

RESOLUTION NO. 2025-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, UPDATING A CERTAIN CLASSIFICATION SPECIFICATION IN THE PERSONNEL CLASSIFICATION PLAN AND AMENDING RESOLUTION NO. 2023-064 RELATING TO CONFIDENTIAL/NON-REPRESENTED EMPLOYEE COMPENSATION APPENDIX A

THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA RESOLVES AS FOLLOWS:

1. City Council adopts the following revised and retitled classification specifications (attached):

<u>Title</u>	<u>Effective Date</u> City
Clerk / Director of Clerk Services	July 2025
2. City Council amends Resolution No. 2023-064 Relating to Confidential / Non-Represented Compensation Appendix A (attached) by deleting as follows:

<u>Title</u>
City Clerk / Clerk Services Manager
3. City Council deletes the following superseded classification specification from the classification plan:

<u>Title</u>	<u>Effective Date</u> City
Clerk / Clerk Services Manager	July 2004
4. This resolution becomes effective July 19, 2025.

ADOPTED BY THE FULLERTON CITY COUNCIL ON JULY 15, 2025.

Fred Jung
Mayor

ATTEST:

Lucinda Williams, MMC
City Clerk

Date

Attachments:

- Attachment 1 – City Clerk / Director of Clerk Services Classification Specification
- Attachment 2 – Confidential / Non-Represented Appendix A

CITY CLERK/DIRECTOR OF CLERK SERVICES**Definition:**

Under general administrative direction is responsible for all activities of the Office of the City Clerk including supervising, managing, planning, overseeing and participating in related activities and operations; maintains official City documents and records and facilitates the legislative policy making process; assists with the performance of a variety of state mandated duties including the Fair Political Practices Act; serves as the Elections Official; performs a variety of City Council meeting functions to include agenda preparation and the recording of minutes; may be appointed as City Clerk by the City Council and performs related work as required.

Essential Duties and Responsibilities:

The following responsibilities and essential duties are performed on a frequent and recurring basis by an incumbent. These are not to be construed as exclusive or all-inclusive. Other duties may be required and assigned.

Plans, organizes, directs and manages all activities and functions of the Office of the City Clerk.

Serves as the Secretary to the following: Successor Agency, Housing Authority, Public Financing Authority and Redevelopment Agency

Attends City Council, Successor Agency, Housing Authority and Public Financing Authority meetings and records actions taken and utilizes a variety of technology to conduct meeting broadcast, voting, accessibility and remote participation.

Serves as City Clerk if appointed by City Council and in this capacity performs functions contained in State and local law related to City Clerk duties.

Advises the City Manager, City Council and other City departments/divisions on issues pertaining to area of responsibility.

Keeps accurate records of City Council meetings in books bearing appropriate titles.

Directs the organization, preparation, assembly and distribution of City Council Successor Agency, Housing Authority and Public Financing Authority agendas and related materials.

Directs the development and administration of the citywide records management program; sets and ensures legal compliance of retention schedules for City records; develops and updates record retention policies and procedures.

Maintains the book of City ordinances, records all ordinances in same along with the appropriate City Clerk's certificate.

Identifies, implements and maintains efficient systems for the control and distribution of City records, meeting minutes, etc., and responds promptly to request for information and Public Record Act requests.

Oversees the preparation, publication and mailing of public hearing notices.

Receives claims, summons, subpoenas and requests for public records.

Oversees board, commission and committee member recruitment, orientation and annual training

Coordinates legislative body meeting broadcasts and remote meeting participation

Administers oaths and notarizes City and public documents.

Issues and verifies nomination papers and receives and certifies initiative, referendum and recall petitions.

Manages the maintenance and update of the Fullerton Municipal Code.

Conducts municipal elections and special elections; ensures conformance with the California Election Code, Political Reform Act, and other codes; serves as a filing officer for the Fair Political Practices Commission for campaign disclosure filings; prepares candidate's notebooks and provides necessary information to candidates, committees and the public.

Trains and advises board, committee and commission staff liaisons on Brown Act, parliamentary procedures, rules of procedure, agenda and minutes preparation and other legislative body related issues.

