

2018-2019
&
2019-2020
CITY OF LOMA LINDA
COMPENSATION PLAN

Contains the Miscellaneous and Safety Compensation Plans and relates Salary Schedules

Modified (Miscellaneous) and Adopted: Resolution No. 2994 – December 11, 2018

**CITY OF LOMA LINDA
COMPENSATION PLAN
MISCELLANEOUS EMPLOYEES
FISCAL YEAR 2018-2019**

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
STUDENT INTERN	12	\$14.28	
ADMINISTRATIVE SPECIALIST I	13	\$32,083.92	\$43,021.13
ACCOUNTING TECHNICIAN I	14	\$34,650.63	\$46,462.80
ADMINISTRATIVE SPECIALIST II	14	\$34,650.63	\$46,462.80
FIELD MAINTENANCE TECH I	15	\$37,422.68	\$50,179.84
UTILITIES AIDE	15	\$37,422.68	\$50,179.84
ACCOUNTING TECHNICIAN II	16	\$40,416.50	\$54,194.23
PARKING CONTROL OFFICER-SPECIAL EVENTS COORDINATOR	16	\$40,416.50	\$54,194.23
UTILITIES MAINTENANCE TECH I	16	\$40,416.50	\$54,194.23
ACCOUNTING SPECIALIST	17	\$43,649.82	\$58,529.77
ADMINISTRATIVE SPECIALIST III	17	\$43,649.82	\$58,529.77
TREATMENT PLANT OPERATOR I	17	\$43,649.82	\$58,529.77
CUSTOMER SERVICE/METER TECH	18	\$47,141.81	\$63,212.15
FIELD MAINTENANCE TECH II	18	\$47,141.81	\$63,212.15
STORMWATER INSPECTOR	18	\$47,141.81	\$63,212.15
CODE COMPLIANCE/ANIMAL CONTROL OFFICER	18	\$47,141.81	\$63,212.15
PARKING ENFORCEMENT/ANIMAL CONTROL OFFICER	18	\$47,141.81	\$63,212.15
ENGINEERING TECHNICIAN	19	\$50,913.15	\$68,269.11
EXECUTIVE AIDE	19	\$50,913.15	\$68,269.11
FACILITY MAINTENANCE COORDINATOR	19	\$50,913.15	\$68,269.11
FIELD MAINTENANCE TECH III	19	\$50,913.15	\$68,269.11
LEAD MECHANIC/FLEET SVCS COORDINATOR	19	\$50,913.15	\$68,269.11
PLANNING TECHNICIAN	19	\$50,913.15	\$68,269.11
SUPERVISING ACCOUNTING TECHNICIAN	19	\$50,913.15	\$68,269.11
TREATMENT PLANT OPERATOR II	19	\$50,913.15	\$68,269.11
UTILITIES MAINTENANCE TECH II	19	\$50,913.15	\$68,269.11
HUMAN RESOURCES - RISK MANAGEMENT ANALYST	19	\$50,913.15	\$68,269.11
ASSISTANT PLANNER	20	\$54,986.20	\$73,730.63
EXECUTIVE ASSISTANT	20	\$54,986.20	\$73,730.63
INFORMATION SYSTEMS ANALYST I	20	\$54,986.20	\$73,730.63
SENIOR CODE ENFORCEMENT OFFICER	20	\$54,986.20	\$73,730.63
TREATMENT PLANT OPERATOR III	20	\$54,986.20	\$73,730.63
UTILITIES MAINTENANCE TECH III	20	\$54,986.20	\$73,730.63
UTILILTIES PLANT MAINTENACE MECHANIC	20	\$54,986.20	\$73,730.63
ASSOCIATE PLANNER	21	\$59,385.10	\$79,629.08
FIRE PREVENTION INSPECTOR	21	\$59,385.10	\$79,629.08
INFORMATION SYSTEMS ANALYST II	21	\$59,385.10	\$79,629.08
SENIOR ACCOUNTANT/FINANCIAL ANALYST (PT)	21	\$27.18/hourly	\$36.44/hourly
SENIOR CENTER MANAGER (P/T)	21	\$27.18/hourly	\$36.44/hourly
INFORMATION SYSTEMS ANALYST III	22	\$64,135.91	\$85,999.43
EMERGENCY SERVICES COCRDINATOR	22	\$64,135.91	\$85,999.43
COMMUNICATIONS INFRUSTRUCTURE INSPECTOR	23	\$69,266.78	\$92,879.37

**CITY OF LOMA LINDA
 COMPENSATION PLAN
 MISCELLANEOUS EMPLOYEES
 FISCAL YEAR 2018-2019**

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
ACCOUNTING MANAGER	24	\$74,808.12	\$100,309.73
FIELD SERVICES SUPERINTENDENT	25	\$74,808.12	\$108,334.49
INFORMATION SYSTEMS ANALYST IV	25	\$74,808.12	\$108,334.49
SENIOR PLANNER	25	\$74,808.12	\$108,334.49
UTILITY SERVICES SUPERINTENDENT	25	\$74,808.12	\$108,334.49
ASSOCIATE ENGINEER	26	\$87,256.19	\$117,001.25
CITY CLERK-HOUSING COORDINATOR	27	\$94,236.69	\$126,361.34
COMMUNITY DEVELOPMENT DIRECTOR	30	\$118,711.09	\$159,178.90
FINANCE DIRECTOR	30	\$118,711.09	\$159,178.90
PUBLIC WORKS DIRECTOR/CITY ENGINEER	31	\$128,207.98	\$171,913.24
ASSISTANT CITY MANAGER	32	\$138,464.62	\$185,666.29
FIRE CHIEF	33	\$149,541.79	\$200,519.59
CITY MANAGER	Contract		\$233,928.45
CITY COUNCIL	LLMC 2.12.020		\$1,066.73/monthly
Ordinance 732, adopted May 10, 2016			
ADOPTED:			
City Manager Contract approved 6/26/2018			

