

CITY OF LOS ANGELES
INTER-DEPARTMENTAL CORRESPONDENCE

Date: May 14, 2024

To: Kenneth Mejia, Controller
Attn: James Robinson, Principal Deputy Controller

From: Matthew W. Szabo, City Administrative Officer *Paul Meind for*

Subject: **TECHNICAL CORRECTIONS FOR THE 2023-2028 MEMORANDUM OF UNDERSTANDING FOR THE SAFETY/SECURITY UNIT (MOU 18) (C.F. NO. [24-0427](#))**

The 2023-2028 Memorandum of Understanding (MOU) between the Service Employees International Union (SEIU), Local 721, for the Safety/Security Unit (MOU 18) contains the following technical errors that require correction:

SALARY APPENDICES C - J

Appendices C - J shall be revised to incorporate minimum wage appendices and to reflect corrections to the classes of Animal License Canvasser (Class Code 4330-0), Animal License Canvasser Assistant (Class Code 4329-0), Security Aide (Class Code 3199-0) and Vocational Worker Animal License Canvasser (3113-A) to correct starting step and/or corresponding minimum salary rates (as noted in the revised appendices).

<u>Operative</u>	<u>Current</u>	<u>Revised</u>
December 31, 2023	A	<u>A</u>
March 24, 2024	B	<u>B</u>
April 21, 2024		<u>C</u>
September 22, 2024	C	<u>D</u>
October 20, 2024		<u>E</u>
June 29, 2025	D	<u>F</u>
June 28, 2026	E	<u>G</u>
June 27, 2027	F	<u>H</u>
December 26, 2027	G/I	<u>I</u>
June 25, 2028	H/J	<u>J</u>

Please direct inquiries to Paola Ferrari at Paola.Ferrari@lacity.org.

MWS:MCB:PAG:PF:0724187

c: Daniel Quach, Controller's Office
Steve Koffroth, SEIU
Isophine Atkinson, WD Compensation Lead

MOU 18

Appendix A

Operative on December 31, 2023

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	2607	2	\$ 55,937	-- 12	\$ 81,766
4330-0	Animal License Canvasser	1708	2	\$ 36,644	-- 12	\$ 53,578
4329-0	Animal License Canvasser Assistant	1708	1	\$ 35,663	-- 12	\$ 53,578
3211-0	Detention Officer	2664	4	\$ 60,343	-- 12	\$ 83,603
2420-1	Open Water Lifeguard I					\$ 29.93 /HR
2420-2	Open Water Lifeguard II					\$ 34.18 /HR
2413-0	Pool Lifeguard					\$ 20.65 /HR
3207-0	Property Officer	2607	4	\$ 59,048	-- 12	\$ 81,766
2409-0	Seasonal Pool Manager I					\$ 24.18 /HR
2408-0	Seasonal Pool Manager II					\$ 31.77 /HR
3199-0	Security Aide	1770	2	\$ 37,980	-- 12	\$ 55,519
3181-0	Security Officer	2182	6	\$ 55,102	-- 12	\$ 68,444
3214-1	Traffic Officer I	1951	8	\$ 54,893	-- 12	\$ 61,199
3214-2	Traffic Officer II	2550	2	\$ 54,705	-- 12	\$ 79,949
3214-3	Traffic Officer III	2687	2	\$ 57,649	-- 12	\$ 84,250
3113-A	Vocational Worker Animal License Canvasser	1708	1	\$ 35,663	-- 12	\$ 53,578

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Appendix A

Operative on December 31, 2023

Range		1	2	3	4	5	6	7	8	9	10	11	12
1708	HR	\$ 17.08	\$ 17.55	\$ 18.03	\$ 18.53	\$ 19.56	\$ 20.65	\$ 21.80	\$ 23.02	\$ 23.65	\$ 24.30	\$ 24.97	\$ 25.66
	BW	\$ 1,366.40	\$ 1,404.00	\$ 1,442.40	\$ 1,482.40	\$ 1,564.80	\$ 1,652.00	\$ 1,744.00	\$ 1,841.60	\$ 1,892.00	\$ 1,944.00	\$ 1,997.60	\$ 2,052.80
	YR	\$ 35,663	\$ 36,644	\$ 37,646	\$ 38,690	\$ 40,841	\$ 43,117	\$ 45,518	\$ 48,065	\$ 49,381	\$ 50,738	\$ 52,137	\$ 53,578
1770	HR	\$ 17.70	\$ 18.19	\$ 18.69	\$ 19.20	\$ 20.27	\$ 21.40	\$ 22.59	\$ 23.86	\$ 24.51	\$ 25.18	\$ 25.88	\$ 26.59
	BW	\$ 1,416.00	\$ 1,455.20	\$ 1,495.20	\$ 1,536.00	\$ 1,621.60	\$ 1,712.00	\$ 1,807.20	\$ 1,908.80	\$ 1,960.80	\$ 2,014.40	\$ 2,070.40	\$ 2,127.20
	YR	\$ 36,957	\$ 37,980	\$ 39,024	\$ 40,089	\$ 42,323	\$ 44,683	\$ 47,167	\$ 49,819	\$ 51,176	\$ 52,575	\$ 54,037	\$ 55,519
1951	HR	\$ 19.51	\$ 20.05	\$ 20.60	\$ 21.17	\$ 22.35	\$ 23.59	\$ 24.91	\$ 26.29	\$ 27.02	\$ 27.76	\$ 28.53	\$ 29.31
	BW	\$ 1,560.80	\$ 1,604.00	\$ 1,648.00	\$ 1,693.60	\$ 1,788.00	\$ 1,887.20	\$ 1,992.80	\$ 2,103.20	\$ 2,161.60	\$ 2,220.80	\$ 2,282.40	\$ 2,344.80
	YR	\$ 40,736	\$ 41,864	\$ 43,012	\$ 44,202	\$ 46,666	\$ 49,255	\$ 52,012	\$ 54,893	\$ 56,417	\$ 57,962	\$ 59,570	\$ 61,199
2182	HR	\$ 21.82	\$ 22.42	\$ 23.04	\$ 23.67	\$ 24.99	\$ 26.39	\$ 27.86	\$ 29.41	\$ 30.22	\$ 31.05	\$ 31.90	\$ 32.78
	BW	\$ 1,745.60	\$ 1,793.60	\$ 1,843.20	\$ 1,893.60	\$ 1,999.20	\$ 2,111.20	\$ 2,228.80	\$ 2,352.80	\$ 2,417.60	\$ 2,484.00	\$ 2,552.00	\$ 2,622.40
	YR	\$ 45,560	\$ 46,812	\$ 48,107	\$ 49,422	\$ 52,179	\$ 55,102	\$ 58,171	\$ 61,408	\$ 63,099	\$ 64,832	\$ 66,607	\$ 68,444
2550	HR	\$ 25.50	\$ 26.20	\$ 26.92	\$ 27.66	\$ 29.20	\$ 30.83	\$ 32.54	\$ 34.36	\$ 35.30	\$ 36.27	\$ 37.27	\$ 38.29
	BW	\$ 2,040.00	\$ 2,096.00	\$ 2,153.60	\$ 2,212.80	\$ 2,336.00	\$ 2,466.40	\$ 2,603.20	\$ 2,748.80	\$ 2,824.00	\$ 2,901.60	\$ 2,981.60	\$ 3,063.20
	YR	\$ 53,244	\$ 54,705	\$ 56,208	\$ 57,754	\$ 60,969	\$ 64,373	\$ 67,943	\$ 71,743	\$ 73,706	\$ 75,731	\$ 77,819	\$ 79,949
2607	HR	\$ 26.07	\$ 26.79	\$ 27.52	\$ 28.28	\$ 29.85	\$ 31.51	\$ 33.27	\$ 35.13	\$ 36.10	\$ 37.09	\$ 38.11	\$ 39.16
	BW	\$ 2,085.60	\$ 2,143.20	\$ 2,201.60	\$ 2,262.40	\$ 2,388.00	\$ 2,520.80	\$ 2,661.60	\$ 2,810.40	\$ 2,888.00	\$ 2,967.20	\$ 3,048.80	\$ 3,132.80
	YR	\$ 54,434	\$ 55,937	\$ 57,461	\$ 59,048	\$ 62,326	\$ 65,792	\$ 69,467	\$ 73,351	\$ 75,376	\$ 77,443	\$ 79,573	\$ 81,766
2664	HR	\$ 26.64	\$ 27.37	\$ 28.13	\$ 28.90	\$ 30.52	\$ 32.22	\$ 34.02	\$ 35.92	\$ 36.91	\$ 37.93	\$ 38.97	\$ 40.04
	BW	\$ 2,131.20	\$ 2,189.60	\$ 2,250.40	\$ 2,312.00	\$ 2,441.60	\$ 2,577.60	\$ 2,721.60	\$ 2,873.60	\$ 2,952.80	\$ 3,034.40	\$ 3,117.60	\$ 3,203.20
	YR	\$ 55,624	\$ 57,148	\$ 58,735	\$ 60,343	\$ 63,725	\$ 67,275	\$ 71,033	\$ 75,000	\$ 77,068	\$ 79,197	\$ 81,369	\$ 83,603
2687	HR	\$ 26.87	\$ 27.61	\$ 28.37	\$ 29.15	\$ 30.77	\$ 32.49	\$ 34.30	\$ 36.21	\$ 37.20	\$ 38.22	\$ 39.27	\$ 40.35
	BW	\$ 2,149.60	\$ 2,208.80	\$ 2,269.60	\$ 2,332.00	\$ 2,461.60	\$ 2,599.20	\$ 2,744.00	\$ 2,896.80	\$ 2,976.00	\$ 3,057.60	\$ 3,141.60	\$ 3,228.00
	YR	\$ 56,104	\$ 57,649	\$ 59,236	\$ 60,865	\$ 64,247	\$ 67,839	\$ 71,618	\$ 75,606	\$ 77,673	\$ 79,803	\$ 81,995	\$ 84,250