Maintains custody of the City Seal, attests and signs documents

Prepares proclamations, ordinances and resolutions.

Develops, implements and monitors goals, objectives, policies and the budget for the Office of the City Clerk.

Compiles, organizes and interprets data, writes reports and prepares correspondence.

Supervises, trains and evaluates assigned staff.

Analyzes administrative and operational situations and implements change as needed.

Answers questions from the public and City officials regarding ordinances, resolutions and official actions and provides public records and information upon request as appropriate.

Attends a variety of meetings and makes oral and written presentations.

Operates a personal computer and uses applicable software and audio recording devices.
Performs other projects/tasks as assigned.

Class Characteristics:

City Clerk/Director of Clerk Services is an executive position in the Office of the City Manager. The City Clerk function is appointed by City Council. The City Clerk/Director of Clerk Services is responsible for the comprehensive activities of the Office of the City Clerk and exercises a

substantial degree of judgment over a wide variety of difficult administrative, records management and other functions.

The terms and conditions of employment for City Clerk/Director of Clerk Services are stipulated in the Executive Resolution relating to compensation for Executive employees. In accordance with this resolution, this classification is At Will.

Qualification Guidelines:

The following generally describes the knowledge and ability required to enter the job and/or be learned within a reasonable period of time in order to successfully perform the assigned duties:

Knowledge of:

Administrative principles and practices, including goal setting, program development, implementation, and evaluation.

Applicable federal and state laws and regulations to include the Political Reform Act, Brown Act, Public Records Act and the California State Elections Code.

Principles, practices and techniques related to the City Clerk function.

Records management principles and practices.

English usage, spelling, grammar and punctuation.

City government structure and processes.

Techniques for providing a high level of customer service by effectively dealing with the public, vendors, contractors, and City staff.

Analysis and research methods and techniques.

Effective supervisory and management techniques to include budget preparation and administration.

Methods of making effective oral and written presentations.

Public relations and customer service techniques

Negotiations and conflict resolution techniques.

Modern office practices, methods, and computer equipment and applications related to the work.

AND

Ability to:

Develop and implement goals, objectives, policies, procedures, work standards, and internal controls for the City and assigned program areas.

Apply, explain and work in accordance with a variety of laws.

Initiate and compose reports and correspondence and collect, compile and analyze data.

Establish, maintain and foster positive and harmonious relationships with those contacted in the course of work.

Meet and serve the public with professionalism, courtesy and tact.

Organize and prioritize a variety of projects and multiple tasks in an effective and timely manner; organize own work, set priorities, and meet critical time deadlines.

Use tact, initiative, prudence, and independent judgment within general policy, procedural, and legal guidelines to initiate and carry out required procedural assignments.

Use English effectively to communicate in person, over the telephone, and in writing; write clear, concise, objective and interesting text and edit materials for objectivity; prepare clear and comprehensive reports and make effective presentations.

Plan, organize, direct, coordinate, and evaluate the work of supervisory, technical, and office support staff; delegate authority and responsibility. Implement disciplinary actions when warranted.

Think clearly, logically and rationally under pressure, adhere to multiple deadlines and handle multiple projects.

Resolve conflict situations in a fair and amicable manner

Handle job stress and maintain composure in public settings.

Operate modern office equipment including computer equipment and applicable and specialized software including a variety of technology to prepare for, conduct and broadcast legislative body meetings.

Education and Experience:

Any combination of training and experience, which would provide the required knowledge, skills, and abilities is qualifying. A typical way to obtain the required qualifications would be:

A Bachelor's Degree in Management, Business Administration, Public Administration or a related field from an accredited college or university.

AND

Five years of progressively responsible experience in a City Clerk's office or related municipal setting, to include two years of lead or supervisory experience.

Special Requirements:

Must be able to work a flexible schedule to accommodate City needs.

Must be a Notary Public or become a Notary Public within six months of appointment.

