| TIER | RANGE | TITLE                          | STEP (Annual) |              |              |              |              |
|------|-------|--------------------------------|---------------|--------------|--------------|--------------|--------------|
|      |       |                                | Α             | В            | С            | D            | E            |
| 01T5 | 01    | AUDITOR                        | \$85,672.00   | \$89,956.00  | \$94,453.00  | \$99,176.00  | \$104,135.00 |
|      |       | BOND CONSTRUCTION ACCOUNTANT   | \$85,672.00   | \$89,956.00  | \$94,453.00  | \$99,176.00  | \$104,135.00 |
|      |       | BUDGET ANALYST                 | \$85,672.00   | \$89,956.00  | \$94,453.00  | \$99,176.00  | \$104,135.00 |
|      |       | NAIC CLASSIFIED COORDINATOR    | \$85,672.00   | \$89,956.00  | \$94,453.00  | \$99,176.00  | \$104,135.00 |
|      |       | SENIOR PAYROLL ANALYST         | \$85,672.00   | \$89,956.00  | \$94,453.00  | \$99,176.00  | \$104,135.00 |
|      |       | SUPPORT SERVICES COORDINATOR   | \$85,672.00   | \$89,956.00  | \$94,453.00  | \$99,176.00  | \$104,135.00 |
|      | 02    | ELOP SITE COORDINATOR          | \$91,670.00   | \$96,253.00  | \$101,066.00 | \$106,118.00 | \$111,424.00 |
|      |       | ENERGY EDUCATION SPECIALIST    | \$91,670.00   | \$96,253.00  | \$101,066.00 | \$106,118.00 | \$111,424.00 |
|      |       | PROGRAM COORDINATOR SES        | \$91,670.00   | \$96,253.00  | \$101,066.00 | \$106,118.00 | \$111,424.00 |
|      |       | SENIOR PAYROLL ANALYST         | \$91,670.00   | \$96,253.00  | \$101,066.00 | \$106,118.00 | \$111,424.00 |
|      | 03    | AFTER SCHOOL PRGRM COORDINATOR | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
|      |       | COORD ADMISSION & FAM SRVS-ECE | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
|      |       | COORD ADMISSIONS & FAMILY SRVS | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
|      |       | COORDINATOR HR OPERATIONS      | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
|      |       | COORDINATOR LABOR RELATIONS    | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
|      |       | DISABILITY COORDINATOR         | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
|      |       | DISABILITY MGT COORDINATOR     | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
|      |       | MENTOR & COMMUNTY SERV COOR    | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
|      |       | RESEARCH SPECIALIST            | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
|      |       | SR CRIME ANALYST/RESEARCHER    | \$98,086.00   | \$102,990.00 | \$108,140.00 | \$113,546.00 | \$119,223.00 |
| 01T6 | 01    | CONSTRUCTION PROJECT MANAGER   | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | COORD SCHLBASEMENTHLTH SRVCS   | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | COORD STATE & FEDERAL PROGRAMS | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | CUSTODIAL OPERATIONS MANAGER   | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | ELOP DISTRICT COORDINATOR      | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | EMRGNCY SRVS/SCHLSFTY PRO COOR | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | GRANT DEVLP & COMPLIANCE SPEC  | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | NUTRITION SVS BUSINESS MANAGER | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | NUTRITION SVS OPERATION MNGR   | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | PROG COORD INTEGRATED COMM RES | \$107,893.00  | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |

| TIER | RANGE | TITLE STEP (Annual)             |              |              |              |              |              |
|------|-------|---------------------------------|--------------|--------------|--------------|--------------|--------------|
|      |       |                                 | Α            | В            | С            | D            | E            |
| 01T6 | 01    | PURCHASING MANAGER              | \$107,893.00 | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | REPRO MAIL ROOM MANAGER         | \$107,893.00 | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | RISK MANAGER                    | \$107,893.00 | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      |       | TRANSPORATION MANAGER           | \$107,893.00 | \$113,289.00 | \$118,953.00 | \$124,901.00 | \$131,146.00 |
|      | 02    | ACCOUNTING MANAGER              | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      |       | BUDGET MANAGER                  | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      |       | INTERIM BUDGET MANAGER          | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      |       | MANAGER BUILDING DIVISION       | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      |       | MANAGER MECHANICAL DIVISION     | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      |       | OPERATIONS MANAGER              | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      |       | PAYROLL OPERATIONS MANAGER      | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      |       | PRGRM MGR - TCHR INST & SS PRGR | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      |       | SERGEANT                        | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      |       | TECHNOLOGY MANAGER              | \$115,447.00 | \$121,219.00 | \$127,279.00 | \$133,644.00 | \$140,326.00 |
|      | 03    | ADMINISTRATOR OF EXPANDED LEA   | \$123,528.00 | \$129,704.00 | \$136,189.00 | \$143,000.00 | \$150,150.00 |
|      |       | ADMINISTRATOR CWA               | \$123,528.00 | \$129,704.00 | \$136,189.00 | \$143,000.00 | \$150,150.00 |
|      |       | ADMINISTRATOR STATE/FEDERAL PG  | \$123,528.00 | \$129,704.00 | \$136,189.00 | \$143,000.00 | \$150,150.00 |
|      |       | FACILITY PLANNER                | \$123,528.00 | \$129,704.00 | \$136,189.00 | \$143,000.00 | \$150,150.00 |
|      |       |                                 | \$123,528.00 | \$129,704.00 | \$136,189.00 | \$143,000.00 | \$150,150.00 |
|      |       | LIEUTENANT                      | \$123,528.00 | \$129,704.00 | \$136,189.00 | \$143,000.00 | \$150,150.00 |
|      |       | SOCIAL & EMOTIONAL WELLNESS CO  | \$123,528.00 | \$129,704.00 | \$136,189.00 | \$143,000.00 | \$150,150.00 |
|      |       | SR MGR MAINTENANCE & OPERATION  | \$123,528.00 | \$129,704.00 | \$136,189.00 | \$143,000.00 | \$150,150.00 |
| 01T7 | 01    | CAPTAIN                         | \$145,393.00 | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |
|      |       | DIR COMM RELATIONS/BUSINESS DE  | \$145,393.00 | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |
|      |       | DIR MARKETING & COMMUNICATION   | \$145,393.00 | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |
|      |       | DIR OF EMERG PREPAREDNESS & RE  | \$145,393.00 | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |
|      |       | DIRECTOR FAMILY RESOURCE CNTR   | \$145,393.00 | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |
|      |       | DIRECTOR FOOD SERVICES          | \$145,393.00 | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |
|      |       | DIRECTOR OF BUSINESS SERVICES   | \$145,393.00 | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |
|      |       | DIRECTOR OF CONSTITUENT SRVS    | \$145,393.00 | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |

| TIER | RANGE | TITLE                          | STEP (Annual) |              |              |              |              |
|------|-------|--------------------------------|---------------|--------------|--------------|--------------|--------------|
|      |       |                                | Α             | В            | С            | D            | E            |
| 01T7 | 01    | DIRECTOR RISK MGMT & INSURANCE | \$145,393.00  | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |
|      |       | DIRECTOR TRANSPORTATION        | \$145,393.00  | \$152,662.00 | \$160,296.00 | \$168,310.00 | \$176,725.00 |
|      | 02    | CHIEF TECHNOLOGY OFFICER       | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | DIR FACILITIES/TRANSPORTATION  | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | DIR LABOR RELATIONS            | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | DIRECTOR - HUMAN RESOURCES     | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | DIRECTOR - LCAP & S&F PROGRAMS | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | DIRECTOR CLASSIFIED PERSONNEL  | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | DIRECTOR FACILITIES & PLANNING | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | DIRECTOR FISCAL SERVICES       | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | DIRECTOR OF EXPANDED LEARNING  | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | DIRECTOR RESRCH ACCOUNTABILITY | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      |       | TECHNOLOGY DIRECTOR            | \$155,569.00  | \$163,349.00 | \$171,516.00 | \$180,091.00 | \$189,096.00 |
|      | 03    |                                | \$156,311.00  | \$164,733.00 | \$173,152.00 | \$181,570.00 | \$189,993.00 |
|      | 04    | EXEC DIR HUMAN CAPITAL DEVELP  | \$171,127.00  | \$179,684.00 | \$188,668.00 | \$198,101.00 | \$208,005.00 |
|      |       | EXEC DIRECTOR BUSINESS SRVCS   | \$171,127.00  | \$179,684.00 | \$188,668.00 | \$198,101.00 | \$208,005.00 |
|      |       | EXEC DIRECTOR TECH & INNOVATIO | \$171,127.00  | \$179,684.00 | \$188,668.00 | \$198,101.00 | \$208,005.00 |
| 01T8 | 01    | ASSIST SUPT HR                 | \$188,240.00  | \$197,652.00 | \$207,535.00 | \$217,911.00 | \$228,806.00 |
|      |       | CHIEF OF POLICE                | \$188,240.00  | \$197,652.00 | \$207,535.00 | \$217,911.00 | \$228,806.00 |
|      | 02    | ASSOC SUPT OF BUS & OPS        | \$201,416.00  | \$211,488.00 | \$222,062.00 | \$233,165.00 | \$244,823.00 |
|      |       | CHIEF BUSINESS OFFICIAL        | \$201,416.00  | \$211,488.00 | \$222,062.00 | \$233,165.00 | \$244,823.00 |
|      |       | INTERIM CHIEF BUSINESS OFFICIA | \$201,416.00  | \$211,488.00 | \$222,062.00 | \$233,165.00 | \$244,823.00 |

### **DEGREE INCREMENTS:**

| Master's Degree    | \$3,000.00 |
|--------------------|------------|
| Doctorate's Degree | \$6,000.00 |

### ANNUAL LONGEVITY INCREMENTS

\$2,141.79 per year at 15 years \$4,283.58 per year at 20 years \$6,425.37 per year at 24 years \$8,567.17 per year at 30 years