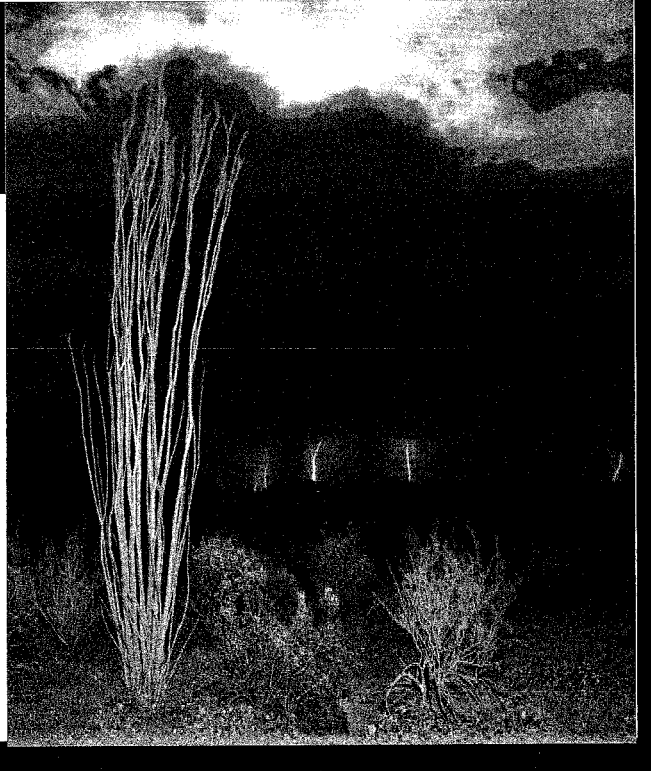
Town of Yucca Valley



Adopted Budget 2011-2012

Town of Yucca Valley

Elected and Appointed Officials

Elected Officials

Mayor
George Huntington

Mayor Pro Tem
Frank Luckino

Council Member
Merl Abel

Council Member
Isaac Hagerman

Council Member
Dawn Rowe

Appointed Officials

Town Manager
Mark Nuaimi

Deputy Town Manager
Shane R. Stueckle

Town Clerk
Jamie Anderson

Town Attorney
Lona Laymon

Director of Administrative Services
Curtis Yakimow

Director of Community Services
James A. Schooler

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Transmittal Letter

To: Honorable Mayor and Town Council
From: Mark N. Nuaimi, Town Manager
Subject: FY 2011-12 Proposed Budget
Date: June 21, 2011

Introduction

It is my pleasure to present to you the proposed budget for the 2011-12 fiscal year for the Town of Yucca Valley and the Yucca Valley Redevelopment Agency. Because of its importance as both a funding and policy document, the Town's annual budget is one of the most critical tasks undertaken by both Town Council and staff. With its adoption, the budget document becomes the financial plan for the Town, embodies the Town's priorities and responsibilities, and provides for the implementation of the Town's programs and services.

This budget establishes the Town's spending plan, along with applicable funding resources, to meet the service requirements of Yucca Valley's residents, businesses, and institutions. Equally important, the budget addresses a variety of community priorities, as defined by the Town Council through their Strategic Planning Session, residents and staff. Highlights of these priorities include:

- Emphasis on Fiscal Responsibility – The proposed budget for 2011-12 is a ***balanced budget***, with anticipated revenues exceeding anticipated expenditures by $294,000, and includes a $20,000 contingency account.

- Conservative Approach – The housing and economic correction continues into its fourth year, and the Riverside/San Bernardino County area remains as one of the most affected in the country. While the ramifications of the correction can be felt nationwide, it is very real here in our Town. Examples include continuing weakness in retail sales, decreased property values, and higher incidences of home foreclosures. In light of these realities, the budget process was most difficult as both the staff and council wrestled with significant changes affecting Town operations, Town services, public safety, and ultimately, Town personnel. Through this process, the resulting budget endeavors to project conservative revenue estimates, streamlined expenditures, and a suspension of any discretionary capital projects in the General Fund, unless absolutely necessary.

- Emphasis on Stable Reserves – Continues to implement the Council's current reserve policy, and provides for a solid level of reserves, both designated and undesignated. The budget identifies a reserve level that exceeds the upper end of the Council's adopted reserve policy, and will provide for a reasonable amount of resources in the event of economic hardships or emergency. While it is not anticipated that reserves will be needed to supplement current appropriations, reserves remain available should the Town be negatively impacted by budgetary actions taken at the Federal, State or County level.

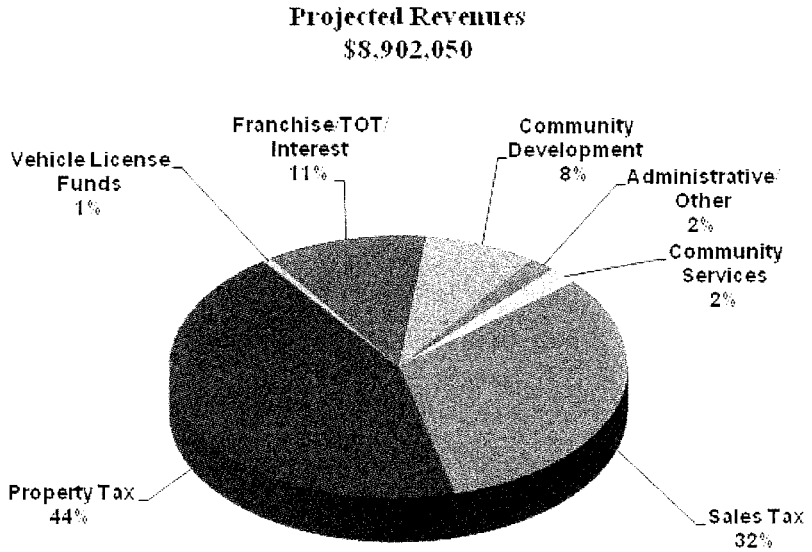
- Investment in Infrastructure Maintenance – For a number of years, the Town Council has stated that addressing deferred infrastructure maintenance was a top priority. This budget begins to address that priority, committing approximately 3% of recurring General Fund revenues to infrastructure maintenance. This will continue to receive considerable attention until the Town Council goal of 10% has been achieved.

In the following sections, these priorities are discussed in greater detail. In addition, a brief overview of the various budget components is provided for your review.

Revenue Outlook

As with many municipalities, the Town of Yucca Valley receives the majority of its funding for services through the Town's General Fund. With projected revenues of $8.9 million, the General Fund accounts for the majority of the $16.4 million total Town budget. While the General Fund receives revenues from a variety of sources, the bulk of the revenues come from five primary sources:

- *Sales and use tax*
- *Property Tax*
- *Vehicle License Fee Revenues*
- *Charges for services*
- *Franchise fees*

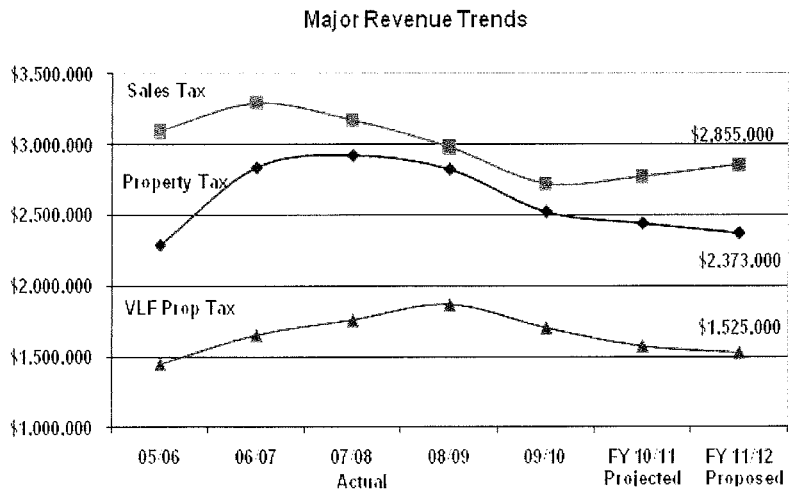


Combined, these sources provide $8.4 million of the Town's $8.9 million budget, or 94%. Clearly, the Town's revenues are tied to a limited number of sources, and as such, remain vulnerable to fluctuations in these sources. While the Town revenues have experienced contraction over the past three years, the Town anticipates that FY 2011-12 will be the bottom of our economic cycle, translating into flat retail sales and a modest decrease in property tax revenues for the Town. Total General Fund revenues for 2011-12 are budgeted at $8.9 million, just marginally higher than the $8.6 million in FY 2010-11, about in line with the current rate of inflation. Each of these revenues sources are more fully discussed below.

Sales Tax

In the mid-2000's, the sales tax base of the Town increased about 9% on average, reflecting strong local sales tax growth, increases in local business reach, and the addition of new sales tax generating businesses. This growth slowed considerably in fiscal year 2007-08, when sales tax flattened to negligible year over year growth. As anticipated, Home Depot opened in Yucca Valley in late 2007 and several smaller stores a few months later including the relocated Sears store, and the new Dollar Tree. As each of these businesses was established, they became an ever-important part of the Town's sales tax base. Unfortunately, the closure of two auto dealerships offset any of the gains realized by these new business operations.

Over the past three years, retail sales have decreased in excess of 15%, reflecting a weak economy. Some moderating factors to the slowing sales tax growth remain high fuel costs, increased material costs, and increasing inflationary trends across all lines of goods. With the high concentration of general consumer goods retailers in Yucca Valley, the Town enjoys some insulation from highly variable discretionary purchases; however, the decrease in purchasing power of the local economic base remains a concern.



Property Tax

The Town of Yucca Valley receives 16.8 cents of each property tax dollar received by San Bernardino County for property tax collected on property located within the Town limits. This tax is based on the assessed value of the individual property at the time of purchase or completion, and remains fixed (subject to a 2% annual adjustment) until the property is reassessed with a change in ownership or valuation.

Over the past three years, the Town's property tax revenues have decreased dramatically as assessed values county wide have seen an almost 20% reduction. This contraction in assessed value serves as the corollary to the unsustainable run-up in property values in the middle of the prior decade. This decrease in assessed value has a compounding effect on the Town as it also impacts the Town's property tax in lieu of motor vehicle license fees as described below.

For 2011-12, property tax is anticipated to decrease 2% from the 2010-11 projected level reflecting the current and anticipated continued weakness in the housing market. It is likely that 2011-12 may reflect a bottom in the assessed valuations within the Town; however the Town is uncertain as to the scope of property valuation reductions which may be granted by the County Assessor. Any such reductions will have a negative impact on current and future property tax allocations due to the Town, and depending on the number and size, may continue to be significant.

Motor Vehicle License Fee (VLF)

The Town receives a property tax equivalent to the VLF tax in the amount of 2% of the current value of registered vehicles from two different funding sources. The first source is the actual VLF based on 0.65% of the value. The second is property tax in lieu of VLF in the differential amount that would bring the Town's total share up to 2%. The increase in annual VLF is based upon the increase in gross assessed valuation, which includes growth within the Town's redevelopment project area. The total VFL backfill amount of $1,530,000 in 2011-12 reflects a corresponding decrease in the assessed valuation Town wide, and continues a pattern of falling revenue over the past three years.

Other Revenue Sources

The Town receives the remaining General Fund revenues from a variety of sources including franchise fees, service fee revenues, interest earnings, transient occupancy tax, and various reimbursements. The fiscal year 2011-12 budget reflects the following significant items of impact:

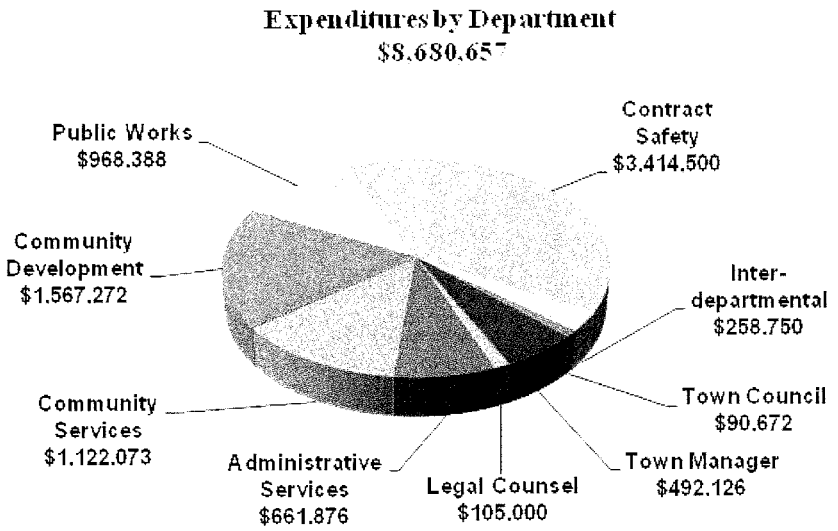
- Interest Earnings – Over the past year, monetary action taken at the Federal level has resulted in lower investment earnings rates nationwide. Accordingly, Town interest earnings are projected at $40,000 for 2011-12 representing a decrease of over 33% from fiscal year 2010-11 adopted budget, and reflects the overall low interest rate environment.

- Franchise Fee Revenues – Projected to remain slightly higher at $755,000 for the period, franchise fee revenue remains a significant source of General Fund revenue. The majority of the increase is related to higher service rates by the underlying service providers. Additionally, the Town continues to work toward a newly negotiated solid waste contract with Burrtec, the result of which may impact related fee revenue beyond the proposed budget in fiscal year 2011-12.

- Other Reimbursements – The proposed budget reflects the current agreement with San Bernardino County for Animal Care and Control activities. This agreement provides for reimbursement of approximately $295,000 in 2011-12.

General Fund Expenditures

General Fund expenditures are primarily town-wide general service type expenditures, and represent the costs of providing the basic service needs of the community. Examples of such expenditures include public safety costs, Town partnerships, community contracts, personnel costs, operating supplies and services, and park and facility maintenance. Total General Fund expenditures are budgeted at $8.6 million, reflecting a decrease of 3.4% from the FY 2010-11 projected actual.



Public Safety

The Town's public safety services are provided through a contract with the San Bernardino County Sheriff's Department. In May of each year, the County provides the Town with a draft estimate of the contract costs for public safety. The proposed Schedule A costs for 2011-12 was $3,303,539, an increase of approximately $148,500. As the Town staff developed the entire budget, it became apparent that at some point, the Town will not be able to continue to absorb year over year increases in the public safety budget without action. Though considered in each of the past three years, given the Council's strategic priority of providing the best public safety program within the Town's means, no changes were made, and the public safety budget was increased as needed to provide the existing service levels.

The recommended approach in the 2011-12 budget holds the Schedule A budget allocation at the same level as the 2010-11 amount. In doing so, the Town is recommending that the School Resource Officer position be funded until October 1, 2011, unless additional funding is secured. Because of the importance of providing quality public service to the Town, Town staff is diligently seeking other sources of revenue whereby this reduction in personnel may not be necessary. These efforts include the following:

- *Completion of a FY 2011-12 Cops Hiring Program Grant.*
- *Planned discussions with the Morongo Unified School District to restore partnership funding.*
- *Continued tracking of the County's negotiations aimed at controlling contract safety costs.*
- *Potential backfill with State booking fee revenues.*

It is our expectation that the Town will be successful in all or some of these efforts, and that the Town will be able to maintain the current level of staffing. Nonetheless, the community needs to be aware that difficult choices lie ahead if costs and revenues continue to go in opposite directions.

The County will continue to invoice cities directly for the actual costs associated with fleet fuel and maintenance. This cost to the Town is estimated at $105,000 annually above the contract cost. The proposed safety budget funds a service level consisting of 13.5 deputies, including two motorcycle deputies and one school resource officer through September 30, 2011. While the majority of the Town's public safety costs are funded through the General Fund, there are additional one-time grant funds the Town receives to assist in defraying the capital costs associated with public safety. These are identified in the Town's Special Revenue funds. It is assumed that the State will continue to fund the Supplemental Law Enforcement Special Fund. If funding is not provided, the Town will incur an additional General Fund charge of approximately $100,000 related to special activity overtime charges.

Personnel Services

Since 2007-08, the Town has eliminated 12 full time positions. This reduction in work force has resulted in doing more with less each and every day, and places an enormous challenge on the remaining staff. The 2011-12 proposed budget continues that trend with the elimination of three additional positions. These changes are not easy, and are never taken lightly. However, the Town is committed to remaining fiscally sound even in these challenging economic times.

Personnel costs represent the total direct and indirect costs associated with the Town's current and projected staff. For 2011-12, these costs are projected to total $3.2 million, essentially flat year over year, and reflect the following changes:

- No cost of living adjustment
- Reclassifications / Adjustments to a number of positions to reflect additional responsibilities and to address market rate disparity
- Employee pick up of the entire employee portion of retirement of 8%
- Limitation of merit increases to 2.5%, if applicable
- Addition of a longevity benefit of 2.5%, if applicable
- Reduction in workforce of three full time positions
- Conversion of one contract position to a full time position
- Reduction in vacation accrual rates
- Increase in the medical benefits cap to $1,050
- Other minor changes implemented to increase employee flexibility in the usage of benefits

Over the past three years, these reductions in staffing have not resulted in many visible service changes to the public. With regret, there will be some impact to the community as a result of the continued economic downturn. In the next few months, Town staff will continue to evaluate operational efficiencies, and will return to Council with a recommended course of action. It is anticipated that such a plan will have a negative impact on the Town's ability to provide existing levels of service. Such changes may include reduced operating hours, changes in employee work schedules, redeployment of staff to various departments, and other operational adjustments.

Operating Supplies and Services

Expenditures for Town operations and contract services, excluding the contingency account, are projected to total $2.03 million. Included in these expenditures are specific line items such as Town legal counsel, information technology services and supplies, planning, building and safety, and engineering professional services contracts, and risk management activities. The proposed budget reflects the emphasis on only those services and supplies that are most critical to ongoing Town operations. Many important projects have been deferred pending the financial outlook of the local and state economies.

As with personnel services, the proposed budget reflects the initial implementation of the Town's Cost Allocation Study, resulting in direct and indirect operating supplies and services cost recovery from eligible Special Revenue Funds totaling $130,000.

Other Expenditures

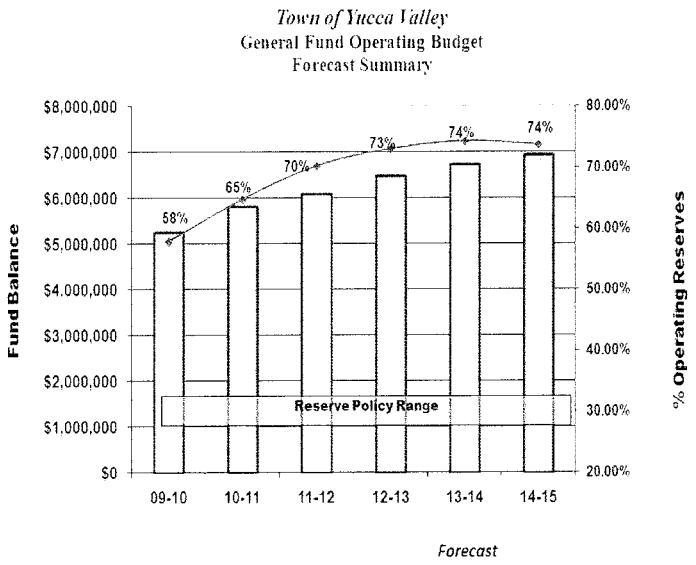
Other expenditures include community partnership requests, disaster preparedness activities, recycling and solid waste programs, and the Town's Operation and Salary Contingency account. The contingency account reflects the amount of funding set aside for unforeseen operational or personnel expenditures. For 2011-12, $20,000 has been set aside for this account.

General Fund Reserve

As one of the Council's priorities, a sound fiscal reserve is embodied in the proposed budget. Such a reserve is essential to accommodate the ever-changing economic environment that municipalities function within. Events such as State subvention takeaways, economic recession, environmental emergencies, and other unforeseen fiscal emergencies will place an enormous burden on the local municipality. As such, a conservative, prudent fiscal reserve policy is essential to ensure the Town's ability to respond to such uncertainties.

The anticipated General Fund reserve for the proposed two-year budget is as follows:

Reserve Designation	FY 2011-12
Undesignated	$5,547,802
Catastrophic	1,000,000
Other	300,000
Total	**$6,847,802**



Under the Town's current reserve policy, the level of General Fund undesignated reserves is to remain in the range of 50 – 60 percent of operating expenditures. The proposed level of reserve is projected to be approximately 74% for 2011-12 with the undesignated reserve approximately 64%. This conservative approach will provide the Town with an added measure of financial flexibility should the economic challenges at either the state or local level be more significant than anticipated.

Strategic Planning Integration

I am pleased to report that the proposed spending plan incorporates eight of the top ten Council's strategic priorities identified in January, and provides a portion of the resources necessary to continue the staff work plan developed to implement the strategic plan. Specifically, major Town initiatives planned for fiscal year 2011-12 include:

1. *General Plan Update*
2. *Development Code Update/Ordinance Review*
3. *Infrastructure Maintenance*
4. *Regional Wastewater Development Support*

The preliminary budget plan is an operationally balanced budget in that recurring revenues exceed recurring expenditures by approximately $290,000. As part of the Council's strategic planning sessions earlier this year, Council directed their intent to allocate funding from the General Fund towards the maintenance of infrastructure. This preliminary budget provides the option of allocating slightly under $300,000 to that effort. It is the intent of staff to continue the allocation of a percentage of general fund dollars to the maintenance of the Town infrastructure assets, with the long-term goal of attaining a 10% set aside of general fund revenues for such purposes.

Accordingly, the proposed budget includes an allocation of the majority of the 2011-12 revenues in excess of expenditures to addressing the Town's infrastructure deficit. In doing so, these funds will be available for maintenance and rehabilitation of critical Town assets including roads and parks. To assist in this effort, the proposed budget includes a recommendation to use $410,000 in one-time revenues associated with the sale of Town property to supplement the projected 2011-12 balance of $290,000 and deliver a total of $700,000 in road and park maintenance projects from the General Fund.

As always, staff and Council will continue to identify the needed resources for the implementation of these priorities as well as the preferred alternatives for securing the necessary resources. Such activities may include educational forums, community surveys, public hearings, and polling to better understand the community's willingness to support the Council's strategic plan, and the requisite revenue requirements that may accompany them.

Special Revenue Funds

In addition to the Town's General Fund, the Town also receives and expends funds through its Special Revenue Funds. These funds account for monies received in the form of some of the following:

- Gas Tax Revenues
- COPS/SLESF Grants
- Local Transportation Fund(LTF)
- SANBAG Measure I Fund(s)
- Town Assessment Districts
- Other Grants/Loans

Of particular note is the Town's Gas Tax Fund, through which the Town funds all of its street and road maintenance activities. The proposed budget continues to reflect no staffing changes from current levels. At some point, it will be necessary to address this deficit, as a road crew of four is often overwhelmed with maintenance activities. Additionally, as material and energy costs continue to increase, routine maintenance duties are becoming more and more costly. The result is that the relatively stable amount of gas tax revenue is not sufficient to fund the increasing street maintenance activities, thus necessitating the usage of the prior Prop 42 TCRP-Maintenance and LTF funds. This results in less available monies in those funds for new capital projects or major rehabilitations.

Current State budget information indicates that Prop 42 replacement funds for maintenance, but not for capital, are scheduled to be included. For the Town, total Gas Tax maintenance funding including Prop 42 replacement funds is anticipated to be $542,000 in fiscal year 2011-12.

Capital projects included in the proposed 2011-12 Special Revenue or Internal Service Funds include:

- *Street maintenance and paving in various locations*
- *Continued work on SR 62 median islands and widening design*
- *CDBG programming for Code Enforcement activities*
- *Continued grant work to assist Town wide park development*
- *Vehicle replacement for safety and economic concerns*
- *Continued work with Army Corp regarding flood control project assessment review*
- *Leveraging of transportation funding to maximize grant opportunities*

Additional detail for each special revenue fund is provided in the individual fund budget. Each budget identifies projected revenues, operating expenditures, capital expenditures and indirect cost expenditures proposed for 2011-12 in each of the Town's special revenue funds.

Yucca Valley Redevelopment Agency

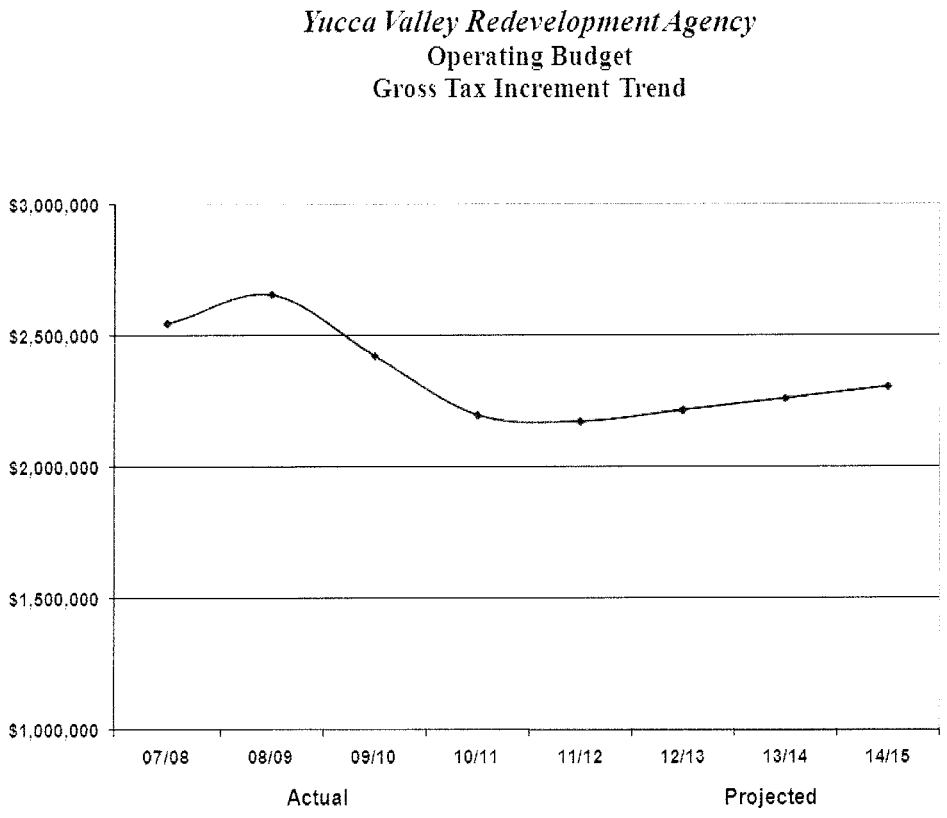
The proposed Yucca Valley Redevelopment Agency budget for fiscal year 2011-12 assumes the continued existence of redevelopment at the state level. With the various alternatives and proposals under consideration in the state capital as part of the current year budget, there is a distinct possibility that the redevelopment landscape in 2011-12 will look and function much differently than today. Given the uncertainly, the Town's RDA proposed budget assumes redevelopment continuance at the fiscal year 2010-11 level. Any significant changes at the state level subsequent to the adoption of the Town RDA's budget will result in the need for additional analysis, planning and revision of the proposed budget.

The Yucca Valley Redevelopment Agency consists of one project area, and two sub-project areas. The first project area is generally aligned with the SR 62 business corridor and includes much of the Town's commercial district including the Old Town business district. In fiscal year 2007-08, the Town Council adopted the Old Town Specific Plan setting the stage for initial assessment of new projects located in the Old Town area that are consistent with the design standards of the Specific Plan. Projects that may be considered in the near future include those of commercial, civic, residential or mixed-use varieties. In May 2008, the Agency closed on the Tax Allocation Bond Series 2008 to refund prior issues, and obtain $5.5 million in new monies. This action allowed the Agency to proceed with appropriate capital expenditures that assist the Agency in meeting its redevelopment goals and objectives.

The second project subarea generally lies on the eastern boundary of the Town, and includes certain north and south residential areas adjacent to SR62. The RDA has taken steps in an effort to address the affordable housing deficit. The Agency does this in part by providing residential facilities to the Unity Homes non-profit organization for use by income-qualified occupants. Further, the Agency is responsible for the maintenance and upkeep of these facilities.

All of the activities of the Yucca Valley RDA are financed through tax increment funding. This mechanism allows the Agency to meet its objectives without placing an enormous burden upon the Town of Yucca Valley or private businesses, while assisting in the provision of low and moderate housing.

Over the past two years, the increment funding provided by the project area has decreased approximately 5% year over year, significantly impacting the Agency's ability to move forward new initiatives, outside of affordable housing. Additionally, the continuous uncertainty at the state level with respect to redevelopment has limited the ability of staff to engage in long-term planning with any specificity as many development entities are reluctant to discuss redevelopment projects until there is greater visibility at the state level. In 2011-12, the Agency is budgeting over $2.1 million in gross revenues, prior to housing set asides and pass through agreements.



The proposed 2011-12 budget continues with the planned support of the Agency's affordable senior housing project on Dumosa Avenue. While there is limited funding allocated for the next fiscal year, the budget forecast identifies the Agency's planned contribution of $1.5 - $3.0 million in the 2013-14 fiscal year, based upon the anticipated completion date of the project. As related grant and project information is clarified, the timing of such distributions will likely shift. Staff will continue to keep the Agency apprised of the progress of these programs as they progress.

Conclusion

In keeping with the priorities set by Council, the proposed budget reflects a continued period of economic contraction, both within the Town, and within the Basin at large. The proposed budget projects a General Fund reserve balance of $6,847,802 in 2011-12. Of this amount, the undesignated reserve balance is anticipated at $5,547,802. While staff has factored in the most current information regarding the State budget, there may be subsequent changes once the State budget reaches its final form. As always, these changes may positively or negatively impact the Town's proposed budget. Staff will keep the Town Council apprised of any such changes as information becomes available.