CITY OF LOMA LINDA
SALARY SCHEDULE
MISCELLANEOUS EMPLOYEES
FISCAL YEAR 2018-2019

	GRADE	MIN/STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Annual	11	\$27,506.79	\$28,882.13	\$30,326.24	\$31,842.55	\$33,434.68	\$35,106.41	\$35,984.07	\$36,883.67
Monthly		\$2,292.23	\$2,406.84	\$2,527.19	\$2,653.55	\$2,786.22	\$2,925.53	\$2,998.67	\$3,073.64
Bi-weekly		\$1,057.95	\$1,110.85	\$1,166.39	\$1,224.71	\$1,285.95	\$1,350.25	\$1,384.00	\$1,418.60
Hourly		\$13.22	\$13.89	\$14.58	\$15.31	\$16.07	\$16.88	\$17.30	\$17.73
Annual	12	\$29,707.33	\$31,192.70	\$32,752.34	\$34,389.96	\$36,109.46	\$37,914.93	\$38,862.80	\$39,834.37
Monthly		\$2,475.61	\$2,599.39	\$2,729.36	\$2,865.83	\$3,009.12	\$3,159.58	\$3,238.57	\$3,319.53
Bi-weekly		\$1,142.59	\$1,199.72	\$1,259.71	\$1,322.69	\$1,388.83	\$1,458.27	\$1,494.72	\$1,532.09
Hourly		\$14.28	\$15.00	\$15.75	\$16.53	\$17.36	\$18.23	\$18.68	\$19.15
Annual	13	\$32,083.92	\$33,688.12	\$35,372.53	\$37,141.16	\$38,998.22	\$40,948.13	\$41,971.83	\$43,021.13
Monthly		\$2,673.66	\$2,807.34	\$2,947.71	\$3,095.10	\$3,249.85	\$3,412.34	\$3,497.65	\$3,585.09
Bi-weekly		\$1,234.00	\$1,295.70	\$1,360.48	\$1,428.51	\$1,499.93	\$1,574.93	\$1,614.30	\$1,654.66
Hourly		\$15.42	\$16.20	\$17.01	\$17.86	\$18.75	\$19.69	\$20.18	\$20.68
Annual	14	\$34,650.63	\$36,383.16	\$38,202.32	\$40,112.44	\$42,118.06	\$44,223.96	\$45,329.56	\$46,462.80
Monthly		\$2,887.55	\$3,031.93	\$3,183.53	\$3,342.70	\$3,509.84	\$3,685.33	\$3,777.46	\$3,871.90
Bi-weekly		\$1,332.72	\$1,399.35	\$1,469.32	\$1,542.79	\$1,619.93	\$1,700.92	\$1,743.44	\$1,787.03
Hourly		\$16.66	\$17.49	\$18.37	\$19.28	\$20.25	\$21.26	\$21.79	\$22.34
Annual	15	\$37,422.68	\$39,293.82	\$41,258.51	\$43,321.44	\$45,487.51	\$47,761.89	\$48,955.94	\$50,179.84
Monthly		\$3,118.56	\$3,274.49	\$3,438.21	\$3,610.12	\$3,790.63	\$3,980.16	\$4,079.66	\$4,181.65
Bi-weekly		\$1,439.33	\$1,511.30	\$1,586.87	\$1,666.21	\$1,749.52	\$1,837.00	\$1,882.92	\$1,929.99
Hourly		\$17.99	\$18.89	\$19.84	\$20.83	\$21.87	\$22.96	\$23.54	\$24.12
Annual	16	\$40,416.50	\$42,437.33	\$44,559.20	\$46,787.16	\$49,126.52	\$51,582.85	\$52,872.42	\$54,194.23
Monthly		\$3,368.04	\$3,536.44	\$3,713.27	\$3,898.93	\$4,093.88	\$4,298.57	\$4,406.04	\$4,516.19
Bi-weekly		\$1,554.48	\$1,632.21	\$1,713.82	\$1,799.51	\$1,889.48	\$1,983.96	\$2,033.55	\$2,084.39
Hourly		\$19.43	\$20.40	\$21.42	\$22.49	\$23.62	\$24.80	\$25.42	\$26.05
Annual	17	\$43,649.82	\$45,832.31	\$48,123.93	\$50,530.13	\$53,056.64	\$55,709.47	\$57,102.21	\$58,529.77
Monthly		\$3,637.49	\$3,819.36	\$4,010.33	\$4,210.84	\$4,421.39	\$4,642.46	\$4,758.52	\$4,877.48
Bi-weekly		\$1,678.84	\$1,762.78	\$1,850.92	\$1,943.47	\$2,040.64	\$2,142.67	\$2,196.24	\$2,251.15
Hourly		\$20.99	\$22.03	\$23.14	\$24.29	\$25.51	\$26.78	\$27.45	\$28.14
Annual	18	\$47,141.81	\$49,498.90	\$51,973.85	\$54,572.54	\$57,301.17	\$60,166.23	\$61,670.39	\$63,212.15
Monthly		\$3,928.48	\$4,124.91	\$4,331.15	\$4,547.71	\$4,775.10	\$5,013.85	\$5,139.20	\$5,267.68
Bi-weekly		\$1,813.15	\$1,903.80	\$1,998.99	\$2,098.94	\$2,203.89	\$2,314.09	\$2,371.94	\$2,431.24
Hourly		\$22.66	\$23.80	\$24.99	\$26.24	\$27.55	\$28.93	\$29.65	\$30.39
Annual	19	\$50,913.15	\$53,458.81	\$56,131.75	\$58,938.34	\$61,885.26	\$64,979.52	\$66,604.01	\$68,269.11
Monthly		\$4,242.76	\$4,454.90	\$4,677.65	\$4,911.53	\$5,157.11	\$5,414.96	\$5,550.33	\$5,689.09
Bi-weekly		\$1,958.20	\$2,056.11	\$2,158.91	\$2,266.86	\$2,380.20	\$2,499.21	\$2,561.69	\$2,625.74
Hourly		\$24.48	\$25.70	\$26.99	\$28.34	\$29.75	\$31.24	\$32.02	\$32.82
Annual	20	\$54,986.20	\$57,735.51	\$60,622.29	\$63,653.40	\$66,836.07	\$70,177.87	\$71,932.32	\$73,730.63
Monthly		\$4,582.18	\$4,811.29	\$5,051.86	\$5,304.45	\$5,569.67	\$5,848.16	\$5,994.36	\$6,144.22
Bi-weekly		\$2,114.85	\$2,220.60	\$2,331.63	\$2,448.21	\$2,570.62	\$2,699.15	\$2,766.63	\$2,835.79
Hourly		\$26.44	\$27.76	\$29.15	\$30.60	\$32.13	\$33.74	\$34.58	\$35.45
Annual	21	\$59,385.10	\$62,354.36	\$65,472.08	\$68,745.68	\$72,182.96	\$75,792.11	\$77,686.91	\$79,629.08
Monthly		\$4,948.76	\$5,196.20	\$5,456.01	\$5,728.81	\$6,015.25	\$6,316.01	\$6,473.91	\$6,635.76
Bi-weekly		\$2,284.04	\$2,398.24	\$2,518.16	\$2,644.06	\$2,776.27	\$2,915.08	\$2,987.96	\$3,062.66
Hourly		\$28.55	\$29.98	\$31.48	\$33.05	\$34.70	\$36.44	\$37.35	\$38.28
Annual	22	\$64,135.91	\$67,342.71	\$70,709.85	\$74,245.34	\$77,957.61	\$81,855.49	\$83,901.88	\$85,999.43
Monthly		\$5,344.66	\$5,611.89	\$5,892.49	\$6,187.11	\$6,496.47	\$6,821.29	\$6,991.82	\$7,166.62
Bi-weekly		\$2,466.77	\$2,590.10	\$2,719.61	\$2,855.59	\$2,998.37	\$3,148.29	\$3,227.00	\$3,307.67
Hourly		\$30.83	\$32.38	\$34.00	\$35.69	\$37.48	\$39.35	\$40.34	\$41.35
Annual	23	\$69,266.78	\$72,730.12	\$76,366.63	\$80,184.96	\$84,194.21	\$88,403.92	\$90,614.02	\$92,879.37
Monthly		\$5,772.23	\$6,060.84	\$6,363.89	\$6,682.08	\$7,016.18	\$7,366.99	\$7,551.17	\$7,739.95
Bi-weekly		\$2,664.11	\$2,797.31	\$2,937.18	\$3,084.04	\$3,238.24	\$3,400.15	\$3,485.15	\$3,572.28
Hourly		\$33.30	\$34.97	\$36.71	\$38.55	\$40.48	\$42.50	\$43.56	\$44.65