Possession of or ability to obtain a Certified Municipal Clerk designation within 24 months of appointment from the International Institute of Municipal Clerks; Master Municipal Clerk designation is desirable

Ability to travel within the area to attend various job related, professional, and organizational activities.

California Government Code §3100 – 3109 requires that all public employees are to be declared disaster service workers and shall take and subscribe to the related oath or affirmation as required.

Physical Tasks and Working Conditions Include the Following:

Work is performed in an office environment and in a Council Chamber and requires sitting for prolonged periods of time using a computer keyboard and screen. The incumbent grasps, stands and walks and may twist, reach, bend, crouch, kneel and lift, move, push, pull, drag and carry boxes of files and other items weighing 30 pounds or less. The incumbent must be able to meet the physical requirements of the class and have mobility, balance, coordination, vision, hearing and dexterity levels appropriate to the duties to be performed.

Fair Labor Standards Act Designation: Exempt.

Revised July 2025 – change from Confidential/Not-Represented to Executive and title change

Revised July 2004 – class consolidation (Clerk Services Manager and City Clerk)

Established July 2002

CONFIDENTIAL/NONREPRESENTED UNIT
 ALLOCATION OF CLASSIFICATIONS TO SALARY RANGES
 Sort by Classification Title

Classification Title	Range	Salary Schedule/Unit	FLSA Exempt
Administrative Assistant - Confidential	809	Confidential/NR	
Assistant to the City Manager/Economic Development Manager	899	Confidential/NR	X
Budget Analyst I	843	Confidential/NR	
Budget Analyst II	873	Confidential/NR	X
Budget and Purchasing Manager	890	Confidential/NR	X
Employee Benefits Specialist	840	Confidential/NR	
Executive Assistant	863	Confidential/NR	
Fiscal Operations Supervisor	880	Confidential/NR	X
Fiscal Services Manager	897	Confidential/NR	X
Human Resources Manager I	883	Confidential/NR	X
Human Resources Manager II	895	Confidential/NR	X
Human Resources Technician I	810	Confidential/NR	
Human Resources Technician II	840	Confidential/NR	
Human Resources/Risk Management Analyst I	863	Confidential/NR	
Human Resources/Risk Management Analyst I (Limited Term/At Will)	863	Confidential/NR	
Human Resources/Risk Management Analyst II	870	Confidential/NR	X
Human Resources/Risk Management Analyst II (Limited Term/At Will)	870	Confidential/NR	X
Payroll Technician I	810	Confidential/NR	
Payroll Technician II	840	Confidential/NR	
Police Behavioral Health Clinician I (+)*	874	Confidential/NR	X
Police Behavioral Health Clinician II (+)*	876	Confidential/NR	X
Public Information Coordinator	881	Confidential/NR	X
Risk Manager	897	Confidential/NR	X
Senior Budget Analyst	881	Confidential/NR	X
Senior Human Resources/Risk Management Analyst	877	Confidential/NR	X
Senior Human Resources/Risk Management Analyst (Limited Term/At Will)	877	Confidential/NR	X

(+) denotes "At Will" classification

* denotes NonRepresented classification

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Administrative Assistant - Confidential	809	Confidential/NR	
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Human Resources Technician II	840	Confidential/NR	
Payroll Technician II	840	Confidential/NR	
Budget Analyst I	843	Confidential/NR	
Executive Assistant	863	Confidential/NR	
Human Resources/Risk Management Analyst I	863	Confidential/NR	
Human Resources/Risk Management Analyst I (Limited Term/At Will)	863	Confidential/NR	
Human Resources/Risk Management Analyst II	870	Confidential/NR	X
Human Resources/Risk Management Analyst II (Limited Term/At Will)	870	Confidential/NR	X
Budget Analyst II	873	Confidential/NR	X
Police Behavioral Health Clinician I (+)*	874	Confidential/NR	X
Police Behavioral Health Clinician II (+)*	876	Confidential/NR	X
Senior Human Resources/Risk Management Analyst	877	Confidential/NR	X
Senior Human Resources/Risk Management Analyst (Limited Term/At Will)	877	Confidential/NR	X
Fiscal Operations Supervisor	880	Confidential/NR	X
Public Information Coordinator	881	Confidential/NR	X
Senior Budget Analyst	881	Confidential/NR	X
Human Resources Manager I	883	Confidential/NR	X
Budget and Purchasing Manager	890	Confidential/NR	X
Human Resources Manager II	895	Confidential/NR	X
Fiscal Services Manager	897	Confidential/NR	X
Risk Manager	897	Confidential/NR	X
Assistant to the City Manager/Economic Development Manager	899	Confidential/NR	X