Finally, I would like to thank all of those who have contributed to the preparation of this budget. Without their assistance, input, ideas and discussion, this budget would not be possible. I also extend a special thanks to the Town's Finance Department staff and to the department heads for their diligent efforts and indispensable insight, and the continuous guidance and participation of the Town Council.

Town of Yucca Valley

Operating Budget

FY 2011-12

Budget Resolutions

RESOLUTION NO. 11-31

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF YUCCA VALLEY, CALIFORNIA, ADOPTING THE BUDGET AND APPROVING APPROPRIATIONS FOR THE FISCAL YEAR COMMENCING JULY 1, 2011 AND ENDING JUNE 30, 2012 AND DESIGNATING THOSE OFFICIALS AUTHORIZED TO MAKE REQUISITIONS FOR ENCUMBRANCES AGAINST APPROPRIATIONS.

THE TOWN COUNCIL OF THE TOWN OF YUCCA VALLEY DOES RESOLVE AS FOLLOWS:

SECTION 1: The budget for the Town of Yucca Valley for the fiscal year commencing July 1, 2011 and ending June 30, 2012 as prepared and submitted by the Town Manager and as reviewed by the Town Council, is hereby approved and adopted as the Town of Yucca Valley Budget for said fiscal year. A copy of said budget is hereby ordered filed in the office of the Town Clerk and shall be certified by the Town Clerk as having been adopted by this resolution.

SECTION 2: From the effective date of said budget, the total amount as stated therein for each departmental activity in the Operating Budget shall be and is appropriated subject to expenditure pursuant to all applicable ordinances of the Town and the statutes of the State of California. An appropriation may be reallocated from one departmental activity account to another within the Operating Budget upon recommendation and approval of the Town Manager or Director of Administrative Services, providing there is no change in the total appropriations within any fund as authorized by the Town Council.

SECTION 3: At the close of fiscal year 2011-12, unexpended appropriations in the General Fund Operating Budget may be encumbered as necessary to underwrite the expense of budgeted outstanding purchase commitments. For all Special Revenue Funds, unexpended appropriations for approved individual capital projects will be carried forward into fiscal year 2012-13.

SECTION 4: Total appropriations within funds will be increased or decreased only by amendment of the budget by motion of the Town Council.

SECTION 5: The Director of Administrative Services is hereby authorized to transfer monies in accordance with the Interfund Transfers listed in said budget and to transfer monies to cover operational expenditures of the Town through transfers of funds in such amounts and at such times during the fiscal year as he/she may determine necessary to the competent operation and control of Town business, except that no such transfer shall be made in contravention of State law or Town Ordinance. No transfer

SECTION 6: The following Officials are authorized to request and approve for payment purchases against budget accounts:

Mayor
Town Council
Town Manager
Town Clerk
Director of Administrative Services
Deputy Town Manager
Director of Community Services
Human Resources and Risk Manager

SECTION 7: This resolution is incorporated by reference in said budget as if set out in full therein.

SECTION 8: The Town Clerk shall certify to the adoption of this resolution.

APPROVED AND ADOPTED this 21st day of June, 2011.

MAYOR

ATTEST:

TOWN CLERK

STATE OF CALIFORNIA

COUNTY OF SAN BERNARDINO

TOWN OF YUCCA VALLEY

I, Janet M. Anderson, Town Clerk of the Town of Yucca Valley, California do hereby certify that Resolution No. 11-31 was duly and regularly adopted by the Town Council of the Town of Yucca Valley, California, at a meeting thereof held on the 21st day of June, 2011, by the following vote:

AYES: Council Members Abel, Hagerman, Rowe, and Mayor Huntington

NOES: None

ABSTAIN: None

ABSENT: None

TOWN CLERK

RESOLUTION NO. 11-32

A RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF YUCCA VALLEY, CALIFORNIA, ESTABLISHING THE SPENDING LIMITATION FOR FISCAL YEAR 2011-2012

WHEREAS, Section 7910 of the California Government Code provides that each year the governing body of each local jurisdiction shall, by resolution, establish its appropriations limit for the following fiscal year pursuant to Article XIII B at a regularly scheduled meeting or a noticed special meeting and that fifteen days prior to such meeting, documentation used in the determination of the appropriations limit shall be available to the public; and

WHEREAS, Proposition 111 as approved by the voters of the State of California, requires a recorded vote of the Town Council regarding which of the annual adjustment factors have been selected each year; and

WHEREAS, Section 7902(a) of the Government Code sets forth the method for determining the appropriations limit for each local jurisdiction for the 2011-12 Fiscal Year; and

WHEREAS, the Town Council of the Town of Yucca Valley wishes to revise the appropriations limit for Fiscal Year 2011-12 for the Town of Yucca Valley, California;

NOW, THEREFORE, BE IT RESOLVED, by the Town Council of the Town of Yucca Valley, California, as follows:

SECTION 1. That it is hereby found and determined that the documentation and data used in the determination of the appropriations limit for the Town of Yucca Valley for Fiscal Year 2011-12 was available to the public at Town Hall at least fifteen days prior to this date.

SECTION 2. That the appropriation limit for the Town of Yucca Valley as amended in accordance with Section 7902(a) of the California Government Code is $29,297,061 as set forth in "Exhibit A" included herewith.

APPROVED AND ADOPTED this 21st day of June, 2011.

TOWN OF YUCCA VALLEY

MAYOR

ATTEST:

TOWN CLERK

TOWN OF YUCCA VALLEY

GANN Appropriations Limit Computation

July 2008 through June 2012

Exhibit A

	FY 07/08	FY 08/09	FY 09/10	FY 10/11	FY 11/12
Population	21,044	21,268	21,239	20,686	20,834
Population Change	2.54%	1.26%	0.49%	0.40%	0.72%
Per Capita Income Change	4.42%	4.29%	0.62%	-2.54%	2.51%
Population Change Converted to a Ratio	1.0254	1.0126	1.0049	1.0040	1.0072
Per Capita Income Change as a Ratio	1.0442	1.0429	1.0062	0.9746	1.0251
Calculation of Growth Factor	1.0707	1.0560	1.0111	0.9785	1.0325
TOTAL CURRENT YEAR LIMIT	**$27,157,778**	**$28,679,715**	**$28,998,931**	**$28,375,407**	**$29,297,061**
Proceeds of Taxes:					
Sales Taxes	$3,350,000	$3,300,000	$2,755,000	$2,750,000	$2,855,000
Vehicle License Fees	$1,690,000	$50,000	$50,000	$65,000	$55,000
Property Tax In-lieu of VLF	n/a	$1,712,000	$1,830,000	$1,550,000	$1,525,000
Home Owner's Property Tax Relief	$36,000	$35,000	$35,000	$30,000	$33,000
Property Taxes - Secured	$2,574,833	$2,765,000	$2,455,000	$2,310,000	$2,360,000
Property Taxes - Penalty	$2,500	$9,500	$15,000	$25,000	$10,000
Property Transfer Taxes	$75,000	$25,000	$50,000	$40,000	$35,000
Transient Occupancy Tax	$155,000	$160,000	$165,000	$154,000	$160,000
Total Proceeds of Taxes	$7,883,333	$8,056,500	$7,355,000	$6,924,000	$7,033,000
Excess Limit over Tax Proceeds	**($19,274,445)**	**($20,623,215)**	**($21,643,931)**	**($21,451,407)**	**($22,264,061)**

Under Article XIII of the California Constitution (the Gann Spending Limitation Initiative), the Town is restricted as to the amount of annual appropriations from the proceeds of taxes. If the proceeds from taxes exceed the allowed appropriations limit, the excess must either be refunded to the State Controller, or returned to the taxpayers through revised tax rates, revised fee schedules, or other refund arrangements.

The base year amount of $10,000,000 is increased each year by the multiplier consisting of the change in population for the Town of Yucca Valley and the change in the cost of living, both numbers of which are

RESOLUTION NO. 11-33

RESOLUTION OF THE TOWN COUNCIL OF THE TOWN OF YUCCA VALLEY, CALIFORNIA, AUTHORIZING POSITIONS AND SALARY SCHEDULE FOR FISCAL YEAR 2011-2012

The Town Council of the Town of Yucca Valley does resolve as follows:

SECTION 1: Personnel positions for fiscal year 2011-12 are hereby authorized as showing in Exhibit "A".

SECTION 2: Personnel salary schedule for fiscal year 2011-12 is hereby authorized as showing in Exhibit "B", effective with the pay date beginning July 22, 2011.

APPROVED AND ADOPTED THIS 21st day of June, 2011.

TOWN OF YUCCA VALLEY

MAYOR

ATTEST:

TOWN CLERK

EXHIBIT A

FY 2011-12 Authorized Position Listing

Salary Range	Position	FTE (all positions filled)
Contract	Town Manager	1.00
175	Town Clerk	1.00
180	Senior Management Analyst (vacant)	0.00
160	Executive Assistant (vacant)	0.00
229	Director of Administrative Services	1.00
180	Senior Accountant	1.00
125	Accounting Technician II	1.00
205	Human Resources & Risk Manager	1.00
120	Administrative Assistant I (vacant)	0.00
135	Payroll and Finance Specialist	1.00
229	Director of Community Services	1.00
160	Recreation Supervisor (vacant)	0.00
170	Museum Supervisor	1.00
150	Administrative Assistant III	1.00
135	Administrative Assistant II	1.00
125	Museum Programs Coordinator	1.00
110	Museum Registrar (vacant)	0.00
90	Museum Assistant	0.75
125	Recreation Coordinator	2.00
75	Recreation Leader I - P/T 50% (vacant)	0.00
125	Lead Maintenance Worker - Facilities (vacant)	0.00
160	Facilities Maintenance Supervisor	1.00
115	Maintenance Worker II - Facilities (2 vacancies)	0.00
190	Animal Care & Control Manager	1.00
155	Animal Shelter Supervisor (vacant)	0.00
125	Animal Control Officer II	2.00
115	Animal Shelter Specialist	2.00
135	Administrative Assistant II	1.00
100	Kennel Technician	1.50
239	Deputy Town Manager	1.00
229	Director of Community Development (vacant)	0.00
175	Associate Planner	1.00
190	Project Engineer	1.00
155	Engineering Technician II	1.00
150	Administrative Assistant III (vacant)	0.00
140	Planning Technician	1.00
155	Supervising Code Compliance Officer II (temp)	0.50
140	Code Compliance Technician - Office	1.00
135	Code Compliance Technician - Field	1.00
229	Director of Public Works/Town Engineer (Vacant)	0.00
170	Public Works Supervisor (vacant)	0.00
175	Public Works Inspector	1.00
145	Skilled Lead Maintenance Worker - Parks	1.00
145	Skilled Lead Maintenance Worker - Streets	1.00
125	Skilled Maintenance Worker II - Parks (1 vacancy)	3.00
125	Skilled Maintenance Worker II - Streets (1 vacancy)	3.00
150	Administrative Assistant II	1.00
	FY 2011-12 Total Authorized Positions	**40.75**

TOWN OF YUCCA VALLEY

Approved by Resolution 11-XX effective July 2, 2011

Nash Schedule - 13 Step @ 2.5% w-3 Step Longevity; Range Increment of 1%

EXHIBIT B

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
55		Hourly	$7.9817	$8.1812	$8.3857	$8.5954	$8.8103	$9.0305	$9.2563	$9.4877	$9.7249	$9.9680	$10.2172	$10.4726	$10.7345	$11.0028	$11.2779	$11.5598
		Bi-weekly	$638.54	$654.50	$670.86	$687.63	$704.82	$722.44	$740.50	$759.02	$777.99	$797.44	$817.38	$837.81	$858.76	$880.22	$902.23	$924.78
		Monthly	$1,383	$1,418	$1,454	$1,490	$1,527	$1,565	$1,604	$1,645	$1,686	$1,728	$1,771	$1,815	$1,861	$1,907	$1,955	$2,004
		Annual	$16,602	$17,017	$17,442	$17,878	$18,325	$18,783	$19,253	$19,734	$20,228	$20,733	$21,252	$21,783	$22,328	$22,886	$23,458	$24,044
56		Hourly	$8.0615	$8.2630	$8.4696	$8.6813	$8.8984	$9.1208	$9.3489	$9.5826	$9.8221	$10.0677	$10.3194	$10.5774	$10.8418	$11.1129	$11.3907	$11.6754
		Bi-weekly	$644.92	$661.04	$677.57	$694.50	$711.87	$729.66	$747.91	$766.61	$785.77	$805.42	$825.55	$846.19	$867.34	$889.03	$911.26	$934.03
		Monthly	$1,397	$1,432	$1,468	$1,505	$1,542	$1,581	$1,620	$1,661	$1,703	$1,745	$1,789	$1,833	$1,879	$1,926	$1,974	$2,024
		Annual	$16,768	$17,187	$17,617	$18,057	$18,509	$18,971	$19,446	$19,932	$20,430	$20,941	$21,464	$22,001	$22,551	$23,115	$23,693	$24,285
57		Hourly	$8.1421	$8.3457	$8.5543	$8.7682	$8.9874	$9.2120	$9.4423	$9.6784	$9.9204	$10.1684	$10.4226	$10.6831	$10.9502	$11.2240	$11.5046	$11.7922
		Bi-weekly	$651.37	$667.66	$684.34	$701.46	$718.99	$736.96	$755.38	$774.27	$793.63	$813.47	$833.81	$854.65	$876.02	$897.92	$920.37	$943.38
		Monthly	$1,411	$1,447	$1,483	$1,520	$1,558	$1,597	$1,637	$1,678	$1,720	$1,763	$1,807	$1,852	$1,898	$1,945	$1,994	$2,044
		Annual	$16,936	$17,359	$17,793	$18,238	$18,694	$19,161	$19,640	$20,131	$20,634	$21,150	$21,679	$22,221	$22,776	$23,346	$23,930	$24,528
58		Hourly	$8.2235	$8.4291	$8.6398	$8.8558	$9.0772	$9.3042	$9.5368	$9.7752	$10.0196	$10.2701	$10.5268	$10.7900	$11.0597	$11.3362	$11.6196	$11.9101
		Bi-weekly	$657.88	$674.33	$691.18	$708.46	$726.18	$744.34	$762.94	$782.02	$801.57	$821.61	$842.14	$863.20	$884.78	$906.90	$929.57	$952.81
		Monthly	$1,425	$1,461	$1,498	$1,535	$1,573	$1,613	$1,653	$1,694	$1,737	$1,780	$1,825	$1,870	$1,917	$1,965	$2,014	$2,064
		Annual	$17,105	$17,533	$17,971	$18,420	$18,881	$19,353	$19,836	$20,332	$20,841	$21,362	$21,896	$22,443	$23,004	$23,579	$24,169	$24,773
59		Hourly	$8.3058	$8.5134	$8.7262	$8.9444	$9.1680	$9.3972	$9.6321	$9.8729	$10.1198	$10.3728	$10.6321	$10.8979	$11.1703	$11.4496	$11.7358	$12.0292
		Bi-weekly	$664.46	$681.07	$698.10	$715.55	$733.44	$751.78	$770.57	$789.83	$809.58	$829.82	$850.57	$871.83	$893.62	$915.97	$938.86	$962.34
		Monthly	$1,440	$1,476	$1,513	$1,550	$1,589	$1,629	$1,670	$1,711	$1,754	$1,798	$1,843	$1,889	$1,936	$1,985	$2,034	$2,085
		Annual	$17,276	$17,708	$18,151	$18,604	$19,069	$19,546	$20,035	$20,536	$21,049	$21,575	$22,115	$22,668	$23,234	$23,815	$24,411	$25,021
60		Hourly	$8.3888	$8.5985	$8.8135	$9.0338	$9.2597	$9.4912	$9.7285	$9.9717	$10.2210	$10.4765	$10.7384	$11.0069	$11.2820	$11.5641	$11.8532	$12.1495
		Bi-weekly	$671.10	$687.88	$705.08	$722.70	$740.78	$759.30	$778.28	$797.74	$817.68	$838.12	$859.07	$880.55	$902.56	$925.13	$948.26	$971.96
		Monthly	$1,454	$1,490	$1,528	$1,566	$1,605	$1,645	$1,686	$1,728	$1,772	$1,816	$1,861	$1,908	$1,956	$2,004	$2,055	$2,106
		Annual	$17,449	$17,885	$18,332	$18,790	$19,260	$19,742	$20,235	$20,741	$21,260	$21,791	$22,336	$22,894	$23,467	$24,053	$24,655	$25,271
61		Hourly	$8.4727	$8.6845	$8.9016	$9.1242	$9.3523	$9.5861	$9.8257	$10.0714	$10.3232	$10.5812	$10.8458	$11.1169	$11.3948	$11.6797	$11.9717	$12.2710
		Bi-weekly	$677.82	$694.76	$712.13	$729.94	$748.18	$766.89	$786.06	$805.71	$825.86	$846.50	$867.66	$889.35	$911.58	$934.38	$957.74	$981.68
		Monthly	$1,469	$1,505	$1,543	$1,582	$1,621	$1,662	$1,703	$1,746	$1,789	$1,834	$1,880	$1,927	$1,975	$2,024	$2,075	$2,127
		Annual	$17,623	$18,064	$18,515	$18,978	$19,453	$19,939	$20,438	$20,948	$21,472	$22,009	$22,559	$23,123	$23,701	$24,294	$24,901	$25,524
62		Hourly	$8.5574	$8.7714	$8.9907	$9.2154	$9.4458	$9.6819	$9.9240	$10.1721	$10.4264	$10.6871	$10.9542	$11.2281	$11.5088	$11.7965	$12.0914	$12.3937
		Bi-weekly	$684.59	$701.71	$719.26	$737.23	$755.66	$774.55	$793.92	$813.77	$834.11	$854.97	$876.34	$898.25	$920.70	$943.72	$967.31	$991.50
		Monthly	$1,483	$1,520	$1,558	$1,597	$1,637	$1,678	$1,720	$1,763	$1,807	$1,852	$1,899	$1,946	$1,995	$2,045	$2,096	$2,148
		Annual	$17,799	$18,244	$18,701	$19,168	$19,647	$20,138	$20,642	$21,158	$21,687	$22,229	$22,785	$23,354	$23,938	$24,537	$25,150	$25,779
63		Hourly	$8.6430	$8.8591	$9.0806	$9.3076	$9.5403	$9.7788	$10.0232	$10.2738	$10.5307	$10.7939	$11.0638	$11.3404	$11.6239	$11.9145	$12.2123	$12.5177
		Bi-weekly	$691.44	$708.73	$726.45	$744.61	$763.22	$782.30	$801.86	$821.90	$842.46	$863.51	$885.10	$907.23	$929.91	$953.16	$976.98	$1,001.42
		Monthly	$1,498	$1,536	$1,574	$1,613	$1,654	$1,695	$1,737	$1,781	$1,825	$1,871	$1,918	$1,966	$2,015	$2,065	$2,117	$2,170
		Annual	$17,977	$18,427	$18,888	$19,360	$19,844	$20,340	$20,848	$21,370	$21,904	$22,451	$23,013	$23,588	$24,178	$24,782	$25,402	$26,037
64		Hourly	$8.7294	$8.9477	$9.1714	$9.4006	$9.6357	$9.8766	$10.1235	$10.3766	$10.6360	$10.9019	$11.1744	$11.4538	$11.7401	$12.0336	$12.3345	$12.6428
		Bi-weekly	$698.35	$715.82	$733.71	$752.05	$770.86	$790.13	$809.88	$830.13	$850.88	$872.15	$893.95	$916.30	$939.21	$962.69	$986.76	$1,011.42
		Monthly	$1,513	$1,551	$1,590	$1,629	$1,670	$1,712	$1,755	$1,799	$1,844	$1,890	$1,937	$1,985	$2,035	$2,086	$2,138	$2,191
		Annual	$18,157	$18,611	$19,076	$19,553	$20,042	$20,543	$21,057	$21,583	$22,123	$22,676	$23,243	$23,824	$24,419	$25,030	$25,656	$26,297

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
65	Rec Asst	Hourly	$8.8167	$9.0371	$9.2631	$9.4947	$9.7320	$9.9753	$10.2247	$10.4803	$10.7423	$11.0109	$11.2862	$11.5683	$11.8575	$12.1540	$12.4578	$12.7693
		Bi-weekly	$705.34	$722.97	$741.05	$759.58	$778.56	$798.02	$817.98	$838.42	$859.38	$880.87	$902.90	$925.46	$948.60	$972.32	$996.62	$1,021.54
		Monthly	$1,528	$1,566	$1,606	$1,646	$1,687	$1,729	$1,772	$1,817	$1,862	$1,909	$1,956	$2,005	$2,055	$2,107	$2,159	$2,213
		Annual	$18,339	$18,797	$19,267	$19,749	$20,243	$20,749	$21,267	$21,799	$22,344	$22,903	$23,475	$24,062	$24,664	$25,280	$25,912	$26,560
66		Hourly	$8.9049	$9.1275	$9.3557	$9.5896	$9.8293	$10.0751	$10.3270	$10.5851	$10.8498	$11.1210	$11.3990	$11.6840	$11.9761	$12.2755	$12.5824	$12.8969
		Bi-weekly	$712.39	$730.20	$748.46	$767.17	$786.34	$806.01	$826.16	$846.81	$867.98	$889.68	$911.92	$934.72	$958.09	$982.04	$1,006.59	$1,031.75
		Monthly	$1,544	$1,582	$1,622	$1,662	$1,704	$1,746	$1,790	$1,835	$1,881	$1,928	$1,976	$2,025	$2,076	$2,128	$2,181	$2,235
		Annual	$18,522	$18,985	$19,460	$19,946	$20,445	$20,956	$21,480	$22,017	$22,567	$23,132	$23,710	$24,303	$24,910	$25,533	$26,171	$26,826
67		Hourly	$8.9939	$9.2188	$9.4493	$9.6855	$9.9276	$10.1758	$10.4302	$10.6910	$10.9583	$11.2322	$11.5130	$11.8008	$12.0959	$12.3983	$12.7082	$13.0259
		Bi-weekly	$719.51	$737.50	$755.94	$774.84	$794.21	$814.06	$834.42	$855.28	$876.66	$898.58	$921.04	$944.06	$967.67	$991.86	$1,016.66	$1,042.07
		Monthly	$1,559	$1,598	$1,638	$1,679	$1,721	$1,764	$1,808	$1,853	$1,899	$1,947	$1,996	$2,045	$2,097	$2,149	$2,203	$2,258
		Annual	$18,707	$19,175	$19,654	$20,146	$20,649	$21,166	$21,695	$22,237	$22,793	$23,363	$23,947	$24,546	$25,159	$25,788	$26,433	$27,094
68		Hourly	$9.0839	$9.3110	$9.5438	$9.7824	$10.0269	$10.2776	$10.5345	$10.7979	$11.0678	$11.3445	$11.6281	$11.9188	$12.2168	$12.5222	$12.8353	$13.1562
		Bi-weekly	$726.71	$744.88	$763.50	$782.59	$802.15	$822.21	$842.76	$863.83	$885.42	$907.56	$930.25	$953.50	$977.34	$1,001.78	$1,026.82	$1,052.50
		Monthly	$1,575	$1,614	$1,654	$1,696	$1,738	$1,781	$1,826	$1,872	$1,918	$1,966	$2,016	$2,066	$2,118	$2,171	$2,225	$2,280
		Annual	$18,894	$19,367	$19,851	$20,347	$20,856	$21,377	$21,912	$22,460	$23,021	$23,597	$24,187	$24,791	$25,411	$26,046	$26,697	$27,365
69		Hourly	$9.1747	$9.4041	$9.6392	$9.8802	$10.1272	$10.3804	$10.6399	$10.9059	$11.1785	$11.4580	$11.7444	$12.0380	$12.3390	$12.6475	$12.9636	$13.2877
		Bi-weekly	$733.98	$752.33	$771.14	$790.42	$810.18	$830.43	$851.19	$872.47	$894.28	$916.64	$939.55	$963.04	$987.12	$1,011.80	$1,037.09	$1,063.02
		Monthly	$1,590	$1,630	$1,671	$1,713	$1,755	$1,799	$1,844	$1,890	$1,938	$1,986	$2,036	$2,087	$2,139	$2,192	$2,247	$2,303
		Annual	$19,083	$19,561	$20,050	$20,551	$21,065	$21,591	$22,131	$22,684	$23,251	$23,833	$24,428	$25,039	$25,665	$26,307	$26,964	$27,638
70		Hourly	$9.2665	$9.4981	$9.7356	$9.9790	$10.2285	$10.4842	$10.7463	$11.0149	$11.2903	$11.5726	$11.8619	$12.1584	$12.4624	$12.7739	$13.0933	$13.4206
		Bi-weekly	$741.32	$759.85	$778.85	$798.32	$818.28	$838.74	$859.70	$881.19	$903.22	$925.81	$948.95	$972.67	$996.99	$1,021.91	$1,047.46	$1,073.65
		Monthly	$1,606	$1,646	$1,688	$1,730	$1,773	$1,817	$1,863	$1,909	$1,957	$2,006	$2,056	$2,107	$2,160	$2,214	$2,270	$2,326
		Annual	$19,274	$19,756	$20,250	$20,756	$21,275	$21,807	$22,352	$22,911	$23,484	$24,071	$24,673	$25,290	$25,922	$26,570	$27,234	$27,915
71		Hourly	$9.3591	$9.5931	$9.8329	$10.0788	$10.3307	$10.5890	$10.8537	$11.1251	$11.4032	$11.6883	$11.9805	$12.2800	$12.5870	$12.9017	$13.2242	$13.5548
		Bi-weekly	$748.73	$767.45	$786.63	$806.30	$826.46	$847.12	$868.30	$890.01	$912.26	$935.06	$958.44	$982.40	$1,006.96	$1,032.14	$1,057.94	$1,084.38
		Monthly	$1,622	$1,663	$1,704	$1,747	$1,791	$1,835	$1,881	$1,928	$1,977	$2,026	$2,077	$2,129	$2,182	$2,236	$2,292	$2,350
		Annual	$19,467	$19,954	$20,453	$20,964	$21,488	$22,025	$22,576	$23,140	$23,719	$24,312	$24,919	$25,542	$26,181	$26,835	$27,506	$28,194
72		Hourly	$9.4527	$9.6890	$9.9313	$10.1796	$10.4340	$10.6949	$10.9623	$11.2363	$11.5172	$11.8052	$12.1003	$12.4028	$12.7129	$13.0307	$13.3565	$13.6904
		Bi-weekly	$756.22	$775.12	$794.50	$814.37	$834.72	$855.59	$876.98	$898.90	$921.38	$944.42	$968.02	$992.22	$1,017.03	$1,042.46	$1,068.52	$1,095.23
		Monthly	$1,638	$1,679	$1,721	$1,764	$1,809	$1,854	$1,900	$1,948	$1,996	$2,046	$2,097	$2,150	$2,204	$2,259	$2,315	$2,373
		Annual	$19,662	$20,153	$20,657	$21,173	$21,703	$22,245	$22,802	$23,372	$23,956	$24,555	$25,169	$25,798	$26,443	$27,104	$27,781	$28,476
73		Hourly	$9.5473	$9.7859	$10.0306	$10.2814	$10.5384	$10.8018	$11.0719	$11.3487	$11.6324	$11.9232	$12.2213	$12.5268	$12.8400	$13.1610	$13.4900	$13.8273
		Bi-weekly	$763.78	$782.87	$802.45	$822.51	$843.07	$864.14	$885.75	$907.90	$930.59	$953.86	$977.70	$1,002.14	$1,027.20	$1,052.88	$1,079.20	$1,106.18
		Monthly	$1,655	$1,696	$1,739	$1,782	$1,827	$1,872	$1,919	$1,967	$2,016	$2,067	$2,118	$2,171	$2,226	$2,281	$2,338	$2,397
		Annual	$19,858	$20,355	$20,864	$21,385	$21,920	$22,468	$23,030	$23,605	$24,195	$24,800	$25,420	$26,056	$26,707	$27,375	$28,059	$28,761
74		Hourly	$9.6427	$9.8838	$10.1309	$10.3842	$10.6438	$10.9099	$11.1826	$11.4622	$11.7487	$12.0424	$12.3435	$12.6521	$12.9684	$13.2926	$13.6249	$13.9655
		Bi-weekly	$771.42	$790.70	$810.47	$830.74	$851.50	$872.79	$894.61	$916.98	$939.90	$963.39	$987.48	$1,012.17	$1,037.47	$1,063.41	$1,089.99	$1,117.24
		Monthly	$1,671	$1,713	$1,756	$1,800	$1,845	$1,891	$1,938	$1,987	$2,036	$2,087	$2,140	$2,193	$2,248	$2,304	$2,362	$2,421
		Annual	$20,057	$20,558	$21,072	$21,599	$22,139	$22,693	$23,260	$23,841	$24,437	$25,048	$25,674	$26,316	$26,974	$27,649	$28,340	$29,048

