

RESOLUTION NO. 2025-XXX

A RESOLUTION OF THE CITY COUNCIL OF THE CITY OF FULLERTON, CALIFORNIA, ADOPTING, UPDATING AND DELETING CERTAIN CLASSIFICATION SPECIFICATIONS IN THE PERSONNEL CLASSIFICATION PLAN AND AMENDING RESOLUTION NO. 2023-064 RELATING TO COMPENSATION FOR CONFIDENTIAL/NONREPRESENTED EMPLOYEES APPENDIX A

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

1. City Council adopts the following revised classification specification (attached):

<u>Title</u>	<u>Effective Date</u>
Administrative Analyst Series	August 2025

2. City Council amends Resolution No. 2023-064 Relating to Compensation for Confidential / NonRepresented Employees Appendix A (attached) by updating the schedule as follows:

<u>Title</u>	<u>Range</u>	<u>Bottom (hourly)</u>	<u>Top (hourly)</u>
Administrative Analyst I – Confidential	820	\$30.788	\$39.281
Administrative Analyst II – Confidential	860	\$36.390	\$46.444

3. City Council deletes the following superseded classification specifications from the classification plan:

<u>Title</u>	<u>Effective Date</u>
Administrative Analyst Series	October 2024

4. This resolution becomes effective August 30, 2025.

ADOPTED BY THE FULLERTON CITY COUNCIL ON AUGUST 19, 2025.

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Fred Jung  
Mayor

ATTEST:

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Lucinda Williams, MMC  
City Clerk

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Date

Attachments:

- Attachment 1 – Administrative Analyst Series Classification Specification
- Attachment 2 – Confidential / NonRepresented Appendix A

## **ADMINISTRATIVE ANALYST SERIES**

### **Definition:**

Under varying levels of supervision assists in the operation of a variety of activities within an assigned department or major program; analyzes data; prepares reports and makes recommendations; provides a wide variety of administrative assistance to management and performs related work as required.

### **Class Titles**

**Administrative Analyst I**  
**Administrative Analyst I - Confidential**  
**Administrative Analyst II**  
**Administrative Analyst II - Confidential**

### **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.

Researches, compiles and organizes data for management review.

Conducts surveys and performs research and statistical analyses.

Reviews and evaluates forms and manuals and recommends changes.

Composes and issues correspondence and prepares a variety of reports independently.

Coordinates services and activities with other City departments/divisions and with outside agencies and organizations.

Interacts with City personnel, the public and representatives of other agencies in the review, analysis, adjustment and implementation of City programs and policies.

Administers or assists in administering service contracts.

Assists in preparing and monitoring a department budget and expenditure of funds.

Analyzes applicable federal, state and local legislation, regulations and codes and prepares reports concerning the potential impact of same.

Receives and responds to citizen and vendor related inquiries and concerns.

Makes oral and written presentations.

Participates in a variety of meetings, may provide staff assistance to commissions or other groups and serves as a departmental or City representative at meetings as assigned.

Prepares or coordinates the preparation of grant applications and conducts the administrative action necessary to implement grants when received.

Drives a vehicle on City business depending on area assigned.

### **Class Characteristics:**

Administrative Analyst I and Administrative Analyst I – Confidential are entry level classes associated with the less complex assignments and/or projects in the general field of public administration. An incumbent may have limited experience and normally works under direct supervision. Administrative Analyst II is a trained, responsible class. Incumbents are experienced in and knowledgeable of general public administration and perform the more complex duties of the classification. They are assigned wider responsibilities and greater operating independence than an Administrative Analyst I and may serve as a lead to lower-level classifications. An Administrative Analyst II normally works under the general supervision of the department or a division head.

Administrative Analyst I – Confidential and Administrative Analyst II – Confidential are distinguished from Administrative Analyst I and Administrative Analyst II by their specific assignment to Human Resources or Administrative Services Departments and the resulting involvement and exposure to matters related to employer-employee relations and may have access to or may prepare confidential materials and information. The duties performed by the Administrative Analyst I – Confidential and Administrative Analyst II – Confidential require a higher level of sensitivity and tact, and a thorough understanding of the functions, programs and services of the Human Resources or Administrative Services Departments.

Positions in the Administrative Analyst class series are flexibly staffed; positions at the II level are normally filled by advancement from the I level. Progression to the II level is dependent on (a) the incumbent meeting the knowledge, skills and abilities for the classification including any licenses and certifications; (b) current performance rating of at least "Exceeds Expectation"; (c) at least one year of experience at al level; and (d) City Manager approval for progression to the Administrative Analyst II level.