**COMPENSATION CITY OF LOMA LINDA
COMPENSATION PLAN
SAFETY EMPLOYEES
FISCAL YEAR 2018-2019**

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
FIREFIGHTER-EMT	FIRE 1	\$60,525.48	\$79,225.88
FIREFIGHTER/PARAMEDIC	FIRE 4	\$70,065.81	\$91,713.86
FIRE ENGINEER	FIRE 6	\$77,247.56	\$101,114.54
FIRE CAPTAIN	FIRE 8	\$85,165.44	\$111,478.78
FIRE BATTALION CHIEF	FIRE 12	\$103,519.13	\$135,503.16
FIRE DIVISION CHIEF	FIRE 14	\$114,129.84	\$149,392.23

CITY OF LOMA LINDA
SALARY SCHEDULE
SAFETY EMPLOYEES
FISCAL YEAR 2018-2019

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Annual	FIRE 1	\$60,525.48	\$63,551.75	\$66,729.34	\$70,065.81	\$73,569.10	\$75,408.33	\$77,293.54	\$79,225.88
Monthly		\$5,043.79	\$5,295.98	\$5,560.78	\$5,838.82	\$6,130.76	\$6,284.03	\$6,441.13	\$6,602.16
Bi-weekly		\$2,327.90	\$2,444.30	\$2,566.51	\$2,694.84	\$2,829.58	\$2,900.32	\$2,972.83	\$3,047.15
40-hour		\$29.10	\$30.55	\$32.08	\$33.69	\$35.37	\$36.25	\$37.16	\$38.09
56-hour		\$20.78	\$21.82	\$22.92	\$24.06	\$25.26	\$25.90	\$26.54	\$27.21
Annual	FIRE 2	\$63,551.75	\$66,729.34	\$70,065.81	\$73,569.10	\$77,247.56	\$79,178.75	\$81,158.22	\$83,187.18
Monthly		\$5,295.98	\$5,560.78	\$5,838.82	\$6,130.76	\$6,437.30	\$6,598.23	\$6,763.19	\$6,932.27
Bi-weekly		\$2,444.30	\$2,566.51	\$2,694.84	\$2,829.58	\$2,971.06	\$3,045.34	\$3,121.47	\$3,199.51
40-hour		\$30.55	\$32.08	\$33.69	\$35.37	\$37.14	\$38.07	\$39.02	\$39.99
56-hour		\$21.82	\$22.92	\$24.06	\$25.26	\$26.53	\$27.19	\$27.87	\$28.57
Annual	FIRE 3	\$66,729.34	\$70,065.81	\$73,569.10	\$77,247.56	\$81,109.94	\$83,137.69	\$85,216.13	\$87,346.53
Monthly		\$5,560.78	\$5,838.82	\$6,130.76	\$6,437.30	\$6,759.16	\$6,928.14	\$7,101.34	\$7,278.88
Bi-weekly		\$2,566.51	\$2,694.84	\$2,829.58	\$2,971.06	\$3,119.61	\$3,197.60	\$3,277.54	\$3,359.48
40-hour		\$32.08	\$33.69	\$35.37	\$37.14	\$39.00	\$39.97	\$40.97	\$41.99
56-hour		\$22.92	\$24.06	\$25.26	\$26.53	\$27.85	\$28.55	\$29.26	\$30.00
Annual	FIRE 4	\$70,065.81	\$73,569.10	\$77,247.56	\$81,109.94	\$85,165.44	\$87,294.58	\$89,476.94	\$91,713.86
Monthly		\$5,838.82	\$6,130.76	\$6,437.30	\$6,759.16	\$7,097.12	\$7,274.55	\$7,456.41	\$7,642.82
Bi-weekly		\$2,694.84	\$2,829.58	\$2,971.06	\$3,119.61	\$3,275.59	\$3,357.48	\$3,441.42	\$3,527.46
40-hour		\$33.69	\$35.37	\$37.14	\$39.00	\$40.94	\$41.97	\$43.02	\$44.09
56-hour		\$24.06	\$25.26	\$26.53	\$27.85	\$29.25	\$29.98	\$30.73	\$31.50
Annual	FIRE 5	\$73,569.10	\$77,247.56	\$81,109.94	\$85,165.44	\$89,423.71	\$91,659.30	\$93,950.78	\$96,299.55
Monthly		\$6,130.76	\$6,437.30	\$6,759.16	\$7,097.12	\$7,451.98	\$7,638.28	\$7,829.23	\$8,024.96
Bi-weekly		\$2,829.58	\$2,971.06	\$3,119.61	\$3,275.59	\$3,439.37	\$3,525.36	\$3,613.49	\$3,703.83
40-hour		\$35.37	\$37.14	\$39.00	\$40.94	\$42.99	\$44.07	\$45.17	\$46.30
56-hour		\$25.26	\$26.53	\$27.85	\$29.25	\$30.71	\$31.48	\$32.26	\$33.07
Annual	FIRE 6	\$77,247.56	\$81,109.94	\$85,165.44	\$89,423.71	\$93,894.90	\$96,242.27	\$98,648.33	\$101,114.54
Monthly		\$6,437.30	\$6,759.16	\$7,097.12	\$7,451.98	\$7,824.58	\$8,020.19	\$8,220.69	\$8,426.21
Bi-weekly		\$2,971.06	\$3,119.61	\$3,275.59	\$3,439.37	\$3,611.34	\$3,701.63	\$3,794.17	\$3,889.02
40-hour		\$37.14	\$39.00	\$40.94	\$42.99	\$45.14	\$46.27	\$47.43	\$48.61
56-hour		\$26.53	\$27.85	\$29.25	\$30.71	\$32.24	\$33.05	\$33.88	\$34.72
Annual	FIRE 7	\$81,109.94	\$85,165.44	\$89,423.71	\$93,894.90	\$98,589.65	\$101,054.39	\$103,580.75	\$106,170.27
Monthly		\$6,759.16	\$7,097.12	\$7,451.98	\$7,824.58	\$8,215.80	\$8,421.20	\$8,631.73	\$8,847.52
Bi-weekly		\$3,119.61	\$3,275.59	\$3,439.37	\$3,611.34	\$3,791.91	\$3,886.71	\$3,983.88	\$4,083.47
40-hour		\$39.00	\$40.94	\$42.99	\$45.14	\$47.40	\$48.58	\$49.80	\$51.04
56-hour		\$27.85	\$29.25	\$30.71	\$32.24	\$33.86	\$34.70	\$35.57	\$36.46
Annual	FIRE 8	\$85,165.44	\$89,423.71	\$93,894.90	\$98,589.65	\$103,519.13	\$106,107.11	\$108,759.79	\$111,478.78
Monthly		\$7,097.12	\$7,451.98	\$7,824.58	\$8,215.80	\$8,626.59	\$8,842.26	\$9,063.32	\$9,289.90
Bi-weekly		\$3,275.59	\$3,439.37	\$3,611.34	\$3,791.91	\$3,981.51	\$4,081.04	\$4,183.07	\$4,287.65
40-hour		\$40.94	\$42.99	\$45.14	\$47.40	\$49.77	\$51.01	\$52.29	\$53.60
56-hour		\$29.25	\$30.71	\$32.24	\$33.86	\$35.55	\$36.44	\$37.35	\$38.28