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Appendix B

Operative on March 24, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	2685	2	\$ 57,607	-- 12	\$ 84,209
4330-0	Animal License Canvasser	1759	2	\$ 37,730	-- 12	\$ 55,185
4329-0	Animal License Canvasser Assistant	1759	1	\$ 36,727	-- 12	\$ 55,185
3211-0	Detention Officer	2745	4	\$ 62,180	-- 12	\$ 86,109
2420-1	Open Water Lifeguard I					\$ 30.83 /HR
2420-2	Open Water Lifeguard II					\$ 35.21 /HR
2413-0	Pool Lifeguard					\$ 21.27 /HR
3207-0	Property Officer	2685	4	\$ 60,823	-- 12	\$ 84,209
2409-0	Seasonal Pool Manager I					\$ 24.91 /HR
2408-0	Seasonal Pool Manager II					\$ 32.72 /HR
3199-0	Security Aide	1824	2	\$ 39,129	-- 12	\$ 57,190
3181-0	Security Officer	2248	6	\$ 56,751	-- 12	\$ 70,490
3214-1	Traffic Officer I	2010	8	\$ 56,543	-- 12	\$ 63,036
3214-2	Traffic Officer II	2625	2	\$ 56,313	-- 12	\$ 82,350
3214-3	Traffic Officer III	2767	2	\$ 59,361	-- 12	\$ 86,798
3113-A	Vocational Worker Animal License Canvasser	1759	1	\$ 36,727	-- 12	\$ 55,185

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Appendix B

Operative on March 24, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
1759	HR	\$ 17.59	\$ 18.07	\$ 18.57	\$ 19.08	\$ 20.15	\$ 21.27	\$ 22.45	\$ 23.70	\$ 24.36	\$ 25.03	\$ 25.72	\$ 26.43
	BW	\$ 1,407.20	\$ 1,445.60	\$ 1,485.60	\$ 1,526.40	\$ 1,612.00	\$ 1,701.60	\$ 1,796.00	\$ 1,896.00	\$ 1,948.80	\$ 2,002.40	\$ 2,057.60	\$ 2,114.40
	YR	\$ 36,727	\$ 37,730	\$ 38,774	\$ 39,839	\$ 42,073	\$ 44,411	\$ 46,875	\$ 49,485	\$ 50,863	\$ 52,262	\$ 53,703	\$ 55,185
1824	HR	\$ 18.24	\$ 18.74	\$ 19.26	\$ 19.79	\$ 20.89	\$ 22.05	\$ 23.28	\$ 24.58	\$ 25.25	\$ 25.94	\$ 26.66	\$ 27.39
	BW	\$ 1,459.20	\$ 1,499.20	\$ 1,540.80	\$ 1,583.20	\$ 1,671.20	\$ 1,764.00	\$ 1,862.40	\$ 1,966.40	\$ 2,020.00	\$ 2,075.20	\$ 2,132.80	\$ 2,191.20
	YR	\$ 38,085	\$ 39,129	\$ 40,214	\$ 41,321	\$ 43,618	\$ 46,040	\$ 48,608	\$ 51,323	\$ 52,722	\$ 54,162	\$ 55,666	\$ 57,190
2010	HR	\$ 20.10	\$ 20.65	\$ 21.22	\$ 21.80	\$ 23.02	\$ 24.30	\$ 25.66	\$ 27.08	\$ 27.83	\$ 28.60	\$ 29.38	\$ 30.19
	BW	\$ 1,608.00	\$ 1,652.00	\$ 1,697.60	\$ 1,744.00	\$ 1,841.60	\$ 1,944.00	\$ 2,052.80	\$ 2,166.40	\$ 2,226.40	\$ 2,288.00	\$ 2,350.40	\$ 2,415.20
	YR	\$ 41,968	\$ 43,117	\$ 44,307	\$ 45,518	\$ 48,065	\$ 50,738	\$ 53,578	\$ 56,543	\$ 58,109	\$ 59,716	\$ 61,345	\$ 63,036
2248	HR	\$ 22.48	\$ 23.10	\$ 23.73	\$ 24.38	\$ 25.74	\$ 27.18	\$ 28.69	\$ 30.29	\$ 31.12	\$ 31.98	\$ 32.86	\$ 33.76
	BW	\$ 1,798.40	\$ 1,848.00	\$ 1,898.40	\$ 1,950.40	\$ 2,059.20	\$ 2,174.40	\$ 2,295.20	\$ 2,423.20	\$ 2,489.60	\$ 2,558.40	\$ 2,628.80	\$ 2,700.80
	YR	\$ 46,938	\$ 48,232	\$ 49,548	\$ 50,905	\$ 53,745	\$ 56,751	\$ 59,904	\$ 63,245	\$ 64,978	\$ 66,774	\$ 68,611	\$ 70,490
2625	HR	\$ 26.25	\$ 26.97	\$ 27.71	\$ 28.47	\$ 30.06	\$ 31.74	\$ 33.51	\$ 35.38	\$ 36.35	\$ 37.35	\$ 38.38	\$ 39.44
	BW	\$ 2,100.00	\$ 2,157.60	\$ 2,216.80	\$ 2,277.60	\$ 2,404.80	\$ 2,539.20	\$ 2,680.80	\$ 2,830.40	\$ 2,908.00	\$ 2,988.00	\$ 3,070.40	\$ 3,155.20
	YR	\$ 54,810	\$ 56,313	\$ 57,858	\$ 59,445	\$ 62,765	\$ 66,273	\$ 69,968	\$ 73,873	\$ 75,898	\$ 77,986	\$ 80,137	\$ 82,350
2685	HR	\$ 26.85	\$ 27.59	\$ 28.35	\$ 29.13	\$ 30.75	\$ 32.47	\$ 34.28	\$ 36.19	\$ 37.18	\$ 38.20	\$ 39.25	\$ 40.33
	BW	\$ 2,148.00	\$ 2,207.20	\$ 2,268.00	\$ 2,330.40	\$ 2,460.00	\$ 2,597.60	\$ 2,742.40	\$ 2,895.20	\$ 2,974.40	\$ 3,056.00	\$ 3,140.00	\$ 3,226.40
	YR	\$ 56,062	\$ 57,607	\$ 59,194	\$ 60,823	\$ 64,206	\$ 67,797	\$ 71,576	\$ 75,564	\$ 77,631	\$ 79,761	\$ 81,954	\$ 84,209
2745	HR	\$ 27.45	\$ 28.20	\$ 28.98	\$ 29.78	\$ 31.44	\$ 33.20	\$ 35.05	\$ 37.00	\$ 38.02	\$ 39.07	\$ 40.14	\$ 41.24
	BW	\$ 2,196.00	\$ 2,256.00	\$ 2,318.40	\$ 2,382.40	\$ 2,515.20	\$ 2,656.00	\$ 2,804.00	\$ 2,960.00	\$ 3,041.60	\$ 3,125.60	\$ 3,211.20	\$ 3,299.20
	YR	\$ 57,315	\$ 58,881	\$ 60,510	\$ 62,180	\$ 65,646	\$ 69,321	\$ 73,184	\$ 77,256	\$ 79,385	\$ 81,578	\$ 83,812	\$ 86,109
2767	HR	\$ 27.67	\$ 28.43	\$ 29.21	\$ 30.01	\$ 31.69	\$ 33.46	\$ 35.33	\$ 37.30	\$ 38.32	\$ 39.37	\$ 40.46	\$ 41.57
	BW	\$ 2,213.60	\$ 2,274.40	\$ 2,336.80	\$ 2,400.80	\$ 2,535.20	\$ 2,676.80	\$ 2,826.40	\$ 2,984.00	\$ 3,065.60	\$ 3,149.60	\$ 3,236.80	\$ 3,325.60
	YR	\$ 57,774	\$ 59,361	\$ 60,990	\$ 62,660	\$ 66,168	\$ 69,864	\$ 73,769	\$ 77,882	\$ 80,012	\$ 82,204	\$ 84,480	\$ 86,798

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Appendix C

Operative on April 21, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	2685	2	\$ 57,607	-- 12	\$ 84,209
4330-0	Animal License Canvasser	2000	2	\$ 42,908	-- 12	\$ 62,723
4329-0	Animal License Canvasser Assistant	2000	1	\$ 41,760	-- 12	\$ 62,723
3211-0	Detention Officer	2745	4	\$ 62,180	-- 12	\$ 86,109
2420-1	Open Water Lifeguard I					\$ 30.83 /HR
2420-2	Open Water Lifeguard II					\$ 35.21 /HR
2413-0	Pool Lifeguard					\$ 21.27 /HR
3207-0	Property Officer	2685	4	\$ 60,823	-- 12	\$ 84,209
2409-0	Seasonal Pool Manager I					\$ 24.91 /HR
2408-0	Seasonal Pool Manager II					\$ 32.72 /HR
3199-0	Security Aide	2000	2	\$ 42,908	-- 12	\$ 62,723
3181-0	Security Officer	2248	6	\$ 56,751	-- 12	\$ 70,490
3214-1	Traffic Officer I	2010	8	\$ 56,543	-- 12	\$ 63,036
3214-2	Traffic Officer II	2625	2	\$ 56,313	-- 12	\$ 82,350
3214-3	Traffic Officer III	2767	2	\$ 59,361	-- 12	\$ 86,798
3113-A	Vocational Worker Animal License Canvasser	2000	1	\$ 41,760	-- 12	\$ 62,723

