3743	\$32.9430	\$34.5902	\$36.3197
WATER TROUBLESHOOTER	\$26.1260	\$27.5715	\$28.9481	\$30.4071	\$31.8247
WORK EXPERIENCE AIDE	\$13.2500	\$13.3375	\$13.4255	\$13.5141	\$13.6031
SENIOR IT SUPPORT SPECIALIST	\$30.1354	\$31.8682	\$33.7006	\$35.6384	\$37.6693
MATERIALS AND WAREHOUSE LEAD	\$29.7000	\$31.1850	\$32.7443	\$34.3815	\$36.1005