CITY OF LOMA LINDA
SALARY SCHEDULE
SAFETY EMPLOYEES
FISCAL YEAR 2018-2019

Annual	FIRE 9	\$89,423.71	\$93,894.90	\$98,589.65	\$103,519.13	\$108,695.09	\$111,412.47	\$114,197.78	\$117,052.72
Monthly		\$7,451.98	\$7,824.58	\$8,215.80	\$8,626.59	\$9,057.92	\$9,284.37	\$9,516.48	\$9,754.39
Bi-weekly		\$3,439.37	\$3,611.34	\$3,791.91	\$3,981.51	\$4,180.58	\$4,285.10	\$4,392.22	\$4,502.03
40-hour		\$42.99	\$45.14	\$47.40	\$49.77	\$52.26	\$53.56	\$54.90	\$56.28
56-hour		\$30.71	\$32.24	\$33.86	\$35.55	\$37.33	\$38.26	\$39.22	\$40.20
Annual	FIRE 10	\$93,894.90	\$98,589.65	\$103,519.13	\$108,695.09	\$114,129.84	\$116,983.09	\$119,907.67	\$122,905.36
Monthly		\$7,824.58	\$8,215.80	\$8,626.59	\$9,057.92	\$9,510.82	\$9,748.59	\$9,992.31	\$10,242.11
Bi-weekly		\$3,611.34	\$3,791.91	\$3,981.51	\$4,180.58	\$4,389.61	\$4,499.35	\$4,611.83	\$4,727.13
40-hour		\$45.14	\$47.40	\$49.77	\$52.26	\$54.87	\$56.24	\$57.65	\$59.09
56-hour		\$32.24	\$33.86	\$35.55	\$37.33	\$39.19	\$40.17	\$41.18	\$42.21
Annual	FIRE 11	\$98,589.65	\$103,519.13	\$108,695.09	\$114,129.84	\$119,836.33	\$122,832.24	\$125,903.05	\$129,050.63
Monthly		\$8,215.80	\$8,626.59	\$9,057.92	\$9,510.82	\$9,986.36	\$10,236.02	\$10,491.92	\$10,754.22
Bi-weekly		\$3,791.91	\$3,981.51	\$4,180.58	\$4,389.61	\$4,609.09	\$4,724.32	\$4,842.43	\$4,963.49
40-hour		\$47.40	\$49.77	\$52.26	\$54.87	\$57.61	\$59.05	\$60.53	\$62.04
56-hour		\$33.86	\$35.55	\$37.33	\$39.19	\$41.15	\$42.18	\$43.24	\$44.32
Annual	FIRE 12	\$103,519.13	\$108,695.09	\$114,129.84	\$119,836.33	\$125,828.15	\$128,973.85	\$132,198.20	\$135,503.16
Monthly		\$8,626.59	\$9,057.92	\$9,510.82	\$9,986.36	\$10,485.68	\$10,747.82	\$11,016.52	\$11,291.93
Bi-weekly		\$3,981.51	\$4,180.58	\$4,389.61	\$4,609.09	\$4,839.54	\$4,960.53	\$5,084.55	\$5,211.66
40-hour		\$49.77	\$52.26	\$54.87	\$57.61	\$60.49	\$62.01	\$63.56	\$65.15
56-hour		\$35.55	\$37.33	\$39.19	\$41.15	\$43.21	\$44.29	\$45.40	\$46.53
Annual	FIRE 13	\$108,695.09	\$114,129.84	\$119,836.33	\$125,828.15	\$132,119.56	\$135,422.55	\$138,808.11	\$142,278.31
Monthly		\$9,057.92	\$9,510.82	\$9,986.36	\$10,485.68	\$11,009.96	\$11,285.21	\$11,567.34	\$11,856.53
Bi-weekly		\$4,180.58	\$4,389.61	\$4,609.09	\$4,839.54	\$5,081.52	\$5,208.56	\$5,338.77	\$5,472.24
40-hour		\$52.26	\$54.87	\$57.61	\$60.49	\$63.52	\$65.11	\$66.73	\$68.40
56-hour		\$37.33	\$39.19	\$41.15	\$43.21	\$45.37	\$46.50	\$47.67	\$48.86
Annual	FIRE 14	\$114,129.84	\$119,836.33	\$125,828.15	\$132,119.56	\$138,725.54	\$142,193.68	\$145,748.52	\$149,392.23
Monthly		\$9,510.82	\$9,986.36	\$10,485.68	\$11,009.96	\$11,560.46	\$11,849.47	\$12,145.71	\$12,449.35
Bi-weekly		\$4,389.61	\$4,609.09	\$4,839.54	\$5,081.52	\$5,335.60	\$5,468.99	\$5,605.71	\$5,745.86
40-hour		\$54.87	\$57.61	\$60.49	\$63.52	\$66.69	\$68.36	\$70.07	\$71.82
56-hour		\$39.19	\$41.15	\$43.21	\$45.37	\$47.64	\$48.83	\$50.05	\$51.30