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Appendix C

Operative on April 21, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
2000	HR	\$ 20.00	\$ 20.55	\$ 21.12	\$ 21.70	\$ 22.91	\$ 24.19	\$ 25.53	\$ 26.96	\$ 27.70	\$ 28.46	\$ 29.24	\$ 30.04
	BW	\$ 1,600.00	\$ 1,644.00	\$ 1,689.60	\$ 1,736.00	\$ 1,832.80	\$ 1,935.20	\$ 2,042.40	\$ 2,156.80	\$ 2,216.00	\$ 2,276.80	\$ 2,339.20	\$ 2,403.20
	YR	\$ 41,760	\$ 42,908	\$ 44,098	\$ 45,309	\$ 47,836	\$ 50,508	\$ 53,306	\$ 56,292	\$ 57,837	\$ 59,424	\$ 61,053	\$ 62,723
2010	HR	\$ 20.10	\$ 20.65	\$ 21.22	\$ 21.80	\$ 23.02	\$ 24.30	\$ 25.66	\$ 27.08	\$ 27.83	\$ 28.60	\$ 29.38	\$ 30.19
	BW	\$ 1,608.00	\$ 1,652.00	\$ 1,697.60	\$ 1,744.00	\$ 1,841.60	\$ 1,944.00	\$ 2,052.80	\$ 2,166.40	\$ 2,226.40	\$ 2,288.00	\$ 2,350.40	\$ 2,415.20
	YR	\$ 41,968	\$ 43,117	\$ 44,307	\$ 45,518	\$ 48,065	\$ 50,738	\$ 53,578	\$ 56,543	\$ 58,109	\$ 59,716	\$ 61,345	\$ 63,036
2248	HR	\$ 22.48	\$ 23.10	\$ 23.73	\$ 24.38	\$ 25.74	\$ 27.18	\$ 28.69	\$ 30.29	\$ 31.12	\$ 31.98	\$ 32.86	\$ 33.76
	BW	\$ 1,798.40	\$ 1,848.00	\$ 1,898.40	\$ 1,950.40	\$ 2,059.20	\$ 2,174.40	\$ 2,295.20	\$ 2,423.20	\$ 2,489.60	\$ 2,558.40	\$ 2,628.80	\$ 2,700.80
	YR	\$ 46,938	\$ 48,232	\$ 49,548	\$ 50,905	\$ 53,745	\$ 56,751	\$ 59,904	\$ 63,245	\$ 64,978	\$ 66,774	\$ 68,611	\$ 70,490
2625	HR	\$ 26.25	\$ 26.97	\$ 27.71	\$ 28.47	\$ 30.06	\$ 31.74	\$ 33.51	\$ 35.38	\$ 36.35	\$ 37.35	\$ 38.38	\$ 39.44
	BW	\$ 2,100.00	\$ 2,157.60	\$ 2,216.80	\$ 2,277.60	\$ 2,404.80	\$ 2,539.20	\$ 2,680.80	\$ 2,830.40	\$ 2,908.00	\$ 2,988.00	\$ 3,070.40	\$ 3,155.20
	YR	\$ 54,810	\$ 56,313	\$ 57,858	\$ 59,445	\$ 62,765	\$ 66,273	\$ 69,968	\$ 73,873	\$ 75,898	\$ 77,986	\$ 80,137	\$ 82,350
2685	HR	\$ 26.85	\$ 27.59	\$ 28.35	\$ 29.13	\$ 30.75	\$ 32.47	\$ 34.28	\$ 36.19	\$ 37.18	\$ 38.20	\$ 39.25	\$ 40.33
	BW	\$ 2,148.00	\$ 2,207.20	\$ 2,268.00	\$ 2,330.40	\$ 2,460.00	\$ 2,597.60	\$ 2,742.40	\$ 2,895.20	\$ 2,974.40	\$ 3,056.00	\$ 3,140.00	\$ 3,226.40
	YR	\$ 56,062	\$ 57,607	\$ 59,194	\$ 60,823	\$ 64,206	\$ 67,797	\$ 71,576	\$ 75,564	\$ 77,631	\$ 79,761	\$ 81,954	\$ 84,209
2745	HR	\$ 27.45	\$ 28.20	\$ 28.98	\$ 29.78	\$ 31.44	\$ 33.20	\$ 35.05	\$ 37.00	\$ 38.02	\$ 39.07	\$ 40.14	\$ 41.24
	BW	\$ 2,196.00	\$ 2,256.00	\$ 2,318.40	\$ 2,382.40	\$ 2,515.20	\$ 2,656.00	\$ 2,804.00	\$ 2,960.00	\$ 3,041.60	\$ 3,125.60	\$ 3,211.20	\$ 3,299.20
	YR	\$ 57,315	\$ 58,881	\$ 60,510	\$ 62,180	\$ 65,646	\$ 69,321	\$ 73,184	\$ 77,256	\$ 79,385	\$ 81,578	\$ 83,812	\$ 86,109
2767	HR	\$ 27.67	\$ 28.43	\$ 29.21	\$ 30.01	\$ 31.69	\$ 33.46	\$ 35.33	\$ 37.30	\$ 38.32	\$ 39.37	\$ 40.46	\$ 41.57
	BW	\$ 2,213.60	\$ 2,274.40	\$ 2,336.80	\$ 2,400.80	\$ 2,535.20	\$ 2,676.80	\$ 2,826.40	\$ 2,984.00	\$ 3,065.60	\$ 3,149.60	\$ 3,236.80	\$ 3,325.60
	YR	\$ 57,774	\$ 59,361	\$ 60,990	\$ 62,660	\$ 66,168	\$ 69,864	\$ 73,769	\$ 77,882	\$ 80,012	\$ 82,204	\$ 84,480	\$ 86,798

MOU 18

Appendix D

Operative on September 22, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	2766	2	\$ 59,340	-- 12	\$ 86,756
4330-0	Animal License Canvasser	2059	2	\$ 44,182	-- 12	\$ 64,602
4329-0	Animal License Canvasser Assistant	2059	1	\$ 42,991	-- 12	\$ 64,602
3211-0	Detention Officer	2827	4	\$ 64,038	-- 12	\$ 88,698
2420-1	Open Water Lifeguard I					\$ 31.75 /HR
2420-2	Open Water Lifeguard II					\$ 36.27 /HR
2413-0	Pool Lifeguard					\$ 21.91 /HR
3207-0	Property Officer	2766	4	\$ 62,640	-- 12	\$ 86,756
2409-0	Seasonal Pool Manager I					\$ 25.66 /HR
2408-0	Seasonal Pool Manager II					\$ 33.70 /HR
3199-0	Security Aide	2059	2	\$ 44,182	-- 12	\$ 64,602
3181-0	Security Officer	2315	6	\$ 58,443	-- 12	\$ 72,599
3214-1	Traffic Officer I	2071	8	\$ 58,276	-- 12	\$ 64,936
3214-2	Traffic Officer II	2704	2	\$ 58,004	-- 12	\$ 84,814
3214-3	Traffic Officer III	2851	2	\$ 61,157	-- 12	\$ 89,408
3113-A	Vocational Worker Animal License Canvasser	2059	1	\$ 42,991	-- 12	\$ 64,602