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
75	Rec Ldr I Lifeguard/Pool	Hourly	$9.7392	$9.9826	$10.2322	$10.4880	$10.7502	$11.0190	$11.2944	$11.5768	$11.8662	$12.1629	$12.4669	$12.7786	$13.0981	$13.4255	$13.7612	$14.1052
		Bi-weekly	$779.14	$798.61	$818.58	$839.04	$860.02	$881.52	$903.55	$926.14	$949.30	$973.03	$997.35	$1,022.29	$1,047.85	$1,074.04	$1,100.90	$1,128.42
		Monthly	$1,688	$1,730	$1,774	$1,818	$1,863	$1,910	$1,958	$2,007	$2,057	$2,108	$2,161	$2,215	$2,270	$2,327	$2,385	$2,445
		Annual	$20,257	$20,764	$21,283	$21,815	$22,360	$22,919	$23,492	$24,080	$24,682	$25,299	$25,931	$26,580	$27,244	$27,925	$28,623	$29,339
76		Hourly	$9.8365	$10.0825	$10.3345	$10.5929	$10.8577	$11.1292	$11.4074	$11.6926	$11.9849	$12.2845	$12.5916	$12.9064	$13.2291	$13.5598	$13.8988	$14.2463
		Bi-weekly	$786.92	$806.60	$826.76	$847.43	$868.62	$890.34	$912.59	$935.41	$958.79	$982.76	$1,007.33	$1,032.51	$1,058.33	$1,084.78	$1,111.90	$1,139.70
		Monthly	$1,705	$1,748	$1,791	$1,836	$1,882	$1,929	$1,977	$2,027	$2,077	$2,129	$2,183	$2,237	$2,293	$2,350	$2,409	$2,469
		Annual	$20,460	$20,972	$21,496	$22,033	$22,584	$23,149	$23,727	$24,321	$24,929	$25,552	$26,191	$26,845	$27,516	$28,204	$28,909	$29,632
77		Hourly	$9.9349	$10.1833	$10.4379	$10.6988	$10.9663	$11.2404	$11.5215	$11.8095	$12.1047	$12.4073	$12.7175	$13.0355	$13.3614	$13.6954	$14.0378	$14.3887
		Bi-weekly	$794.79	$814.66	$835.03	$855.90	$877.30	$899.23	$921.72	$944.76	$968.38	$992.58	$1,017.40	$1,042.84	$1,068.91	$1,095.63	$1,123.02	$1,151.10
		Monthly	$1,722	$1,765	$1,809	$1,854	$1,901	$1,948	$1,997	$2,047	$2,098	$2,151	$2,204	$2,259	$2,316	$2,374	$2,433	$2,494
		Annual	$20,665	$21,181	$21,711	$22,254	$22,810	$23,380	$23,965	$24,564	$25,178	$25,807	$26,452	$27,114	$27,792	$28,486	$29,199	$29,929
78		Hourly	$10.0343	$10.2851	$10.5422	$10.8058	$11.0759	$11.3528	$11.6367	$11.9276	$12.2258	$12.5314	$12.8447	$13.1658	$13.4950	$13.8323	$14.1781	$14.5326
		Bi-weekly	$802.74	$822.81	$843.38	$864.46	$886.07	$908.22	$930.94	$954.21	$978.06	$1,002.51	$1,027.58	$1,053.26	$1,079.60	$1,106.58	$1,134.25	$1,162.61
		Monthly	$1,739	$1,783	$1,827	$1,873	$1,920	$1,968	$2,017	$2,067	$2,119	$2,172	$2,226	$2,282	$2,339	$2,398	$2,458	$2,519
		Annual	$20,871	$21,393	$21,928	$22,476	$23,038	$23,614	$24,204	$24,809	$25,430	$26,065	$26,717	$27,385	$28,070	$28,771	$29,491	$30,228
79		Hourly	$10.1346	$10.3880	$10.6477	$10.9139	$11.1867	$11.4664	$11.7530	$12.0469	$12.3480	$12.6567	$12.9732	$13.2975	$13.6299	$13.9707	$14.3199	$14.6779
		Bi-weekly	$810.77	$831.04	$851.82	$873.11	$894.94	$917.31	$940.24	$963.75	$987.84	$1,012.54	$1,037.86	$1,063.80	$1,090.39	$1,117.66	$1,145.59	$1,174.23
		Monthly	$1,757	$1,801	$1,846	$1,892	$1,939	$1,988	$2,037	$2,088	$2,140	$2,194	$2,249	$2,305	$2,363	$2,422	$2,482	$2,544
		Annual	$21,080	$21,607	$22,147	$22,701	$23,268	$23,850	$24,446	$25,057	$25,684	$26,326	$26,984	$27,659	$28,350	$29,059	$29,785	$30,530
80		Hourly	$10.2359	$10.4918	$10.7541	$11.0230	$11.2986	$11.5810	$11.8706	$12.1673	$12.4715	$12.7833	$13.1029	$13.4305	$13.7662	$14.1104	$14.4631	$14.8247
		Bi-weekly	$818.87	$839.34	$860.33	$881.84	$903.89	$926.48	$949.65	$973.38	$997.72	$1,022.66	$1,048.23	$1,074.44	$1,101.30	$1,128.83	$1,157.05	$1,185.98
		Monthly	$1,774	$1,819	$1,864	$1,911	$1,958	$2,007	$2,058	$2,109	$2,162	$2,216	$2,271	$2,328	$2,386	$2,446	$2,507	$2,570
		Annual	$21,291	$21,823	$22,369	$22,928	$23,501	$24,089	$24,691	$25,308	$25,941	$26,589	$27,254	$27,935	$28,634	$29,350	$30,083	$30,835
81		Hourly	$10.3383	$10.5968	$10.8617	$11.1332	$11.4116	$11.6968	$11.9893	$12.2890	$12.5962	$12.9111	$13.2339	$13.5648	$13.9039	$14.2515	$14.6078	$14.9730
		Bi-weekly	$827.06	$847.74	$868.94	$890.66	$912.93	$935.74	$959.14	$983.12	$1,007.70	$1,032.89	$1,058.71	$1,085.18	$1,112.31	$1,140.12	$1,168.62	$1,197.84
		Monthly	$1,792	$1,837	$1,883	$1,930	$1,978	$2,027	$2,078	$2,130	$2,183	$2,238	$2,294	$2,351	$2,410	$2,470	$2,532	$2,595
		Annual	$21,504	$22,041	$22,592	$23,157	$23,736	$24,329	$24,938	$25,561	$26,200	$26,855	$27,527	$28,215	$28,920	$29,643	$30,384	$31,144
82		Hourly	$10.4417	$10.7027	$10.9703	$11.2446	$11.5257	$11.8138	$12.1092	$12.4119	$12.7222	$13.0402	$13.3662	$13.7004	$14.0429	$14.3940	$14.7538	$15.1227
		Bi-weekly	$835.34	$856.22	$877.62	$899.57	$922.06	$945.10	$968.74	$992.95	$1,017.78	$1,043.22	$1,069.30	$1,096.03	$1,123.43	$1,151.52	$1,180.30	$1,209.82
		Monthly	$1,810	$1,855	$1,902	$1,949	$1,998	$2,048	$2,099	$2,151	$2,205	$2,260	$2,317	$2,375	$2,434	$2,495	$2,557	$2,621
		Annual	$21,719	$22,262	$22,818	$23,389	$23,973	$24,573	$25,187	$25,817	$26,462	$27,124	$27,802	$28,497	$29,209	$29,939	$30,688	$31,455
83		Hourly	$10.5461	$10.8098	$11.0800	$11.3570	$11.6409	$11.9320	$12.2303	$12.5360	$12.8494	$13.1706	$13.4999	$13.8374	$14.1833	$14.5379	$14.9014	$15.2739
		Bi-weekly	$843.69	$864.78	$886.40	$908.56	$931.27	$954.56	$978.42	$1,002.88	$1,027.95	$1,053.65	$1,079.99	$1,106.99	$1,134.66	$1,163.03	$1,192.11	$1,221.91
		Monthly	$1,828	$1,874	$1,921	$1,969	$2,018	$2,068	$2,120	$2,173	$2,227	$2,283	$2,340	$2,398	$2,458	$2,520	$2,583	$2,647
		Annual	$21,936	$22,484	$23,046	$23,623	$24,213	$24,818	$25,439	$26,075	$26,727	$27,395	$28,080	$28,782	$29,501	$30,239	$30,995	$31,770
84		Hourly	$11.4706	$11.7573	$12.0513	$12.3526	$11.7573	$12.0513	$12.3526	$12.6614	$12.9779	$13.3024	$13.6349	$13.9758	$14.3252	$14.6833	$15.0504	$15.4267
		Bi-weekly	$917.65	$940.58	$964.10	$988.21	$940.58	$964.10	$988.21	$1,012.91	$1,038.23	$1,064.19	$1,090.79	$1,118.06	$1,146.02	$1,174.66	$1,204.03	$1,234.14
		Monthly	$1,988	$2,038	$2,089	$2,141	$2,038	$2,089	$2,141	$2,195	$2,250	$2,306	$2,363	$2,422	$2,483	$2,545	$2,609	$2,674
		Annual	$23,859	$24,455	$25,067	$25,693	$24,455	$25,067	$25,693	$26,336	$26,994	$27,669	$28,361	$29,070	$29,796	$30,541	$31,305	$32,087

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
85	Rec Ldr II Lifeguard/WSI	Hourly	$10.7581	$11.0270	$11.3027	$11.5853	$11.8749	$12.1718	$12.4761	$12.7880	$13.1077	$13.4354	$13.7713	$14.1155	$14.4684	$14.8301	$15.2009	$15.5809
		Bi-weekly	$860.65	$882.16	$904.22	$926.82	$949.99	$973.74	$998.09	$1,023.04	$1,048.62	$1,074.83	$1,101.70	$1,129.24	$1,157.47	$1,186.41	$1,216.07	$1,246.47
		Monthly	$1,865	$1,911	$1,959	$2,008	$2,058	$2,110	$2,163	$2,217	$2,272	$2,329	$2,387	$2,447	$2,508	$2,571	$2,635	$2,701
		Annual	$22,377	$22,936	$23,510	$24,097	$24,700	$25,317	$25,950	$26,599	$27,264	$27,946	$28,644	$29,360	$30,094	$30,847	$31,618	$32,408
86		Hourly	$10.8657	$11.1373	$11.4157	$11.7011	$11.9937	$12.2935	$12.6008	$12.9159	$13.2388	$13.5697	$13.9090	$14.2567	$14.6131	$14.9784	$15.3529	$15.7367
		Bi-weekly	$869.26	$890.98	$913.26	$936.09	$959.50	$983.48	$1,008.06	$1,033.27	$1,059.10	$1,085.58	$1,112.72	$1,140.54	$1,169.05	$1,198.27	$1,228.23	$1,258.94
		Monthly	$1,883	$1,930	$1,979	$2,028	$2,079	$2,131	$2,184	$2,239	$2,295	$2,352	$2,411	$2,471	$2,533	$2,596	$2,661	$2,728
		Annual	$22,601	$23,166	$23,745	$24,338	$24,947	$25,570	$26,210	$26,865	$27,537	$28,225	$28,931	$29,654	$30,395	$31,155	$31,934	$32,732
87		Hourly	$10.9743	$11.2487	$11.5299	$11.8181	$12.1136	$12.4164	$12.7269	$13.0450	$13.3711	$13.7054	$14.0481	$14.3993	$14.7592	$15.1282	$15.5064	$15.8941
		Bi-weekly	$877.94	$899.90	$922.39	$945.45	$969.09	$993.31	$1,018.15	$1,043.60	$1,069.69	$1,096.43	$1,123.85	$1,151.94	$1,180.74	$1,210.26	$1,240.51	$1,271.53
		Monthly	$1,902	$1,950	$1,999	$2,048	$2,100	$2,152	$2,206	$2,261	$2,318	$2,376	$2,435	$2,496	$2,558	$2,622	$2,688	$2,755
		Annual	$22,827	$23,397	$23,982	$24,582	$25,196	$25,826	$26,472	$27,134	$27,812	$28,507	$29,220	$29,950	$30,699	$31,467	$32,253	$33,060
88		Hourly	$11.0841	$11.3612	$11.6452	$11.9363	$12.2347	$12.5406	$12.8541	$13.1755	$13.5049	$13.8425	$14.1885	$14.5433	$14.9068	$15.2795	$15.6615	$16.0530
		Bi-weekly	$886.73	$908.90	$931.62	$954.90	$978.78	$1,003.25	$1,028.33	$1,054.04	$1,080.39	$1,107.40	$1,135.08	$1,163.46	$1,192.54	$1,222.36	$1,252.92	$1,284.24
		Monthly	$1,921	$1,969	$2,019	$2,069	$2,121	$2,174	$2,228	$2,284	$2,341	$2,399	$2,459	$2,521	$2,584	$2,648	$2,715	$2,783
		Annual	$23,055	$23,631	$24,222	$24,828	$25,448	$26,084	$26,737	$27,405	$28,090	$28,792	$29,512	$30,250	$31,006	$31,781	$32,576	$33,390
89		Hourly	$11.1949	$11.4748	$11.7617	$12.0557	$12.3571	$12.6660	$12.9827	$13.3072	$13.6399	$13.9809	$14.3304	$14.6887	$15.0559	$15.4323	$15.8181	$16.2136
		Bi-weekly	$895.59	$917.98	$940.94	$964.46	$988.57	$1,013.28	$1,038.62	$1,064.58	$1,091.19	$1,118.47	$1,146.43	$1,175.10	$1,204.47	$1,234.58	$1,265.45	$1,297.09
		Monthly	$1,940	$1,989	$2,039	$2,090	$2,142	$2,195	$2,250	$2,307	$2,364	$2,423	$2,484	$2,546	$2,610	$2,675	$2,742	$2,810
		Annual	$23,285	$23,868	$24,464	$25,076	$25,703	$26,345	$27,004	$27,679	$28,371	$29,080	$29,807	$30,552	$31,316	$32,099	$32,902	$33,724
90	Mus Asst	Hourly	$11.3069	$11.5895	$11.8793	$12.1762	$12.4807	$12.7927	$13.1125	$13.4403	$13.7763	$14.1207	$14.4737	$14.8356	$15.2065	$15.5866	$15.9763	$16.3757
		Bi-weekly	$904.55	$927.16	$950.34	$974.10	$998.46	$1,023.42	$1,049.00	$1,075.22	$1,102.10	$1,129.66	$1,157.90	$1,186.85	$1,216.52	$1,246.93	$1,278.10	$1,310.06
		Monthly	$1,960	$2,009	$2,059	$2,111	$2,163	$2,217	$2,273	$2,330	$2,388	$2,448	$2,509	$2,571	$2,636	$2,702	$2,769	$2,838
		Annual	$23,518	$24,106	$24,709	$25,327	$25,960	$26,609	$27,274	$27,956	$28,655	$29,371	$30,105	$30,858	$31,629	$32,420	$33,231	$34,061
91		Hourly	$11.4199	$11.7054	$11.9981	$12.2980	$12.6055	$12.9206	$13.2436	$13.5747	$13.9141	$14.2619	$14.6185	$14.9839	$15.3585	$15.7425	$16.1361	$16.5395
		Bi-weekly	$913.59	$936.43	$959.85	$983.84	$1,008.44	$1,033.65	$1,059.49	$1,085.98	$1,113.13	$1,140.95	$1,169.48	$1,198.71	$1,228.68	$1,259.40	$1,290.89	$1,323.16
		Monthly	$1,979	$2,029	$2,080	$2,132	$2,185	$2,240	$2,296	$2,353	$2,412	$2,472	$2,534	$2,597	$2,662	$2,729	$2,797	$2,867
		Annual	$23,753	$24,347	$24,956	$25,580	$26,219	$26,875	$27,547	$28,235	$28,941	$29,665	$30,406	$31,167	$31,946	$32,744	$33,563	$34,402
92		Hourly	$11.5341	$11.8225	$12.1180	$12.4210	$12.7315	$13.0498	$13.3760	$13.7105	$14.0532	$14.4045	$14.7647	$15.1338	$15.5121	$15.8999	$16.2974	$16.7049
		Bi-weekly	$922.73	$945.80	$969.44	$993.68	$1,018.52	$1,043.98	$1,070.08	$1,096.84	$1,124.26	$1,152.36	$1,181.18	$1,210.70	$1,240.97	$1,271.99	$1,303.79	$1,336.39
		Monthly	$1,999	$2,049	$2,100	$2,153	$2,207	$2,262	$2,319	$2,376	$2,436	$2,497	$2,559	$2,623	$2,689	$2,756	$2,825	$2,896
		Annual	$23,991	$24,591	$25,206	$25,836	$26,482	$27,144	$27,822	$28,518	$29,231	$29,961	$30,710	$31,478	$32,265	$33,072	$33,899	$34,746
93		Hourly	$11.6495	$11.9407	$12.2392	$12.5452	$12.8588	$13.1803	$13.5098	$13.8476	$14.1937	$14.5486	$14.9123	$15.2851	$15.6672	$16.0589	$16.4604	$16.8719
		Bi-weekly	$931.96	$955.26	$979.14	$1,003.62	$1,028.70	$1,054.42	$1,080.78	$1,107.81	$1,135.50	$1,163.89	$1,192.98	$1,222.81	$1,253.38	$1,284.71	$1,316.83	$1,349.75
		Monthly	$2,019	$2,070	$2,121	$2,175	$2,229	$2,285	$2,342	$2,400	$2,460	$2,522	$2,585	$2,649	$2,716	$2,784	$2,853	$2,924
		Annual	$24,231	$24,837	$25,458	$26,094	$26,746	$27,415	$28,100	$28,803	$29,523	$30,261	$31,018	$31,793	$32,588	$33,403	$34,238	$35,094
94		Hourly	$11.7660	$12.0601	$12.3616	$12.6707	$12.9874	$13.3121	$13.6449	$13.9860	$14.3357	$14.6941	$15.0614	$15.4380	$15.8239	$16.2195	$16.6250	$17.0406
		Bi-weekly	$941.28	$964.81	$988.93	$1,013.66	$1,038.99	$1,064.97	$1,091.59	$1,118.88	$1,146.86	$1,175.53	$1,204.91	$1,235.04	$1,265.91	$1,297.56	$1,330.00	$1,363.25
		Monthly	$2,039	$2,090	$2,143	$2,196	$2,251	$2,307	$2,365	$2,424	$2,485	$2,547	$2,611	$2,676	$2,743	$2,811	$2,882	$2,954
		Annual	$24,473	$25,085	$25,712	$26,355	$27,014	$27,689	$28,381	$29,091	$29,818	$30,564	$31,328	$32,111	$32,914	$33,737	$34,580	$35,444

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
95		Hourly	$11.8836	$12.1807	$12.4852	$12.7974	$13.1173	$13.4452	$13.7814	$14.1259	$14.4790	$14.8410	$15.2120	$15.5923	$15.9821	$16.3817	$16.7912	$17.2110
		Bi-weekly	$950.69	$974.46	$998.82	$1,023.79	$1,049.38	$1,075.62	$1,102.51	$1,130.07	$1,158.32	$1,187.28	$1,216.96	$1,247.38	$1,278.57	$1,310.54	$1,343.30	$1,376.88
		Monthly	$2,060	$2,111	$2,164	$2,218	$2,274	$2,331	$2,389	$2,448	$2,510	$2,572	$2,637	$2,703	$2,770	$2,839	$2,910	$2,983
		Annual	$24,718	$25,336	$25,969	$26,619	$27,284	$27,966	$28,665	$29,382	$30,116	$30,869	$31,641	$32,432	$33,243	$34,074	$34,926	$35,799
96		Hourly	$12.0025	$12.3025	$12.6101	$12.9253	$13.2485	$13.5797	$13.9192	$14.2671	$14.6238	$14.9894	$15.3642	$15.7483	$16.1420	$16.5455	$16.9592	$17.3831
		Bi-weekly	$960.20	$984.20	$1,008.81	$1,034.02	$1,059.88	$1,086.38	$1,113.54	$1,141.37	$1,169.90	$1,199.15	$1,229.14	$1,259.86	$1,291.36	$1,323.64	$1,356.74	$1,390.65
		Monthly	$2,080	$2,132	$2,186	$2,240	$2,296	$2,354	$2,413	$2,473	$2,535	$2,598	$2,663	$2,730	$2,798	$2,868	$2,940	$3,013
		Annual	$24,965	$25,589	$26,229	$26,885	$27,557	$28,246	$28,952	$29,676	$30,418	$31,178	$31,957	$32,756	$33,575	$34,415	$35,275	$36,157
97		Hourly	$12.1225	$12.4255	$12.7362	$13.0546	$13.3810	$13.7155	$14.0584	$14.4098	$14.7701	$15.1393	$15.5178	$15.9057	$16.3034	$16.7110	$17.1287	$17.5570
		Bi-weekly	$969.80	$994.04	$1,018.90	$1,044.37	$1,070.48	$1,097.24	$1,124.67	$1,152.78	$1,181.61	$1,211.14	$1,241.42	$1,272.46	$1,304.27	$1,336.88	$1,370.30	$1,404.56
		Monthly	$2,101	$2,154	$2,208	$2,263	$2,319	$2,377	$2,437	$2,498	$2,560	$2,624	$2,690	$2,757	$2,826	$2,897	$2,969	$3,043
		Annual	$25,215	$25,845	$26,491	$27,154	$27,832	$28,528	$29,241	$29,972	$30,722	$31,490	$32,277	$33,084	$33,911	$34,759	$35,628	$36,518
98		Hourly	$12.2437	$12.5498	$12.8635	$13.1851	$13.5148	$13.8526	$14.1989	$14.5539	$14.9178	$15.2907	$15.6730	$16.0648	$16.4664	$16.8781	$17.3000	$17.7325
		Bi-weekly	$979.50	$1,003.98	$1,029.08	$1,054.81	$1,081.18	$1,108.21	$1,135.91	$1,164.31	$1,193.42	$1,223.26	$1,253.84	$1,285.18	$1,317.31	$1,350.25	$1,384.00	$1,418.60
		Monthly	$2,122	$2,175	$2,230	$2,285	$2,343	$2,401	$2,461	$2,523	$2,586	$2,650	$2,717	$2,785	$2,854	$2,926	$2,999	$3,074
		Annual	$25,467	$26,104	$26,756	$27,425	$28,111	$28,813	$29,534	$30,272	$31,029	$31,805	$32,600	$33,415	$34,250	$35,106	$35,984	$36,884
99		Hourly	$12.3661	$12.6753	$12.9922	$13.3170	$13.6499	$13.9912	$14.3409	$14.6995	$15.0669	$15.4436	$15.8297	$16.2255	$16.6311	$17.0469	$17.4730	$17.9099
		Bi-weekly	$989.29	$1,014.02	$1,039.38	$1,065.36	$1,091.99	$1,119.30	$1,147.27	$1,175.96	$1,205.35	$1,235.49	$1,266.38	$1,298.04	$1,330.49	$1,363.75	$1,397.84	$1,432.79
		Monthly	$2,143	$2,197	$2,252	$2,308	$2,366	$2,425	$2,486	$2,548	$2,612	$2,677	$2,744	$2,812	$2,883	$2,955	$3,029	$3,104
		Annual	$25,722	$26,365	$27,024	$27,699	$28,392	$29,102	$29,829	$30,575	$31,339	$32,123	$32,926	$33,749	$34,593	$35,457	$36,344	$37,253
100	Off Asst Maint. Worker I Kennel Technician	Hourly	$12.4898	$12.8021	$13.1221	$13.4502	$13.7864	$14.1311	$14.4843	$14.8465	$15.2176	$15.5981	$15.9880	$16.3877	$16.7974	$17.2173	$17.6478	$18.0890
		Bi-weekly	$999.18	$1,024.17	$1,049.77	$1,076.02	$1,102.91	$1,130.49	$1,158.74	$1,187.72	$1,217.41	$1,247.85	$1,279.04	$1,311.02	$1,343.79	$1,377.38	$1,411.82	$1,447.12
		Monthly	$2,165	$2,219	$2,274	$2,331	$2,390	$2,449	$2,511	$2,573	$2,638	$2,704	$2,771	$2,841	$2,912	$2,984	$3,059	$3,135
		Annual	$25,979	$26,628	$27,294	$27,976	$28,676	$29,393	$30,127	$30,881	$31,653	$32,444	$33,255	$34,086	$34,939	$35,812	$36,707	$37,625
101		Hourly	$12.6147	$12.9301	$13.2533	$13.5847	$13.9243	$14.2724	$14.6292	$14.9949	$15.3698	$15.7540	$16.1479	$16.5516	$16.9654	$17.3895	$17.8242	$18.2699
		Bi-weekly	$1,009.18	$1,034.41	$1,060.26	$1,086.78	$1,113.94	$1,141.79	$1,170.34	$1,199.59	$1,229.58	$1,260.32	$1,291.83	$1,324.13	$1,357.23	$1,391.16	$1,425.94	$1,461.59
		Monthly	$2,187	$2,241	$2,297	$2,355	$2,414	$2,474	$2,536	$2,599	$2,664	$2,731	$2,799	$2,869	$2,941	$3,014	$3,090	$3,167
		Annual	$26,239	$26,895	$27,567	$28,256	$28,962	$29,687	$30,429	$31,189	$31,969	$32,768	$33,588	$34,427	$35,288	$36,170	$37,074	$38,001
102		Hourly	$12.7408	$13.0594	$13.3859	$13.7205	$14.0635	$14.4151	$14.7755	$15.1449	$15.5235	$15.9116	$16.3094	$16.7171	$17.1350	$17.5634	$18.0025	$18.4525
		Bi-weekly	$1,019.26	$1,044.75	$1,070.87	$1,097.64	$1,125.08	$1,153.21	$1,182.04	$1,211.59	$1,241.88	$1,272.93	$1,304.75	$1,337.37	$1,370.80	$1,405.07	$1,440.20	$1,476.20
		Monthly	$2,208	$2,264	$2,320	$2,378	$2,438	$2,499	$2,561	$2,625	$2,691	$2,758	$2,827	$2,898	$2,970	$3,044	$3,120	$3,198
		Annual	$26,501	$27,163	$27,843	$28,539	$29,252	$29,983	$30,733	$31,501	$32,289	$33,096	$33,923	$34,772	$35,641	$36,532	$37,445	$38,381
103		Hourly	$12.8683	$13.1900	$13.5197	$13.8577	$14.2041	$14.5593	$14.9232	$15.2963	$15.6787	$16.0707	$16.4725	$16.8843	$17.3064	$17.7390	$18.1825	$18.6371
		Bi-weekly	$1,029.46	$1,055.20	$1,081.58	$1,108.62	$1,136.33	$1,164.74	$1,193.86	$1,223.70	$1,254.30	$1,285.66	$1,317.80	$1,350.74	$1,384.51	$1,419.12	$1,454.60	$1,490.97
		Monthly	$2,230	$2,286	$2,343	$2,402	$2,462	$2,524	$2,587	$2,651	$2,718	$2,786	$2,855	$2,927	$3,000	$3,075	$3,152	$3,230
		Annual	$26,766	$27,435	$28,121	$28,824	$29,545	$30,283	$31,040	$31,816	$32,612	$33,427	$34,263	$35,119	$35,997	$36,897	$37,820	$38,765
104		Hourly	$12.9969	$13.3219	$13.6549	$13.9963	$14.3462	$14.7048	$15.0725	$15.4493	$15.8355	$16.2314	$16.6372	$17.0531	$17.4794	$17.9164	$18.3643	$18.8234
		Bi-weekly	$1,039.75	$1,065.75	$1,092.39	$1,119.70	$1,147.70	$1,176.38	$1,205.80	$1,235.94	$1,266.84	$1,298.51	$1,330.98	$1,364.25	$1,398.35	$1,433.31	$1,469.14	$1,505.87
		Monthly	$2,253	$2,309	$2,367	$2,426	$2,487	$2,549	$2,613	$2,678	$2,745	$2,813	$2,884	$2,956	$3,030	$3,106	$3,183	$3,263
		Annual	$27,034	$27,709	$28,402	$29,112	$29,840	$30,586	$31,351	$32,135	$32,938	$33,761	$34,605	$35,470	$36,357	$37,266	$38,198	$39,153