(+) denotes "At Will" classification

* denotes NonRepresented classification

Range: 800

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.145	1,932	4,185	50,222
02	25.352	2,028	4,394	52,732
03	26.619	2,130	4,614	55,368
04	27.951	2,236	4,845	58,138
05	29.347	2,348	5,087	61,042
06	30.815	2,465	5,341	64,095

Range: 803

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.002	2,000	4,334	52,004
02	26.251	2,100	4,550	54,602
03	27.563	2,205	4,778	57,331
04	28.941	2,315	5,016	60,197
05	30.389	2,431	5,267	63,209
06	31.908	2,553	5,531	66,369

Range: 805

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	26.869	2,150	4,657	55,888
02	28.213	2,257	4,890	58,683
03	29.624	2,370	5,135	61,618
04	31.104	2,488	5,391	64,696
05	32.661	2,613	5,661	67,935
06	34.293	2,743	5,944	71,329

Range: 809

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.096	2,248	4,870	58,440
02	29.500	2,360	5,113	61,360
03	30.975	2,478	5,369	64,428
04	32.524	2,602	5,637	67,650
05	34.149	2,732	5,919	71,030
06	35.857	2,869	6,215	74,583

Range: 810

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.213	2,257	4,890	58,683
02	29.624	2,370	5,135	61,618
03	31.104	2,488	5,391	64,696
04	32.661	2,613	5,661	67,935
05	34.293	2,743	5,944	71,329
06	36.009	2,881	6,242	74,899

Range: 820

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	30.778	2,462	5,335	64,018
02	32.316	2,585	5,601	67,217
03	33.932	2,715	5,882	70,579
04	35.628	2,850	6,176	74,106
05	37.409	2,993	6,484	77,811
06	39.281	3,142	6,809	81,704

Range: 840

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	32.355	2,588	5,608	67,298
02	33.973	2,718	5,889	70,664
03	35.670	2,854	6,183	74,194
04	37.454	2,996	6,492	77,904
05	39.326	3,146	6,817	81,798
06	41.292	3,303	7,157	85,887

Range: 843

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.041	2,643	5,727	68,725
02	34.692	2,775	6,013	72,159
03	36.428	2,914	6,314	75,770
04	38.247	3,060	6,629	79,554
05	40.161	3,213	6,961	83,535
06	42.170	3,374	7,309	87,714

Range: 860

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.674	2,774	6,010	72,122
02	36.406	2,912	6,310	75,724
03	38.227	3,058	6,626	79,512
04	40.138	3,211	6,957	83,487
05	42.146	3,372	7,305	87,664
06	44.254	3,540	7,671	92,048

Range: 863

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	35.593	2,847	6,169	74,033
02	37.373	2,990	6,478	77,736
03	39.242	3,139	6,802	81,623
04	41.203	3,296	7,142	85,702
05	43.263	3,461	7,499	89,987
06	45.427	3,634	7,874	94,488

Range: 865

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.982	2,959	6,410	76,923
02	38.830	3,106	6,731	80,766
03	40.772	3,262	7,067	84,806
04	42.812	3,425	7,421	89,049
05	44.953	3,596	7,792	93,502
06	47.201	3,776	8,182	98,178

Range: 870

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	38.344	3,068	6,646	79,756
02	40.262	3,221	6,979	83,745
03	42.274	3,382	7,327	87,930
04	44.388	3,551	7,694	92,327
05	46.608	3,729	8,079	96,945
06	48.939	3,915	8,483	101,793