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Appendix D

Operative on September 22, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
2059	HR	\$ 20.59	\$ 21.16	\$ 21.74	\$ 22.34	\$ 23.58	\$ 24.90	\$ 26.28	\$ 27.75	\$ 28.52	\$ 29.30	\$ 30.11	\$ 30.94
	BW	\$ 1,647.20	\$ 1,692.80	\$ 1,739.20	\$ 1,787.20	\$ 1,886.40	\$ 1,992.00	\$ 2,102.40	\$ 2,220.00	\$ 2,281.60	\$ 2,344.00	\$ 2,408.80	\$ 2,475.20
	YR	\$ 42,991	\$ 44,182	\$ 45,393	\$ 46,645	\$ 49,235	\$ 51,991	\$ 54,872	\$ 57,942	\$ 59,549	\$ 61,178	\$ 62,869	\$ 64,602
2071	HR	\$ 20.71	\$ 21.28	\$ 21.86	\$ 22.46	\$ 23.71	\$ 25.04	\$ 26.44	\$ 27.91	\$ 28.67	\$ 29.46	\$ 30.27	\$ 31.10
	BW	\$ 1,656.80	\$ 1,702.40	\$ 1,748.80	\$ 1,796.80	\$ 1,896.80	\$ 2,003.20	\$ 2,115.20	\$ 2,232.80	\$ 2,293.60	\$ 2,356.80	\$ 2,421.60	\$ 2,488.00
	YR	\$ 43,242	\$ 44,432	\$ 45,643	\$ 46,896	\$ 49,506	\$ 52,283	\$ 55,206	\$ 58,276	\$ 59,862	\$ 61,512	\$ 63,203	\$ 64,936
2315	HR	\$ 23.15	\$ 23.79	\$ 24.44	\$ 25.11	\$ 26.51	\$ 27.99	\$ 29.55	\$ 31.19	\$ 32.05	\$ 32.93	\$ 33.84	\$ 34.77
	BW	\$ 1,852.00	\$ 1,903.20	\$ 1,955.20	\$ 2,008.80	\$ 2,120.80	\$ 2,239.20	\$ 2,364.00	\$ 2,495.20	\$ 2,564.00	\$ 2,634.40	\$ 2,707.20	\$ 2,781.60
	YR	\$ 48,337	\$ 49,673	\$ 51,030	\$ 52,429	\$ 55,352	\$ 58,443	\$ 61,700	\$ 65,124	\$ 66,920	\$ 68,757	\$ 70,657	\$ 72,599
2704	HR	\$ 27.04	\$ 27.78	\$ 28.55	\$ 29.34	\$ 30.97	\$ 32.70	\$ 34.51	\$ 36.44	\$ 37.44	\$ 38.47	\$ 39.53	\$ 40.62
	BW	\$ 2,163.20	\$ 2,222.40	\$ 2,284.00	\$ 2,347.20	\$ 2,477.60	\$ 2,616.00	\$ 2,760.80	\$ 2,915.20	\$ 2,995.20	\$ 3,077.60	\$ 3,162.40	\$ 3,249.60
	YR	\$ 56,459	\$ 58,004	\$ 59,612	\$ 61,261	\$ 64,665	\$ 68,277	\$ 72,056	\$ 76,086	\$ 78,174	\$ 80,325	\$ 82,538	\$ 84,814
2766	HR	\$ 27.66	\$ 28.42	\$ 29.20	\$ 30.00	\$ 31.68	\$ 33.45	\$ 35.30	\$ 37.28	\$ 38.30	\$ 39.35	\$ 40.44	\$ 41.55
	BW	\$ 2,212.80	\$ 2,273.60	\$ 2,336.00	\$ 2,400.00	\$ 2,534.40	\$ 2,676.00	\$ 2,824.00	\$ 2,982.40	\$ 3,064.00	\$ 3,148.00	\$ 3,235.20	\$ 3,324.00
	YR	\$ 57,754	\$ 59,340	\$ 60,969	\$ 62,640	\$ 66,147	\$ 69,843	\$ 73,706	\$ 77,840	\$ 79,970	\$ 82,162	\$ 84,438	\$ 86,756
2827	HR	\$ 28.27	\$ 29.05	\$ 29.85	\$ 30.67	\$ 32.38	\$ 34.18	\$ 36.10	\$ 38.11	\$ 39.16	\$ 40.24	\$ 41.34	\$ 42.48
	BW	\$ 2,261.60	\$ 2,324.00	\$ 2,388.00	\$ 2,453.60	\$ 2,590.40	\$ 2,734.40	\$ 2,888.00	\$ 3,048.80	\$ 3,132.80	\$ 3,219.20	\$ 3,307.20	\$ 3,398.40
	YR	\$ 59,027	\$ 60,656	\$ 62,326	\$ 64,038	\$ 67,609	\$ 71,367	\$ 75,376	\$ 79,573	\$ 81,766	\$ 84,021	\$ 86,317	\$ 88,698
2851	HR	\$ 28.51	\$ 29.29	\$ 30.10	\$ 30.93	\$ 32.65	\$ 34.47	\$ 36.39	\$ 38.42	\$ 39.47	\$ 40.56	\$ 41.67	\$ 42.82
	BW	\$ 2,280.80	\$ 2,343.20	\$ 2,408.00	\$ 2,474.40	\$ 2,612.00	\$ 2,757.60	\$ 2,911.20	\$ 3,073.60	\$ 3,157.60	\$ 3,244.80	\$ 3,333.60	\$ 3,425.60
	YR	\$ 59,528	\$ 61,157	\$ 62,848	\$ 64,581	\$ 68,173	\$ 71,973	\$ 75,982	\$ 80,220	\$ 82,413	\$ 84,689	\$ 87,006	\$ 89,408

MOU 18

Appendix E

Operative on October 20, 2024

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	2766	2	\$ 59,340	-- 12	\$ 86,756
4330-0	Animal License Canvasser	2059	3	\$ 45,393	-- 12	\$ 64,602
4329-0	Animal License Canvasser Assistant	2059	3	\$ 45,393	-- 12	\$ 64,602
3211-0	Detention Officer	2827	4	\$ 64,038	-- 12	\$ 88,698
2420-1	Open Water Lifeguard I					\$ 31.75 /HR
2420-2	Open Water Lifeguard II					\$ 36.27 /HR
2413-0	Pool Lifeguard					\$ 21.91 /HR
3207-0	Property Officer	2766	4	\$ 62,640	-- 12	\$ 86,756
2409-0	Seasonal Pool Manager I					\$ 25.66 /HR
2408-0	Seasonal Pool Manager II					\$ 33.70 /HR
3199-0	Security Aide	2059	3	\$ 45,393	-- 12	\$ 64,602
3181-0	Security Officer	2315	6	\$ 58,443	-- 12	\$ 72,599
3214-1	Traffic Officer I	2071	8	\$ 58,276	-- 12	\$ 64,936
3214-2	Traffic Officer II	2704	2	\$ 58,004	-- 12	\$ 84,814
3214-3	Traffic Officer III	2851	2	\$ 61,157	-- 12	\$ 89,408
3113-A	Vocational Worker Animal License Canvasser	2059	3	\$ 45,393	-- 12	\$ 64,602

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Appendix E

Operative on October 20, 2024

Range		1	2	3	4	5	6	7	8	9	10	11	12
2059	HR	\$ 20.59	\$ 21.16	\$ 21.74	\$ 22.34	\$ 23.58	\$ 24.90	\$ 26.28	\$ 27.75	\$ 28.52	\$ 29.30	\$ 30.11	\$ 30.94
	BW	\$ 1,647.20	\$ 1,692.80	\$ 1,739.20	\$ 1,787.20	\$ 1,886.40	\$ 1,992.00	\$ 2,102.40	\$ 2,220.00	\$ 2,281.60	\$ 2,344.00	\$ 2,408.80	\$ 2,475.20
	YR	\$ 42,991	\$ 44,182	\$ 45,393	\$ 46,645	\$ 49,235	\$ 51,991	\$ 54,872	\$ 57,942	\$ 59,549	\$ 61,178	\$ 62,869	\$ 64,602
2071	HR	\$ 20.71	\$ 21.28	\$ 21.86	\$ 22.46	\$ 23.71	\$ 25.04	\$ 26.44	\$ 27.91	\$ 28.67	\$ 29.46	\$ 30.27	\$ 31.10
	BW	\$ 1,656.80	\$ 1,702.40	\$ 1,748.80	\$ 1,796.80	\$ 1,896.80	\$ 2,003.20	\$ 2,115.20	\$ 2,232.80	\$ 2,293.60	\$ 2,356.80	\$ 2,421.60	\$ 2,488.00
	YR	\$ 43,242	\$ 44,432	\$ 45,643	\$ 46,896	\$ 49,506	\$ 52,283	\$ 55,206	\$ 58,276	\$ 59,862	\$ 61,512	\$ 63,203	\$ 64,936
2315	HR	\$ 23.15	\$ 23.79	\$ 24.44	\$ 25.11	\$ 26.51	\$ 27.99	\$ 29.55	\$ 31.19	\$ 32.05	\$ 32.93	\$ 33.84	\$ 34.77
	BW	\$ 1,852.00	\$ 1,903.20	\$ 1,955.20	\$ 2,008.80	\$ 2,120.80	\$ 2,239.20	\$ 2,364.00	\$ 2,495.20	\$ 2,564.00	\$ 2,634.40	\$ 2,707.20	\$ 2,781.60
	YR	\$ 48,337	\$ 49,673	\$ 51,030	\$ 52,429	\$ 55,352	\$ 58,443	\$ 61,700	\$ 65,124	\$ 66,920	\$ 68,757	\$ 70,657	\$ 72,599
2704	HR	\$ 27.04	\$ 27.78	\$ 28.55	\$ 29.34	\$ 30.97	\$ 32.70	\$ 34.51	\$ 36.44	\$ 37.44	\$ 38.47	\$ 39.53	\$ 40.62
	BW	\$ 2,163.20	\$ 2,222.40	\$ 2,284.00	\$ 2,347.20	\$ 2,477.60	\$ 2,616.00	\$ 2,760.80	\$ 2,915.20	\$ 2,995.20	\$ 3,077.60	\$ 3,162.40	\$ 3,249.60
	YR	\$ 56,459	\$ 58,004	\$ 59,612	\$ 61,261	\$ 64,665	\$ 68,277	\$ 72,056	\$ 76,086	\$ 78,174	\$ 80,325	\$ 82,538	\$ 84,814
2766	HR	\$ 27.66	\$ 28.42	\$ 29.20	\$ 30.00	\$ 31.68	\$ 33.45	\$ 35.30	\$ 37.28	\$ 38.30	\$ 39.35	\$ 40.44	\$ 41.55
	BW	\$ 2,212.80	\$ 2,273.60	\$ 2,336.00	\$ 2,400.00	\$ 2,534.40	\$ 2,676.00	\$ 2,824.00	\$ 2,982.40	\$ 3,064.00	\$ 3,148.00	\$ 3,235.20	\$ 3,324.00
	YR	\$ 57,754	\$ 59,340	\$ 60,969	\$ 62,640	\$ 66,147	\$ 69,843	\$ 73,706	\$ 77,840	\$ 79,970	\$ 82,162	\$ 84,438	\$ 86,756
2827	HR	\$ 28.27	\$ 29.05	\$ 29.85	\$ 30.67	\$ 32.38	\$ 34.18	\$ 36.10	\$ 38.11	\$ 39.16	\$ 40.24	\$ 41.34	\$ 42.48
	BW	\$ 2,261.60	\$ 2,324.00	\$ 2,388.00	\$ 2,453.60	\$ 2,590.40	\$ 2,734.40	\$ 2,888.00	\$ 3,048.80	\$ 3,132.80	\$ 3,219.20	\$ 3,307.20	\$ 3,398.40
	YR	\$ 59,027	\$ 60,656	\$ 62,326	\$ 64,038	\$ 67,609	\$ 71,367	\$ 75,376	\$ 79,573	\$ 81,766	\$ 84,021	\$ 86,317	\$ 88,698
2851	HR	\$ 28.51	\$ 29.29	\$ 30.10	\$ 30.93	\$ 32.65	\$ 34.47	\$ 36.39	\$ 38.42	\$ 39.47	\$ 40.56	\$ 41.67	\$ 42.82
	BW	\$ 2,280.80	\$ 2,343.20	\$ 2,408.00	\$ 2,474.40	\$ 2,612.00	\$ 2,757.60	\$ 2,911.20	\$ 3,073.60	\$ 3,157.60	\$ 3,244.80	\$ 3,333.60	\$ 3,425.60
	YR	\$ 59,528	\$ 61,157	\$ 62,848	\$ 64,581	\$ 68,173	\$ 71,973	\$ 75,982	\$ 80,220	\$ 82,413	\$ 84,689	\$ 87,006	\$ 89,408