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
105		Hourly	$13.1269	$13.4551	$13.7915	$14.1362	$14.4897	$14.8519	$15.2232	$15.6038	$15.9939	$16.3937	$16.8036	$17.2236	$17.6542	$18.0956	$18.5480	$19.0117
		Bi-weekly	$1,050.15	$1,076.41	$1,103.32	$1,130.90	$1,159.18	$1,188.15	$1,217.86	$1,248.30	$1,279.51	$1,311.50	$1,344.29	$1,377.89	$1,412.34	$1,447.65	$1,483.84	$1,520.94
		Monthly	$2,275	$2,332	$2,391	$2,450	$2,512	$2,574	$2,639	$2,705	$2,772	$2,842	$2,913	$2,985	$3,060	$3,137	$3,215	$3,295
		Annual	$27,304	$27,987	$28,686	$29,403	$30,138	$30,892	$31,664	$32,456	$33,267	$34,099	$34,951	$35,825	$36,721	$37,639	$38,580	$39,544
106		Hourly	$13.2582	$13.5896	$13.9294	$14.2776	$14.6345	$15.0004	$15.3754	$15.7598	$16.1538	$16.5576	$16.9716	$17.3959	$17.8308	$18.2765	$18.7335	$19.2018
		Bi-weekly	$1,060.66	$1,087.17	$1,114.35	$1,142.21	$1,170.76	$1,200.03	$1,230.03	$1,260.78	$1,292.30	$1,324.61	$1,357.73	$1,391.67	$1,426.46	$1,462.12	$1,498.68	$1,536.14
		Monthly	$2,298	$2,356	$2,414	$2,475	$2,537	$2,600	$2,665	$2,732	$2,800	$2,870	$2,942	$3,015	$3,091	$3,168	$3,247	$3,328
		Annual	$27,577	$28,266	$28,973	$29,697	$30,440	$31,201	$31,981	$32,780	$33,600	$34,440	$35,301	$36,183	$37,088	$38,015	$38,966	$39,940
107		Hourly	$13.3908	$13.7255	$14.0687	$14.4204	$14.7809	$15.1504	$15.5292	$15.9174	$16.3153	$16.7232	$17.1413	$17.5698	$18.0091	$18.4593	$18.9208	$19.3938
		Bi-weekly	$1,071.26	$1,098.04	$1,125.50	$1,153.63	$1,182.47	$1,212.03	$1,242.34	$1,273.39	$1,305.22	$1,337.86	$1,371.30	$1,405.58	$1,440.73	$1,476.74	$1,513.66	$1,551.50
		Monthly	$2,321	$2,379	$2,439	$2,500	$2,562	$2,626	$2,692	$2,759	$2,828	$2,899	$2,971	$3,045	$3,122	$3,200	$3,280	$3,362
		Annual	$27,853	$28,549	$29,263	$29,994	$30,744	$31,513	$32,301	$33,108	$33,936	$34,784	$35,654	$36,545	$37,459	$38,395	$39,355	$40,339
108		Hourly	$13.5247	$13.8628	$14.2094	$14.5646	$14.9287	$15.3019	$15.6845	$16.0766	$16.4785	$16.8905	$17.3127	$17.7455	$18.1892	$18.6439	$19.1100	$19.5878
		Bi-weekly	$1,081.98	$1,109.02	$1,136.75	$1,165.17	$1,194.30	$1,224.15	$1,254.76	$1,286.13	$1,318.28	$1,351.24	$1,385.02	$1,419.64	$1,455.14	$1,491.51	$1,528.80	$1,567.02
		Monthly	$2,344	$2,403	$2,463	$2,525	$2,588	$2,652	$2,719	$2,787	$2,856	$2,928	$3,001	$3,076	$3,153	$3,232	$3,312	$3,395
		Annual	$28,131	$28,835	$29,555	$30,294	$31,052	$31,828	$32,624	$33,439	$34,275	$35,132	$36,010	$36,911	$37,833	$38,779	$39,749	$40,743
109		Hourly	$13.6599	$14.0014	$14.3514	$14.7102	$15.0780	$15.4549	$15.8413	$16.2373	$16.6433	$17.0594	$17.4858	$17.9230	$18.3711	$18.8303	$19.3011	$19.7836
		Bi-weekly	$1,092.79	$1,120.11	$1,148.11	$1,176.82	$1,206.24	$1,236.39	$1,267.30	$1,298.98	$1,331.46	$1,364.75	$1,398.86	$1,433.84	$1,469.69	$1,506.42	$1,544.09	$1,582.69
		Monthly	$2,368	$2,427	$2,488	$2,550	$2,614	$2,679	$2,746	$2,814	$2,885	$2,957	$3,031	$3,107	$3,184	$3,264	$3,346	$3,429
		Annual	$28,413	$29,123	$29,851	$30,597	$31,362	$32,146	$32,950	$33,774	$34,618	$35,483	$36,371	$37,280	$38,212	$39,167	$40,146	$41,150
110	Museum Registrar	Hourly	$13.7965	$14.1414	$14.4950	$14.8573	$15.2288	$15.6095	$15.9997	$16.3997	$16.8097	$17.2300	$17.6607	$18.1022	$18.5548	$19.0186	$19.4941	$19.9815
		Bi-weekly	$1,103.72	$1,131.31	$1,159.60	$1,188.58	$1,218.30	$1,248.76	$1,279.98	$1,311.98	$1,344.78	$1,378.40	$1,412.86	$1,448.18	$1,484.38	$1,521.49	$1,559.53	$1,598.52
		Monthly	$2,391	$2,451	$2,512	$2,575	$2,640	$2,706	$2,773	$2,843	$2,914	$2,987	$3,061	$3,138	$3,216	$3,297	$3,379	$3,463
		Annual	$28,697	$29,414	$30,150	$30,903	$31,676	$32,468	$33,279	$34,111	$34,964	$35,838	$36,734	$37,653	$38,594	$39,559	$40,548	$41,561
111		Hourly	$13.9345	$14.2828	$14.6399	$15.0059	$15.3811	$15.7656	$16.1597	$16.5637	$16.9778	$17.4023	$17.8373	$18.2832	$18.7403	$19.2088	$19.6891	$20.1813
		Bi-weekly	$1,114.76	$1,142.62	$1,171.19	$1,200.47	$1,230.49	$1,261.25	$1,292.78	$1,325.10	$1,358.22	$1,392.18	$1,426.98	$1,462.66	$1,499.22	$1,536.70	$1,575.13	$1,614.50
		Monthly	$2,415	$2,476	$2,538	$2,601	$2,666	$2,733	$2,801	$2,871	$2,943	$3,016	$3,092	$3,169	$3,248	$3,330	$3,413	$3,498
		Annual	$28,984	$29,708	$30,451	$31,212	$31,993	$32,792	$33,612	$34,453	$35,314	$36,197	$37,102	$38,029	$38,980	$39,954	$40,953	$41,977
112		Hourly	$14.0738	$14.4257	$14.7863	$15.1560	$15.5349	$15.9232	$16.3213	$16.7294	$17.1476	$17.5763	$18.0157	$18.4661	$18.9277	$19.4009	$19.8859	$20.3831
		Bi-weekly	$1,125.90	$1,154.06	$1,182.90	$1,212.48	$1,242.79	$1,273.86	$1,305.70	$1,338.35	$1,371.81	$1,406.10	$1,441.26	$1,477.29	$1,514.22	$1,552.07	$1,590.87	$1,630.65
		Monthly	$2,439	$2,500	$2,563	$2,627	$2,693	$2,760	$2,829	$2,900	$2,972	$3,047	$3,123	$3,201	$3,281	$3,363	$3,447	$3,533
		Annual	$29,274	$30,005	$30,756	$31,524	$32,313	$33,120	$33,948	$34,797	$35,667	$36,559	$37,473	$38,409	$39,370	$40,354	$41,363	$42,397
113		Hourly	$14.2146	$14.5699	$14.9342	$15.3075	$15.6902	$16.0825	$16.4845	$16.8966	$17.3191	$17.7520	$18.1958	$18.6507	$19.1170	$19.5949	$20.0848	$20.5869
		Bi-weekly	$1,137.17	$1,165.59	$1,194.74	$1,224.60	$1,255.22	$1,286.60	$1,318.76	$1,351.73	$1,385.53	$1,420.16	$1,455.66	$1,492.06	$1,529.36	$1,567.59	$1,606.78	$1,646.95
		Monthly	$2,464	$2,525	$2,589	$2,653	$2,720	$2,788	$2,857	$2,929	$3,002	$3,077	$3,154	$3,233	$3,314	$3,396	$3,481	$3,568
		Annual	$29,566	$30,305	$31,063	$31,840	$32,636	$33,452	$34,288	$35,145	$36,024	$36,924	$37,847	$38,794	$39,763	$40,757	$41,776	$42,821
114		Hourly	$14.3567	$14.7156	$15.0835	$15.4606	$15.8471	$16.2433	$16.6494	$17.0656	$17.4923	$17.9296	$18.3778	$18.8372	$19.3082	$19.7909	$20.2857	$20.7928
		Bi-weekly	$1,148.54	$1,177.25	$1,206.68	$1,236.85	$1,267.77	$1,299.46	$1,331.95	$1,365.25	$1,399.38	$1,434.37	$1,470.22	$1,506.98	$1,544.66	$1,583.27	$1,622.86	$1,663.42
		Monthly	$2,488	$2,551	$2,614	$2,680	$2,747	$2,816	$2,886	$2,958	$3,032	$3,108	$3,185	$3,265	$3,347	$3,430	$3,516	$3,604
		Annual	$29,862	$30,609	$31,374	$32,158	$32,962	$33,786	$34,631	$35,496	$36,384	$37,293	$38,226	$39,181	$40,161	$41,165	$42,194	$43,249

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
115	Maint Wrkr II	Hourly	$14.5003	$14.8628	$15.2344	$15.6152	$16.0056	$16.4057	$16.8159	$17.2363	$17.6672	$18.1089	$18.5616	$19.0256	$19.5013	$19.9888	$20.4885	$21.0007
	Skll Maint Wrkr I	Bi-weekly	$1,160.02	$1,189.02	$1,218.75	$1,249.22	$1,280.45	$1,312.46	$1,345.27	$1,378.90	$1,413.38	$1,448.71	$1,484.93	$1,522.05	$1,560.10	$1,599.10	$1,639.08	$1,680.06
	Anml Cntrl Off I	Monthly	$2,513	$2,576	$2,641	$2,707	$2,774	$2,844	$2,915	$2,988	$3,062	$3,139	$3,217	$3,298	$3,380	$3,465	$3,551	$3,640
	Accounting	Annual	$30,161	$30,915	$31,687	$32,480	$33,292	$34,124	$34,977	$35,851	$36,748	$37,666	$38,608	$39,573	$40,563	$41,577	$42,616	$43,682
	Animl Sheltr Spec I																	
116		Hourly	$14.6453	$15.0114	$15.3867	$15.7714	$16.1656	$16.5698	$16.9840	$17.4086	$17.8438	$18.2899	$18.7472	$19.2159	$19.6963	$20.1887	$20.6934	$21.2107
		Bi-weekly	$1,171.62	$1,200.91	$1,230.94	$1,261.71	$1,293.25	$1,325.58	$1,358.72	$1,392.69	$1,427.50	$1,463.19	$1,499.78	$1,537.27	$1,575.70	$1,615.10	$1,655.47	$1,696.86
		Monthly	$2,539	$2,602	$2,667	$2,734	$2,802	$2,872	$2,944	$3,017	$3,093	$3,170	$3,250	$3,331	$3,414	$3,499	$3,587	$3,677
		Annual	$30,462	$31,224	$32,004	$32,804	$33,625	$34,465	$35,327	$36,210	$37,115	$38,043	$38,994	$39,969	$40,968	$41,992	$43,042	$44,118
117		Hourly	$14.7917	$15.1615	$15.5406	$15.9291	$16.3273	$16.7355	$17.1539	$17.5827	$18.0223	$18.4728	$18.9347	$19.4080	$19.8932	$20.3906	$20.9003	$21.4228
		Bi-weekly	$1,183.34	$1,212.92	$1,243.25	$1,274.33	$1,306.18	$1,338.84	$1,372.31	$1,406.62	$1,441.78	$1,477.82	$1,514.78	$1,552.64	$1,591.46	$1,631.25	$1,672.02	$1,713.82
		Monthly	$2,564	$2,628	$2,694	$2,761	$2,830	$2,901	$2,973	$3,048	$3,124	$3,202	$3,282	$3,364	$3,448	$3,534	$3,623	$3,713
		Annual	$30,767	$31,536	$32,324	$33,132	$33,961	$34,810	$35,680	$36,572	$37,486	$38,424	$39,384	$40,369	$41,378	$42,412	$43,473	$44,560
118		Hourly	$14.9396	$15.3131	$15.6960	$16.0884	$16.4906	$16.9028	$17.3254	$17.7585	$18.2025	$18.6576	$19.1240	$19.6021	$20.0922	$20.5945	$21.1093	$21.6371
		Bi-weekly	$1,195.17	$1,225.05	$1,255.68	$1,287.07	$1,319.25	$1,352.22	$1,386.03	$1,420.68	$1,456.20	$1,492.61	$1,529.92	$1,568.17	$1,607.38	$1,647.56	$1,688.74	$1,730.97
		Monthly	$2,590	$2,654	$2,721	$2,789	$2,858	$2,930	$3,003	$3,078	$3,155	$3,234	$3,315	$3,398	$3,483	$3,570	$3,659	$3,750
		Annual	$31,074	$31,851	$32,648	$33,464	$34,300	$35,158	$36,037	$36,938	$37,861	$38,808	$39,778	$40,772	$41,792	$42,836	$43,907	$45,005
119		Hourly	$15.0890	$15.4663	$15.8529	$16.2493	$16.6555	$17.0719	$17.4987	$17.9361	$18.3845	$18.8441	$19.3153	$19.7981	$20.2931	$20.8004	$21.3204	$21.8534
		Bi-weekly	$1,207.12	$1,237.30	$1,268.23	$1,299.94	$1,332.44	$1,365.75	$1,399.90	$1,434.89	$1,470.76	$1,507.53	$1,545.22	$1,583.85	$1,623.45	$1,664.03	$1,705.63	$1,748.27
		Monthly	$2,615	$2,681	$2,748	$2,817	$2,887	$2,959	$3,033	$3,109	$3,187	$3,266	$3,348	$3,432	$3,517	$3,605	$3,696	$3,788
		Annual	$31,385	$32,170	$32,974	$33,798	$34,643	$35,509	$36,397	$37,307	$38,240	$39,196	$40,176	$41,180	$42,210	$43,265	$44,346	$45,455
120	Adm.Asst I	Hourly	$15.2399	$15.6209	$16.0115	$16.4117	$16.8220	$17.2426	$17.6737	$18.1155	$18.5684	$19.0326	$19.5084	$19.9961	$20.4960	$21.0084	$21.5336	$22.0720
	Asst Pool Mgr	Bi-weekly	$1,219.19	$1,249.67	$1,280.92	$1,312.94	$1,345.76	$1,379.41	$1,413.90	$1,449.24	$1,485.47	$1,522.61	$1,560.67	$1,599.69	$1,639.68	$1,680.67	$1,722.69	$1,765.76
	Mus. Educ.	Monthly	$2,642	$2,708	$2,775	$2,845	$2,916	$2,989	$3,063	$3,140	$3,219	$3,299	$3,381	$3,466	$3,553	$3,641	$3,732	$3,826
		Annual	$31,699	$32,492	$33,304	$34,136	$34,990	$35,865	$36,761	$37,680	$38,622	$39,588	$40,577	$41,592	$42,632	$43,698	$44,790	$45,910
121		Hourly	$15.3923	$15.7771	$16.1716	$16.5759	$16.9903	$17.4150	$17.8504	$18.2966	$18.7541	$19.2229	$19.7035	$20.1961	$20.7010	$21.2185	$21.7490	$22.2927
		Bi-weekly	$1,231.38	$1,262.17	$1,293.73	$1,326.07	$1,359.22	$1,393.20	$1,428.03	$1,463.73	$1,500.33	$1,537.83	$1,576.28	$1,615.69	$1,656.08	$1,697.48	$1,739.92	$1,783.42
		Monthly	$2,668	$2,735	$2,803	$2,873	$2,945	$3,019	$3,094	$3,171	$3,251	$3,332	$3,415	$3,501	$3,588	$3,678	$3,770	$3,864
		Annual	$32,016	$32,816	$33,637	$34,478	$35,340	$36,223	$37,129	$38,057	$39,008	$39,984	$40,983	$42,008	$43,058	$44,134	$45,238	$46,369
122		Hourly	$15.5463	$15.9349	$16.3333	$16.7416	$17.1602	$17.5892	$18.0289	$18.4796	$18.9416	$19.4151	$19.9005	$20.3980	$20.9080	$21.4307	$21.9665	$22.5156
		Bi-weekly	$1,243.70	$1,274.79	$1,306.66	$1,339.33	$1,372.82	$1,407.14	$1,442.31	$1,478.37	$1,515.33	$1,553.21	$1,592.04	$1,631.84	$1,672.64	$1,714.46	$1,757.32	$1,801.25
		Monthly	$2,695	$2,762	$2,831	$2,902	$2,974	$3,049	$3,125	$3,203	$3,283	$3,365	$3,449	$3,536	$3,624	$3,715	$3,808	$3,903
		Annual	$32,336	$33,145	$33,973	$34,823	$35,693	$36,585	$37,500	$38,438	$39,399	$40,384	$41,393	$42,428	$43,489	$44,576	$45,690	$46,832
123		Hourly	$15.7017	$16.0943	$16.4966	$16.9090	$17.3318	$17.7651	$18.2092	$18.6644	$19.1310	$19.6093	$20.0995	$20.6020	$21.1171	$21.6450	$22.1861	$22.7408
		Bi-weekly	$1,256.14	$1,287.54	$1,319.73	$1,352.72	$1,386.54	$1,421.21	$1,456.74	$1,493.15	$1,530.48	$1,568.74	$1,607.96	$1,648.16	$1,689.37	$1,731.60	$1,774.89	$1,819.26
		Monthly	$2,722	$2,790	$2,859	$2,931	$3,004	$3,079	$3,156	$3,235	$3,316	$3,399	$3,484	$3,571	$3,660	$3,752	$3,846	$3,942
		Annual	$32,660	$33,476	$34,313	$35,171	$36,050	$36,951	$37,875	$38,822	$39,793	$40,787	$41,807	$42,852	$43,924	$45,022	$46,147	$47,301
124		Hourly	$15.8587	$16.2552	$16.6616	$17.0781	$17.5051	$17.9427	$18.3913	$18.8511	$19.3223	$19.8054	$20.3005	$20.8080	$21.3282	$21.8614	$22.4080	$22.9682
		Bi-weekly	$1,268.70	$1,300.42	$1,332.93	$1,366.25	$1,400.41	$1,435.42	$1,471.30	$1,508.09	$1,545.78	$1,584.43	$1,624.04	$1,664.64	$1,706.26	$1,748.91	$1,792.64	$1,837.46
		Monthly	$2,749	$2,818	$2,888	$2,960	$3,034	$3,110	$3,188	$3,268	$3,349	$3,433	$3,519	$3,607	$3,697	$3,789	$3,884	$3,981
		Annual	$32,986	$33,811	$34,656	$35,523	$36,411	$37,321	$38,254	$39,210	$40,190	$41,195	$42,225	$43,281	$44,363	$45,472	$46,609	$47,774

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
125	Acct Tech II	Hourly	$16.0173	$16.4178	$16.8282	$17.2489	$17.6801	$18.1221	$18.5752	$19.0396	$19.5156	$20.0034	$20.5035	$21.0161	$21.5415	$22.0801	$22.6321	$23.1979
	Ld Maint Wrkr	Bi-weekly	$1,281.38	$1,313.42	$1,346.26	$1,379.91	$1,414.41	$1,449.77	$1,486.02	$1,523.17	$1,561.25	$1,600.27	$1,640.28	$1,681.29	$1,723.32	$1,766.41	$1,810.57	$1,855.83
	Skld Maint Wrkr II	Monthly	$2,776	$2,846	$2,917	$2,990	$3,065	$3,141	$3,220	$3,300	$3,383	$3,467	$3,554	$3,643	$3,734	$3,827	$3,923	$4,021
	Anml Cntrl Off II	Annual	$33,316	$34,149	$35,003	$35,878	$36,775	$37,694	$38,636	$39,602	$40,592	$41,607	$42,647	$43,714	$44,806	$45,927	$47,075	$48,252
	Mus Prog Coord																	
	Rec. Coordinator																	
126		Hourly	$16.1775	$16.5819	$16.9965	$17.4214	$17.8569	$18.3034	$18.7609	$19.2300	$19.7107	$20.2035	$20.7086	$21.2263	$21.7569	$22.3009	$22.8584	$23.4298
		Bi-weekly	$1,294.20	$1,326.55	$1,359.72	$1,393.71	$1,428.55	$1,464.27	$1,500.87	$1,538.40	$1,576.86	$1,616.28	$1,656.69	$1,698.10	$1,740.55	$1,784.07	$1,828.67	$1,874.38
		Monthly	$2,804	$2,874	$2,946	$3,020	$3,095	$3,173	$3,252	$3,333	$3,417	$3,502	$3,589	$3,679	$3,771	$3,865	$3,962	$4,061
		Annual	$33,649	$34,490	$35,353	$36,237	$37,142	$38,071	$39,023	$39,998	$40,998	$42,023	$43,074	$44,151	$45,254	$46,386	$47,545	$48,734
127		Hourly	$16.3393	$16.7478	$17.1664	$17.5956	$18.0355	$18.4864	$18.9485	$19.4223	$19.9078	$20.4055	$20.9157	$21.4385	$21.9745	$22.5239	$23.0870	$23.6641
		Bi-weekly	$1,307.14	$1,339.82	$1,373.31	$1,407.65	$1,442.84	$1,478.91	$1,515.88	$1,553.78	$1,592.62	$1,632.44	$1,673.26	$1,715.08	$1,757.96	$1,801.91	$1,846.96	$1,893.13
		Monthly	$2,832	$2,903	$2,976	$3,050	$3,126	$3,204	$3,284	$3,367	$3,451	$3,537	$3,625	$3,716	$3,809	$3,904	$4,002	$4,102
		Annual	$33,986	$34,835	$35,706	$36,599	$37,514	$38,452	$39,413	$40,398	$41,408	$42,443	$43,505	$44,592	$45,707	$46,850	$48,021	$49,221
128		Hourly	$16.5027	$16.9152	$17.3381	$17.7716	$18.2159	$18.6713	$19.1380	$19.6165	$20.1069	$20.6096	$21.1248	$21.6529	$22.1943	$22.7491	$23.3178	$23.9008
		Bi-weekly	$1,320.22	$1,353.22	$1,387.05	$1,421.73	$1,457.27	$1,493.70	$1,531.04	$1,569.32	$1,608.55	$1,648.77	$1,689.98	$1,732.23	$1,775.54	$1,819.93	$1,865.42	$1,912.06
		Monthly	$2,860	$2,932	$3,005	$3,080	$3,157	$3,236	$3,317	$3,400	$3,485	$3,572	$3,662	$3,753	$3,847	$3,943	$4,042	$4,143
		Annual	$34,326	$35,184	$36,063	$36,965	$37,889	$38,836	$39,807	$40,802	$41,822	$42,868	$43,940	$45,038	$46,164	$47,318	$48,501	$49,714
129		Hourly	$16.6677	$17.0844	$17.5115	$17.9493	$18.3980	$18.8580	$19.3294	$19.8126	$20.3080	$20.8157	$21.3361	$21.8695	$22.4162	$22.9766	$23.5510	$24.1398
		Bi-weekly	$1,333.42	$1,366.75	$1,400.92	$1,435.94	$1,471.84	$1,508.64	$1,546.35	$1,585.01	$1,624.64	$1,665.26	$1,706.89	$1,749.56	$1,793.30	$1,838.13	$1,884.08	$1,931.18
		Monthly	$2,889	$2,961	$3,035	$3,111	$3,189	$3,269	$3,350	$3,434	$3,520	$3,608	$3,698	$3,791	$3,885	$3,983	$4,082	$4,184
		Annual	$34,669	$35,536	$36,424	$37,335	$38,268	$39,225	$40,205	$41,210	$42,241	$43,297	$44,379	$45,488	$46,626	$47,791	$48,986	$50,211
130		Hourly	$16.8344	$17.2552	$17.6866	$18.1288	$18.5820	$19.0465	$19.5227	$20.0108	$20.5110	$21.0238	$21.5494	$22.0882	$22.6404	$23.2064	$23.7865	$24.3812
		Bi-weekly	$1,346.75	$1,380.42	$1,414.93	$1,450.30	$1,486.56	$1,523.72	$1,561.82	$1,600.86	$1,640.88	$1,681.90	$1,723.95	$1,767.06	$1,811.23	$1,856.51	$1,902.92	$1,950.50
		Monthly	$2,918	$2,991	$3,066	$3,142	$3,221	$3,301	$3,384	$3,469	$3,555	$3,644	$3,735	$3,829	$3,924	$4,022	$4,123	$4,226
		Annual	$35,015	$35,891	$36,788	$37,708	$38,651	$39,617	$40,607	$41,622	$42,663	$43,730	$44,823	$45,943	$47,092	$48,269	$49,476	$50,713
131		Hourly	$17.0027	$17.4278	$17.8635	$18.3101	$18.7678	$19.2370	$19.7179	$20.2109	$20.7162	$21.2341	$21.7649	$22.3090	$22.8668	$23.4384	$24.0244	$24.6250
		Bi-weekly	$1,360.22	$1,394.22	$1,429.08	$1,464.81	$1,501.42	$1,538.96	$1,577.43	$1,616.87	$1,657.30	$1,698.73	$1,741.19	$1,784.72	$1,829.34	$1,875.07	$1,921.95	$1,970.00
		Monthly	$2,947	$3,021	$3,096	$3,174	$3,253	$3,334	$3,418	$3,503	$3,591	$3,681	$3,773	$3,867	$3,964	$4,063	$4,164	$4,268
		Annual	$35,366	$36,250	$37,156	$38,085	$39,037	$40,013	$41,013	$42,039	$43,090	$44,167	$45,271	$46,403	$47,563	$48,752	$49,971	$51,220
132		Hourly	$17.1727	$17.6021	$18.0421	$18.4932	$18.9555	$19.4294	$19.9151	$20.4130	$20.9233	$21.4464	$21.9826	$22.5321	$23.0954	$23.6728	$24.2646	$24.8712
		Bi-weekly	$1,373.82	$1,408.17	$1,443.37	$1,479.46	$1,516.44	$1,554.35	$1,593.21	$1,633.04	$1,673.86	$1,715.71	$1,758.61	$1,802.57	$1,847.63	$1,893.82	$1,941.17	$1,989.70
		Monthly	$2,977	$3,051	$3,127	$3,205	$3,286	$3,368	$3,452	$3,538	$3,627	$3,717	$3,810	$3,906	$4,003	$4,103	$4,206	$4,311
		Annual	$35,719	$36,612	$37,528	$38,466	$39,427	$40,413	$41,423	$42,459	$43,520	$44,609	$45,724	$46,867	$48,038	$49,239	$50,470	$51,732
133		Hourly	$17.3445	$17.7781	$18.2225	$18.6781	$19.1450	$19.6237	$20.1143	$20.6171	$21.1325	$21.6609	$22.2024	$22.7574	$23.3264	$23.9095	$24.5073	$25.1200
		Bi-weekly	$1,387.56	$1,422.25	$1,457.80	$1,494.25	$1,531.60	$1,569.90	$1,609.14	$1,649.37	$1,690.60	$1,732.87	$1,776.19	$1,820.59	$1,866.11	$1,912.76	$1,960.58	$2,009.60
		Monthly	$3,006	$3,082	$3,159	$3,238	$3,318	$3,401	$3,486	$3,574	$3,663	$3,755	$3,848	$3,945	$4,043	$4,144	$4,248	$4,354
		Annual	$36,076	$36,978	$37,903	$38,850	$39,822	$40,817	$41,838	$42,884	$43,956	$45,055	$46,181	$47,335	$48,519	$49,732	$50,975	$52,250
134		Hourly	$17.5179	$17.9559	$18.4048	$18.8649	$19.3365	$19.8199	$20.3154	$20.8233	$21.3439	$21.8775	$22.4244	$22.9850	$23.5596	$24.1486	$24.7524	$25.3712
		Bi-weekly	$1,401.43	$1,436.47	$1,472.38	$1,509.19	$1,546.92	$1,585.59	$1,625.23	$1,665.86	$1,707.51	$1,750.20	$1,793.95	$1,838.80	$1,884.77	$1,931.89	$1,980.19	$2,029.70
		Monthly	$3,036	$3,112	$3,190	$3,270	$3,352	$3,435	$3,521	$3,609	$3,700	$3,792	$3,887	$3,984	$4,084	$4,186	$4,290	$4,398
		Annual	$36,437	$37,348	$38,282	$39,239	$40,220	$41,225	$42,256	$43,312	$44,395	$45,505	$46,643	$47,809	$49,004	$50,229	$51,485	$52,772