Range: 873

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	38.988	3,119	6,758	81,095
02	40.938	3,275	7,096	85,151
03	42.983	3,439	7,450	89,405
04	45.132	3,611	7,823	93,875
05	47.391	3,791	8,214	98,573
06	49.759	3,981	8,625	103,499

Range: 874

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	39.439	3,155	6,836	82,033
02	41.410	3,313	7,178	86,133
03	43.481	3,478	7,537	90,440
04	45.655	3,652	7,914	94,962
05	47.938	3,835	8,309	99,711
06	50.334	4,027	8,725	104,695

Range: 875

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	40.355	3,228	6,995	83,938
02	42.373	3,390	7,345	88,136
03	44.491	3,559	7,712	92,541
04	46.717	3,737	8,098	97,171
05	49.052	3,924	8,502	102,028
06	51.504	4,120	8,927	107,128

Range: 876

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	41.413	3,313	7,178	86,139
02	43.483	3,479	7,537	90,445
03	45.658	3,653	7,914	94,969
04	47.940	3,835	8,310	99,715
05	50.337	4,027	8,725	104,701
06	52.855	4,228	9,162	109,938

Range: 877

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	42.961	3,437	7,447	89,359
02	45.108	3,609	7,819	93,825
03	47.365	3,789	8,210	98,519
04	49.732	3,979	8,620	103,443
05	52.218	4,177	9,051	108,613
06	54.830	4,386	9,504	114,046

Range: 880

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	44.558	3,565	7,723	92,681
02	46.785	3,743	8,109	97,313
03	49.124	3,930	8,515	102,178
04	51.582	4,127	8,941	107,291
05	54.160	4,333	9,388	112,653
06	56.867	4,549	9,857	118,283

Range: 881

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
1	46.004	3,680	7,974	95,688
2	48.305	3,864	8,373	100,474
3	50.721	4,058	8,792	105,500
4	53.256	4,260	9,231	110,772
5	55.920	4,474	9,693	116,314
6	58.714	4,697	10,177	122,125

Range: 883

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
1	47.251	3,780	8,190	98,282
2	49.615	3,969	8,600	103,199
3	52.097	4,168	9,030	108,362
4	54.700	4,376	9,481	113,776
5	57.436	4,595	9,956	119,467
6	60.306	4,824	10,453	125,436

Range: 885

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	48.785	3,903	8,456	101,473
02	51.224	4,098	8,879	106,546
03	53.788	4,303	9,323	111,879
04	56.477	4,518	9,789	117,472
05	59.300	4,744	10,279	123,344
06	62.266	4,981	10,793	129,513

Range: 890

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	50.223	4,018	8,705	104,464
02	52.732	4,219	9,140	109,683
03	55.370	4,430	9,597	115,170
04	58.139	4,651	10,077	120,929
05	61.046	4,884	10,581	126,976
06	64.097	5,128	11,110	133,322

Range: 895

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	52.713	4,217	9,137	109,643
02	55.351	4,428	9,594	115,130
03	58.117	4,649	10,074	120,883
04	61.024	4,882	10,577	126,930
05	64.074	5,126	11,106	133,274
06	67.279	5,382	11,662	139,940

Range: 896

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	54.636	4,371	9,470	113,643
02	57.368	4,589	9,944	119,325
03	60.236	4,819	10,441	125,291
04	63.249	5,060	10,963	131,558
05	66.410	5,313	11,511	138,133
06	69.731	5,578	12,087	145,040

Range: 897

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	55.867	4,469	9,684	116,203
02	58.659	4,693	10,168	122,011
03	61.592	4,927	10,676	128,111
04	64.672	5,174	11,210	134,518
05	67.906	5,432	11,770	141,244
06	71.301	5,704	12,359	148,306

Range: 898

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	56.993	4,559	9,879	118,545
02	59.842	4,787	10,373	124,471
03	62.834	5,027	10,891	130,695
04	65.976	5,278	11,436	137,230
05	69.274	5,542	12,007	144,090
06	72.739	5,819	12,608	151,297