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Appendix F

Operative on June 29, 2025

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	2877	2	\$ 61,721	-- 12	\$ 90,222
4330-0	Animal License Canvasser	2143	5	\$ 51,239	-- 12	\$ 67,191
4329-0	Animal License Canvasser Assistant	2143	5	\$ 51,239	-- 12	\$ 67,191
3211-0	Detention Officer	2941	4	\$ 66,607	-- 12	\$ 92,247
2420-1	Open Water Lifeguard I					\$ 33.02 /HR
2420-2	Open Water Lifeguard II					\$ 37.72 /HR
2413-0	Pool Lifeguard					\$ 22.79 /HR
3207-0	Property Officer	2877	4	\$ 65,166	-- 12	\$ 90,222
2409-0	Seasonal Pool Manager I					\$ 26.69 /HR
2408-0	Seasonal Pool Manager II					\$ 35.05 /HR
3199-0	Security Aide	2143	5	\$ 51,239	-- 12	\$ 67,191
3181-0	Security Officer	2406	6	\$ 60,760	-- 12	\$ 75,502
3214-1	Traffic Officer I	2153	8	\$ 60,593	-- 12	\$ 67,525
3214-2	Traffic Officer II	2812	2	\$ 60,322	-- 12	\$ 88,238
3214-3	Traffic Officer III	2965	2	\$ 63,621	-- 12	\$ 92,999
3113-A	Vocational Worker Animal License Canvasser	2143	5	\$ 51,239	-- 12	\$ 67,191

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Appendix F

Operative on June 29, 2025

Range		1	2	3	4	5	6	7	8	9	10	11	12
2143	HR	\$ 21.43	\$ 22.02	\$ 22.62	\$ 23.24	\$ 24.54	\$ 25.90	\$ 27.35	\$ 28.87	\$ 29.67	\$ 30.49	\$ 31.32	\$ 32.18
	BW	\$ 1,714.40	\$ 1,761.60	\$ 1,809.60	\$ 1,859.20	\$ 1,963.20	\$ 2,072.00	\$ 2,188.00	\$ 2,309.60	\$ 2,373.60	\$ 2,439.20	\$ 2,505.60	\$ 2,574.40
	YR	\$ 44,745	\$ 45,977	\$ 47,230	\$ 48,525	\$ 51,239	\$ 54,079	\$ 57,106	\$ 60,280	\$ 61,950	\$ 63,663	\$ 65,396	\$ 67,191
2153	HR	\$ 21.53	\$ 22.12	\$ 22.73	\$ 23.36	\$ 24.66	\$ 26.04	\$ 27.49	\$ 29.02	\$ 29.81	\$ 30.63	\$ 31.47	\$ 32.34
	BW	\$ 1,722.40	\$ 1,769.60	\$ 1,818.40	\$ 1,868.80	\$ 1,972.80	\$ 2,083.20	\$ 2,199.20	\$ 2,321.60	\$ 2,384.80	\$ 2,450.40	\$ 2,517.60	\$ 2,587.20
	YR	\$ 44,954	\$ 46,186	\$ 47,460	\$ 48,775	\$ 51,490	\$ 54,371	\$ 57,399	\$ 60,593	\$ 62,243	\$ 63,955	\$ 65,709	\$ 67,525
2406	HR	\$ 24.06	\$ 24.72	\$ 25.40	\$ 26.10	\$ 27.56	\$ 29.10	\$ 30.72	\$ 32.44	\$ 33.33	\$ 34.25	\$ 35.19	\$ 36.16
	BW	\$ 1,924.80	\$ 1,977.60	\$ 2,032.00	\$ 2,088.00	\$ 2,204.80	\$ 2,328.00	\$ 2,457.60	\$ 2,595.20	\$ 2,666.40	\$ 2,740.00	\$ 2,815.20	\$ 2,892.80
	YR	\$ 50,237	\$ 51,615	\$ 53,035	\$ 54,496	\$ 57,545	\$ 60,760	\$ 64,143	\$ 67,734	\$ 69,593	\$ 71,514	\$ 73,476	\$ 75,502
2812	HR	\$ 28.12	\$ 28.89	\$ 29.69	\$ 30.51	\$ 32.21	\$ 34.01	\$ 35.91	\$ 37.91	\$ 38.96	\$ 40.03	\$ 41.13	\$ 42.26
	BW	\$ 2,249.60	\$ 2,311.20	\$ 2,375.20	\$ 2,440.80	\$ 2,576.80	\$ 2,720.80	\$ 2,872.80	\$ 3,032.80	\$ 3,116.80	\$ 3,202.40	\$ 3,290.40	\$ 3,380.80
	YR	\$ 58,714	\$ 60,322	\$ 61,992	\$ 63,704	\$ 67,254	\$ 71,012	\$ 74,980	\$ 79,156	\$ 81,348	\$ 83,582	\$ 85,879	\$ 88,238
2877	HR	\$ 28.77	\$ 29.56	\$ 30.37	\$ 31.21	\$ 32.94	\$ 34.78	\$ 36.72	\$ 38.77	\$ 39.83	\$ 40.93	\$ 42.05	\$ 43.21
	BW	\$ 2,301.60	\$ 2,364.80	\$ 2,429.60	\$ 2,496.80	\$ 2,635.20	\$ 2,782.40	\$ 2,937.60	\$ 3,101.60	\$ 3,186.40	\$ 3,274.40	\$ 3,364.00	\$ 3,456.80
	YR	\$ 60,071	\$ 61,721	\$ 63,412	\$ 65,166	\$ 68,778	\$ 72,620	\$ 76,671	\$ 80,951	\$ 83,165	\$ 85,461	\$ 87,800	\$ 90,222
2941	HR	\$ 29.41	\$ 30.22	\$ 31.05	\$ 31.90	\$ 33.68	\$ 35.56	\$ 37.54	\$ 39.64	\$ 40.73	\$ 41.85	\$ 43.00	\$ 44.18
	BW	\$ 2,352.80	\$ 2,417.60	\$ 2,484.00	\$ 2,552.00	\$ 2,694.40	\$ 2,844.80	\$ 3,003.20	\$ 3,171.20	\$ 3,258.40	\$ 3,348.00	\$ 3,440.00	\$ 3,534.40
	YR	\$ 61,408	\$ 63,099	\$ 64,832	\$ 66,607	\$ 70,323	\$ 74,249	\$ 78,383	\$ 82,768	\$ 85,044	\$ 87,382	\$ 89,784	\$ 92,247
2965	HR	\$ 29.65	\$ 30.47	\$ 31.30	\$ 32.16	\$ 33.96	\$ 35.85	\$ 37.85	\$ 39.96	\$ 41.06	\$ 42.19	\$ 43.35	\$ 44.54
	BW	\$ 2,372.00	\$ 2,437.60	\$ 2,504.00	\$ 2,572.80	\$ 2,716.80	\$ 2,868.00	\$ 3,028.00	\$ 3,196.80	\$ 3,284.80	\$ 3,375.20	\$ 3,468.00	\$ 3,563.20
	YR	\$ 61,909	\$ 63,621	\$ 65,354	\$ 67,150	\$ 70,908	\$ 74,854	\$ 79,030	\$ 83,436	\$ 85,733	\$ 88,092	\$ 90,514	\$ 92,999