Bargaining Group:

Administrative Analyst I/II – FMEF

Administrative Analyst I/II – Confidential – Confidential/NonRepresented

### **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:

### **Administrative Analyst I /Administrative Analyst I - Confidential**

#### **Knowledge of:**

Principles and practices of public administration and business organization.

Techniques and methods of administrative analysis and research.

Administrative Analyst Series

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Mathematical principles.

Methods of making oral and written presentations.

Business letter and report writing and business math.

English usage, syntax, spelling, grammar, vocabulary and punctuation.

Modern equipment and communication tools used for business functions and program, project, and task coordination, including computers and software programs relevant to work performed.

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

**AND**

**Ability to:**

Conduct effective, responsible research and analysis.

Prepare comprehensive reports.

Communicate clearly and concisely, both orally and in writing, using appropriate English grammar and syntax; make oral presentations.

Use independent judgment and initiative.

Understand and carry out oral and written instructions.

Handle job stress and maintain composure in public settings.

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

Read at the level required for successful job performance.

Effectively use computer systems, software applications relevant to work performed and modern business equipment to perform a variety of work tasks.

**Administrative Analyst II/Administrative Analyst II - Confidential**

**In addition to those of the Administrative Analyst I/Administrative Analyst I - Confidential**

**Knowledge Of**

Municipal government structure.

Current trends in public administration.

Applicable federal, state and local laws, regulatory codes, ordinances and procedures related to area of assignment.

Basic principles and practices of budget administration and monitoring.

Principles of providing functional direction and training.

**AND**

**Ability to**

Draw conclusions and make recommendations based on data.

Organize and conduct meetings.

Analyze and solve problems.

Independently organize work, set priorities, meet critical deadlines and follow-up on assignments.

Effectively provide staff leadership and work direction.

**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:

Bachelor's degree or equivalent from an accredited college or university in business administration, public administration, or a closely related field.

**AND**

Administrative Analyst I/Administrative Analyst I - Confidential:

None

Administrative Analyst II/Administrative Analyst II - Confidential:

Two years of experience at a level equivalent to a City of Fullerton Administrative Analyst I or Administrative Analyst I- Confidential

**Special Requirements:**

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

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

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. Office work requires sitting for periods of time and the use of a computer keyboard and screen. The incumbent stands, kneels, bends, crouches, twists and may grasp, lift, carry, push, pull and drag boxes of files and records weighing 30 pounds or less and, depending on area assigned, drive a vehicle on City business. The incumbent must be able to meet the physical requirements of the class and have mobility, vision, hearing and dexterity levels appropriate to the duties to be performed.

**Fair Labor Standards Act Designation:**

Administrative Analyst I/Administrative Analyst I - Confidential:	Non-Exempt.
Administrative Analyst II/Administrative Analyst II - Confidential:	Non-Exempt.

Revised August 2025 – addition of Administrative Analyst I/II - Confidential

Revised October 2024 including removal of Senior Administrative Analyst

Revised July 2003

Revised August 1995

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

<b>Classification Title</b>	<b>Range</b>	<b>Salary Schedule/Unit</b>	<b>FLSA Exempt</b>
Administrative Analyst I - Confidential	820	Confidential/NR	
Administrative Analyst II - Confidential	860	Confidential/NR	
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



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

<b>Classification Title</b>	<b>Range</b>	<b>Salary Schedule/Unit</b>	<b>FLSA Exempt</b>
Administrative Assistant - Confidential	809	Confidential/NR	
Human Resources Technician I	810	Confidential/NR	
Payroll Technician I	810	Confidential/NR	
Administrative Analyst I - Confidential	820	Confidential/NR	
Employee Benefits Specialist	840	Confidential/NR	
Human Resources Technician II	840	Confidential/NR	
Payroll Technician II	840	Confidential/NR	
Budget Analyst I	843	Confidential/NR	
Administrative Analyst II - Confidential	860	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

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**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	36.390	2,911	6,308	75,691
02	38.209	3,057	6,623	79,475
03	40.120	3,210	6,954	83,450
04	42.125	3,370	7,302	87,620
05	44.231	3,538	7,667	92,000
06	46.444	3,716	8,050	96,604

**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	37.482	2,999	6,497	77,963
02	39.355	3,148	6,822	81,858
03	41.324	3,306	7,163	85,954
04	43.389	3,471	7,521	90,249
05	45.558	3,645	7,897	94,761
06	47.837	3,827	8,292	99,501

**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