25.00% SPREAD MIN TO MAX

5.00% SPREAD BETWEEN GRADES

5.00% SPREAD BETWEEN STEPS 1-5; 2.5% BETWEEN STEP 5 & 6

STEP 7 after 3 years at Step 6 2.50%

STEP 8 after 3 years at Step 7 2.50%

**CITY OF LOMA LINDA
 COMPENSATION PLAN
 MISCELLANEOUS EMPLOYEES
 FISCAL YEAR 2019-2020**

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
STUDENT INTERN	12	\$14.57	
ADMINISTRATIVE SPECIALIST I	13	\$32,725.59	\$43,881.53
ACCOUNTING TECHNICIAN I	14	\$35,343.64	\$47,392.04
ADMINISTRATIVE SPECIALIST II	14	\$35,343.64	\$47,392.04
FIELD MAINTENANCE TECH I	15	\$38,171.14	\$51,183.41
UTILITIES AIDE	15	\$38,171.14	\$51,183.41
ACCOUNTING TECHNICIAN II	16	\$41,224.83	\$55,278.09
PARKING CONTROL OFFICER-SPECIAL EVENTS COORDINATOR	16	\$41,224.83	\$55,278.09
UTILITIES MAINTENANCE TECH I	16	\$41,224.83	\$55,278.09
ACCOUNTING SPECIALIST	17	\$44,522.82	\$59,700.36
ADMINISTRATIVE SPECIALIST III	17	\$44,522.82	\$59,700.36
TREATMENT PLANT OPERATOR I	17	\$44,522.82	\$59,700.36
CUSTOMER SERVICE/METER TECH	18	\$48,084.65	\$64,476.38
FIELD MAINTENANCE TECH II	18	\$48,084.65	\$64,476.38
STORMWATER INSPECTOR	18	\$48,084.65	\$64,476.38
CODE COMPLIANCE/ANIMAL CONTROL OFFICER	18	\$48,084.65	\$64,476.38
PARKING ENFORCEMENT/ANIMAL CONTROL OFFICER	18	\$48,084.65	\$64,476.38
ENGINEERING TECHNICIAN	19	\$51,931.42	\$69,634.50
EXECUTIVE AIDE	19	\$51,931.42	\$69,634.50
FACILITY MAINTENANCE COORDINATOR	19	\$51,931.42	\$69,634.50
FIELD MAINTENANCE TECH III	19	\$51,931.42	\$69,634.50
LEAD MECHANIC/FLEET SVCS COORDINATOR	19	\$51,931.42	\$69,634.50
PLANNING TECHNICIAN	19	\$51,931.42	\$69,634.50
SUPERVISING ACCOUNTING TECHNICIAN	19	\$51,931.42	\$69,634.50
TREATMENT PLANT OPERATOR II	19	\$51,931.42	\$69,634.50
UTILITIES MAINTENANCE TECH II	19	\$51,931.42	\$69,634.50
HUMAN RESOURCES - RISK MANAGEMENT ANALYST	19	\$51,931.42	\$69,634.50
ASSISTANT PLANNER	20	\$56,085.93	\$75,205.25
EXECUTIVE ASSISTANT	20	\$56,085.93	\$75,205.25
INFORMATION SYSTEMS ANALYST I	20	\$56,085.93	\$75,205.25
SENIOR CODE ENFORCEMENT OFFICER	20	\$56,085.93	\$75,205.25
TREATMENT PLANT OPERATOR III	20	\$56,085.93	\$75,205.25
UTILITIES MAINTENANCE TECH III	20	\$56,085.93	\$75,205.25
UTILITIES PLANT MAINTENANCE MECHANIC	20	\$56,085.93	\$75,205.25
ASSOCIATE PLANNER	21	\$60,572.80	\$81,221.67
FIRE PREVENTION INSPECTOR	21	\$60,572.80	\$81,221.67
INFORMATION SYSTEMS ANALYST II	21	\$60,572.80	\$81,221.67
SENIOR ACCOUNTANT/FINANCIAL ANALYST (PT)	21	\$27.18/hourly	\$36.44/hourly
SENIOR CENTER MANAGER (P/T)	21	\$27.18/hourly	\$36.44/hourly
INFORMATION SYSTEMS ANALYST III	22	\$65,418.62	\$87,719.39
EMERGENCY SERVICES COCRDINATOR	22	\$65,418.62	\$87,719.39
COMMUNICATIONS INFRUSTRUCTURE INSPECTOR	23	\$70,652.11	\$94,736.95

**CITY OF LOMA LINDA
 COMPENSATION PLAN
 MISCELLANEOUS EMPLOYEES
 FISCAL YEAR 2019-2020**

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
ACCOUNTING MANAGER	24	\$76,304.28	\$102,315.89
FIELD SERVICES SUPERINTENDENT	25	\$76,304.28	\$110,501.17
INFORMATION SYSTEMS ANALYST IV	25	\$76,304.28	\$110,501.17
SENIOR PLANNER	25	\$76,304.28	\$110,501.17
UTILITY SERVICES SUPERINTENDENT	25	\$76,304.28	\$110,501.17
ASSOCIATE ENGINEER	26	\$89,001.31	\$119,341.27
CITY CLERK-HOUSING COORDINATOR	27	\$96,121.41	\$128,888.55
COMMUNITY DEVELOPMENT DIRECTOR	30	\$121,085.29	\$162,362.46
FINANCE DIRECTOR	30	\$121,085.29	\$162,362.46
PUBLIC WORKS DIRECTOR/CITY ENGINEER	31	\$130,772.11	\$175,351.45
ASSISTANT CITY MANAGER	32	\$141,233.88	\$189,379.55
FIRE CHIEF	33	\$152,532.59	\$204,529.94
CITY MANAGER	Contract		\$238,607.02
CITY COUNCIL	LLMC 2.12.020		\$1,066.73/monthly
Ordinance 732, adopted May 10, 2016			
ADOPTED: December 11, 2018 by Resolution No. 2994			
City Manager Contract approved 6/26/2018			