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
135	Adm. Asst II	Hourly	$17.6931	$18.1354	$18.5888	$19.0535	$19.5299	$20.0181	$20.5186	$21.0315	$21.5573	$22.0962	$22.6487	$23.2149	$23.7952	$24.3901	$24.9999	$25.6249
	Pyrl & Fin. Spec.	Bi-weekly	$1,415.45	$1,450.83	$1,487.10	$1,524.28	$1,562.39	$1,601.45	$1,641.49	$1,682.52	$1,724.58	$1,767.70	$1,811.90	$1,857.19	$1,903.62	$1,951.21	$1,999.99	$2,049.99
	Cd Cmplinc Tech.-	Monthly	$3,067	$3,143	$3,222	$3,303	$3,385	$3,470	$3,557	$3,645	$3,737	$3,830	$3,926	$4,024	$4,125	$4,228	$4,333	$4,442
	Cd Cmplinc Tech.- Aqtics Mgr	Annual	$36,802	$37,722	$38,665	$39,631	$40,622	$41,638	$42,679	$43,746	$44,839	$45,960	$47,109	$48,287	$49,494	$50,731	$52,000	$53,300
136		Hourly	$17.8700	$18.3168	$18.7747	$19.2441	$19.7252	$20.2183	$20.7237	$21.2418	$21.7729	$22.3172	$22.8751	$23.4470	$24.0332	$24.6340	$25.2499	$25.8811
		Bi-weekly	$1,429.60	$1,465.34	$1,501.98	$1,539.53	$1,578.02	$1,617.46	$1,657.90	$1,699.34	$1,741.83	$1,785.38	$1,830.01	$1,875.76	$1,922.66	$1,970.72	$2,019.99	$2,070.49
		Monthly	$3,097	$3,175	$3,254	$3,336	$3,419	$3,505	$3,592	$3,682	$3,774	$3,868	$3,965	$4,064	$4,166	$4,270	$4,377	$4,486
		Annual	$37,170	$38,099	$39,051	$40,028	$41,028	$42,054	$43,105	$44,183	$45,288	$46,420	$47,580	$48,770	$49,989	$51,239	$52,520	$53,833
137		Hourly	$18.0487	$18.4999	$18.9624	$19.4365	$19.9224	$20.4205	$20.9310	$21.4543	$21.9906	$22.5404	$23.1039	$23.6815	$24.2735	$24.8804	$25.5024	$26.1399
		Bi-weekly	$1,443.90	$1,479.99	$1,516.99	$1,554.92	$1,593.79	$1,633.64	$1,674.48	$1,716.34	$1,759.25	$1,803.23	$1,848.31	$1,894.52	$1,941.88	$1,990.43	$2,040.19	$2,091.19
		Monthly	$3,128	$3,207	$3,287	$3,369	$3,453	$3,540	$3,628	$3,719	$3,812	$3,907	$4,005	$4,105	$4,207	$4,313	$4,420	$4,531
		Annual	$37,541	$38,480	$39,442	$40,428	$41,439	$42,475	$43,536	$44,625	$45,740	$46,884	$48,056	$49,257	$50,489	$51,751	$53,045	$54,371
138		Hourly	$18.2292	$18.6849	$19.1521	$19.6309	$20.1216	$20.6247	$21.1403	$21.6688	$22.2105	$22.7658	$23.3349	$23.9183	$24.5163	$25.1292	$25.7574	$26.4013
		Bi-weekly	$1,458.34	$1,494.79	$1,532.17	$1,570.47	$1,609.73	$1,649.98	$1,691.22	$1,733.50	$1,776.84	$1,821.26	$1,866.79	$1,913.46	$1,961.30	$2,010.34	$2,060.59	$2,112.10
		Monthly	$3,160	$3,239	$3,320	$3,403	$3,488	$3,575	$3,664	$3,756	$3,850	$3,946	$4,045	$4,146	$4,249	$4,356	$4,465	$4,576
		Annual	$37,917	$38,865	$39,836	$40,832	$41,853	$42,899	$43,972	$45,071	$46,198	$47,353	$48,537	$49,750	$50,994	$52,269	$53,575	$54,915
139		Hourly	$18.4115	$18.8718	$19.3436	$19.8272	$20.3229	$20.8309	$21.3517	$21.8855	$22.4326	$22.9934	$23.5683	$24.1575	$24.7614	$25.3805	$26.0150	$26.6653
		Bi-weekly	$1,472.92	$1,509.74	$1,547.49	$1,586.18	$1,625.83	$1,666.47	$1,708.14	$1,750.84	$1,794.61	$1,839.47	$1,885.46	$1,932.60	$1,980.91	$2,030.44	$2,081.20	$2,133.22
		Monthly	$3,191	$3,271	$3,353	$3,437	$3,523	$3,611	$3,701	$3,793	$3,888	$3,986	$4,085	$4,187	$4,292	$4,399	$4,509	$4,622
		Annual	$38,296	$39,253	$40,235	$41,241	$42,272	$43,328	$44,412	$45,522	$46,660	$47,826	$49,022	$50,248	$51,504	$52,791	$54,111	$55,464
140	Eng Tech I	Hourly	$18.5956	$19.0605	$19.5370	$20.0254	$20.5261	$21.0392	$21.5652	$22.1043	$22.6570	$23.2234	$23.8040	$24.3991	$25.0090	$25.6343	$26.2751	$26.9320
	Plang Tech	Bi-weekly	$1,487.65	$1,524.84	$1,562.96	$1,602.03	$1,642.09	$1,683.14	$1,725.22	$1,768.34	$1,812.56	$1,857.87	$1,904.32	$1,951.93	$2,000.72	$2,050.74	$2,102.01	$2,154.56
	Cd Cmplnc Off I	Monthly	$3,223	$3,304	$3,386	$3,471	$3,558	$3,647	$3,738	$3,831	$3,927	$4,025	$4,126	$4,229	$4,335	$4,443	$4,554	$4,668
		Annual	$38,679	$39,646	$40,637	$41,653	$42,694	$43,762	$44,856	$45,977	$47,126	$48,305	$49,512	$50,750	$52,019	$53,319	$54,652	$56,019
141		Hourly	$18.7816	$19.2511	$19.7324	$20.2257	$20.7313	$21.2496	$21.7809	$22.3254	$22.8835	$23.4556	$24.0420	$24.6431	$25.2591	$25.8906	$26.5379	$27.2013
		Bi-weekly	$1,502.53	$1,540.09	$1,578.59	$1,618.06	$1,658.50	$1,699.97	$1,742.47	$1,786.03	$1,830.68	$1,876.45	$1,923.36	$1,971.45	$2,020.73	$2,071.25	$2,123.03	$2,176.10
		Monthly	$3,255	$3,337	$3,420	$3,506	$3,593	$3,683	$3,775	$3,870	$3,966	$4,066	$4,167	$4,271	$4,378	$4,488	$4,600	$4,715
		Annual	$39,066	$40,042	$41,043	$42,069	$43,121	$44,199	$45,304	$46,437	$47,598	$48,788	$50,007	$51,258	$52,539	$53,852	$55,199	$56,579
142		Hourly	$18.9694	$19.4436	$19.9297	$20.4280	$20.9387	$21.4621	$21.9987	$22.5486	$23.1124	$23.6902	$24.2824	$24.8895	$25.5117	$26.1495	$26.8032	$27.4733
		Bi-weekly	$1,517.55	$1,555.49	$1,594.38	$1,634.24	$1,675.10	$1,716.97	$1,759.90	$1,803.89	$1,848.99	$1,895.22	$1,942.59	$1,991.16	$2,040.94	$2,091.96	$2,144.26	$2,197.86
		Monthly	$3,288	$3,370	$3,454	$3,541	$3,629	$3,720	$3,813	$3,908	$4,006	$4,106	$4,209	$4,314	$4,422	$4,533	$4,646	$4,762
		Annual	$39,456	$40,443	$41,454	$42,490	$43,552	$44,641	$45,757	$46,901	$48,074	$49,276	$50,507	$51,770	$53,064	$54,391	$55,751	$57,145
143		Hourly	$19.1591	$19.6381	$20.1290	$20.6322	$21.1480	$21.6767	$22.2187	$22.7741	$23.3435	$23.9271	$24.5252	$25.1384	$25.7668	$26.4110	$27.0713	$27.7481
		Bi-weekly	$1,532.73	$1,571.05	$1,610.32	$1,650.58	$1,691.84	$1,734.14	$1,777.50	$1,821.93	$1,867.48	$1,914.17	$1,962.02	$2,011.07	$2,061.34	$2,112.88	$2,165.70	$2,219.85
		Monthly	$3,321	$3,404	$3,489	$3,576	$3,666	$3,757	$3,851	$3,948	$4,046	$4,147	$4,251	$4,357	$4,466	$4,578	$4,692	$4,810
		Annual	$39,851	$40,847	$41,868	$42,915	$43,988	$45,088	$46,215	$47,370	$48,554	$49,768	$51,013	$52,288	$53,595	$54,935	$56,308	$57,716
144		Hourly	$19.3507	$19.8344	$20.3303	$20.8386	$21.3595	$21.8935	$22.4408	$23.0019	$23.5769	$24.1663	$24.7705	$25.3898	$26.0245	$26.6751	$27.3420	$28.0255
		Bi-weekly	$1,548.06	$1,586.75	$1,626.42	$1,667.09	$1,708.76	$1,751.48	$1,795.26	$1,840.15	$1,886.15	$1,933.30	$1,981.64	$2,031.18	$2,081.96	$2,134.01	$2,187.36	$2,242.04
		Monthly	$3,354	$3,438	$3,524	$3,612	$3,702	$3,795	$3,890	$3,987	$4,087	$4,189	$4,294	$4,401	$4,511	$4,624	$4,739	$4,858
		Annual	$40,249	$41,256	$42,287	$43,344	$44,428	$45,538	$46,677	$47,844	$49,040	$50,266	$51,523	$52,811	$54,131	$55,484	$56,871	$58,293

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
145	Skld Ld Maint Wrkr-	Hourly	$19.5442	$20.0328	$20.5336	$21.0469	$21.5731	$22.1124	$22.6653	$23.2319	$23.8127	$24.4080	$25.0182	$25.6437	$26.2847	$26.9419	$27.6154	$28.3058
	Skld Ld Maint Wrkr-	Bi-weekly	$1,563.54	$1,602.62	$1,642.69	$1,683.75	$1,725.85	$1,768.99	$1,813.22	$1,858.55	$1,905.02	$1,952.64	$2,001.46	$2,051.50	$2,102.78	$2,155.35	$2,209.23	$2,264.46
		Monthly	$3,388	$3,472	$3,559	$3,648	$3,739	$3,833	$3,929	$4,027	$4,128	$4,231	$4,336	$4,445	$4,556	$4,670	$4,787	$4,906
		Annual	$40,652	$41,668	$42,710	$43,778	$44,872	$45,994	$47,144	$48,322	$49,530	$50,769	$52,038	$53,339	$54,672	$56,039	$57,440	$58,876
146		Hourly	$19.7396	$20.2331	$20.7389	$21.2574	$21.7888	$22.3336	$22.8919	$23.4642	$24.0508	$24.6521	$25.2684	$25.9001	$26.5476	$27.2113	$27.8916	$28.5889
		Bi-weekly	$1,579.17	$1,618.65	$1,659.11	$1,700.59	$1,743.10	$1,786.69	$1,831.35	$1,877.14	$1,924.06	$1,972.17	$2,021.47	$2,072.01	$2,123.81	$2,176.90	$2,231.33	$2,287.11
		Monthly	$3,422	$3,507	$3,595	$3,685	$3,777	$3,871	$3,968	$4,067	$4,169	$4,273	$4,380	$4,489	$4,602	$4,717	$4,835	$4,955
		Annual	$41,058	$42,085	$43,137	$44,215	$45,321	$46,454	$47,615	$48,806	$50,026	$51,276	$52,558	$53,872	$55,219	$56,599	$58,014	$59,465
147		Hourly	$19.9370	$20.4354	$20.9463	$21.4700	$22.0067	$22.5569	$23.1208	$23.6988	$24.2913	$24.8986	$25.5211	$26.1591	$26.8131	$27.4834	$28.1705	$28.8747
		Bi-weekly	$1,594.96	$1,634.83	$1,675.70	$1,717.60	$1,760.54	$1,804.55	$1,849.66	$1,895.90	$1,943.30	$1,991.89	$2,041.69	$2,092.73	$2,145.05	$2,198.67	$2,253.64	$2,309.98
		Monthly	$3,456	$3,542	$3,631	$3,721	$3,815	$3,910	$4,008	$4,108	$4,210	$4,316	$4,424	$4,534	$4,648	$4,764	$4,883	$5,005
		Annual	$41,469	$42,506	$43,568	$44,658	$45,774	$46,918	$48,091	$49,294	$50,526	$51,789	$53,084	$54,411	$55,771	$57,165	$58,595	$60,059
148		Hourly	$20.1364	$20.6398	$21.1558	$21.6847	$22.2268	$22.7825	$23.3520	$23.9358	$24.5342	$25.1476	$25.7763	$26.4207	$27.0812	$27.7582	$28.4522	$29.1635
		Bi-weekly	$1,610.91	$1,651.18	$1,692.46	$1,734.78	$1,778.14	$1,822.60	$1,868.16	$1,914.86	$1,962.74	$2,011.81	$2,062.10	$2,113.66	$2,166.50	$2,220.66	$2,276.18	$2,333.08
		Monthly	$3,490	$3,578	$3,667	$3,759	$3,853	$3,949	$4,048	$4,149	$4,253	$4,359	$4,468	$4,580	$4,694	$4,811	$4,932	$5,055
		Annual	$41,884	$42,931	$44,004	$45,104	$46,232	$47,388	$48,572	$49,787	$51,031	$52,307	$53,615	$54,955	$56,329	$57,737	$59,181	$60,660
149		Hourly	$20.3378	$20.8462	$21.3674	$21.9015	$22.4491	$23.0103	$23.5856	$24.1752	$24.7796	$25.3991	$26.0340	$26.6849	$27.3520	$28.0358	$28.7367	$29.4551
		Bi-weekly	$1,627.02	$1,667.70	$1,709.39	$1,752.12	$1,795.93	$1,840.82	$1,886.85	$1,934.02	$1,982.37	$2,031.93	$2,082.72	$2,134.79	$2,188.16	$2,242.86	$2,298.94	$2,356.41
		Monthly	$3,525	$3,613	$3,704	$3,796	$3,891	$3,988	$4,088	$4,190	$4,295	$4,403	$4,513	$4,625	$4,741	$4,860	$4,981	$5,106
		Annual	$42,303	$43,360	$44,444	$45,555	$46,694	$47,861	$49,058	$50,284	$51,542	$52,830	$54,151	$55,505	$56,892	$58,314	$59,772	$61,267
150	Adm Asst III	Hourly	$20.5411	$21.0547	$21.5810	$22.1205	$22.6736	$23.2404	$23.8214	$24.4169	$25.0274	$25.6531	$26.2944	$26.9517	$27.6255	$28.3162	$29.0241	$29.7497
		Bi-weekly	$1,643.29	$1,684.38	$1,726.48	$1,769.64	$1,813.89	$1,859.23	$1,905.71	$1,953.35	$2,002.19	$2,052.25	$2,103.55	$2,156.14	$2,210.04	$2,265.30	$2,321.93	$2,379.98
		Monthly	$3,560	$3,649	$3,741	$3,834	$3,930	$4,028	$4,129	$4,232	$4,338	$4,447	$4,558	$4,672	$4,788	$4,908	$5,031	$5,157
		Annual	$42,726	$43,794	$44,889	$46,011	$47,161	$48,340	$49,549	$50,787	$52,057	$53,358	$54,692	$56,060	$57,461	$58,898	$60,370	$61,879
151		Hourly	$20.7465	$21.2652	$21.7968	$22.3418	$22.9003	$23.4728	$24.0596	$24.6611	$25.2776	$25.9096	$26.5573	$27.2213	$27.9018	$28.5993	$29.3143	$30.0472
		Bi-weekly	$1,659.72	$1,701.22	$1,743.74	$1,787.34	$1,832.02	$1,877.82	$1,924.77	$1,972.89	$2,022.21	$2,072.77	$2,124.58	$2,177.70	$2,232.14	$2,287.94	$2,345.14	$2,403.78
		Monthly	$3,596	$3,686	$3,778	$3,873	$3,969	$4,069	$4,170	$4,275	$4,381	$4,491	$4,603	$4,718	$4,836	$4,957	$5,081	$5,208
		Annual	$43,153	$44,232	$45,337	$46,471	$47,633	$48,823	$50,044	$51,295	$52,577	$53,892	$55,239	$56,620	$58,036	$59,487	$60,974	$62,498
152		Hourly	$20.9540	$21.4779	$22.0148	$22.5652	$23.1293	$23.7075	$24.3002	$24.9077	$25.5304	$26.1687	$26.8229	$27.4935	$28.1808	$28.8853	$29.6075	$30.3476
		Bi-weekly	$1,676.32	$1,718.23	$1,761.18	$1,805.22	$1,850.34	$1,896.60	$1,944.02	$1,992.62	$2,042.43	$2,093.50	$2,145.83	$2,199.48	$2,254.46	$2,310.82	$2,368.60	$2,427.81
		Monthly	$3,632	$3,723	$3,816	$3,911	$4,009	$4,109	$4,212	$4,317	$4,425	$4,536	$4,649	$4,766	$4,885	$5,007	$5,132	$5,260
		Annual	$43,584	$44,674	$45,791	$46,936	$48,109	$49,312	$50,544	$51,808	$53,103	$54,431	$55,792	$57,186	$58,616	$60,081	$61,584	$63,123
153		Hourly	$21.1635	$21.6926	$22.2350	$22.7908	$23.3606	$23.9446	$24.5432	$25.1568	$25.7857	$26.4304	$27.0911	$27.7684	$28.4626	$29.1742	$29.9035	$30.6511
		Bi-weekly	$1,693.08	$1,735.41	$1,778.80	$1,823.26	$1,868.85	$1,915.57	$1,963.46	$2,012.54	$2,062.86	$2,114.43	$2,167.29	$2,221.47	$2,277.01	$2,333.94	$2,392.28	$2,452.09
		Monthly	$3,668	$3,760	$3,854	$3,950	$4,049	$4,150	$4,254	$4,361	$4,470	$4,581	$4,696	$4,813	$4,934	$5,057	$5,183	$5,313
		Annual	$44,020	$45,121	$46,249	$47,405	$48,590	$49,805	$51,050	$52,326	$53,634	$54,975	$56,350	$57,758	$59,202	$60,682	$62,199	$63,754
154		Hourly	$21.3752	$21.9096	$22.4573	$23.0187	$23.5942	$24.1841	$24.7887	$25.4084	$26.0436	$26.6947	$27.3620	$28.0461	$28.7472	$29.4659	$30.2026	$30.9576
		Bi-weekly	$1,710.02	$1,752.77	$1,796.58	$1,841.50	$1,887.54	$1,934.73	$1,983.10	$2,032.67	$2,083.49	$2,135.58	$2,188.96	$2,243.69	$2,299.78	$2,357.27	$2,416.21	$2,476.61
		Monthly	$3,705	$3,798	$3,893	$3,990	$4,090	$4,192	$4,297	$4,404	$4,514	$4,627	$4,743	$4,861	$4,983	$5,107	$5,235	$5,366
		Annual	$44,460	$45,572	$46,711	$47,879	$49,076	$50,303	$51,560	$52,849	$54,171	$55,525	$56,913	$58,336	$59,794	$61,289	$62,821	$64,392

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
155	Suprv Cde Cmplnce Off	Hourly	$21.5889	$22.1287	$22.6819	$23.2489	$23.8301	$24.4259	$25.0365	$25.6625	$26.3040	$26.9616	$27.6357	$28.3266	$29.0347	$29.7606	$30.5046	$31.2672
	Anml Shltr Suprvr	Bi-weekly	$1,727.11	$1,770.30	$1,814.55	$1,859.91	$1,906.41	$1,954.07	$2,002.92	$2,053.00	$2,104.32	$2,156.93	$2,210.86	$2,266.13	$2,322.78	$2,380.85	$2,440.37	$2,501.38
	Eng Tech II	Monthly	$3,742	$3,836	$3,932	$4,030	$4,131	$4,234	$4,340	$4,448	$4,559	$4,673	$4,790	$4,910	$5,033	$5,159	$5,287	$5,420
		Annual	$44,905	$46,028	$47,178	$48,358	$49,567	$50,806	$52,076	$53,378	$54,712	$56,080	$57,482	$58,919	$60,392	$61,902	$63,450	$65,036
156		Hourly	$21.8048	$22.3499	$22.9087	$23.4814	$24.0684	$24.6702	$25.2869	$25.9191	$26.5671	$27.2312	$27.9120	$28.6098	$29.3251	$30.0582	$30.8096	$31.5799
		Bi-weekly	$1,744.38	$1,787.99	$1,832.70	$1,878.51	$1,925.47	$1,973.62	$2,022.95	$2,073.53	$2,125.37	$2,178.50	$2,232.96	$2,288.78	$2,346.01	$2,404.66	$2,464.77	$2,526.39
		Monthly	$3,780	$3,874	$3,971	$4,070	$4,172	$4,276	$4,383	$4,493	$4,605	$4,720	$4,838	$4,959	$5,083	$5,210	$5,340	$5,474
		Annual	$45,354	$46,488	$47,650	$48,841	$50,062	$51,314	$52,597	$53,912	$55,259	$56,641	$58,057	$59,508	$60,996	$62,521	$64,084	$65,686
157		Hourly	$22.0229	$22.5734	$23.1378	$23.7162	$24.3091	$24.9169	$25.5398	$26.1783	$26.8327	$27.5035	$28.1911	$28.8959	$29.6183	$30.3588	$31.1177	$31.8957
		Bi-weekly	$1,761.83	$1,805.87	$1,851.02	$1,897.30	$1,944.73	$1,993.35	$2,043.18	$2,094.26	$2,146.62	$2,200.28	$2,255.29	$2,311.67	$2,369.46	$2,428.70	$2,489.42	$2,551.66
		Monthly	$3,817	$3,913	$4,011	$4,111	$4,214	$4,319	$4,427	$4,538	$4,651	$4,767	$4,886	$5,009	$5,134	$5,262	$5,394	$5,529
		Annual	$45,808	$46,953	$48,127	$49,330	$50,563	$51,827	$53,123	$54,451	$55,812	$57,207	$58,638	$60,104	$61,606	$63,146	$64,725	$66,343
158		Hourly	$22.2431	$22.7992	$23.3692	$23.9534	$24.5522	$25.1660	$25.7952	$26.4401	$27.1011	$27.7786	$28.4730	$29.1849	$29.9145	$30.6624	$31.4289	$32.2146
		Bi-weekly	$1,779.45	$1,823.94	$1,869.54	$1,916.27	$1,964.18	$2,013.28	$2,063.62	$2,115.21	$2,168.09	$2,222.29	$2,277.84	$2,334.79	$2,393.16	$2,452.99	$2,514.31	$2,577.17
		Monthly	$3,855	$3,952	$4,051	$4,152	$4,256	$4,362	$4,471	$4,583	$4,698	$4,815	$4,935	$5,059	$5,185	$5,315	$5,448	$5,584
		Annual	$46,266	$47,422	$48,608	$49,823	$51,069	$52,345	$53,654	$54,995	$56,370	$57,779	$59,224	$60,705	$62,222	$63,778	$65,372	$67,006
159		Hourly	$22.4655	$23.0272	$23.6028	$24.1929	$24.7977	$25.4177	$26.0531	$26.7045	$27.3721	$28.0564	$28.7578	$29.4767	$30.2136	$30.9690	$31.7432	$32.5368
		Bi-weekly	$1,797.24	$1,842.18	$1,888.22	$1,935.43	$1,983.82	$2,033.42	$2,084.25	$2,136.36	$2,189.77	$2,244.51	$2,300.62	$2,358.14	$2,417.09	$2,477.52	$2,539.46	$2,602.94
		Monthly	$3,894	$3,991	$4,091	$4,193	$4,298	$4,406	$4,516	$4,629	$4,744	$4,863	$4,985	$5,109	$5,237	$5,368	$5,502	$5,640
		Annual	$46,728	$47,897	$49,094	$50,321	$51,579	$52,869	$54,191	$55,545	$56,934	$58,357	$59,816	$61,312	$62,844	$64,415	$66,026	$67,677
160	Accountant	Hourly	$22.6902	$23.2574	$23.8389	$24.4348	$25.0457	$25.6719	$26.3137	$26.9715	$27.6458	$28.3369	$29.0454	$29.7715	$30.5158	$31.2787	$32.0606	$32.8622
	Executive Assistant	Bi-weekly	$1,815.22	$1,860.59	$1,907.11	$1,954.78	$2,003.66	$2,053.75	$2,105.10	$2,157.72	$2,211.66	$2,266.95	$2,323.63	$2,381.72	$2,441.26	$2,502.30	$2,564.85	$2,628.98
	Fac. Maint. Supr..	Monthly	$3,933	$4,031	$4,132	$4,235	$4,341	$4,450	$4,561	$4,675	$4,792	$4,912	$5,035	$5,160	$5,289	$5,422	$5,557	$5,696
		Annual	$47,196	$48,375	$49,585	$50,824	$52,095	$53,397	$54,732	$56,101	$57,503	$58,941	$60,414	$61,925	$63,473	$65,060	$66,686	$68,353
161		Hourly	$22.9171	$23.4900	$24.0773	$24.6792	$25.2962	$25.9286	$26.5768	$27.2412	$27.9222	$28.6203	$29.3358	$30.0692	$30.8209	$31.5915	$32.3812	$33.1908
		Bi-weekly	$1,833.37	$1,879.20	$1,926.18	$1,974.34	$2,023.70	$2,074.29	$2,126.14	$2,179.30	$2,233.78	$2,289.62	$2,346.86	$2,405.54	$2,465.67	$2,527.32	$2,590.50	$2,655.26
		Monthly	$3,972	$4,072	$4,173	$4,278	$4,385	$4,494	$4,607	$4,722	$4,840	$4,961	$5,085	$5,212	$5,342	$5,476	$5,613	$5,753
		Annual	$47,668	$48,859	$50,081	$51,333	$52,616	$53,931	$55,280	$56,662	$58,078	$59,530	$61,018	$62,544	$64,108	$65,710	$67,353	$69,037
162		Hourly	$23.1463	$23.7249	$24.3180	$24.9260	$25.5491	$26.1879	$26.8426	$27.5136	$28.2015	$28.9065	$29.6292	$30.3699	$31.1291	$31.9074	$32.7051	$33.5227
		Bi-weekly	$1,851.70	$1,897.99	$1,945.44	$1,994.08	$2,043.93	$2,095.03	$2,147.41	$2,201.09	$2,256.12	$2,312.52	$2,370.34	$2,429.59	$2,490.33	$2,552.59	$2,616.41	$2,681.82
		Monthly	$4,012	$4,112	$4,215	$4,321	$4,429	$4,539	$4,653	$4,769	$4,888	$5,010	$5,136	$5,264	$5,396	$5,531	$5,669	$5,811
		Annual	$48,144	$49,348	$50,582	$51,846	$53,142	$54,471	$55,833	$57,228	$58,659	$60,126	$61,629	$63,169	$64,749	$66,367	$68,027	$69,727
163		Hourly	$23.3777	$23.9622	$24.5612	$25.1752	$25.8046	$26.4497	$27.1110	$27.7888	$28.4835	$29.1956	$29.9255	$30.6736	$31.4404	$32.2264	$33.0321	$33.8579
		Bi-weekly	$1,870.22	$1,916.98	$1,964.90	$2,014.02	$2,064.37	$2,115.98	$2,168.88	$2,223.10	$2,278.68	$2,335.65	$2,394.04	$2,453.89	$2,515.23	$2,578.11	$2,642.57	$2,708.63
		Monthly	$4,052	$4,153	$4,257	$4,364	$4,473	$4,585	$4,699	$4,817	$4,937	$5,061	$5,187	$5,317	$5,450	$5,586	$5,726	$5,869
		Annual	$48,626	$49,841	$51,087	$52,365	$53,674	$55,015	$56,391	$57,801	$59,246	$60,727	$62,245	$63,801	$65,396	$67,031	$68,707	$70,424
164		Hourly	$23.6115	$24.2018	$24.8068	$25.4270	$26.0627	$26.7142	$27.3821	$28.0667	$28.7683	$29.4875	$30.2247	$30.9803	$31.7548	$32.5487	$33.3624	$34.1965
		Bi-weekly	$1,888.92	$1,936.14	$1,984.54	$2,034.16	$2,085.02	$2,137.14	$2,190.57	$2,245.34	$2,301.46	$2,359.00	$2,417.98	$2,478.42	$2,540.38	$2,603.90	$2,668.99	$2,735.72
		Monthly	$4,093	$4,195	$4,300	$4,407	$4,518	$4,630	$4,746	$4,865	$4,987	$5,111	$5,239	$5,370	$5,504	$5,642	$5,783	$5,927
		Annual	$49,112	$50,340	$51,598	$52,888	$54,210	$55,566	$56,955	$58,379	$59,838	$61,334	$62,867	$64,439	$66,050	$67,701	$69,394	$71,129