Range: 899

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	66.784	5,343	11,576	138,911
02	70.121	5,610	12,154	145,852
03	73.628	5,890	12,762	153,146
04	77.309	6,185	13,400	160,803
05	81.174	6,494	14,070	168,842
06	85.234	6,819	14,774	177,287

Range: 800

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	24.869	1,990	4,311	51,728
02	26.113	2,089	4,526	54,315
03	27.418	2,193	4,752	57,029
04	28.790	2,303	4,990	59,883
05	30.227	2,418	5,239	62,872
06	31.739	2,539	5,501	66,017

Range: 803

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	25.752	2,060	4,464	53,564
02	27.039	2,163	4,687	56,241
03	28.390	2,271	4,921	59,051
04	29.809	2,385	5,167	62,003
05	31.301	2,504	5,426	65,106
06	32.865	2,629	5,697	68,359

Range: 805

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	27.675	2,214	4,797	57,564
02	29.059	2,325	5,037	60,443
03	30.513	2,441	5,289	63,467
04	32.037	2,563	5,553	66,637
05	33.641	2,691	5,831	69,973
06	35.322	2,826	6,122	73,470

Range: 809

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	28.939	2,315	5,016	60,193
02	30.385	2,431	5,267	63,201
03	31.904	2,552	5,530	66,360
04	33.500	2,680	5,807	69,680
05	35.173	2,814	6,097	73,160
06	36.933	2,955	6,402	76,821

Range: 810

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	29.059	2,325	5,037	60,443
02	30.513	2,441	5,289	63,467
03	32.037	2,563	5,553	66,637
04	33.641	2,691	5,831	69,973
05	35.322	2,826	6,122	73,470
06	37.089	2,967	6,429	77,145

Range: 820

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	31.701	2,536	5,495	65,938
02	33.285	2,663	5,769	69,233
03	34.950	2,796	6,058	72,696
04	36.697	2,936	6,361	76,330
05	38.531	3,082	6,679	80,144
06	40.459	3,237	7,013	84,155

Range: 840

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	33.326	2,666	5,777	69,318
02	34.992	2,799	6,065	72,783
03	36.740	2,939	6,368	76,419
04	38.578	3,086	6,687	80,242
05	40.506	3,240	7,021	84,252
06	42.531	3,402	7,372	88,464

Range: 843

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	34.032	2,723	5,899	70,787
02	35.733	2,859	6,194	74,325
03	37.521	3,002	6,504	78,044
04	39.394	3,152	6,828	81,940
05	41.366	3,309	7,170	86,041
06	43.435	3,475	7,529	90,345

Range: 860

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	35.714	2,857	6,190	74,285
02	37.498	3,000	6,500	77,996
03	39.374	3,150	6,825	81,898
04	41.342	3,307	7,166	85,991
05	43.410	3,473	7,524	90,293
06	45.582	3,647	7,901	94,811

Range: 863

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	36.661	2,933	6,355	76,255
02	38.494	3,080	6,672	80,068
03	40.419	3,234	7,006	84,072
04	42.439	3,395	7,356	88,273
05	44.561	3,565	7,724	92,687
06	46.790	3,743	8,110	97,323

Range: 865

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	38.091	3,047	6,602	79,229
02	39.995	3,200	6,932	83,190
03	41.995	3,360	7,279	87,350
04	44.096	3,528	7,643	91,720
05	46.302	3,704	8,026	96,308
06	48.617	3,889	8,427	101,123

Range: 870

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	39.494	3,160	6,846	82,148
02	41.470	3,318	7,188	86,258
03	43.542	3,483	7,547	90,567
04	45.720	3,658	7,925	95,098
05	48.006	3,840	8,321	99,852
06	50.407	4,033	8,737	104,847

Range: 873

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	40.158	3,213	6,961	83,529
02	42.166	3,373	7,309	87,705
03	44.272	3,542	7,674	92,086
04	46.486	3,719	8,058	96,691
05	48.813	3,905	8,461	101,531
06	51.252	4,100	8,884	106,604