MOU 18

Appendix G

Operative on June 28, 2026

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	2992	2	\$ 64,185	-- 12	\$ 93,834
4330-0	Animal License Canvasser	2229	6	\$ 56,250	-- 12	\$ 69,885
4329-0	Animal License Canvasser Assistant	2229	6	\$ 56,250	-- 12	\$ 69,885
3211-0	Detention Officer	3058	4	\$ 69,279	-- 12	\$ 95,943
2420-1	Open Water Lifeguard I					\$ 34.34 /HR
2420-2	Open Water Lifeguard II					\$ 39.23 /HR
2413-0	Pool Lifeguard					\$ 23.70 /HR
3207-0	Property Officer	2992	4	\$ 67,776	-- 12	\$ 93,834
2409-0	Seasonal Pool Manager I					\$ 27.76 /HR
2408-0	Seasonal Pool Manager II					\$ 36.45 /HR
3199-0	Security Aide	2229	6	\$ 56,250	-- 12	\$ 69,885
3181-0	Security Officer	2504	6	\$ 63,224	-- 12	\$ 78,529
3214-1	Traffic Officer I	2238	8	\$ 62,994	-- 12	\$ 70,219
3214-2	Traffic Officer II	2925	2	\$ 62,744	-- 12	\$ 91,767
3214-3	Traffic Officer III	3084	2	\$ 66,168	-- 12	\$ 96,757
3113-A	Vocational Worker Animal License Canvasser	2229	6	\$ 56,250	-- 12	\$ 69,885

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Appendix G

Operative on June 28, 2026

Range		1	2	3	4	5	6	7	8	9	10	11	12
2229	HR	\$ 22.29	\$ 22.90	\$ 23.53	\$ 24.18	\$ 25.52	\$ 26.94	\$ 28.44	\$ 30.02	\$ 30.85	\$ 31.70	\$ 32.57	\$ 33.47
	BW	\$ 1,783.20	\$ 1,832.00	\$ 1,882.40	\$ 1,934.40	\$ 2,041.60	\$ 2,155.20	\$ 2,275.20	\$ 2,401.60	\$ 2,468.00	\$ 2,536.00	\$ 2,605.60	\$ 2,677.60
	YR	\$ 46,541	\$ 47,815	\$ 49,130	\$ 50,487	\$ 53,285	\$ 56,250	\$ 59,382	\$ 62,681	\$ 64,414	\$ 66,189	\$ 68,006	\$ 69,885
2238	HR	\$ 22.38	\$ 23.00	\$ 23.63	\$ 24.28	\$ 25.64	\$ 27.06	\$ 28.57	\$ 30.17	\$ 31.00	\$ 31.85	\$ 32.73	\$ 33.63
	BW	\$ 1,790.40	\$ 1,840.00	\$ 1,890.40	\$ 1,942.40	\$ 2,051.20	\$ 2,164.80	\$ 2,285.60	\$ 2,413.60	\$ 2,480.00	\$ 2,548.00	\$ 2,618.40	\$ 2,690.40
	YR	\$ 46,729	\$ 48,024	\$ 49,339	\$ 50,696	\$ 53,536	\$ 56,501	\$ 59,654	\$ 62,994	\$ 64,728	\$ 66,502	\$ 68,340	\$ 70,219
2504	HR	\$ 25.04	\$ 25.73	\$ 26.44	\$ 27.17	\$ 28.68	\$ 30.28	\$ 31.97	\$ 33.74	\$ 34.67	\$ 35.62	\$ 36.60	\$ 37.61
	BW	\$ 2,003.20	\$ 2,058.40	\$ 2,115.20	\$ 2,173.60	\$ 2,294.40	\$ 2,422.40	\$ 2,557.60	\$ 2,699.20	\$ 2,773.60	\$ 2,849.60	\$ 2,928.00	\$ 3,008.80
	YR	\$ 52,283	\$ 53,724	\$ 55,206	\$ 56,730	\$ 59,883	\$ 63,224	\$ 66,753	\$ 70,449	\$ 72,390	\$ 74,374	\$ 76,420	\$ 78,529
2925	HR	\$ 29.25	\$ 30.05	\$ 30.88	\$ 31.73	\$ 33.50	\$ 35.37	\$ 37.34	\$ 39.43	\$ 40.51	\$ 41.62	\$ 42.77	\$ 43.95
	BW	\$ 2,340.00	\$ 2,404.00	\$ 2,470.40	\$ 2,538.40	\$ 2,680.00	\$ 2,829.60	\$ 2,987.20	\$ 3,154.40	\$ 3,240.80	\$ 3,329.60	\$ 3,421.60	\$ 3,516.00
	YR	\$ 61,074	\$ 62,744	\$ 64,477	\$ 66,252	\$ 69,948	\$ 73,852	\$ 77,965	\$ 82,329	\$ 84,584	\$ 86,902	\$ 89,303	\$ 91,767
2992	HR	\$ 29.92	\$ 30.74	\$ 31.59	\$ 32.46	\$ 34.27	\$ 36.18	\$ 38.19	\$ 40.32	\$ 41.43	\$ 42.57	\$ 43.74	\$ 44.94
	BW	\$ 2,393.60	\$ 2,459.20	\$ 2,527.20	\$ 2,596.80	\$ 2,741.60	\$ 2,894.40	\$ 3,055.20	\$ 3,225.60	\$ 3,314.40	\$ 3,405.60	\$ 3,499.20	\$ 3,595.20
	YR	\$ 62,472	\$ 64,185	\$ 65,959	\$ 67,776	\$ 71,555	\$ 75,543	\$ 79,740	\$ 84,188	\$ 86,505	\$ 88,886	\$ 91,329	\$ 93,834
3058	HR	\$ 30.58	\$ 31.42	\$ 32.29	\$ 33.18	\$ 35.03	\$ 36.98	\$ 39.05	\$ 41.22	\$ 42.36	\$ 43.52	\$ 44.72	\$ 45.95
	BW	\$ 2,446.40	\$ 2,513.60	\$ 2,583.20	\$ 2,654.40	\$ 2,802.40	\$ 2,958.40	\$ 3,124.00	\$ 3,297.60	\$ 3,388.80	\$ 3,481.60	\$ 3,577.60	\$ 3,676.00
	YR	\$ 63,851	\$ 65,604	\$ 67,421	\$ 69,279	\$ 73,142	\$ 77,214	\$ 81,536	\$ 86,067	\$ 88,447	\$ 90,869	\$ 93,375	\$ 95,943
3084	HR	\$ 30.84	\$ 31.69	\$ 32.56	\$ 33.46	\$ 35.33	\$ 37.30	\$ 39.37	\$ 41.57	\$ 42.72	\$ 43.89	\$ 45.10	\$ 46.34
	BW	\$ 2,467.20	\$ 2,535.20	\$ 2,604.80	\$ 2,676.80	\$ 2,826.40	\$ 2,984.00	\$ 3,149.60	\$ 3,325.60	\$ 3,417.60	\$ 3,511.20	\$ 3,608.00	\$ 3,707.20
	YR	\$ 64,393	\$ 66,168	\$ 67,985	\$ 69,864	\$ 73,769	\$ 77,882	\$ 82,204	\$ 86,798	\$ 89,199	\$ 91,642	\$ 94,168	\$ 96,757

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Appendix H

Operative on June 27, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	3082	2	\$ 66,126	-- 12	\$ 96,653
4330-0	Animal License Canvasser	2294	6	\$ 57,921	-- 12	\$ 71,973
4329-0	Animal License Canvasser Assistant	2294	6	\$ 57,921	-- 12	\$ 71,973
3211-0	Detention Officer	3151	4	\$ 71,367	-- 12	\$ 98,845
2420-1	Open Water Lifeguard I					\$ 35.37 /HR
2420-2	Open Water Lifeguard II					\$ 40.41 /HR
2413-0	Pool Lifeguard					\$ 24.41 /HR
3207-0	Property Officer	3082	4	\$ 69,801	-- 12	\$ 96,653
2409-0	Seasonal Pool Manager I					\$ 28.59 /HR
2408-0	Seasonal Pool Manager II					\$ 37.54 /HR
3199-0	Security Aide	2294	6	\$ 57,921	-- 12	\$ 71,973
3181-0	Security Officer	2578	6	\$ 65,082	-- 12	\$ 80,889
3214-1	Traffic Officer I	2305	8	\$ 64,874	-- 12	\$ 72,328
3214-2	Traffic Officer II	3014	2	\$ 64,665	-- 12	\$ 94,523
3214-3	Traffic Officer III	3179	2	\$ 68,194	-- 12	\$ 99,722
3113-A	Vocational Worker Animal License Canvasser	2294	6	\$ 57,921	-- 12	\$ 71,973