CITY OF LOMA LINDA
SALARY SCHEDULE
MISCELLANEOUS EMPLOYEES
FISCAL YEAR 2019-2020

	GRADE	MIN/STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Annual	11	\$28,056.92	\$29,459.77	\$30,932.76	\$32,479.40	\$34,103.37	\$35,808.54	\$36,703.75	\$37,621.34
Monthly		\$2,338.08	\$2,454.98	\$2,577.73	\$2,706.62	\$2,841.95	\$2,984.05	\$3,058.65	\$3,135.11
Bi-weekly		\$1,079.11	\$1,133.07	\$1,189.72	\$1,249.21	\$1,311.67	\$1,377.25	\$1,411.68	\$1,446.97
Hourly		\$13.49	\$14.16	\$14.87	\$15.62	\$16.40	\$17.22	\$17.65	\$18.09
Annual	12	\$30,301.47	\$31,816.54	\$33,407.37	\$35,077.74	\$36,831.63	\$38,673.21	\$39,640.04	\$40,631.04
Monthly		\$2,525.12	\$2,651.38	\$2,783.95	\$2,923.15	\$3,069.30	\$3,222.77	\$3,303.34	\$3,385.92
Bi-weekly		\$1,165.44	\$1,223.71	\$1,284.90	\$1,349.14	\$1,416.60	\$1,487.43	\$1,524.62	\$1,562.73
Hourly		\$14.57	\$15.30	\$16.06	\$16.86	\$17.71	\$18.59	\$19.06	\$19.53
Annual	13	\$32,725.59	\$34,361.87	\$36,079.96	\$37,883.96	\$39,778.16	\$41,767.07	\$42,811.25	\$43,881.53
Monthly		\$2,727.13	\$2,863.49	\$3,006.66	\$3,157.00	\$3,314.85	\$3,480.59	\$3,567.60	\$3,656.79
Bi-weekly		\$1,258.68	\$1,321.61	\$1,387.69	\$1,457.08	\$1,529.93	\$1,606.43	\$1,646.59	\$1,687.75
Hourly		\$15.73	\$16.52	\$17.35	\$18.21	\$19.12	\$20.08	\$20.58	\$21.10
Annual	14	\$35,343.64	\$37,110.82	\$38,966.36	\$40,914.68	\$42,960.41	\$45,108.43	\$46,236.14	\$47,392.04
Monthly		\$2,945.30	\$3,092.57	\$3,247.20	\$3,409.56	\$3,580.03	\$3,759.04	\$3,853.01	\$3,949.34
Bi-weekly		\$1,359.37	\$1,427.34	\$1,498.71	\$1,573.64	\$1,652.32	\$1,734.94	\$1,778.31	\$1,822.77
Hourly		\$16.99	\$17.84	\$18.73	\$19.67	\$20.65	\$21.69	\$22.23	\$22.78
Annual	15	\$38,171.14	\$40,079.69	\$42,083.67	\$44,187.85	\$46,397.24	\$48,717.10	\$49,935.03	\$51,183.41
Monthly		\$3,180.93	\$3,339.97	\$3,506.97	\$3,682.32	\$3,866.44	\$4,059.76	\$4,161.25	\$4,265.28
Bi-weekly		\$1,468.12	\$1,541.53	\$1,618.60	\$1,699.53	\$1,784.51	\$1,873.73	\$1,920.58	\$1,968.59
Hourly		\$18.35	\$19.27	\$20.23	\$21.24	\$22.31	\$23.42	\$24.01	\$24.61
Annual	16	\$41,224.83	\$43,286.07	\$45,450.37	\$47,722.89	\$50,109.03	\$52,614.48	\$53,929.84	\$55,278.09
Monthly		\$3,435.40	\$3,607.17	\$3,787.53	\$3,976.91	\$4,175.75	\$4,384.54	\$4,494.15	\$4,606.51
Bi-weekly		\$1,585.57	\$1,664.85	\$1,748.09	\$1,835.50	\$1,927.27	\$2,023.63	\$2,074.22	\$2,126.08
Hourly		\$19.82	\$20.81	\$21.85	\$22.94	\$24.09	\$25.30	\$25.93	\$26.58
Annual	17	\$44,522.82	\$46,748.96	\$49,086.41	\$51,540.73	\$54,117.77	\$56,823.66	\$58,244.25	\$59,700.36
Monthly		\$3,710.24	\$3,895.75	\$4,090.53	\$4,295.06	\$4,509.81	\$4,735.31	\$4,853.69	\$4,975.03
Bi-weekly		\$1,712.42	\$1,798.04	\$1,887.94	\$1,982.34	\$2,081.45	\$2,185.53	\$2,240.16	\$2,296.17
Hourly		\$21.41	\$22.48	\$23.60	\$24.78	\$26.02	\$27.32	\$28.00	\$28.70
Annual	18	\$48,084.65	\$50,488.88	\$53,013.32	\$55,663.99	\$58,447.19	\$61,369.55	\$62,903.79	\$64,476.38
Monthly		\$4,007.05	\$4,207.41	\$4,417.78	\$4,638.67	\$4,870.60	\$5,114.13	\$5,241.98	\$5,373.03
Bi-weekly		\$1,849.41	\$1,941.88	\$2,038.97	\$2,140.92	\$2,247.97	\$2,360.37	\$2,419.38	\$2,479.86
Hourly		\$23.12	\$24.27	\$25.49	\$26.76	\$28.10	\$29.50	\$30.24	\$31.00
Annual	19	\$51,931.42	\$54,527.99	\$57,254.39	\$60,117.11	\$63,122.97	\$66,279.12	\$67,936.10	\$69,634.50
Monthly		\$4,327.62	\$4,544.00	\$4,771.20	\$5,009.76	\$5,260.25	\$5,523.26	\$5,661.34	\$5,802.88
Bi-weekly		\$1,997.36	\$2,097.23	\$2,202.09	\$2,312.20	\$2,427.81	\$2,549.20	\$2,612.93	\$2,678.25
Hourly		\$24.97	\$26.22	\$27.53	\$28.90	\$30.35	\$31.86	\$32.66	\$33.48
Annual	20	\$56,085.93	\$58,890.23	\$61,834.74	\$64,926.48	\$68,172.80	\$71,581.44	\$73,370.98	\$75,205.25
Monthly		\$4,673.83	\$4,907.52	\$5,152.90	\$5,410.54	\$5,681.07	\$5,965.12	\$6,114.25	\$6,267.10
Bi-weekly		\$2,157.15	\$2,265.01	\$2,378.26	\$2,497.17	\$2,622.03	\$2,753.13	\$2,821.96	\$2,892.51
Hourly		\$26.96	\$28.31	\$29.73	\$31.21	\$32.78	\$34.41	\$35.27	\$36.16
Annual	21	\$60,572.80	\$63,601.44	\$66,781.51	\$70,120.59	\$73,626.62	\$77,307.95	\$79,240.65	\$81,221.67
Monthly		\$5,047.73	\$5,300.12	\$5,565.13	\$5,843.38	\$6,135.55	\$6,442.33	\$6,603.39	\$6,768.47
Bi-weekly		\$2,329.72	\$2,446.21	\$2,568.52	\$2,696.95	\$2,831.79	\$2,973.38	\$3,047.72	\$3,123.91
Hourly		\$29.12	\$30.58	\$32.11	\$33.71	\$35.40	\$37.17	\$38.10	\$39.05
Annual	22	\$65,418.62	\$68,689.55	\$72,124.03	\$75,730.23	\$79,516.74	\$83,492.58	\$85,579.89	\$87,719.39
Monthly		\$5,451.55	\$5,724.13	\$6,010.34	\$6,310.85	\$6,626.40	\$6,957.72	\$7,131.66	\$7,309.95
Bi-weekly		\$2,516.10	\$2,641.91	\$2,774.00	\$2,912.70	\$3,058.34	\$3,211.25	\$3,291.53	\$3,373.82
Hourly		\$31.45	\$33.02	\$34.68	\$36.41	\$38.23	\$40.14	\$41.14	\$42.17
Annual	23	\$70,652.11	\$74,184.72	\$77,893.96	\$81,788.66	\$85,878.09	\$90,171.99	\$92,426.29	\$94,736.95
Monthly		\$5,887.68	\$6,182.06	\$6,491.16	\$6,815.72	\$7,156.51	\$7,514.33	\$7,702.19	\$7,894.75
Bi-weekly		\$2,717.39	\$2,853.26	\$2,995.92	\$3,145.72	\$3,303.00	\$3,468.15	\$3,554.86	\$3,643.73
Hourly		\$33.97	\$35.67	\$37.45	\$39.32	\$41.29	\$43.35	\$44.44	\$45.55