Range: 874

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	40.622	3,250	7,041	84,494
02	42.652	3,412	7,393	88,716
03	44.785	3,583	7,763	93,153
04	47.025	3,762	8,151	97,812
05	49.376	3,950	8,559	102,702
06	51.844	4,148	8,986	107,836

Range: 875

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	41.566	3,325	7,205	86,457
02	43.644	3,492	7,565	90,780
03	45.826	3,666	7,943	95,318
04	48.119	3,850	8,341	100,088
05	50.524	4,042	8,757	105,090
06	53.049	4,244	9,195	110,342

Range: 876

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	42.655	3,412	7,394	88,722
02	44.787	3,583	7,763	93,157
03	47.028	3,762	8,152	97,818
04	49.378	3,950	8,559	102,706
05	51.847	4,148	8,987	107,842
06	54.441	4,355	9,436	113,237

Range: 877

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	44.250	3,540	7,670	92,040
02	46.461	3,717	8,053	96,639
03	48.786	3,903	8,456	101,475
04	51.224	4,098	8,879	106,546
05	53.785	4,303	9,323	111,873
06	56.475	4,518	9,789	117,468

Range: 880

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	45.895	3,672	7,955	95,462
02	48.189	3,855	8,353	100,233
03	50.598	4,048	8,770	105,244
04	53.129	4,250	9,209	110,508
05	55.785	4,463	9,669	116,033
06	58.573	4,686	10,153	121,832

Range: 881

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
1	47.384	3,791	8,213	98,559
2	49.754	3,980	8,624	103,488
3	52.243	4,179	9,055	108,665
4	54.854	4,388	9,508	114,096
5	57.598	4,608	9,984	119,804
6	60.475	4,838	10,482	125,788

Range: 883

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
1	48.669	3,894	8,436	101,232
2	51.103	4,088	8,858	106,294
3	53.660	4,293	9,301	111,613
4	56.341	4,507	9,766	117,189
5	59.159	4,733	10,254	123,051
6	62.115	4,969	10,767	129,199

Range: 885

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	50.249	4,020	8,710	104,518
02	52.761	4,221	9,145	109,743
03	55.402	4,432	9,603	115,236
04	58.171	4,654	10,083	120,996
05	61.079	4,886	10,587	127,044
06	64.134	5,131	11,117	133,399

Range: 890

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	51.730	4,138	8,967	107,598
02	54.314	4,345	9,414	112,973
03	57.031	4,562	9,885	118,624
04	59.883	4,791	10,380	124,557
05	62.877	5,030	10,899	130,784
06	66.020	5,282	11,443	137,322

Range: 895

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	54.294	4,344	9,411	112,932
02	57.012	4,561	9,882	118,585
03	59.861	4,789	10,376	124,511
04	62.855	5,028	10,895	130,738
05	65.996	5,280	11,439	137,272
06	69.297	5,544	12,011	144,138

Range: 896

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	56.275	4,502	9,754	117,052
02	59.089	4,727	10,242	122,905
03	62.043	4,963	10,754	129,049
04	65.146	5,212	11,292	135,504
05	68.402	5,472	11,856	142,276
06	71.823	5,746	12,449	149,392

Range: 897

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	57.543	4,603	9,974	119,689
02	60.419	4,834	10,473	125,672
03	63.440	5,075	10,996	131,955
04	66.612	5,329	11,546	138,553
05	69.943	5,595	12,123	145,481
06	73.440	5,875	12,730	152,755

Range: 898

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	58.703	4,696	10,175	122,102
02	61.637	4,931	10,684	128,205
03	64.719	5,178	11,218	134,616
04	67.955	5,436	11,779	141,346
05	71.352	5,708	12,368	148,412
06	74.921	5,994	12,986	155,836

Range: 899

<u>Step</u>	<u>Hourly</u>	<u>Bi-Weekly</u>	<u>Monthly</u>	<u>Annually</u>
01	68.788	5,503	11,923	143,079
02	72.225	5,778	12,519	150,228
03	75.837	6,067	13,145	157,741
04	79.628	6,370	13,802	165,626
05	83.609	6,689	14,492	173,907
06	87.791	7,023	15,217	182,605