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Appendix H

Operative on June 27, 2027

Range		1	2	3	4	5	6	7	8	9	10	11	12
2294	HR	\$ 22.94	\$ 23.57	\$ 24.22	\$ 24.89	\$ 26.27	\$ 27.74	\$ 29.29	\$ 30.93	\$ 31.78	\$ 32.65	\$ 33.55	\$ 34.47
	BW	\$ 1,835.20	\$ 1,885.60	\$ 1,937.60	\$ 1,991.20	\$ 2,101.60	\$ 2,219.20	\$ 2,343.20	\$ 2,474.40	\$ 2,542.40	\$ 2,612.00	\$ 2,684.00	\$ 2,757.60
	YR	\$ 47,898	\$ 49,214	\$ 50,571	\$ 51,970	\$ 54,851	\$ 57,921	\$ 61,157	\$ 64,581	\$ 66,356	\$ 68,173	\$ 70,052	\$ 71,973
2305	HR	\$ 23.05	\$ 23.68	\$ 24.34	\$ 25.01	\$ 26.41	\$ 27.88	\$ 29.43	\$ 31.07	\$ 31.93	\$ 32.81	\$ 33.71	\$ 34.64
	BW	\$ 1,844.00	\$ 1,894.40	\$ 1,947.20	\$ 2,000.80	\$ 2,112.80	\$ 2,230.40	\$ 2,354.40	\$ 2,485.60	\$ 2,554.40	\$ 2,624.80	\$ 2,696.80	\$ 2,771.20
	YR	\$ 48,128	\$ 49,443	\$ 50,821	\$ 52,220	\$ 55,144	\$ 58,213	\$ 61,449	\$ 64,874	\$ 66,669	\$ 68,507	\$ 70,386	\$ 72,328
2578	HR	\$ 25.78	\$ 26.49	\$ 27.22	\$ 27.97	\$ 29.53	\$ 31.17	\$ 32.91	\$ 34.75	\$ 35.71	\$ 36.69	\$ 37.70	\$ 38.74
	BW	\$ 2,062.40	\$ 2,119.20	\$ 2,177.60	\$ 2,237.60	\$ 2,362.40	\$ 2,493.60	\$ 2,632.80	\$ 2,780.00	\$ 2,856.80	\$ 2,935.20	\$ 3,016.00	\$ 3,099.20
	YR	\$ 53,828	\$ 55,311	\$ 56,835	\$ 58,401	\$ 61,658	\$ 65,082	\$ 68,716	\$ 72,558	\$ 74,562	\$ 76,608	\$ 78,717	\$ 80,889
3014	HR	\$ 30.14	\$ 30.97	\$ 31.82	\$ 32.70	\$ 34.51	\$ 36.44	\$ 38.47	\$ 40.62	\$ 41.73	\$ 42.88	\$ 44.06	\$ 45.27
	BW	\$ 2,411.20	\$ 2,477.60	\$ 2,545.60	\$ 2,616.00	\$ 2,760.80	\$ 2,915.20	\$ 3,077.60	\$ 3,249.60	\$ 3,338.40	\$ 3,430.40	\$ 3,524.80	\$ 3,621.60
	YR	\$ 62,932	\$ 64,665	\$ 66,440	\$ 68,277	\$ 72,056	\$ 76,086	\$ 80,325	\$ 84,814	\$ 87,132	\$ 89,533	\$ 91,997	\$ 94,523
3082	HR	\$ 30.82	\$ 31.67	\$ 32.54	\$ 33.43	\$ 35.29	\$ 37.27	\$ 39.34	\$ 41.53	\$ 42.67	\$ 43.84	\$ 45.05	\$ 46.29
	BW	\$ 2,465.60	\$ 2,533.60	\$ 2,603.20	\$ 2,674.40	\$ 2,823.20	\$ 2,981.60	\$ 3,147.20	\$ 3,322.40	\$ 3,413.60	\$ 3,507.20	\$ 3,604.00	\$ 3,703.20
	YR	\$ 64,352	\$ 66,126	\$ 67,943	\$ 69,801	\$ 73,685	\$ 77,819	\$ 82,141	\$ 86,714	\$ 89,094	\$ 91,537	\$ 94,064	\$ 96,653
3151	HR	\$ 31.51	\$ 32.38	\$ 33.27	\$ 34.18	\$ 36.10	\$ 38.11	\$ 40.24	\$ 42.48	\$ 43.64	\$ 44.84	\$ 46.07	\$ 47.34
	BW	\$ 2,520.80	\$ 2,590.40	\$ 2,661.60	\$ 2,734.40	\$ 2,888.00	\$ 3,048.80	\$ 3,219.20	\$ 3,398.40	\$ 3,491.20	\$ 3,587.20	\$ 3,685.60	\$ 3,787.20
	YR	\$ 65,792	\$ 67,609	\$ 69,467	\$ 71,367	\$ 75,376	\$ 79,573	\$ 84,021	\$ 88,698	\$ 91,120	\$ 93,625	\$ 96,194	\$ 98,845
3179	HR	\$ 31.79	\$ 32.66	\$ 33.56	\$ 34.48	\$ 36.40	\$ 38.44	\$ 40.59	\$ 42.85	\$ 44.03	\$ 45.24	\$ 46.48	\$ 47.76
	BW	\$ 2,543.20	\$ 2,612.80	\$ 2,684.80	\$ 2,758.40	\$ 2,912.00	\$ 3,075.20	\$ 3,247.20	\$ 3,428.00	\$ 3,522.40	\$ 3,619.20	\$ 3,718.40	\$ 3,820.80
	YR	\$ 66,377	\$ 68,194	\$ 70,073	\$ 71,994	\$ 76,003	\$ 80,262	\$ 84,751	\$ 89,470	\$ 91,934	\$ 94,461	\$ 97,050	\$ 99,722

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Appendix I

Operative on December 26, 2027

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	3174	2	\$ 68,089	-- 12	\$ 99,555
4330-0	Animal License Canvasser	2363	6	\$ 59,654	-- 12	\$ 74,124
4329-0	Animal License Canvasser Assistant	2363	6	\$ 59,654	-- 12	\$ 74,124
3211-0	Detention Officer	3246	4	\$ 73,518	-- 12	\$ 101,831
2420-1	Open Water Lifeguard I					\$ 36.43 /HR
2420-2	Open Water Lifeguard II					\$ 41.62 /HR
2413-0	Pool Lifeguard					\$ 25.14 /HR
3207-0	Property Officer	3174	4	\$ 71,889	-- 12	\$ 99,555
2409-0	Seasonal Pool Manager I					\$ 29.45 /HR
2408-0	Seasonal Pool Manager II					\$ 38.67 /HR
3199-0	Security Aide	2363	6	\$ 59,654	-- 12	\$ 74,124
3181-0	Security Officer	2657	6	\$ 67,066	-- 12	\$ 83,311
3214-1	Traffic Officer I	2375	8	\$ 66,857	-- 12	\$ 74,520
3214-2	Traffic Officer II	3103	2	\$ 66,565	-- 12	\$ 97,363
3214-3	Traffic Officer III	3274	2	\$ 70,240	-- 12	\$ 102,750
3113-A	Vocational Worker Animal License Canvasser	2363	6	\$ 59,654	-- 12	\$ 74,124

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Appendix I

Operative on December 26, 2027

Range		1	2	3	4	5	6	7	8	9	10	11	12
2363	HR	\$ 23.63	\$ 24.28	\$ 24.95	\$ 25.64	\$ 27.06	\$ 28.57	\$ 30.17	\$ 31.85	\$ 32.73	\$ 33.63	\$ 34.55	\$ 35.50
	BW	\$ 1,890.40	\$ 1,942.40	\$ 1,996.00	\$ 2,051.20	\$ 2,164.80	\$ 2,285.60	\$ 2,413.60	\$ 2,548.00	\$ 2,618.40	\$ 2,690.40	\$ 2,764.00	\$ 2,840.00
	YR	\$ 49,339	\$ 50,696	\$ 52,095	\$ 53,536	\$ 56,501	\$ 59,654	\$ 62,994	\$ 66,502	\$ 68,340	\$ 70,219	\$ 72,140	\$ 74,124
2375	HR	\$ 23.75	\$ 24.40	\$ 25.07	\$ 25.76	\$ 27.20	\$ 28.72	\$ 30.32	\$ 32.02	\$ 32.90	\$ 33.80	\$ 34.73	\$ 35.69
	BW	\$ 1,900.00	\$ 1,952.00	\$ 2,005.60	\$ 2,060.80	\$ 2,176.00	\$ 2,297.60	\$ 2,425.60	\$ 2,561.60	\$ 2,632.00	\$ 2,704.00	\$ 2,778.40	\$ 2,855.20
	YR	\$ 49,590	\$ 50,947	\$ 52,346	\$ 53,786	\$ 56,793	\$ 59,967	\$ 63,308	\$ 66,857	\$ 68,695	\$ 70,574	\$ 72,516	\$ 74,520
2657	HR	\$ 26.57	\$ 27.30	\$ 28.05	\$ 28.82	\$ 30.42	\$ 32.12	\$ 33.91	\$ 35.80	\$ 36.78	\$ 37.79	\$ 38.83	\$ 39.90
	BW	\$ 2,125.60	\$ 2,184.00	\$ 2,244.00	\$ 2,305.60	\$ 2,433.60	\$ 2,569.60	\$ 2,712.80	\$ 2,864.00	\$ 2,942.40	\$ 3,023.20	\$ 3,106.40	\$ 3,192.00
	YR	\$ 55,478	\$ 57,002	\$ 58,568	\$ 60,176	\$ 63,516	\$ 67,066	\$ 70,804	\$ 74,750	\$ 76,796	\$ 78,905	\$ 81,077	\$ 83,311
3103	HR	\$ 31.03	\$ 31.88	\$ 32.76	\$ 33.66	\$ 35.54	\$ 37.52	\$ 39.62	\$ 41.83	\$ 42.98	\$ 44.16	\$ 45.38	\$ 46.63
	BW	\$ 2,482.40	\$ 2,550.40	\$ 2,620.80	\$ 2,692.80	\$ 2,843.20	\$ 3,001.60	\$ 3,169.60	\$ 3,346.40	\$ 3,438.40	\$ 3,532.80	\$ 3,630.40	\$ 3,730.40
	YR	\$ 64,790	\$ 66,565	\$ 68,402	\$ 70,282	\$ 74,207	\$ 78,341	\$ 82,726	\$ 87,341	\$ 89,742	\$ 92,206	\$ 94,753	\$ 97,363
3174	HR	\$ 31.74	\$ 32.61	\$ 33.51	\$ 34.43	\$ 36.35	\$ 38.38	\$ 40.51	\$ 42.77	\$ 43.95	\$ 45.16	\$ 46.40	\$ 47.68
	BW	\$ 2,539.20	\$ 2,608.80	\$ 2,680.80	\$ 2,754.40	\$ 2,908.00	\$ 3,070.40	\$ 3,240.80	\$ 3,421.60	\$ 3,516.00	\$ 3,612.80	\$ 3,712.00	\$ 3,814.40
	YR	\$ 66,273	\$ 68,089	\$ 69,968	\$ 71,889	\$ 75,898	\$ 80,137	\$ 84,584	\$ 89,303	\$ 91,767	\$ 94,294	\$ 96,883	\$ 99,555
3246	HR	\$ 32.46	\$ 33.35	\$ 34.27	\$ 35.21	\$ 37.17	\$ 39.25	\$ 41.44	\$ 43.75	\$ 44.95	\$ 46.19	\$ 47.46	\$ 48.77
	BW	\$ 2,596.80	\$ 2,668.00	\$ 2,741.60	\$ 2,816.80	\$ 2,973.60	\$ 3,140.00	\$ 3,315.20	\$ 3,500.00	\$ 3,596.00	\$ 3,695.20	\$ 3,796.80	\$ 3,901.60
	YR	\$ 67,776	\$ 69,634	\$ 71,555	\$ 73,518	\$ 77,610	\$ 81,954	\$ 86,526	\$ 91,350	\$ 93,855	\$ 96,444	\$ 99,096	\$ 101,831
3274	HR	\$ 32.74	\$ 33.64	\$ 34.57	\$ 35.52	\$ 37.50	\$ 39.60	\$ 41.81	\$ 44.14	\$ 45.36	\$ 46.61	\$ 47.89	\$ 49.21
	BW	\$ 2,619.20	\$ 2,691.20	\$ 2,765.60	\$ 2,841.60	\$ 3,000.00	\$ 3,168.00	\$ 3,344.80	\$ 3,531.20	\$ 3,628.80	\$ 3,728.80	\$ 3,831.20	\$ 3,936.80
	YR	\$ 68,361	\$ 70,240	\$ 72,182	\$ 74,165	\$ 78,300	\$ 82,684	\$ 87,299	\$ 92,164	\$ 94,711	\$ 97,321	\$ 99,994	\$ 102,750