**COMPENSATION CITY OF LOMA LINDA
COMPENSATION PLAN
SAFETY EMPLOYEES
FISCAL YEAR 2019-2020**

<u>POSITION TITLE</u>	<u>PAY GRADE</u>	<u>Annual Minimum</u>	<u>Annual Maximum</u>
FIREFIGHTER-EMT	FIRE 1	\$61,735.99	\$80,810.40
FIREFIGHTER/PARAMEDIC	FIRE 4	\$71,467.13	\$93,548.14
FIRE ENGINEER	FIRE 6	\$78,792.51	\$103,136.83
FIRE CAPTAIN	FIRE 8	\$86,868.75	\$113,708.35
FIRE BATTALION CHIEF	FIRE 12	\$105,589.51	\$138,213.21
FIRE DIVISION CHIEF	FIRE 14	\$116,412.44	\$152,380.08

CITY OF LOMA LINDA
SALARY SCHEDULE
SAFETY EMPLOYEES
FISCAL YEAR 2019-2020

	GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8
Annual	FIRE 1	\$61,735.99	\$64,822.79	\$68,063.93	\$71,467.13	\$75,040.49	\$76,916.50	\$78,839.41	\$80,810.40
Monthly		\$5,144.67	\$5,401.90	\$5,671.99	\$5,955.59	\$6,253.37	\$6,409.71	\$6,569.95	\$6,734.20
Bi-weekly		\$2,374.46	\$2,493.18	\$2,617.84	\$2,748.74	\$2,886.17	\$2,958.33	\$3,032.29	\$3,108.09
40-hour		\$29.68	\$31.16	\$32.72	\$34.36	\$36.08	\$36.98	\$37.90	\$38.85
56-hour		\$21.20	\$22.26	\$23.37	\$24.54	\$25.77	\$26.41	\$27.07	\$27.75
Annual	FIRE 2	\$64,822.79	\$68,063.93	\$71,467.13	\$75,040.49	\$78,792.51	\$80,762.32	\$82,781.38	\$84,850.91
Monthly		\$5,401.90	\$5,671.99	\$5,955.59	\$6,253.37	\$6,566.04	\$6,730.19	\$6,898.45	\$7,070.91
Bi-weekly		\$2,493.18	\$2,617.84	\$2,748.74	\$2,886.17	\$3,030.48	\$3,106.24	\$3,183.90	\$3,263.50
40-hour		\$31.16	\$32.72	\$34.36	\$36.08	\$37.88	\$38.83	\$39.80	\$40.79
56-hour		\$22.26	\$23.37	\$24.54	\$25.77	\$27.06	\$27.73	\$28.43	\$29.14
Annual	FIRE 3	\$68,063.93	\$71,467.13	\$75,040.49	\$78,792.51	\$82,732.14	\$84,800.44	\$86,920.45	\$89,093.46
Monthly		\$5,671.99	\$5,955.59	\$6,253.37	\$6,566.04	\$6,894.35	\$7,066.70	\$7,243.37	\$7,424.46
Bi-weekly		\$2,617.84	\$2,748.74	\$2,886.17	\$3,030.48	\$3,182.01	\$3,261.56	\$3,343.09	\$3,426.67
40-hour		\$32.72	\$34.36	\$36.08	\$37.88	\$39.78	\$40.77	\$41.79	\$42.83
56-hour		\$23.37	\$24.54	\$25.77	\$27.06	\$28.41	\$29.12	\$29.85	\$30.60
Annual	FIRE 4	\$71,467.13	\$75,040.49	\$78,792.51	\$82,732.14	\$86,868.75	\$89,040.47	\$91,266.48	\$93,548.14
Monthly		\$5,955.59	\$6,253.37	\$6,566.04	\$6,894.35	\$7,239.06	\$7,420.04	\$7,605.54	\$7,795.68
Bi-weekly		\$2,748.74	\$2,886.17	\$3,030.48	\$3,182.01	\$3,341.11	\$3,424.63	\$3,510.25	\$3,598.01
40-hour		\$34.36	\$36.08	\$37.88	\$39.78	\$41.76	\$42.81	\$43.88	\$44.98
56-hour		\$24.54	\$25.77	\$27.06	\$28.41	\$29.83	\$30.58	\$31.34	\$32.13
Annual	FIRE 5	\$75,040.49	\$78,792.51	\$82,732.14	\$86,868.75	\$91,212.19	\$93,492.49	\$95,829.80	\$98,225.55
Monthly		\$6,253.37	\$6,566.04	\$6,894.35	\$7,239.06	\$7,601.02	\$7,791.04	\$7,985.82	\$8,185.46
Bi-weekly		\$2,886.17	\$3,030.48	\$3,182.01	\$3,341.11	\$3,508.16	\$3,595.87	\$3,685.76	\$3,777.91
40-hour		\$36.08	\$37.88	\$39.78	\$41.76	\$43.85	\$44.95	\$46.07	\$47.22
56-hour		\$25.77	\$27.06	\$28.41	\$29.83	\$31.32	\$32.11	\$32.91	\$33.73
Annual	FIRE 6	\$78,792.51	\$82,732.14	\$86,868.75	\$91,212.19	\$95,772.80	\$98,167.12	\$100,621.30	\$103,136.83
Monthly		\$6,566.04	\$6,894.35	\$7,239.06	\$7,601.02	\$7,981.07	\$8,180.59	\$8,385.11	\$8,594.74
Bi-weekly		\$3,030.48	\$3,182.01	\$3,341.11	\$3,508.16	\$3,683.57	\$3,775.66	\$3,870.05	\$3,966.80
40-hour		\$37.88	\$39.78	\$41.76	\$43.85	\$46.04	\$47.20	\$48.38	\$49.59
56-hour		\$27.06	\$28.41	\$29.83	\$31.32	\$32.89	\$33.71	\$34.55	\$35.42
Annual	FIRE 7	\$82,732.14	\$86,868.75	\$91,212.19	\$95,772.80	\$100,561.44	\$103,075.48	\$105,652.37	\$108,293.68
Monthly		\$6,894.35	\$7,239.06	\$7,601.02	\$7,981.07	\$8,380.12	\$8,589.62	\$8,804.36	\$9,024.47
Bi-weekly		\$3,182.01	\$3,341.11	\$3,508.16	\$3,683.57	\$3,867.75	\$3,964.44	\$4,063.55	\$4,165.14
40-hour		\$39.78	\$41.76	\$43.85	\$46.04	\$48.35	\$49.56	\$50.79	\$52.06
56-hour		\$28.41	\$29.83	\$31.32	\$32.89	\$34.53	\$35.40	\$36.28	\$37.19
Annual	FIRE 8	\$86,868.75	\$91,212.19	\$95,772.80	\$100,561.44	\$105,589.51	\$108,229.25	\$110,934.98	\$113,708.35
Monthly		\$7,239.06	\$7,601.02	\$7,981.07	\$8,380.12	\$8,799.13	\$9,019.10	\$9,244.58	\$9,475.70
Bi-weekly		\$3,341.11	\$3,508.16	\$3,683.57	\$3,867.75	\$4,061.14	\$4,162.66	\$4,266.73	\$4,373.40
40-hour		\$41.76	\$43.85	\$46.04	\$48.35	\$50.76	\$52.03	\$53.33	\$54.67
56-hour		\$29.83	\$31.32	\$32.89	\$34.53	\$36.26	\$37.17	\$38.10	\$39.05