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
165		Hourly	$23.8476	$24.4438	$25.0549	$25.6813	$26.3233	$26.9814	$27.6559	$28.3473	$29.0560	$29.7824	$30.5270	$31.2901	$32.0724	$32.8742	$33.6961	$34.5385
		Bi-weekly	$1,907.81	$1,955.50	$2,004.39	$2,054.50	$2,105.86	$2,158.51	$2,212.47	$2,267.78	$2,324.48	$2,382.59	$2,442.16	$2,503.21	$2,565.79	$2,629.94	$2,695.69	$2,763.08
		Monthly	$4,134	$4,237	$4,343	$4,451	$4,563	$4,677	$4,794	$4,914	$5,036	$5,162	$5,291	$5,424	$5,559	$5,698	$5,841	$5,987
		Annual	$49,603	$50,843	$52,114	$53,417	$54,752	$56,121	$57,524	$58,962	$60,436	$61,947	$63,496	$65,083	$66,711	$68,378	$70,088	$71,840
166		Hourly	$24.0861	$24.6882	$25.3054	$25.9381	$26.5865	$27.2512	$27.9325	$28.6308	$29.3466	$30.0802	$30.8322	$31.6030	$32.3931	$33.2029	$34.0330	$34.8838
		Bi-weekly	$1,926.89	$1,975.06	$2,024.43	$2,075.05	$2,126.92	$2,180.10	$2,234.60	$2,290.46	$2,347.73	$2,406.42	$2,466.58	$2,528.24	$2,591.45	$2,656.23	$2,722.64	$2,790.70
		Monthly	$4,175	$4,279	$4,386	$4,496	$4,608	$4,724	$4,842	$4,963	$5,087	$5,214	$5,344	$5,478	$5,615	$5,755	$5,899	$6,047
		Annual	$50,099	$51,352	$52,635	$53,951	$55,300	$56,682	$58,100	$59,552	$61,041	$62,567	$64,131	$65,734	$67,378	$69,062	$70,789	$72,558
167		Hourly	$24.3270	$24.9351	$25.5585	$26.1975	$26.8524	$27.5237	$28.2118	$28.9171	$29.6400	$30.3810	$31.1406	$31.9191	$32.7170	$33.5350	$34.3733	$35.2327
		Bi-weekly	$1,946.16	$1,994.81	$2,044.68	$2,095.80	$2,148.19	$2,201.90	$2,256.94	$2,313.37	$2,371.20	$2,430.48	$2,491.25	$2,553.53	$2,617.36	$2,682.80	$2,749.86	$2,818.62
		Monthly	$4,217	$4,322	$4,430	$4,541	$4,654	$4,771	$4,890	$5,012	$5,138	$5,266	$5,398	$5,533	$5,671	$5,813	$5,958	$6,107
		Annual	$50,600	$51,865	$53,162	$54,491	$55,853	$57,249	$58,681	$60,148	$61,651	$63,193	$64,772	$66,392	$68,051	$69,753	$71,497	$73,284
168		Hourly	$24.5702	$25.1845	$25.8141	$26.4594	$27.1209	$27.7989	$28.4939	$29.2063	$29.9364	$30.6848	$31.4520	$32.2383	$33.0442	$33.8703	$34.7171	$35.5850
		Bi-weekly	$1,965.62	$2,014.76	$2,065.13	$2,116.75	$2,169.67	$2,223.91	$2,279.51	$2,336.50	$2,394.91	$2,454.78	$2,516.16	$2,579.06	$2,643.54	$2,709.62	$2,777.37	$2,846.80
		Monthly	$4,259	$4,365	$4,474	$4,586	$4,701	$4,818	$4,939	$5,062	$5,189	$5,319	$5,452	$5,588	$5,728	$5,871	$6,018	$6,168
		Annual	$51,106	$52,384	$53,693	$55,036	$56,412	$57,822	$59,267	$60,749	$62,268	$63,824	$65,420	$67,056	$68,732	$70,450	$72,212	$74,017
169		Hourly	$24.8159	$25.4363	$26.0722	$26.7240	$27.3921	$28.0769	$28.7789	$29.4983	$30.2358	$30.9917	$31.7665	$32.5606	$33.3747	$34.2090	$35.0642	$35.9409
		Bi-weekly	$1,985.27	$2,034.90	$2,085.78	$2,137.92	$2,191.37	$2,246.15	$2,302.31	$2,359.86	$2,418.86	$2,479.34	$2,541.32	$2,604.85	$2,669.98	$2,736.72	$2,805.14	$2,875.27
		Monthly	$4,301	$4,409	$4,519	$4,632	$4,748	$4,867	$4,988	$5,113	$5,241	$5,372	$5,506	$5,644	$5,785	$5,930	$6,078	$6,230
		Annual	$51,617	$52,908	$54,230	$55,586	$56,976	$58,400	$59,860	$61,357	$62,890	$64,463	$66,074	$67,726	$69,419	$71,155	$72,934	$74,757
170	Pub Wrk Supv Rec Supr Mus Supr	Hourly	$25.0641	$25.6907	$26.3330	$26.9913	$27.6661	$28.3577	$29.0667	$29.7933	$30.5381	$31.3016	$32.0841	$32.8862	$33.7084	$34.5511	$35.4149	$36.3003
		Bi-weekly	$2,005.13	$2,055.26	$2,106.64	$2,159.30	$2,213.29	$2,268.62	$2,325.34	$2,383.46	$2,443.05	$2,504.13	$2,566.73	$2,630.90	$2,696.67	$2,764.09	$2,833.19	$2,904.02
		Monthly	$4,344	$4,453	$4,564	$4,678	$4,795	$4,915	$5,038	$5,164	$5,293	$5,426	$5,561	$5,700	$5,843	$5,989	$6,139	$6,292
		Annual	$52,133	$53,437	$54,773	$56,142	$57,545	$58,984	$60,459	$61,970	$63,519	$65,107	$66,735	$68,403	$70,113	$71,866	$73,663	$75,505
171		Hourly	$25.3147	$25.9476	$26.5963	$27.2612	$27.9427	$28.6413	$29.3573	$30.0913	$30.8435	$31.6146	$32.4050	$33.2151	$34.0455	$34.8966	$35.7690	$36.6633
		Bi-weekly	$2,025.18	$2,075.81	$2,127.70	$2,180.90	$2,235.42	$2,291.30	$2,348.58	$2,407.30	$2,467.48	$2,529.17	$2,592.40	$2,657.21	$2,723.64	$2,791.73	$2,861.52	$2,933.06
		Monthly	$4,388	$4,498	$4,610	$4,725	$4,843	$4,964	$5,089	$5,216	$5,346	$5,480	$5,617	$5,757	$5,901	$6,049	$6,200	$6,355
		Annual	$52,655	$53,971	$55,320	$56,703	$58,121	$59,574	$61,063	$62,590	$64,155	$65,758	$67,402	$69,087	$70,815	$72,585	$74,400	$76,260
172		Hourly	$25.5679	$26.2071	$26.8622	$27.5338	$28.2221	$28.9277	$29.6509	$30.3922	$31.1520	$31.9308	$32.7290	$33.5473	$34.3859	$35.2456	$36.1267	$37.0299
		Bi-weekly	$2,045.43	$2,096.57	$2,148.98	$2,202.70	$2,257.77	$2,314.22	$2,372.07	$2,431.38	$2,492.16	$2,554.46	$2,618.32	$2,683.78	$2,750.87	$2,819.65	$2,890.14	$2,962.39
		Monthly	$4,432	$4,543	$4,656	$4,773	$4,892	$5,014	$5,139	$5,268	$5,400	$5,535	$5,673	$5,815	$5,960	$6,109	$6,262	$6,419
		Annual	$53,181	$54,511	$55,873	$57,270	$58,702	$60,170	$61,674	$63,216	$64,796	$66,416	$68,076	$69,778	$71,523	$73,311	$75,144	$77,022
173		Hourly	$25.8235	$26.4691	$27.1309	$27.8091	$28.5044	$29.2170	$29.9474	$30.6961	$31.4635	$32.2501	$33.0563	$33.8827	$34.7298	$35.5980	$36.4880	$37.4002
		Bi-weekly	$2,065.88	$2,117.53	$2,170.47	$2,224.73	$2,280.35	$2,337.36	$2,395.79	$2,455.69	$2,517.08	$2,580.01	$2,644.50	$2,710.62	$2,778.38	$2,847.84	$2,919.04	$2,992.02
		Monthly	$4,476	$4,588	$4,703	$4,820	$4,941	$5,064	$5,191	$5,321	$5,454	$5,590	$5,730	$5,873	$6,020	$6,170	$6,325	$6,483
		Annual	$53,713	$55,056	$56,432	$57,843	$59,289	$60,771	$62,291	$63,848	$65,444	$67,080	$68,757	$70,476	$72,238	$74,044	$75,895	$77,792
174		Hourly	$26.0818	$26.7338	$27.4022	$28.0872	$28.7894	$29.5091	$30.2469	$31.0030	$31.7781	$32.5726	$33.3869	$34.2216	$35.0771	$35.9540	$36.8529	$37.7742
		Bi-weekly	$2,086.54	$2,138.70	$2,192.18	$2,246.98	$2,303.15	$2,360.73	$2,419.75	$2,480.24	$2,542.25	$2,605.81	$2,670.95	$2,737.73	$2,806.17	$2,876.32	$2,948.23	$3,021.94
		Monthly	$4,521	$4,634	$4,750	$4,868	$4,990	$5,115	$5,243	$5,374	$5,508	$5,646	$5,787	$5,932	$6,080	$6,232	$6,388	$6,548
		Annual	$54,250	$55,606	$56,997	$58,421	$59,882	$61,379	$62,913	$64,486	$66,098	$67,751	$69,445	$71,181	$72,960	$74,784	$76,654	$78,570

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
175	Town Clerk	Hourly	$26.3426	$27.0012	$27.6762	$28.3681	$29.0773	$29.8042	$30.5493	$31.3131	$32.0959	$32.8983	$33.7208	$34.5638	$35.4279	$36.3136	$37.2214	$38.1519
	Asso Plnnr	Bi-weekly	$2,107.41	$2,160.10	$2,214.10	$2,269.45	$2,326.18	$2,384.34	$2,443.94	$2,505.05	$2,567.67	$2,631.86	$2,697.66	$2,765.10	$2,834.23	$2,905.09	$2,977.71	$3,052.15
	Pub Wrk Insp	Monthly	$4,566	$4,680	$4,797	$4,917	$5,040	$5,166	$5,295	$5,428	$5,563	$5,702	$5,845	$5,991	$6,141	$6,294	$6,452	$6,613
		Annual	$54,793	$56,162	$57,566	$59,006	$60,481	$61,993	$63,543	$65,131	$66,759	$68,428	$70,139	$71,893	$73,690	$75,532	$77,421	$79,356
176		Hourly	$26.6060	$27.2712	$27.9530	$28.6518	$29.3681	$30.1023	$30.8548	$31.6262	$32.4169	$33.2273	$34.0580	$34.9094	$35.7821	$36.6767	$37.5936	$38.5335
		Bi-weekly	$2,128.48	$2,181.70	$2,236.24	$2,292.14	$2,349.45	$2,408.18	$2,468.38	$2,530.10	$2,593.35	$2,658.18	$2,724.64	$2,792.75	$2,862.57	$2,934.14	$3,007.49	$3,082.68
		Monthly	$4,612	$4,727	$4,845	$4,966	$5,090	$5,218	$5,348	$5,482	$5,619	$5,759	$5,903	$6,051	$6,202	$6,357	$6,516	$6,679
		Annual	$55,341	$56,724	$58,142	$59,595	$61,086	$62,613	$64,178	$65,783	$67,427	$69,113	$70,841	$72,612	$74,427	$76,288	$78,195	$80,150
177		Hourly	$26.8721	$27.5439	$28.2325	$28.9383	$29.6618	$30.4033	$31.1634	$31.9425	$32.7410	$33.5596	$34.3985	$35.2585	$36.1400	$37.0435	$37.9696	$38.9188
		Bi-weekly	$2,149.77	$2,203.51	$2,258.60	$2,315.06	$2,372.94	$2,432.26	$2,493.07	$2,555.40	$2,619.28	$2,684.77	$2,751.88	$2,820.68	$2,891.20	$2,963.48	$3,037.57	$3,113.50
		Monthly	$4,658	$4,774	$4,894	$5,016	$5,141	$5,270	$5,402	$5,537	$5,675	$5,817	$5,962	$6,111	$6,264	$6,421	$6,581	$6,746
		Annual	$55,894	$57,291	$58,724	$60,192	$61,696	$63,239	$64,820	$66,440	$68,101	$69,804	$71,549	$73,338	$75,171	$77,050	$78,977	$80,951
178		Hourly	$27.1408	$27.8193	$28.5148	$29.2277	$29.9584	$30.7073	$31.4750	$32.2619	$33.0684	$33.8952	$34.7425	$35.6111	$36.5014	$37.4139	$38.3493	$39.3080
		Bi-weekly	$2,171.26	$2,225.54	$2,281.18	$2,338.22	$2,396.67	$2,456.58	$2,518.00	$2,580.95	$2,645.47	$2,711.62	$2,779.40	$2,848.89	$2,920.11	$2,993.11	$3,067.94	$3,144.64
		Monthly	$4,704	$4,822	$4,943	$5,066	$5,193	$5,323	$5,456	$5,592	$5,732	$5,875	$6,022	$6,173	$6,327	$6,485	$6,647	$6,813
		Annual	$56,453	$57,864	$59,311	$60,794	$62,313	$63,871	$65,468	$67,105	$68,782	$70,502	$72,264	$74,071	$75,923	$77,821	$79,766	$81,761
179		Hourly	$27.4122	$28.0975	$28.8000	$29.5200	$30.2580	$31.0144	$31.7898	$32.5845	$33.3991	$34.2341	$35.0900	$35.9672	$36.8664	$37.7880	$38.7327	$39.7011
		Bi-weekly	$2,192.98	$2,247.80	$2,304.00	$2,361.60	$2,420.64	$2,481.15	$2,543.18	$2,606.76	$2,671.93	$2,738.73	$2,807.20	$2,877.38	$2,949.31	$3,023.04	$3,098.62	$3,176.09
		Monthly	$4,751	$4,870	$4,992	$5,117	$5,245	$5,376	$5,510	$5,648	$5,789	$5,934	$6,082	$6,234	$6,390	$6,550	$6,714	$6,882
		Annual	$57,017	$58,443	$59,904	$61,402	$62,937	$64,510	$66,123	$67,776	$69,470	$71,207	$72,987	$74,812	$76,682	$78,599	$80,564	$82,578
180	Sr. Mngmt Analyst	Hourly	$27.6863	$28.3785	$29.0880	$29.8152	$30.5605	$31.3246	$32.1077	$32.9104	$33.7331	$34.5764	$35.4409	$36.3269	$37.2350	$38.1659	$39.1201	$40.0981
	Sr. Accountant	Bi-weekly	$2,214.90	$2,270.28	$2,327.04	$2,385.22	$2,444.84	$2,505.97	$2,568.62	$2,632.83	$2,698.65	$2,766.11	$2,835.27	$2,906.15	$2,978.80	$3,053.27	$3,129.61	$3,207.85
		Monthly	$4,799	$4,919	$5,042	$5,168	$5,297	$5,430	$5,565	$5,704	$5,847	$5,993	$6,143	$6,297	$6,454	$6,615	$6,781	$6,950
		Annual	$57,588	$59,027	$60,503	$62,016	$63,566	$65,155	$66,784	$68,454	$70,165	$71,919	$73,717	$75,560	$77,449	$79,385	$81,370	$83,404
31		Hourly	$27.9632	$28.6623	$29.3788	$30.1133	$30.8661	$31.6378	$32.4287	$33.2395	$34.0704	$34.9222	$35.7953	$36.6901	$37.6074	$38.5476	$39.5113	$40.4991
		Bi-weekly	$2,237.06	$2,292.98	$2,350.30	$2,409.06	$2,469.29	$2,531.02	$2,594.30	$2,659.16	$2,725.63	$2,793.78	$2,863.62	$2,935.21	$3,008.59	$3,083.81	$3,160.90	$3,239.93
		Monthly	$4,847	$4,968	$5,092	$5,220	$5,350	$5,484	$5,621	$5,762	$5,906	$6,053	$6,205	$6,360	$6,519	$6,682	$6,849	$7,020
		Annual	$58,163	$59,618	$61,108	$62,636	$64,202	$65,807	$67,452	$69,138	$70,867	$72,638	$74,454	$76,316	$78,223	$80,179	$82,183	$84,238
182		Hourly	$28.2428	$28.9489	$29.6726	$30.4144	$31.1748	$31.9542	$32.7530	$33.5719	$34.4112	$35.2714	$36.1532	$37.0570	$37.9835	$38.9331	$39.9064	$40.9040
		Bi-weekly	$2,259.42	$2,315.91	$2,373.81	$2,433.15	$2,493.98	$2,556.34	$2,620.24	$2,685.75	$2,752.90	$2,821.71	$2,892.26	$2,964.56	$3,038.68	$3,114.65	$3,192.51	$3,272.32
		Monthly	$4,895	$5,018	$5,143	$5,272	$5,404	$5,539	$5,677	$5,819	$5,965	$6,114	$6,267	$6,423	$6,584	$6,748	$6,917	$7,090
		Annual	$58,745	$60,214	$61,719	$63,262	$64,844	$66,465	$68,126	$69,829	$71,575	$73,365	$75,199	$77,079	$79,006	$80,981	$83,005	$85,080
183		Hourly	$28.5253	$29.2384	$29.9694	$30.7186	$31.4866	$32.2737	$33.0806	$33.9076	$34.7553	$35.6241	$36.5147	$37.4276	$38.3633	$39.3224	$40.3055	$41.3131
		Bi-weekly	$2,282.02	$2,339.07	$2,397.55	$2,457.49	$2,518.93	$2,581.90	$2,646.45	$2,712.61	$2,780.42	$2,849.93	$2,921.18	$2,994.21	$3,069.06	$3,145.79	$3,224.44	$3,305.05
		Monthly	$4,944	$5,068	$5,195	$5,325	$5,458	$5,594	$5,734	$5,877	$6,024	$6,175	$6,329	$6,487	$6,650	$6,816	$6,986	$7,161
		Annual	$59,333	$60,816	$62,336	$63,895	$65,492	$67,129	$68,808	$70,528	$72,291	$74,098	$75,951	$77,849	$79,796	$81,791	$83,835	$85,931
184		Hourly	$28.8105	$29.5308	$30.2690	$31.0258	$31.8014	$32.5965	$33.4114	$34.2466	$35.1028	$35.9804	$36.8799	$37.8019	$38.7469	$39.7156	$40.7085	$41.7262
		Bi-weekly	$2,304.84	$2,362.46	$2,421.52	$2,482.06	$2,544.11	$2,607.72	$2,672.91	$2,739.73	$2,808.22	$2,878.43	$2,950.39	$3,024.15	$3,099.75	$3,177.25	$3,256.68	$3,338.10
		Monthly	$4,994	$5,119	$5,247	$5,378	$5,512	$5,650	$5,791	$5,936	$6,084	$6,237	$6,393	$6,552	$6,716	$6,884	$7,056	$7,233
		Annual	$59,926	$61,424	$62,960	$64,534	$66,147	$67,801	$69,496	$71,233	$73,014	$74,839	$76,710	$78,628	$80,594	$82,608	$84,674	$86,791

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
185		Hourly	$29.0986	$29.8261	$30.5717	$31.3360	$32.1194	$32.9224	$33.7455	$34.5891	$35.4538	$36.3402	$37.2487	$38.1799	$39.1344	$40.1128	$41.1156	$42.1435
		Bi-weekly	$2,327.89	$2,386.09	$2,445.74	$2,506.88	$2,569.55	$2,633.79	$2,699.64	$2,767.13	$2,836.30	$2,907.22	$2,979.90	$3,054.39	$3,130.75	$3,209.02	$3,289.25	$3,371.48
		Monthly	$5,044	$5,170	$5,299	$5,432	$5,567	$5,707	$5,849	$5,995	$6,145	$6,299	$6,456	$6,618	$6,783	$6,953	$7,127	$7,305
		Annual	$60,525	$62,038	$63,589	$65,179	$66,808	$68,479	$70,191	$71,945	$73,744	$75,588	$77,477	$79,414	$81,400	$83,435	$85,520	$87,658
186		Hourly	$29.3896	$30.1243	$30.8775	$31.6494	$32.4406	$33.2516	$34.0829	$34.9350	$35.8084	$36.7036	$37.6212	$38.5617	$39.5258	$40.5139	$41.5267	$42.5649
		Bi-weekly	$2,351.17	$2,409.94	$2,470.20	$2,531.95	$2,595.25	$2,660.13	$2,726.63	$2,794.80	$2,864.67	$2,936.29	$3,009.70	$3,084.94	$3,162.06	$3,241.11	$3,322.14	$3,405.19
		Monthly	$5,094	$5,222	$5,352	$5,486	$5,623	$5,764	$5,908	$6,055	$6,207	$6,362	$6,521	$6,684	$6,851	$7,022	$7,198	$7,378
		Annual	$61,130	$62,659	$64,225	$65,831	$67,477	$69,163	$70,893	$72,665	$74,481	$76,343	$78,252	$80,208	$82,214	$84,269	$86,376	$88,535
187		Hourly	$29.6835	$30.4256	$31.1862	$31.9659	$32.7650	$33.5842	$34.4238	$35.2844	$36.1665	$37.0706	$37.9974	$38.9473	$39.9210	$40.9190	$41.9420	$42.9906
		Bi-weekly	$2,374.68	$2,434.05	$2,494.90	$2,557.27	$2,621.20	$2,686.74	$2,753.90	$2,822.75	$2,893.32	$2,965.65	$3,039.79	$3,115.78	$3,193.68	$3,273.52	$3,355.36	$3,439.25
		Monthly	$5,145	$5,274	$5,406	$5,541	$5,679	$5,821	$5,967	$6,116	$6,269	$6,426	$6,586	$6,751	$6,920	$7,093	$7,270	$7,452
		Annual	$61,742	$63,285	$64,867	$66,489	$68,151	$69,855	$71,601	$73,391	$75,226	$77,107	$79,035	$81,010	$83,036	$85,112	$87,239	$89,420
188		Hourly	$29.9803	$30.7298	$31.4981	$32.2855	$33.0927	$33.9200	$34.7680	$35.6372	$36.5281	$37.4413	$38.3774	$39.3368	$40.3202	$41.3282	$42.3614	$43.4205
		Bi-weekly	$2,398.42	$2,458.38	$2,519.85	$2,582.84	$2,647.42	$2,713.60	$2,781.44	$2,850.98	$2,922.25	$2,995.30	$3,070.19	$3,146.94	$3,225.62	$3,306.26	$3,388.91	$3,473.64
		Monthly	$5,197	$5,327	$5,460	$5,596	$5,736	$5,879	$6,026	$6,177	$6,332	$6,490	$6,652	$6,818	$6,989	$7,164	$7,343	$7,526
		Annual	$62,359	$63,918	$65,516	$67,154	$68,833	$70,554	$72,317	$74,125	$75,979	$77,878	$79,825	$81,821	$83,866	$85,963	$88,112	$90,315
189		Hourly	$30.2801	$31.0371	$31.8131	$32.6084	$33.4236	$34.2592	$35.1157	$35.9936	$36.8934	$37.8157	$38.7611	$39.7302	$40.7234	$41.7415	$42.7850	$43.8547
		Bi-weekly	$2,422.41	$2,482.97	$2,545.05	$2,608.67	$2,673.89	$2,740.74	$2,809.26	$2,879.49	$2,951.47	$3,025.26	$3,100.89	$3,178.42	$3,257.87	$3,339.32	$3,422.80	$3,508.38
		Monthly	$5,249	$5,380	$5,514	$5,652	$5,793	$5,938	$6,087	$6,239	$6,395	$6,555	$6,719	$6,887	$7,059	$7,235	$7,416	$7,601
		Annual	$62,983	$64,557	$66,171	$67,825	$69,521	$71,259	$73,041	$74,867	$76,738	$78,657	$80,623	$82,639	$84,705	$86,822	$88,993	$91,218
190	Anml Care & Cntrl Mgr	Hourly	$30.5829	$31.3475	$32.1312	$32.9345	$33.7578	$34.6018	$35.4668	$36.3535	$37.2623	$38.1939	$39.1488	$40.1275	$41.1307	$42.1589	$43.2129	$44.2932
		Bi-weekly	$2,446.63	$2,507.80	$2,570.50	$2,634.76	$2,700.62	$2,768.14	$2,837.34	$2,908.28	$2,980.98	$3,055.51	$3,131.90	$3,210.20	$3,290.46	$3,372.71	$3,457.03	$3,543.46
		Monthly	$5,301	$5,434	$5,569	$5,709	$5,851	$5,998	$6,148	$6,301	$6,459	$6,620	$6,786	$6,955	$7,129	$7,308	$7,490	$7,677
		Annual	$63,613	$65,203	$66,833	$68,504	$70,216	$71,972	$73,771	$75,615	$77,506	$79,443	$81,429	$83,465	$85,552	$87,691	$89,883	$92,130
191		Hourly	$30.8888	$31.6610	$32.4525	$33.2638	$34.0954	$34.9478	$35.8215	$36.7170	$37.6350	$38.5758	$39.5402	$40.5287	$41.5420	$42.5805	$43.6450	$44.7362
		Bi-weekly	$2,471.10	$2,532.88	$2,596.20	$2,661.10	$2,727.63	$2,795.82	$2,865.72	$2,937.36	$3,010.80	$3,086.06	$3,163.22	$3,242.30	$3,323.36	$3,406.44	$3,491.60	$3,578.90
		Monthly	$5,354	$5,488	$5,625	$5,766	$5,910	$6,058	$6,209	$6,364	$6,523	$6,686	$6,854	$7,025	$7,201	$7,381	$7,565	$7,754
		Annual	$64,249	$65,855	$67,501	$69,189	$70,918	$72,691	$74,509	$76,371	$78,281	$80,238	$82,244	$84,300	$86,407	$88,567	$90,782	$93,051
192		Hourly	$31.1977	$31.9776	$32.7770	$33.5965	$34.4364	$35.2973	$36.1797	$37.0842	$38.0113	$38.9616	$39.9356	$40.9340	$41.9574	$43.0063	$44.0815	$45.1835
		Bi-weekly	$2,495.82	$2,558.21	$2,622.16	$2,687.72	$2,754.91	$2,823.78	$2,894.38	$2,966.74	$3,040.90	$3,116.93	$3,194.85	$3,274.72	$3,356.59	$3,440.50	$3,526.52	$3,614.68
		Monthly	$5,408	$5,543	$5,681	$5,823	$5,969	$6,118	$6,271	$6,428	$6,589	$6,753	$6,922	$7,095	$7,273	$7,454	$7,641	$7,832
		Annual	$64,891	$66,513	$68,176	$69,881	$71,628	$73,418	$75,254	$77,135	$79,064	$81,040	$83,066	$85,143	$87,271	$89,453	$91,689	$93,982
193		Hourly	$31.5096	$32.2974	$33.1048	$33.9324	$34.7807	$35.6503	$36.5415	$37.4551	$38.3914	$39.3512	$40.3350	$41.3434	$42.3770	$43.4364	$44.5223	$45.6353
		Bi-weekly	$2,520.77	$2,583.79	$2,648.38	$2,714.59	$2,782.46	$2,852.02	$2,923.32	$2,996.41	$3,071.31	$3,148.10	$3,226.80	$3,307.47	$3,390.16	$3,474.91	$3,561.78	$3,650.82
		Monthly	$5,462	$5,598	$5,738	$5,882	$6,029	$6,179	$6,334	$6,492	$6,655	$6,821	$6,991	$7,166	$7,345	$7,529	$7,717	$7,910
		Annual	$65,540	$67,179	$68,858	$70,579	$72,344	$74,153	$76,006	$77,907	$79,854	$81,851	$83,897	$85,994	$88,144	$90,348	$92,606	$94,922
194		Hourly	$31.8247	$32.6204	$33.4359	$34.2718	$35.1286	$36.0068	$36.9069	$37.8296	$38.7753	$39.7447	$40.7383	$41.7568	$42.8007	$43.8707	$44.9675	$46.0917
		Bi-weekly	$2,545.98	$2,609.63	$2,674.87	$2,741.74	$2,810.29	$2,880.54	$2,952.55	$3,026.37	$3,102.02	$3,179.58	$3,259.06	$3,340.54	$3,424.06	$3,509.66	$3,597.40	$3,687.34
		Monthly	$5,516	$5,654	$5,796	$5,940	$6,089	$6,241	$6,397	$6,557	$6,721	$6,889	$7,061	$7,238	$7,419	$7,604	$7,794	$7,989
		Annual	$66,195	$67,850	$69,547	$71,285	$73,067	$74,894	$76,766	$78,686	$80,653	$82,669	$84,736	$86,854	$89,026	$91,251	$93,532	$95,871