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Appendix J

Operative on June 25, 2028

CLASS CODE	TITLE	RANGE	ANNUAL COMPENSATION			
			STARTING		MAXIMUM	
			STEP	SALARY	STEP	SALARY
4311-0	Animal Control Officer	3238	2	\$ 69,467	-- 12	\$ 101,560
4330-0	Animal License Canvasser	2411	6	\$ 60,865	-- 12	\$ 75,606
4329-0	Animal License Canvasser Assistant	2411	6	\$ 60,865	-- 12	\$ 75,606
3211-0	Detention Officer	3312	4	\$ 75,021	-- 12	\$ 103,878
2420-1	Open Water Lifeguard I					\$ 37.16 /HR
2420-2	Open Water Lifeguard II					\$ 42.45 /HR
2413-0	Pool Lifeguard					\$ 25.64 /HR
3207-0	Property Officer	3238	4	\$ 73,351	-- 12	\$ 101,560
2409-0	Seasonal Pool Manager I					\$ 30.04 /HR
2408-0	Seasonal Pool Manager II					\$ 39.44 /HR
3199-0	Security Aide	2411	6	\$ 60,865	-- 12	\$ 75,606
3181-0	Security Officer	2710	6	\$ 68,423	-- 12	\$ 85,002
3214-1	Traffic Officer I	2423	8	\$ 68,194	-- 12	\$ 76,003
3214-2	Traffic Officer II	3166	2	\$ 67,922	-- 12	\$ 99,305
3214-3	Traffic Officer III	3342	2	\$ 71,701	-- 12	\$ 104,796
3113-A	Vocational Worker Animal License Canvasser	2411	6	\$ 60,865	-- 12	\$ 75,606

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Appendix J

Operative on June 25, 2028

Range		1	2	3	4	5	6	7	8	9	10	11	12
2411	HR	\$ 24.11	\$ 24.77	\$ 25.45	\$ 26.15	\$ 27.61	\$ 29.15	\$ 30.77	\$ 32.49	\$ 33.38	\$ 34.30	\$ 35.24	\$ 36.21
	BW	\$ 1,928.80	\$ 1,981.60	\$ 2,036.00	\$ 2,092.00	\$ 2,208.80	\$ 2,332.00	\$ 2,461.60	\$ 2,599.20	\$ 2,670.40	\$ 2,744.00	\$ 2,819.20	\$ 2,896.80
	YR	\$ 50,341	\$ 51,719	\$ 53,139	\$ 54,601	\$ 57,649	\$ 60,865	\$ 64,247	\$ 67,839	\$ 69,697	\$ 71,618	\$ 73,581	\$ 75,606
2423	HR	\$ 24.23	\$ 24.90	\$ 25.58	\$ 26.28	\$ 27.75	\$ 29.30	\$ 30.94	\$ 32.66	\$ 33.56	\$ 34.48	\$ 35.43	\$ 36.40
	BW	\$ 1,938.40	\$ 1,992.00	\$ 2,046.40	\$ 2,102.40	\$ 2,220.00	\$ 2,344.00	\$ 2,475.20	\$ 2,612.80	\$ 2,684.80	\$ 2,758.40	\$ 2,834.40	\$ 2,912.00
	YR	\$ 50,592	\$ 51,991	\$ 53,411	\$ 54,872	\$ 57,942	\$ 61,178	\$ 64,602	\$ 68,194	\$ 70,073	\$ 71,994	\$ 73,977	\$ 76,003
2710	HR	\$ 27.10	\$ 27.85	\$ 28.61	\$ 29.40	\$ 31.04	\$ 32.77	\$ 34.60	\$ 36.53	\$ 37.53	\$ 38.56	\$ 39.62	\$ 40.71
	BW	\$ 2,168.00	\$ 2,228.00	\$ 2,288.80	\$ 2,352.00	\$ 2,483.20	\$ 2,621.60	\$ 2,768.00	\$ 2,922.40	\$ 3,002.40	\$ 3,084.80	\$ 3,169.60	\$ 3,256.80
	YR	\$ 56,584	\$ 58,150	\$ 59,737	\$ 61,387	\$ 64,811	\$ 68,423	\$ 72,244	\$ 76,274	\$ 78,362	\$ 80,513	\$ 82,726	\$ 85,002
3166	HR	\$ 31.66	\$ 32.53	\$ 33.43	\$ 34.35	\$ 36.26	\$ 38.28	\$ 40.42	\$ 42.67	\$ 43.85	\$ 45.06	\$ 46.29	\$ 47.56
	BW	\$ 2,532.80	\$ 2,602.40	\$ 2,674.40	\$ 2,748.00	\$ 2,900.80	\$ 3,062.40	\$ 3,233.60	\$ 3,413.60	\$ 3,508.00	\$ 3,604.80	\$ 3,703.20	\$ 3,804.80
	YR	\$ 66,106	\$ 67,922	\$ 69,801	\$ 71,722	\$ 75,710	\$ 79,928	\$ 84,396	\$ 89,094	\$ 91,558	\$ 94,085	\$ 96,653	\$ 99,305
3238	HR	\$ 32.38	\$ 33.27	\$ 34.19	\$ 35.13	\$ 37.09	\$ 39.16	\$ 41.34	\$ 43.64	\$ 44.84	\$ 46.07	\$ 47.34	\$ 48.64
	BW	\$ 2,590.40	\$ 2,661.60	\$ 2,735.20	\$ 2,810.40	\$ 2,967.20	\$ 3,132.80	\$ 3,307.20	\$ 3,491.20	\$ 3,587.20	\$ 3,685.60	\$ 3,787.20	\$ 3,891.20
	YR	\$ 67,609	\$ 69,467	\$ 71,388	\$ 73,351	\$ 77,443	\$ 81,766	\$ 86,317	\$ 91,120	\$ 93,625	\$ 96,194	\$ 98,845	\$ 101,560
3312	HR	\$ 33.12	\$ 34.03	\$ 34.97	\$ 35.93	\$ 37.94	\$ 40.05	\$ 42.28	\$ 44.63	\$ 45.86	\$ 47.12	\$ 48.42	\$ 49.75
	BW	\$ 2,649.60	\$ 2,722.40	\$ 2,797.60	\$ 2,874.40	\$ 3,035.20	\$ 3,204.00	\$ 3,382.40	\$ 3,570.40	\$ 3,668.80	\$ 3,769.60	\$ 3,873.60	\$ 3,980.00
	YR	\$ 69,154	\$ 71,054	\$ 73,017	\$ 75,021	\$ 79,218	\$ 83,624	\$ 88,280	\$ 93,187	\$ 95,755	\$ 98,386	\$ 101,100	\$ 103,878
3342	HR	\$ 33.42	\$ 34.34	\$ 35.28	\$ 36.25	\$ 38.27	\$ 40.41	\$ 42.66	\$ 45.04	\$ 46.27	\$ 47.54	\$ 48.85	\$ 50.19
	BW	\$ 2,673.60	\$ 2,747.20	\$ 2,822.40	\$ 2,900.00	\$ 3,061.60	\$ 3,232.80	\$ 3,412.80	\$ 3,603.20	\$ 3,701.60	\$ 3,803.20	\$ 3,908.00	\$ 4,015.20
	YR	\$ 69,780	\$ 71,701	\$ 73,664	\$ 75,690	\$ 79,907	\$ 84,376	\$ 89,074	\$ 94,043	\$ 96,611	\$ 99,263	\$ 101,998	\$ 104,796