CITY OF LOMA LINDA
SALARY SCHEDULE
SAFETY EMPLOYEES
FISCAL YEAR 2019-2020

Annual	FIRE 9	\$91,212.19	\$95,772.80	\$100,561.44	\$105,589.51	\$110,868.99	\$113,640.71	\$116,481.73	\$119,393.77
Monthly		\$7,601.02	\$7,981.07	\$8,380.12	\$8,799.13	\$9,239.08	\$9,470.06	\$9,706.81	\$9,949.48
Bi-weekly		\$3,508.16	\$3,683.57	\$3,867.75	\$4,061.14	\$4,264.19	\$4,370.80	\$4,480.07	\$4,592.07
40-hour		\$43.85	\$46.04	\$48.35	\$50.76	\$53.30	\$54.63	\$56.00	\$57.40
56-hour		\$31.32	\$32.89	\$34.53	\$36.26	\$38.07	\$39.02	\$40.00	\$41.00
Annual	FIRE 10	\$95,772.80	\$100,561.44	\$105,589.51	\$110,868.99	\$116,412.44	\$119,322.75	\$122,305.82	\$125,363.47
Monthly		\$7,981.07	\$8,380.12	\$8,799.13	\$9,239.08	\$9,701.04	\$9,943.56	\$10,192.15	\$10,446.96
Bi-weekly		\$3,683.57	\$3,867.75	\$4,061.14	\$4,264.19	\$4,477.40	\$4,589.34	\$4,704.07	\$4,821.67
40-hour		\$46.04	\$48.35	\$50.76	\$53.30	\$55.97	\$57.37	\$58.80	\$60.27
56-hour		\$32.89	\$34.53	\$36.26	\$38.07	\$39.98	\$40.98	\$42.00	\$43.05
Annual	FIRE 11	\$100,561.44	\$105,589.51	\$110,868.99	\$116,412.44	\$122,233.06	\$125,288.89	\$128,421.11	\$131,631.64
Monthly		\$8,380.12	\$8,799.13	\$9,239.08	\$9,701.04	\$10,186.09	\$10,440.74	\$10,701.76	\$10,969.30
Bi-weekly		\$3,867.75	\$4,061.14	\$4,264.19	\$4,477.40	\$4,701.27	\$4,818.80	\$4,939.27	\$5,062.76
40-hour		\$48.35	\$50.76	\$53.30	\$55.97	\$58.77	\$60.24	\$61.74	\$63.28
56-hour		\$34.53	\$36.26	\$38.07	\$39.98	\$41.98	\$43.03	\$44.10	\$45.20
Annual	FIRE 12	\$105,589.51	\$110,868.99	\$116,412.44	\$122,233.06	\$128,344.71	\$131,553.33	\$134,842.16	\$138,213.21
Monthly		\$8,799.13	\$9,239.08	\$9,701.04	\$10,186.09	\$10,695.39	\$10,962.78	\$11,236.85	\$11,517.77
Bi-weekly		\$4,061.14	\$4,264.19	\$4,477.40	\$4,701.27	\$4,936.34	\$5,059.74	\$5,186.24	\$5,315.89
40-hour		\$50.76	\$53.30	\$55.97	\$58.77	\$61.70	\$63.25	\$64.83	\$66.45
56-hour		\$36.26	\$38.07	\$39.98	\$41.98	\$44.07	\$45.18	\$46.31	\$47.46
Annual	FIRE 13	\$110,868.99	\$116,412.44	\$122,233.06	\$128,344.71	\$134,761.95	\$138,131.00	\$141,584.28	\$145,123.89
Monthly		\$9,239.08	\$9,701.04	\$10,186.09	\$10,695.39	\$11,230.16	\$11,510.92	\$11,798.69	\$12,093.66
Bi-weekly		\$4,264.19	\$4,477.40	\$4,701.27	\$4,936.34	\$5,183.15	\$5,312.73	\$5,445.55	\$5,581.69
40-hour		\$53.30	\$55.97	\$58.77	\$61.70	\$64.79	\$66.41	\$68.07	\$69.77
56-hour		\$38.07	\$39.98	\$41.98	\$44.07	\$46.28	\$47.44	\$48.62	\$49.84
Annual	FIRE 14	\$116,412.44	\$122,233.06	\$128,344.71	\$134,761.95	\$141,500.05	\$145,037.55	\$148,663.49	\$152,380.08
Monthly		\$9,701.04	\$10,186.09	\$10,695.39	\$11,230.16	\$11,791.67	\$12,086.46	\$12,388.62	\$12,698.34
Bi-weekly		\$4,477.40	\$4,701.27	\$4,936.34	\$5,183.15	\$5,442.31	\$5,578.37	\$5,717.83	\$5,860.77
40-hour		\$55.97	\$58.77	\$61.70	\$64.79	\$68.03	\$69.73	\$71.47	\$73.26
56-hour		\$39.98	\$41.98	\$44.07	\$46.28	\$48.59	\$49.81	\$51.05	\$52.33

25.00% SPREAD MIN TO MAX

5.00% SPREAD BETWEEN GRADES

5.00% SPREAD BETWEEN STEPS 1-5; 2.5% BETWEEN STEP 5 & 6

STEP 7 after 3 years at Step 6 2.50%

STEP 8 after 3 years at Step 7 2.50%