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
195		Hourly	$32.1430	$32.9466	$33.7702	$34.6145	$35.4798	$36.3668	$37.2760	$38.2079	$39.1631	$40.1422	$41.1457	$42.1744	$43.2287	$44.3095	$45.4172	$46.5526
		Bi-weekly	$2,571.44	$2,635.73	$2,701.62	$2,769.16	$2,838.38	$2,909.34	$2,982.08	$3,056.63	$3,133.05	$3,211.38	$3,291.66	$3,373.95	$3,458.30	$3,544.76	$3,633.38	$3,724.21
		Monthly	$5,571	$5,711	$5,854	$6,000	$6,150	$6,304	$6,461	$6,623	$6,788	$6,958	$7,132	$7,310	$7,493	$7,680	$7,872	$8,069
		Annual	$66,857	$68,529	$70,242	$71,998	$73,798	$75,643	$77,534	$79,472	$81,459	$83,496	$85,583	$87,723	$89,916	$92,164	$94,468	$96,829
196		Hourly	$32.4644	$33.2760	$34.1079	$34.9606	$35.8346	$36.7305	$37.6488	$38.5900	$39.5547	$40.5436	$41.5572	$42.5961	$43.6610	$44.7525	$45.8714	$47.0181
		Bi-weekly	$2,597.15	$2,662.08	$2,728.63	$2,796.85	$2,866.77	$2,938.44	$3,011.90	$3,087.20	$3,164.38	$3,243.49	$3,324.58	$3,407.69	$3,492.88	$3,580.20	$3,669.71	$3,761.45
		Monthly	$5,627	$5,768	$5,912	$6,060	$6,211	$6,367	$6,526	$6,689	$6,856	$7,028	$7,203	$7,383	$7,568	$7,757	$7,951	$8,150
		Annual	$67,526	$69,214	$70,944	$72,718	$74,536	$76,399	$78,309	$80,267	$82,274	$84,331	$86,439	$88,600	$90,815	$93,085	$95,412	$97,798
197		Hourly	$32.7891	$33.6088	$34.4490	$35.3102	$36.1930	$37.0978	$38.0252	$38.9759	$39.9503	$40.9490	$41.9728	$43.0221	$44.0976	$45.2001	$46.3301	$47.4883
		Bi-weekly	$2,623.13	$2,688.70	$2,755.92	$2,824.82	$2,895.44	$2,967.82	$3,042.02	$3,118.07	$3,196.02	$3,275.92	$3,357.82	$3,441.77	$3,527.81	$3,616.01	$3,706.41	$3,799.06
		Monthly	$5,683	$5,826	$5,971	$6,120	$6,273	$6,430	$6,591	$6,756	$6,925	$7,098	$7,275	$7,457	$7,644	$7,835	$8,031	$8,231
		Annual	$68,201	$69,906	$71,654	$73,445	$75,281	$77,163	$79,093	$81,070	$83,097	$85,174	$87,303	$89,486	$91,723	$94,016	$96,367	$98,776
198		Hourly	$33.1169	$33.9449	$34.7935	$35.6633	$36.5549	$37.4688	$38.4055	$39.3656	$40.3498	$41.3585	$42.3925	$43.4523	$44.5386	$45.6521	$46.7934	$47.9632
		Bi-weekly	$2,649.35	$2,715.59	$2,783.48	$2,853.06	$2,924.39	$2,997.50	$3,072.44	$3,149.25	$3,227.98	$3,308.68	$3,391.40	$3,476.18	$3,563.09	$3,652.17	$3,743.47	$3,837.06
		Monthly	$5,740	$5,884	$6,031	$6,182	$6,336	$6,495	$6,657	$6,823	$6,994	$7,169	$7,348	$7,532	$7,720	$7,913	$8,111	$8,314
		Annual	$68,883	$70,605	$72,370	$74,180	$76,034	$77,935	$79,883	$81,881	$83,928	$86,026	$88,176	$90,381	$92,640	$94,956	$97,330	$99,763
199		Hourly	$33.4481	$34.2843	$35.1414	$36.0200	$36.9205	$37.8435	$38.7896	$39.7593	$40.7533	$41.7721	$42.8164	$43.8868	$44.9840	$46.1086	$47.2613	$48.4428
		Bi-weekly	$2,675.85	$2,742.74	$2,811.31	$2,881.60	$2,953.64	$3,027.48	$3,103.17	$3,180.74	$3,260.26	$3,341.77	$3,425.31	$3,510.94	$3,598.72	$3,688.69	$3,780.90	$3,875.42
		Monthly	$5,798	$5,943	$6,091	$6,243	$6,400	$6,560	$6,724	$6,892	$7,064	$7,240	$7,422	$7,607	$7,797	$7,992	$8,192	$8,397
		Annual	$69,572	$71,311	$73,094	$74,922	$76,795	$78,714	$80,682	$82,699	$84,767	$86,886	$89,058	$91,285	$93,567	$95,906	$98,304	$100,761
200		Hourly	$33.7826	$34.6272	$35.4928	$36.3802	$37.2897	$38.2219	$39.1775	$40.1569	$41.1608	$42.1898	$43.2446	$44.3257	$45.4338	$46.5697	$47.7339	$48.9273
		Bi-weekly	$2,702.61	$2,770.18	$2,839.42	$2,910.42	$2,983.18	$3,057.75	$3,134.20	$3,212.55	$3,292.86	$3,375.18	$3,459.57	$3,546.06	$3,634.70	$3,725.58	$3,818.71	$3,914.18
		Monthly	$5,856	$6,002	$6,152	$6,306	$6,464	$6,625	$6,791	$6,961	$7,135	$7,313	$7,496	$7,683	$7,875	$8,072	$8,274	$8,481
		Annual	$70,268	$72,024	$73,825	$75,671	$77,563	$79,502	$81,489	$83,526	$85,614	$87,755	$89,949	$92,197	$94,502	$96,865	$99,287	$101,769
201		Hourly	$34.1204	$34.9734	$35.8478	$36.7440	$37.6626	$38.6041	$39.5692	$40.5585	$41.5724	$42.6117	$43.6770	$44.7689	$45.8882	$47.0354	$48.2113	$49.4165
		Bi-weekly	$2,729.63	$2,797.87	$2,867.82	$2,939.52	$3,013.01	$3,088.33	$3,165.54	$3,244.68	$3,325.79	$3,408.94	$3,494.16	$3,581.51	$3,671.06	$3,762.83	$3,856.90	$3,953.32
		Monthly	$5,914	$6,062	$6,214	$6,369	$6,528	$6,691	$6,859	$7,030	$7,206	$7,386	$7,571	$7,760	$7,954	$8,153	$8,357	$8,566
		Annual	$70,970	$72,745	$74,563	$76,427	$78,338	$80,297	$82,304	$84,362	$86,471	$88,632	$90,848	$93,119	$95,447	$97,834	$100,279	$102,786
202		Hourly	$34.4616	$35.3232	$36.2062	$37.1114	$38.0392	$38.9902	$39.9649	$40.9640	$41.9881	$43.0378	$44.1138	$45.2166	$46.3471	$47.5057	$48.6934	$49.9107
		Bi-weekly	$2,756.93	$2,825.86	$2,896.50	$2,968.91	$3,043.14	$3,119.22	$3,197.19	$3,277.12	$3,359.05	$3,443.02	$3,529.10	$3,617.33	$3,707.77	$3,800.46	$3,895.47	$3,992.86
		Monthly	$5,973	$6,123	$6,276	$6,433	$6,593	$6,758	$6,927	$7,100	$7,278	$7,460	$7,646	$7,838	$8,033	$8,234	$8,440	$8,651
		Annual	$71,680	$73,472	$75,309	$77,192	$79,122	$81,100	$83,127	$85,205	$87,335	$89,519	$91,757	$94,051	$96,402	$98,812	$101,282	$103,814
203		Hourly	$34.8062	$35.6764	$36.5683	$37.4825	$38.4196	$39.3801	$40.3646	$41.3737	$42.4080	$43.4682	$44.5549	$45.6688	$46.8105	$47.9808	$49.1803	$50.4098
		Bi-weekly	$2,784.50	$2,854.11	$2,925.46	$2,998.60	$3,073.57	$3,150.41	$3,229.17	$3,309.90	$3,392.64	$3,477.46	$3,564.39	$3,653.50	$3,744.84	$3,838.46	$3,934.42	$4,032.78
		Monthly	$6,033	$6,184	$6,339	$6,497	$6,659	$6,826	$6,997	$7,171	$7,351	$7,534	$7,723	$7,916	$8,114	$8,317	$8,525	$8,738
		Annual	$72,397	$74,207	$76,062	$77,964	$79,913	$81,911	$83,958	$86,057	$88,209	$90,414	$92,674	$94,991	$97,366	$99,800	$102,295	$104,852
204		Hourly	$35.1543	$36.0332	$36.9340	$37.8573	$38.8038	$39.7739	$40.7682	$41.7874	$42.8321	$43.9029	$45.0005	$46.1255	$47.2786	$48.4606	$49.6721	$50.9139
		Bi-weekly	$2,812.34	$2,882.66	$2,954.72	$3,028.58	$3,104.30	$3,181.91	$3,261.46	$3,342.99	$3,426.57	$3,512.23	$3,600.04	$3,690.04	$3,782.29	$3,876.85	$3,973.77	$4,073.11
		Monthly	$6,093	$6,246	$6,402	$6,562	$6,726	$6,894	$7,066	$7,243	$7,424	$7,610	$7,800	$7,995	$8,195	$8,400	$8,610	$8,825
		Annual	$73,121	$74,949	$76,823	$78,743	$80,712	$82,730	$84,798	$86,918	$89,091	$91,318	$93,601	$95,941	$98,340	$100,798	$103,318	$105,901

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
205	HR & Risk Mgr	Hourly	$35.5058	$36.3935	$37.3033	$38.2359	$39.1918	$40.1716	$41.1759	$42.2053	$43.2604	$44.3419	$45.4505	$46.5867	$47.7514	$48.9452	$50.1688	$51.4231
		Bi-weekly	$2,840.46	$2,911.48	$2,984.26	$3,058.87	$3,135.34	$3,213.73	$3,294.07	$3,376.42	$3,460.83	$3,547.35	$3,636.04	$3,726.94	$3,820.11	$3,915.62	$4,013.50	$4,113.85
		Monthly	$6,154	$6,308	$6,466	$6,628	$6,793	$6,963	$7,137	$7,316	$7,498	$7,686	$7,878	$8,075	$8,277	$8,484	$8,696	$8,913
		Annual	$73,852	$75,698	$77,591	$79,531	$81,519	$83,557	$85,646	$87,787	$89,982	$92,231	$94,537	$96,900	$99,323	$101,806	$104,351	$106,960
206		Hourly	$35.8609	$36.7574	$37.6764	$38.6183	$39.5837	$40.5733	$41.5877	$42.6273	$43.6930	$44.7854	$45.9050	$47.0526	$48.2289	$49.4347	$50.6705	$51.9373
		Bi-weekly	$2,868.87	$2,940.59	$3,014.11	$3,089.46	$3,166.70	$3,245.86	$3,327.02	$3,410.18	$3,495.44	$3,582.83	$3,672.40	$3,764.21	$3,858.31	$3,954.78	$4,053.64	$4,154.98
		Monthly	$6,216	$6,371	$6,531	$6,694	$6,861	$7,033	$7,209	$7,389	$7,573	$7,763	$7,957	$8,156	$8,360	$8,569	$8,783	$9,002
		Annual	$74,591	$76,455	$78,367	$80,326	$82,334	$84,393	$86,502	$88,665	$90,882	$93,154	$95,482	$97,869	$100,316	$102,824	$105,395	$108,030
207		Hourly	$36.2195	$37.1250	$38.0531	$39.0045	$39.9796	$40.9791	$42.0035	$43.0536	$44.1300	$45.2332	$46.3640	$47.5231	$48.7112	$49.9290	$51.1772	$52.4567
		Bi-weekly	$2,897.56	$2,970.00	$3,044.25	$3,120.36	$3,198.37	$3,278.33	$3,360.28	$3,444.29	$3,530.40	$3,618.66	$3,709.12	$3,801.85	$3,896.90	$3,994.32	$4,094.18	$4,196.54
		Monthly	$6,278	$6,435	$6,596	$6,761	$6,930	$7,103	$7,281	$7,463	$7,649	$7,840	$8,036	$8,237	$8,443	$8,654	$8,871	$9,092
		Annual	$75,337	$77,220	$79,151	$81,129	$83,157	$85,236	$87,367	$89,552	$91,790	$94,085	$96,437	$98,848	$101,319	$103,852	$106,449	$109,110
208		Hourly	$36.5817	$37.4963	$38.4337	$39.3945	$40.3794	$41.3888	$42.4236	$43.4842	$44.5713	$45.6855	$46.8277	$47.9984	$49.1983	$50.4283	$51.6890	$52.9812
		Bi-weekly	$2,926.54	$2,999.70	$3,074.70	$3,151.56	$3,230.35	$3,311.10	$3,393.89	$3,478.74	$3,565.70	$3,654.84	$3,746.22	$3,839.87	$3,935.86	$4,034.26	$4,135.12	$4,238.50
		Monthly	$6,341	$6,499	$6,662	$6,828	$6,999	$7,174	$7,353	$7,537	$7,726	$7,919	$8,117	$8,320	$8,528	$8,741	$8,959	$9,183
		Annual	$76,090	$77,992	$79,942	$81,941	$83,989	$86,089	$88,241	$90,447	$92,708	$95,026	$97,402	$99,837	$102,333	$104,891	$107,513	$110,201
209		Hourly	$36.9475	$37.8712	$38.8180	$39.7884	$40.7832	$41.8027	$42.8478	$43.9190	$45.0170	$46.1424	$47.2960	$48.4784	$49.6903	$50.9326	$52.2059	$53.5110
		Bi-weekly	$2,955.80	$3,029.70	$3,105.44	$3,183.07	$3,262.66	$3,344.22	$3,427.82	$3,513.52	$3,601.36	$3,691.39	$3,783.68	$3,878.27	$3,975.22	$4,074.61	$4,176.47	$4,280.88
		Monthly	$6,404	$6,564	$6,728	$6,897	$7,069	$7,246	$7,427	$7,613	$7,803	$7,998	$8,198	$8,403	$8,613	$8,828	$9,049	$9,275
		Annual	$76,851	$78,772	$80,741	$82,760	$84,829	$86,950	$89,123	$91,352	$93,635	$95,976	$98,376	$100,835	$103,356	$105,940	$108,588	$111,303
210		Hourly	$37.3170	$38.2499	$39.2062	$40.1863	$41.1910	$42.2208	$43.2763	$44.3582	$45.4671	$46.6038	$47.7689	$48.9631	$50.1872	$51.4419	$52.7279	$54.0461
		Bi-weekly	$2,985.36	$3,059.99	$3,136.50	$3,214.90	$3,295.28	$3,377.66	$3,462.10	$3,548.66	$3,637.37	$3,728.30	$3,821.51	$3,917.05	$4,014.98	$4,115.35	$4,218.23	$4,323.69
		Monthly	$6,468	$6,630	$6,796	$6,966	$7,140	$7,318	$7,501	$7,689	$7,881	$8,078	$8,280	$8,487	$8,699	$8,917	$9,140	$9,368
		Annual	$77,619	$79,560	$81,549	$83,588	$85,677	$87,819	$90,015	$92,265	$94,572	$96,936	$99,359	$101,843	$104,389	$106,999	$109,674	$112,416
211		Hourly	$37.6902	$38.6324	$39.5982	$40.5882	$41.6029	$42.6430	$43.7090	$44.8018	$45.9218	$47.0699	$48.2466	$49.4528	$50.6891	$51.9563	$53.2552	$54.5866
		Bi-weekly	$3,015.22	$3,090.59	$3,167.86	$3,247.06	$3,328.23	$3,411.44	$3,496.72	$3,584.14	$3,673.74	$3,765.59	$3,859.73	$3,956.22	$4,055.13	$4,156.50	$4,260.42	$4,366.93
		Monthly	$6,533	$6,696	$6,864	$7,035	$7,211	$7,391	$7,576	$7,766	$7,960	$8,159	$8,363	$8,572	$8,786	$9,006	$9,231	$9,462
		Annual	$78,396	$80,355	$82,364	$84,423	$86,534	$88,697	$90,915	$93,188	$95,517	$97,905	$100,353	$102,862	$105,433	$108,069	$110,771	$113,540
212		Hourly	$38.0671	$39.0188	$39.9942	$40.9941	$42.0189	$43.0694	$44.1461	$45.2498	$46.3810	$47.5406	$48.7291	$49.9473	$51.1960	$52.4759	$53.7878	$55.1325
		Bi-weekly	$3,045.37	$3,121.50	$3,199.54	$3,279.53	$3,361.51	$3,445.55	$3,531.69	$3,619.98	$3,710.48	$3,803.25	$3,898.33	$3,995.78	$4,095.68	$4,198.07	$4,303.02	$4,410.60
		Monthly	$6,598	$6,763	$6,932	$7,106	$7,283	$7,465	$7,652	$7,843	$8,039	$8,240	$8,446	$8,658	$8,874	$9,096	$9,323	$9,556
		Annual	$79,180	$81,159	$83,188	$85,268	$87,399	$89,584	$91,824	$94,120	$96,473	$98,884	$101,356	$103,890	$106,488	$109,150	$111,879	$114,676
213		Hourly	$38.4477	$39.4089	$40.3942	$41.4040	$42.4391	$43.5001	$44.5876	$45.7023	$46.8448	$48.0160	$49.2164	$50.4468	$51.7079	$53.0006	$54.3257	$55.6838
		Bi-weekly	$3,075.82	$3,152.71	$3,231.54	$3,312.32	$3,395.13	$3,480.01	$3,567.01	$3,656.18	$3,747.58	$3,841.28	$3,937.31	$4,035.74	$4,136.63	$4,240.05	$4,346.06	$4,454.70
		Monthly	$6,664	$6,831	$7,002	$7,177	$7,356	$7,540	$7,729	$7,922	$8,120	$8,323	$8,531	$8,744	$8,963	$9,187	$9,416	$9,652
		Annual	$79,971	$81,971	$84,020	$86,120	$88,273	$90,480	$92,742	$95,061	$97,437	$99,873	$102,370	$104,929	$107,553	$110,241	$112,997	$115,822
214		Hourly	$38.8322	$39.8030	$40.7981	$41.8181	$42.8635	$43.9351	$45.0335	$46.1593	$47.3133	$48.4961	$49.7085	$50.9512	$52.2250	$53.5306	$54.8689	$56.2406
		Bi-weekly	$3,106.58	$3,184.24	$3,263.85	$3,345.45	$3,429.08	$3,514.81	$3,602.68	$3,692.74	$3,785.06	$3,879.69	$3,976.68	$4,076.10	$4,178.00	$4,282.45	$4,389.51	$4,499.25
		Monthly	$6,731	$6,899	$7,072	$7,248	$7,430	$7,615	$7,806	$8,001	$8,201	$8,406	$8,616	$8,832	$9,052	$9,279	$9,511	$9,748
		Annual	$80,771	$82,790	$84,860	$86,982	$89,156	$91,385	$93,670	$96,011	$98,412	$100,872	$103,394	$105,979	$108,628	$111,344	$114,127	$116,981

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
215		Hourly	$39.2205	$40.2011	$41.2061	$42.2362	$43.2921	$44.3744	$45.4838	$46.6209	$47.7864	$48.9811	$50.2056	$51.4608	$52.7473	$54.0660	$55.4176	$56.8030
		Bi-weekly	$3,137.64	$3,216.09	$3,296.49	$3,378.90	$3,463.37	$3,549.95	$3,638.70	$3,729.67	$3,822.91	$3,918.49	$4,016.45	$4,116.86	$4,219.78	$4,325.28	$4,433.41	$4,544.24
		Monthly	$6,798	$6,968	$7,142	$7,321	$7,504	$7,692	$7,884	$8,081	$8,283	$8,490	$8,702	$8,920	$9,143	$9,371	$9,606	$9,846
		Annual	$81,579	$83,618	$85,709	$87,851	$90,048	$92,299	$94,606	$96,971	$99,396	$101,881	$104,428	$107,038	$109,714	$112,457	$115,269	$118,150
216		Hourly	$39.6128	$40.6031	$41.6181	$42.6586	$43.7251	$44.8182	$45.9386	$47.0871	$48.2643	$49.4709	$50.7077	$51.9754	$53.2747	$54.6066	$55.9718	$57.3711
		Bi-weekly	$3,169.02	$3,248.25	$3,329.45	$3,412.69	$3,498.01	$3,585.46	$3,675.09	$3,766.97	$3,861.14	$3,957.67	$4,056.62	$4,158.03	$4,261.98	$4,368.53	$4,477.74	$4,589.69
		Monthly	$6,866	$7,038	$7,214	$7,394	$7,579	$7,768	$7,963	$8,162	$8,366	$8,575	$8,789	$9,009	$9,234	$9,465	$9,702	$9,944
		Annual	$82,395	$84,454	$86,566	$88,730	$90,948	$93,222	$95,552	$97,941	$100,390	$102,899	$105,472	$108,109	$110,811	$113,582	$116,421	$119,332
217		Hourly	$40.0089	$41.0091	$42.0343	$43.0852	$44.1623	$45.2664	$46.3980	$47.5580	$48.7469	$49.9656	$51.2147	$52.4951	$53.8075	$55.1527	$56.5315	$57.9448
		Bi-weekly	$3,200.71	$3,280.73	$3,362.74	$3,446.82	$3,532.98	$3,621.31	$3,711.84	$3,804.64	$3,899.75	$3,997.25	$4,097.18	$4,199.61	$4,304.60	$4,412.22	$4,522.52	$4,635.58
		Monthly	$6,935	$7,108	$7,286	$7,468	$7,655	$7,846	$8,042	$8,243	$8,449	$8,661	$8,877	$9,099	$9,327	$9,560	$9,799	$10,044
		Annual	$83,218	$85,299	$87,431	$89,617	$91,858	$94,154	$96,508	$98,921	$101,394	$103,928	$106,527	$109,190	$111,920	$114,718	$117,586	$120,525
218		Hourly	$40.4090	$41.4192	$42.4547	$43.5160	$44.6039	$45.7190	$46.8620	$48.0336	$49.2344	$50.4653	$51.7269	$53.0201	$54.3456	$55.7042	$57.0968	$58.5242
		Bi-weekly	$3,232.72	$3,313.54	$3,396.38	$3,481.28	$3,568.31	$3,657.52	$3,748.96	$3,842.69	$3,938.75	$4,037.22	$4,138.15	$4,241.61	$4,347.65	$4,456.34	$4,567.74	$4,681.94
		Monthly	$7,004	$7,179	$7,359	$7,543	$7,731	$7,925	$8,123	$8,326	$8,534	$8,747	$8,966	$9,190	$9,420	$9,655	$9,897	$10,144
		Annual	$84,051	$86,152	$88,306	$90,513	$92,776	$95,096	$97,473	$99,910	$102,408	$104,968	$107,592	$110,282	$113,039	$115,865	$118,761	$121,730
219		Hourly	$40.8131	$41.8334	$42.8792	$43.9512	$45.0500	$46.1762	$47.3306	$48.5139	$49.7267	$50.9699	$52.2442	$53.5503	$54.8890	$56.2612	$57.6678	$59.1095
		Bi-weekly	$3,265.05	$3,346.67	$3,430.34	$3,516.10	$3,604.00	$3,694.10	$3,786.45	$3,881.11	$3,978.14	$4,077.59	$4,179.54	$4,284.02	$4,391.12	$4,500.90	$4,613.42	$4,728.76
		Monthly	$7,074	$7,251	$7,432	$7,618	$7,809	$8,004	$8,204	$8,409	$8,619	$8,835	$9,056	$9,282	$9,514	$9,752	$9,996	$10,246
		Annual	$84,891	$87,013	$89,189	$91,418	$93,704	$96,047	$98,448	$100,909	$103,432	$106,017	$108,668	$111,385	$114,169	$117,023	$119,949	$122,948
220		Hourly	$41.2212	$42.2517	$43.3080	$44.3907	$45.5005	$46.6380	$47.8039	$48.9990	$50.2240	$51.4796	$52.7666	$54.0858	$55.4379	$56.8239	$58.2445	$59.7006
		Bi-weekly	$3,297.70	$3,380.14	$3,464.64	$3,551.26	$3,640.04	$3,731.04	$3,824.31	$3,919.92	$4,017.92	$4,118.37	$4,221.33	$4,326.86	$4,435.03	$4,545.91	$4,659.56	$4,776.05
		Monthly	$7,145	$7,324	$7,507	$7,694	$7,887	$8,084	$8,286	$8,493	$8,705	$8,923	$9,146	$9,375	$9,609	$9,849	$10,096	$10,348
		Annual	$85,740	$87,884	$90,081	$92,333	$94,641	$97,007	$99,432	$101,918	$104,466	$107,078	$109,755	$112,498	$115,311	$118,194	$121,148	$124,177
221		Hourly	$41.6334	$42.6742	$43.7411	$44.8346	$45.9555	$47.1044	$48.2820	$49.4890	$50.7263	$51.9944	$53.2943	$54.6266	$55.9923	$57.3921	$58.8269	$60.2976
		Bi-weekly	$3,330.67	$3,413.94	$3,499.29	$3,586.77	$3,676.44	$3,768.35	$3,862.56	$3,959.12	$4,058.10	$4,159.55	$4,263.54	$4,370.13	$4,479.38	$4,591.37	$4,706.15	$4,823.81
		Monthly	$7,216	$7,397	$7,582	$7,771	$7,966	$8,165	$8,369	$8,578	$8,793	$9,012	$9,238	$9,469	$9,705	$9,948	$10,197	$10,452
		Annual	$86,597	$88,762	$90,981	$93,256	$95,587	$97,977	$100,427	$102,937	$105,511	$108,148	$110,852	$113,623	$116,464	$119,376	$122,360	$125,419
222		Hourly	$42.0497	$43.1010	$44.1785	$45.2830	$46.4150	$47.5754	$48.7648	$49.9839	$51.2335	$52.5144	$53.8272	$55.1729	$56.5522	$57.9660	$59.4152	$60.9006
		Bi-weekly	$3,363.98	$3,448.08	$3,534.28	$3,622.64	$3,713.20	$3,806.03	$3,901.18	$3,998.71	$4,098.68	$4,201.15	$4,306.18	$4,413.83	$4,524.18	$4,637.28	$4,753.22	$4,872.05
		Monthly	$7,289	$7,471	$7,658	$7,849	$8,045	$8,246	$8,453	$8,664	$8,880	$9,102	$9,330	$9,563	$9,802	$10,047	$10,299	$10,556
		Annual	$87,463	$89,650	$91,891	$94,189	$96,543	$98,957	$101,431	$103,967	$106,566	$109,230	$111,961	$114,760	$117,629	$120,569	$123,584	$126,673
223		Hourly	$42.4702	$43.5320	$44.6203	$45.7358	$46.8792	$48.0512	$49.2524	$50.4838	$51.7459	$53.0395	$54.3655	$55.7246	$57.1177	$58.5457	$60.0093	$61.5096
		Bi-weekly	$3,397.62	$3,482.56	$3,569.62	$3,658.86	$3,750.34	$3,844.10	$3,940.19	$4,038.70	$4,139.67	$4,243.16	$4,349.24	$4,457.97	$4,569.42	$4,683.66	$4,800.74	$4,920.77
		Monthly	$7,362	$7,546	$7,734	$7,928	$8,126	$8,329	$8,537	$8,751	$8,969	$9,194	$9,423	$9,659	$9,900	$10,148	$10,402	$10,662
		Annual	$88,338	$90,547	$92,810	$95,130	$97,509	$99,946	$102,445	$105,006	$107,631	$110,322	$113,080	$115,907	$118,805	$121,775	$124,819	$127,940
224		Hourly	$42.8949	$43.9673	$45.0665	$46.1932	$47.3480	$48.5317	$49.7450	$50.9886	$52.2633	$53.5699	$54.9091	$56.2819	$57.6889	$59.1311	$60.6094	$62.1247
		Bi-weekly	$3,431.59	$3,517.38	$3,605.32	$3,695.46	$3,787.84	$3,882.54	$3,979.60	$4,079.09	$4,181.06	$4,285.59	$4,392.73	$4,502.55	$4,615.11	$4,730.49	$4,848.75	$4,969.98
		Monthly	$7,435	$7,621	$7,812	$8,007	$8,207	$8,412	$8,622	$8,838	$9,059	$9,285	$9,518	$9,756	$9,999	$10,249	$10,506	$10,768
		Annual	$89,221	$91,452	$93,738	$96,082	$98,484	$100,946	$103,470	$106,056	$108,708	$111,425	$114,211	$117,066	$119,993	$122,993	$126,068	$129,219

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
225		Hourly	$43.3239	$44.4070	$45.5172	$46.6551	$47.8215	$49.0170	$50.2424	$51.4985	$52.7859	$54.1056	$55.4582	$56.8447	$58.2658	$59.7224	$61.2155	$62.7459
		Bi-weekly	$3,465.91	$3,552.56	$3,641.38	$3,732.41	$3,825.72	$3,921.36	$4,019.39	$4,119.88	$4,222.87	$4,328.45	$4,436.66	$4,547.58	$4,661.26	$4,777.79	$4,897.24	$5,019.67
		Monthly	$7,509	$7,697	$7,890	$8,087	$8,289	$8,496	$8,709	$8,926	$9,150	$9,378	$9,613	$9,853	$10,099	$10,352	$10,611	$10,876
		Annual	$90,114	$92,367	$94,676	$97,043	$99,469	$101,955	$104,504	$107,117	$109,795	$112,540	$115,353	$118,237	$121,193	$124,223	$127,328	$130,511
226		Hourly	$43.7571	$44.8510	$45.9723	$47.1216	$48.2997	$49.5072	$50.7448	$52.0135	$53.3138	$54.6466	$56.0128	$57.4131	$58.8485	$60.3197	$61.8277	$63.3734
		Bi-weekly	$3,500.57	$3,588.08	$3,677.78	$3,769.73	$3,863.98	$3,960.58	$4,059.58	$4,161.08	$4,265.10	$4,371.73	$4,481.02	$4,593.05	$4,707.88	$4,825.58	$4,946.22	$5,069.87
		Monthly	$7,585	$7,774	$7,969	$8,168	$8,372	$8,581	$8,796	$9,016	$9,241	$9,472	$9,709	$9,952	$10,200	$10,455	$10,717	$10,985
		Annual	$91,015	$93,290	$95,622	$98,013	$100,463	$102,975	$105,549	$108,188	$110,893	$113,665	$116,507	$119,419	$122,405	$125,465	$128,602	$131,817
227		Hourly	$44.1947	$45.2996	$46.4320	$47.5928	$48.7827	$50.0022	$51.2523	$52.5336	$53.8469	$55.1931	$56.5729	$57.9873	$59.4369	$60.9229	$62.4459	$64.0071
		Bi-weekly	$3,535.58	$3,623.97	$3,714.56	$3,807.42	$3,902.62	$4,000.18	$4,100.18	$4,202.69	$4,307.75	$4,415.45	$4,525.83	$4,638.98	$4,754.95	$4,873.83	$4,995.67	$5,120.57
		Monthly	$7,660	$7,852	$8,048	$8,249	$8,456	$8,667	$8,884	$9,106	$9,333	$9,567	$9,806	$10,051	$10,302	$10,560	$10,824	$11,095
		Annual	$91,925	$94,223	$96,579	$98,993	$101,468	$104,005	$106,605	$109,270	$112,002	$114,802	$117,672	$120,614	$123,629	$126,720	$129,888	$133,135
228		Hourly	$44.6366	$45.7526	$46.8964	$48.0688	$49.2705	$50.5023	$51.7648	$53.0589	$54.3854	$55.7450	$57.1387	$58.5671	$60.0313	$61.5321	$63.0704	$64.6472
		Bi-weekly	$3,570.93	$3,660.21	$3,751.71	$3,845.50	$3,941.64	$4,040.18	$4,141.18	$4,244.71	$4,350.83	$4,459.60	$4,571.10	$4,685.37	$4,802.50	$4,922.57	$5,045.63	$5,171.78
		Monthly	$7,737	$7,930	$8,129	$8,332	$8,540	$8,754	$8,973	$9,197	$9,427	$9,662	$9,904	$10,152	$10,405	$10,666	$10,932	$11,206
		Annual	$92,844	$95,165	$97,544	$99,983	$102,483	$105,045	$107,671	$110,363	$113,122	$115,950	$118,848	$121,820	$124,865	$127,987	$131,186	$134,466
229	Dir. Adm Srvs	Hourly	$45.0830	$46.2101	$47.3653	$48.5495	$49.7632	$51.0073	$52.2825	$53.5895	$54.9293	$56.3025	$57.7101	$59.1528	$60.6316	$62.1474	$63.7011	$65.2936
	Dir Comm Dev	Bi-weekly	$3,606.64	$3,696.81	$3,789.22	$3,883.96	$3,981.06	$4,080.58	$4,182.60	$4,287.16	$4,394.34	$4,504.20	$4,616.81	$4,732.22	$4,850.53	$4,971.79	$5,096.09	$5,223.49
	Dir Comm Srvs	Monthly	$7,814	$8,010	$8,210	$8,415	$8,626	$8,841	$9,062	$9,289	$9,521	$9,759	$10,003	$10,253	$10,509	$10,772	$11,042	$11,318
	Dir Pub Wrks/Twn Eng	Annual	$93,773	$96,117	$98,520	$100,983	$103,507	$106,095	$108,748	$111,466	$114,253	$117,109	$120,037	$123,038	$126,114	$129,267	$132,498	$135,811
230		Hourly	$45.5338	$46.6722	$47.8390	$49.0350	$50.2608	$51.5174	$52.8053	$54.1254	$55.4786	$56.8655	$58.2872	$59.7443	$61.2379	$62.7689	$64.3381	$65.9466
		Bi-weekly	$3,642.70	$3,733.78	$3,827.12	$3,922.80	$4,020.86	$4,121.39	$4,224.42	$4,330.03	$4,438.29	$4,549.24	$4,662.98	$4,779.54	$4,899.03	$5,021.51	$5,147.05	$5,275.73
		Monthly	$7,893	$8,090	$8,292	$8,499	$8,712	$8,930	$9,153	$9,382	$9,616	$9,857	$10,103	$10,356	$10,615	$10,880	$11,152	$11,431
		Annual	$94,710	$97,078	$99,505	$101,993	$104,543	$107,156	$109,835	$112,581	$115,395	$118,280	$121,237	$124,268	$127,375	$130,559	$133,823	$137,169
231		Hourly	$45.9892	$47.1389	$48.3174	$49.5253	$50.7634	$52.0325	$53.3333	$54.6667	$56.0333	$57.4342	$58.8700	$60.3418	$61.8503	$63.3966	$64.9815	$66.6060
		Bi-weekly	$3,679.14	$3,771.11	$3,865.39	$3,962.02	$4,061.07	$4,162.60	$4,266.66	$4,373.34	$4,482.66	$4,594.74	$4,709.60	$4,827.34	$4,948.02	$5,071.73	$5,198.52	$5,328.48
		Monthly	$7,971	$8,171	$8,375	$8,584	$8,799	$9,019	$9,244	$9,476	$9,712	$9,955	$10,204	$10,459	$10,721	$10,989	$11,263	$11,545
		Annual	$95,657	$98,049	$100,500	$103,013	$105,588	$108,228	$110,933	$113,707	$116,549	$119,463	$122,450	$125,511	$128,649	$131,865	$135,162	$138,541
232		Hourly	$46.4491	$47.6103	$48.8005	$50.0206	$51.2711	$52.5529	$53.8667	$55.2133	$56.5937	$58.0085	$59.4587	$60.9452	$62.4688	$64.0305	$65.6313	$67.2721
		Bi-weekly	$3,715.93	$3,808.82	$3,904.04	$4,001.65	$4,101.69	$4,204.23	$4,309.34	$4,417.06	$4,527.50	$4,640.68	$4,756.70	$4,875.62	$4,997.50	$5,122.44	$5,250.50	$5,381.77
		Monthly	$8,051	$8,252	$8,459	$8,670	$8,887	$9,109	$9,337	$9,570	$9,810	$10,055	$10,306	$10,564	$10,828	$11,099	$11,376	$11,660
		Annual	$96,614	$99,029	$101,505	$104,043	$106,644	$109,310	$112,043	$114,844	$117,715	$120,658	$123,674	$126,766	$129,935	$133,184	$136,513	$139,926
233		Hourly	$46.9136	$48.0864	$49.2886	$50.5208	$51.7838	$53.0784	$54.4053	$55.7655	$57.1596	$58.5886	$60.0533	$61.5547	$63.0935	$64.6709	$66.2876	$67.9448
		Bi-weekly	$3,753.09	$3,846.91	$3,943.09	$4,041.66	$4,142.70	$4,246.27	$4,352.42	$4,461.24	$4,572.77	$4,687.09	$4,804.26	$4,924.38	$5,047.48	$5,173.67	$5,303.01	$5,435.58
		Monthly	$8,132	$8,335	$8,543	$8,757	$8,976	$9,200	$9,430	$9,666	$9,908	$10,155	$10,409	$10,669	$10,936	$11,210	$11,490	$11,777
		Annual	$97,580	$100,020	$102,520	$105,083	$107,710	$110,403	$113,163	$115,992	$118,892	$121,864	$124,911	$128,034	$131,235	$134,515	$137,878	$141,325
234		Hourly	$47.3827	$48.5673	$49.7814	$51.0260	$52.3016	$53.6092	$54.9494	$56.3231	$57.7312	$59.1745	$60.6539	$62.1702	$63.7245	$65.3176	$66.9505	$68.6243
		Bi-weekly	$3,790.62	$3,885.38	$3,982.51	$4,082.08	$4,184.13	$4,288.74	$4,395.95	$4,505.85	$4,618.50	$4,733.96	$4,852.31	$4,973.62	$5,097.96	$5,225.41	$5,356.04	$5,489.94
		Monthly	$8,213	$8,418	$8,629	$8,845	$9,066	$9,292	$9,525	$9,763	$10,007	$10,257	$10,513	$10,776	$11,046	$11,322	$11,605	$11,895
		Annual	$98,556	$101,020	$103,545	$106,134	$108,787	$111,507	$114,295	$117,152	$120,081	$123,083	$126,160	$129,314	$132,547	$135,861	$139,257	$142,738

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
235		Hourly	$47.8565	$49.0529	$50.2793	$51.5362	$52.8246	$54.1453	$55.4989	$56.8864	$58.3085	$59.7662	$61.2604	$62.7919	$64.3617	$65.9707	$67.6200	$69.3105
		Bi-weekly	$3,828.52	$3,924.23	$4,022.34	$4,122.90	$4,225.97	$4,331.62	$4,439.91	$4,550.91	$4,664.68	$4,781.30	$4,900.83	$5,023.35	$5,148.94	$5,277.66	$5,409.60	$5,544.84
		Monthly	$8,295	$8,503	$8,715	$8,933	$9,156	$9,385	$9,620	$9,860	$10,107	$10,359	$10,618	$10,884	$11,156	$11,435	$11,721	$12,014
		Annual	$99,542	$102,030	$104,581	$107,195	$109,875	$112,622	$115,438	$118,324	$121,282	$124,314	$127,422	$130,607	$133,872	$137,219	$140,650	$144,166
236		Hourly	$48.3351	$49.5435	$50.7820	$52.0516	$53.3529	$54.6867	$56.0539	$57.4552	$58.8916	$60.3639	$61.8730	$63.4198	$65.0053	$66.6304	$68.2962	$70.0036
		Bi-weekly	$3,866.81	$3,963.48	$4,062.56	$4,164.13	$4,268.23	$4,374.94	$4,484.31	$4,596.42	$4,711.33	$4,829.11	$4,949.84	$5,073.58	$5,200.42	$5,330.43	$5,463.70	$5,600.29
		Monthly	$8,378	$8,588	$8,802	$9,022	$9,248	$9,479	$9,716	$9,959	$10,208	$10,463	$10,725	$10,993	$11,268	$11,549	$11,838	$12,134
		Annual	$100,537	$103,050	$105,627	$108,267	$110,974	$113,748	$116,592	$119,507	$122,495	$125,557	$128,696	$131,913	$135,211	$138,591	$142,056	$145,608
237		Hourly	$48.8184	$50.0389	$51.2899	$52.5721	$53.8864	$55.2336	$56.6144	$58.0298	$59.4805	$60.9675	$62.4917	$64.0540	$65.6554	$67.2968	$68.9792	$70.7036
		Bi-weekly	$3,905.47	$4,003.11	$4,103.19	$4,205.77	$4,310.91	$4,418.69	$4,529.15	$4,642.38	$4,758.44	$4,877.40	$4,999.34	$5,124.32	$5,252.43	$5,383.74	$5,518.34	$5,656.29
		Monthly	$8,462	$8,673	$8,890	$9,112	$9,340	$9,574	$9,813	$10,058	$10,310	$10,568	$10,832	$11,103	$11,380	$11,665	$11,956	$12,255
		Annual	$101,542	$104,081	$106,683	$109,350	$112,084	$114,886	$117,758	$120,702	$123,719	$126,812	$129,983	$133,232	$136,563	$139,977	$143,477	$147,064
238		Hourly	$49.3066	$50.5393	$51.8028	$53.0978	$54.4253	$55.7859	$57.1806	$58.6101	$60.0753	$61.5772	$63.1166	$64.6946	$66.3119	$67.9697	$69.6690	$71.4107
		Bi-weekly	$3,944.53	$4,043.14	$4,144.22	$4,247.82	$4,354.02	$4,462.87	$4,574.45	$4,688.81	$4,806.02	$4,926.18	$5,049.33	$5,175.57	$5,304.95	$5,437.58	$5,573.52	$5,712.86
		Monthly	$8,546	$8,760	$8,979	$9,204	$9,434	$9,670	$9,911	$10,159	$10,413	$10,673	$10,940	$11,214	$11,494	$11,781	$12,076	$12,378
		Annual	$102,558	$105,122	$107,750	$110,443	$113,205	$116,035	$118,936	$121,909	$124,957	$128,081	$131,283	$134,565	$137,929	$141,377	$144,911	$148,534
239	Dep Twn Mgr	Hourly	$49.7997	$51.0447	$52.3208	$53.6288	$54.9695	$56.3438	$57.7524	$59.1962	$60.6761	$62.1930	$63.7478	$65.3415	$66.9750	$68.6494	$70.3657	$72.1248
		Bi-weekly	$3,983.98	$4,083.58	$4,185.66	$4,290.30	$4,397.56	$4,507.50	$4,620.19	$4,735.70	$4,854.09	$4,975.44	$5,099.82	$5,227.32	$5,358.00	$5,491.95	$5,629.26	$5,769.98
		Monthly	$8,632	$8,848	$9,069	$9,296	$9,528	$9,766	$10,010	$10,261	$10,517	$10,780	$11,050	$11,326	$11,609	$11,899	$12,197	$12,502
		Annual	$103,583	$106,173	$108,827	$111,548	$114,337	$117,195	$120,125	$123,128	$126,206	$129,361	$132,595	$135,910	$139,308	$142,791	$146,361	$150,020
240		Hourly	$50.2977	$51.5551	$52.8440	$54.1651	$55.5192	$56.9072	$58.3299	$59.7881	$61.2828	$62.8149	$64.3853	$65.9949	$67.6448	$69.3359	$71.0693	$72.8460
		Bi-weekly	$4,023.82	$4,124.41	$4,227.52	$4,333.21	$4,441.54	$4,552.58	$4,666.39	$4,783.05	$4,902.62	$5,025.19	$5,150.82	$5,279.59	$5,411.58	$5,546.87	$5,685.54	$5,827.68
		Monthly	$8,718	$8,936	$9,160	$9,389	$9,623	$9,864	$10,111	$10,363	$10,622	$10,888	$11,160	$11,439	$11,725	$12,018	$12,319	$12,627
		Annual	$104,619	$107,235	$109,916	$112,663	$115,480	$118,367	$121,326	$124,359	$127,468	$130,655	$133,921	$137,269	$140,701	$144,219	$147,824	$151,520
241		Hourly	$50.8007	$52.0707	$53.3724	$54.7068	$56.0744	$57.4763	$58.9132	$60.3860	$61.8957	$63.4431	$65.0291	$66.6549	$68.3212	$70.0293	$71.7800	$73.5745
		Bi-weekly	$4,064.06	$4,165.66	$4,269.79	$4,376.54	$4,485.95	$4,598.10	$4,713.06	$4,830.88	$4,951.66	$5,075.45	$5,202.33	$5,332.39	$5,465.70	$5,602.34	$5,742.40	$5,885.96
		Monthly	$8,805	$9,026	$9,251	$9,483	$9,720	$9,963	$10,212	$10,467	$10,729	$10,997	$11,272	$11,554	$11,842	$12,138	$12,442	$12,753
		Annual	$105,665	$108,307	$111,015	$113,790	$116,635	$119,551	$122,539	$125,603	$128,743	$131,962	$135,261	$138,642	$142,108	$145,661	$149,302	$153,035
242		Hourly	$51.3087	$52.5914	$53.9062	$55.2538	$56.6352	$58.0510	$59.5023	$60.9899	$62.5146	$64.0775	$65.6794	$67.3214	$69.0045	$70.7296	$72.4978	$74.3102
		Bi-weekly	$4,104.70	$4,207.31	$4,312.50	$4,420.30	$4,530.82	$4,644.08	$4,760.18	$4,879.19	$5,001.17	$5,126.20	$5,254.35	$5,385.71	$5,520.36	$5,658.37	$5,799.82	$5,944.82
		Monthly	$8,894	$9,116	$9,344	$9,577	$9,817	$10,062	$10,314	$10,572	$10,836	$11,107	$11,384	$11,669	$11,961	$12,260	$12,566	$12,880
		Annual	$106,722	$109,390	$112,125	$114,928	$117,801	$120,746	$123,765	$126,859	$130,030	$133,281	$136,613	$140,029	$143,529	$147,117	$150,795	$154,565
243		Hourly	$51.8218	$53.1173	$54.4452	$55.8064	$57.2015	$58.6316	$60.0973	$61.5998	$63.1398	$64.7183	$66.3362	$67.9946	$69.6945	$71.4369	$73.2228	$75.0533
		Bi-weekly	$4,145.74	$4,249.38	$4,355.62	$4,464.51	$4,576.12	$4,690.53	$4,807.78	$4,927.98	$5,051.18	$5,177.46	$5,306.90	$5,439.57	$5,575.56	$5,714.95	$5,857.82	$6,004.26
		Monthly	$8,982	$9,207	$9,437	$9,673	$9,915	$10,163	$10,417	$10,677	$10,944	$11,218	$11,498	$11,786	$12,080	$12,382	$12,692	$13,009
		Annual	$107,789	$110,484	$113,246	$116,077	$118,979	$121,954	$125,002	$128,128	$131,331	$134,614	$137,979	$141,429	$144,965	$148,589	$152,303	$156,111
244		Hourly	$52.3400	$53.6485	$54.9897	$56.3644	$57.7735	$59.2179	$60.6983	$62.2158	$63.7712	$65.3654	$66.9996	$68.6746	$70.3914	$72.1512	$73.9550	$75.8039
		Bi-weekly	$4,187.20	$4,291.88	$4,399.18	$4,509.15	$4,621.88	$4,737.43	$4,855.86	$4,977.26	$5,101.70	$5,229.23	$5,359.97	$5,493.97	$5,631.31	$5,772.10	$5,916.40	$6,064.31
		Monthly	$9,072	$9,299	$9,532	$9,770	$10,014	$10,264	$10,521	$10,784	$11,054	$11,330	$11,613	$11,904	$12,201	$12,506	$12,819	$13,139
		Annual	$108,867	$111,589	$114,379	$117,238	$120,169	$123,173	$126,253	$129,409	$132,644	$135,960	$139,359	$142,843	$146,414	$150,075	$153,826	$157,672

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
245		Hourly	$52.8634	$54.1850	$55.5396	$56.9281	$58.3513	$59.8100	$61.3053	$62.8379	$64.4089	$66.0191	$67.6696	$69.3613	$71.0954	$72.8727	$74.6946	$76.5619
		Bi-weekly	$4,229.07	$4,334.80	$4,443.17	$4,554.25	$4,668.10	$4,784.80	$4,904.42	$5,027.03	$5,152.71	$5,281.53	$5,413.57	$5,548.90	$5,687.63	$5,829.82	$5,975.57	$6,124.95
		Monthly	$9,163	$9,392	$9,627	$9,868	$10,114	$10,367	$10,626	$10,892	$11,164	$11,443	$11,729	$12,023	$12,323	$12,631	$12,947	$13,271
		Annual	$109,956	$112,705	$115,522	$118,410	$121,371	$124,405	$127,515	$130,703	$133,970	$137,320	$140,753	$144,272	$147,878	$151,575	$155,365	$159,249
246		Hourly	$53.3920	$54.7268	$56.0950	$57.4973	$58.9348	$60.4082	$61.9184	$63.4663	$65.0530	$66.6793	$68.3463	$70.0549	$71.8063	$73.6015	$75.4415	$77.3275
		Bi-weekly	$4,271.36	$4,378.14	$4,487.60	$4,599.78	$4,714.78	$4,832.66	$4,953.47	$5,077.30	$5,204.24	$5,334.34	$5,467.70	$5,604.39	$5,744.50	$5,888.12	$6,035.32	$6,186.20
		Monthly	$9,255	$9,486	$9,723	$9,966	$10,215	$10,471	$10,733	$11,001	$11,276	$11,558	$11,847	$12,143	$12,446	$12,758	$13,077	$13,403
		Annual	$111,055	$113,832	$116,678	$119,594	$122,584	$125,649	$128,790	$132,010	$135,310	$138,693	$142,160	$145,714	$149,357	$153,091	$156,918	$160,841
247		Hourly	$53.9259	$55.2741	$56.6559	$58.0723	$59.5241	$61.0122	$62.5375	$64.1010	$65.7035	$67.3461	$69.0297	$70.7555	$72.5244	$74.3375	$76.1959	$78.1008
		Bi-weekly	$4,314.07	$4,421.93	$4,532.47	$4,645.78	$4,761.93	$4,880.98	$5,003.00	$5,128.08	$5,256.28	$5,387.69	$5,522.38	$5,660.44	$5,801.95	$5,947.00	$6,095.67	$6,248.06
		Monthly	$9,347	$9,581	$9,820	$10,066	$10,318	$10,575	$10,840	$11,111	$11,389	$11,673	$11,965	$12,264	$12,571	$12,885	$13,207	$13,537
		Annual	$112,166	$114,970	$117,844	$120,790	$123,810	$126,905	$130,078	$133,330	$136,663	$140,080	$143,582	$147,171	$150,851	$154,622	$158,488	$162,450
248		Hourly	$54.4652	$55.8268	$57.2225	$58.6530	$60.1194	$61.6224	$63.1629	$64.7420	$66.3605	$68.0195	$69.7200	$71.4630	$73.2496	$75.0809	$76.9579	$78.8818
		Bi-weekly	$4,357.22	$4,466.14	$4,577.80	$4,692.24	$4,809.55	$4,929.79	$5,053.03	$5,179.36	$5,308.84	$5,441.56	$5,577.60	$5,717.04	$5,859.97	$6,006.47	$6,156.63	$6,310.54
		Monthly	$9,441	$9,677	$9,919	$10,167	$10,421	$10,681	$10,948	$11,222	$11,502	$11,790	$12,085	$12,387	$12,697	$13,014	$13,339	$13,673
		Annual	$113,288	$116,120	$119,023	$121,998	$125,048	$128,174	$131,379	$134,663	$138,030	$141,481	$145,018	$148,643	$152,359	$156,168	$160,072	$164,074
249		Hourly	$55.0098	$56.3851	$57.7947	$59.2396	$60.7206	$62.2386	$63.7945	$65.3894	$67.0241	$68.6997	$70.4172	$72.1777	$73.9821	$75.8317	$77.7275	$79.6706
		Bi-weekly	$4,400.78	$4,510.81	$4,623.58	$4,739.17	$4,857.65	$4,979.09	$5,103.56	$5,231.15	$5,361.93	$5,495.98	$5,633.38	$5,774.22	$5,918.57	$6,066.54	$6,218.20	$6,373.65
		Monthly	$9,535	$9,773	$10,018	$10,268	$10,525	$10,788	$11,058	$11,334	$11,618	$11,908	$12,206	$12,511	$12,824	$13,144	$13,473	$13,810
		Annual	$114,420	$117,281	$120,213	$123,218	$126,299	$129,456	$132,693	$136,010	$139,410	$142,895	$146,468	$150,130	$153,883	$157,730	$161,673	$165,715
250		Hourly	$55.5599	$56.9489	$58.3727	$59.8320	$61.3278	$62.8610	$64.4325	$66.0433	$67.6944	$69.3867	$71.1214	$72.8994	$74.7219	$76.5900	$78.5047	$80.4673
		Bi-weekly	$4,444.79	$4,555.91	$4,669.82	$4,786.56	$4,906.22	$5,028.88	$5,154.60	$5,283.46	$5,415.55	$5,550.94	$5,689.71	$5,831.95	$5,977.75	$6,127.20	$6,280.38	$6,437.38
		Monthly	$9,630	$9,871	$10,118	$10,371	$10,630	$10,896	$11,168	$11,448	$11,734	$12,027	$12,328	$12,636	$12,952	$13,276	$13,607	$13,948
		Annual	$115,565	$118,454	$121,415	$124,450	$127,562	$130,751	$134,020	$137,370	$140,804	$144,324	$147,933	$151,631	$155,422	$159,307	$163,290	$167,372
251		Hourly	$56.1155	$57.5184	$58.9564	$60.4303	$61.9410	$63.4896	$65.0768	$66.7037	$68.3713	$70.0806	$71.8326	$73.6284	$75.4692	$77.3559	$79.2898	$81.2720
		Bi-weekly	$4,489.24	$4,601.47	$4,716.51	$4,834.42	$4,955.28	$5,079.17	$5,206.14	$5,336.30	$5,469.70	$5,606.45	$5,746.61	$5,890.27	$6,037.54	$6,188.47	$6,343.18	$6,501.76
		Monthly	$9,727	$9,970	$10,219	$10,475	$10,736	$11,005	$11,280	$11,562	$11,851	$12,147	$12,451	$12,762	$13,081	$13,408	$13,744	$14,087
		Annual	$116,720	$119,638	$122,629	$125,695	$128,837	$132,058	$135,360	$138,744	$142,212	$145,768	$149,412	$153,147	$156,976	$160,900	$164,923	$169,046
252		Hourly	$56.6767	$58.0936	$59.5459	$61.0346	$62.5605	$64.1245	$65.7276	$67.3708	$69.0550	$70.7814	$72.5510	$74.3647	$76.2238	$78.1294	$80.0827	$82.0847
		Bi-weekly	$4,534.14	$4,647.49	$4,763.67	$4,882.77	$5,004.84	$5,129.96	$5,258.21	$5,389.66	$5,524.40	$5,662.51	$5,804.08	$5,949.18	$6,097.90	$6,250.35	$6,406.62	$6,566.78
		Monthly	$9,824	$10,070	$10,321	$10,579	$10,844	$11,115	$11,393	$11,678	$11,970	$12,269	$12,575	$12,890	$13,212	$13,542	$13,881	$14,228
		Annual	$117,888	$120,835	$123,856	$126,952	$130,126	$133,379	$136,713	$140,131	$143,634	$147,225	$150,906	$154,679	$158,546	$162,509	$166,572	$170,736
253		Hourly	$57.2435	$58.6745	$60.1414	$61.6449	$63.1861	$64.7657	$66.3849	$68.0445	$69.7456	$71.4892	$73.2765	$75.1084	$76.9861	$78.9107	$80.8835	$82.9056
		Bi-weekly	$4,579.48	$4,693.96	$4,811.31	$4,931.59	$5,054.89	$5,181.26	$5,310.79	$5,443.56	$5,579.65	$5,719.14	$5,862.12	$6,008.67	$6,158.89	$6,312.86	$6,470.68	$6,632.45
		Monthly	$9,922	$10,170	$10,425	$10,685	$10,952	$11,226	$11,507	$11,794	$12,089	$12,391	$12,701	$13,019	$13,344	$13,678	$14,020	$14,370
		Annual	$119,066	$122,043	$125,094	$128,221	$131,427	$134,713	$138,081	$141,533	$145,071	$148,698	$152,415	$156,225	$160,131	$164,134	$168,238	$172,444
254		Hourly	$57.8159	$59.2613	$60.7428	$62.2614	$63.8179	$65.4134	$67.0487	$68.7249	$70.4430	$72.2041	$74.0092	$75.8595	$77.7559	$79.6998	$81.6923	$83.7346
		Bi-weekly	$4,625.27	$4,740.90	$4,859.42	$4,980.91	$5,105.43	$5,233.07	$5,363.90	$5,497.99	$5,635.44	$5,776.33	$5,920.74	$6,068.76	$6,220.47	$6,375.98	$6,535.38	$6,698.77
		Monthly	$10,021	$10,272	$10,529	$10,792	$11,062	$11,338	$11,622	$11,912	$12,210	$12,515	$12,828	$13,149	$13,478	$13,815	$14,160	$14,514
		Annual	$120,257	$123,263	$126,345	$129,504	$132,741	$136,060	$139,461	$142,948	$146,522	$150,185	$153,939	$157,788	$161,732	$165,776	$169,920	$174,168

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
255		Hourly	$58.3940	$59.8539	$61.3502	$62.8840	$64.4561	$66.0675	$67.7192	$69.4122	$71.1475	$72.9262	$74.7493	$76.6181	$78.5335	$80.4968	$82.5093	$84.5720
		Bi-weekly	$4,671.52	$4,788.31	$4,908.02	$5,030.72	$5,156.49	$5,285.40	$5,417.54	$5,552.98	$5,691.80	$5,834.10	$5,979.94	$6,129.45	$6,282.68	$6,439.74	$6,600.74	$6,765.76
		Monthly	$10,122	$10,375	$10,634	$10,900	$11,172	$11,452	$11,738	$12,031	$12,332	$12,641	$12,957	$13,280	$13,612	$13,953	$14,302	$14,659
		Annual	$121,460	$124,496	$127,609	$130,799	$134,069	$137,420	$140,856	$144,377	$147,987	$151,686	$155,479	$159,366	$163,350	$167,433	$171,619	$175,910
256		Hourly	$58.9780	$60.4524	$61.9637	$63.5128	$65.1007	$66.7282	$68.3964	$70.1063	$71.8590	$73.6554	$75.4968	$77.3842	$79.3188	$81.3018	$83.3344	$85.4177
		Bi-weekly	$4,718.24	$4,836.19	$4,957.10	$5,081.02	$5,208.06	$5,338.26	$5,471.71	$5,608.50	$5,748.72	$5,892.43	$6,039.74	$6,190.74	$6,345.50	$6,504.14	$6,666.75	$6,833.42
		Monthly	$10,223	$10,478	$10,740	$11,009	$11,284	$11,566	$11,855	$12,152	$12,456	$12,767	$13,086	$13,413	$13,749	$14,092	$14,445	$14,806
		Annual	$122,674	$125,741	$128,885	$132,107	$135,409	$138,795	$142,264	$145,821	$149,467	$153,203	$157,033	$160,959	$164,983	$169,108	$173,335	$177,669
257		Hourly	$59.5678	$61.0570	$62.5834	$64.1480	$65.7517	$67.3955	$69.0803	$70.8074	$72.5775	$74.3920	$76.2518	$78.1581	$80.1120	$82.1148	$84.1677	$86.2719
		Bi-weekly	$4,765.42	$4,884.56	$5,006.67	$5,131.84	$5,260.14	$5,391.64	$5,526.42	$5,664.59	$5,806.20	$5,951.36	$6,100.14	$6,252.65	$6,408.96	$6,569.18	$6,733.42	$6,901.75
		Monthly	$10,325	$10,583	$10,848	$11,119	$11,397	$11,682	$11,974	$12,273	$12,580	$12,895	$13,217	$13,547	$13,886	$14,233	$14,589	$14,954
		Annual	$123,901	$126,998	$130,173	$133,428	$136,763	$140,183	$143,687	$147,279	$150,961	$154,735	$158,604	$162,569	$166,633	$170,799	$175,069	$179,446
258		Hourly	$60.1634	$61.6675	$63.2092	$64.7895	$66.4092	$68.0694	$69.7712	$71.5154	$73.3033	$75.1359	$77.0143	$78.9397	$80.9131	$82.9360	$85.0094	$87.1346
		Bi-weekly	$4,813.07	$4,933.40	$5,056.74	$5,183.16	$5,312.74	$5,445.55	$5,581.70	$5,721.23	$5,864.26	$6,010.87	$6,161.14	$6,315.18	$6,473.05	$6,634.88	$6,800.75	$6,970.77
		Monthly	$10,428	$10,689	$10,956	$11,230	$11,511	$11,799	$12,094	$12,396	$12,706	$13,024	$13,349	$13,683	$14,025	$14,376	$14,735	$15,103
		Annual	$125,140	$128,268	$131,475	$134,762	$138,131	$141,584	$145,124	$148,752	$152,471	$156,283	$160,190	$164,194	$168,299	$172,507	$176,819	$181,240
259		Hourly	$60.7651	$62.2842	$63.8413	$65.4373	$67.0733	$68.7501	$70.4689	$72.2306	$74.0363	$75.8873	$77.7844	$79.7291	$81.7223	$83.7653	$85.8595	$88.0060
		Bi-weekly	$4,861.21	$4,982.74	$5,107.30	$5,234.98	$5,365.86	$5,500.01	$5,637.51	$5,778.45	$5,922.90	$6,070.98	$6,222.75	$6,378.33	$6,537.78	$6,701.22	$6,868.76	$7,040.48
		Monthly	$10,533	$10,796	$11,066	$11,342	$11,626	$11,917	$12,215	$12,520	$12,833	$13,154	$13,483	$13,820	$14,165	$14,519	$14,882	$15,254
		Annual	$126,391	$129,551	$132,790	$136,110	$139,512	$143,000	$146,575	$150,240	$153,996	$157,845	$161,792	$165,836	$169,982	$174,232	$178,588	$183,052
260		Hourly	$61.3727	$62.9070	$64.4797	$66.0917	$67.7440	$69.4376	$71.1736	$72.9529	$74.7767	$76.6461	$78.5623	$80.5263	$82.5395	$84.6030	$86.7181	$88.8860
		Bi-weekly	$4,909.82	$5,032.56	$5,158.38	$5,287.34	$5,419.52	$5,555.01	$5,693.89	$5,836.23	$5,982.14	$6,131.69	$6,284.98	$6,442.10	$6,603.16	$6,768.24	$6,937.45	$7,110.88
		Monthly	$10,638	$10,904	$11,176	$11,456	$11,742	$12,036	$12,337	$12,645	$12,961	$13,285	$13,617	$13,958	$14,307	$14,665	$15,031	$15,407
		Annual	$127,655	$130,847	$134,118	$137,471	$140,908	$144,430	$148,041	$151,742	$155,536	$159,424	$163,410	$167,495	$171,682	$175,974	$180,374	$184,883
261		Hourly	$61.9865	$63.5361	$65.1245	$66.7526	$68.4215	$70.1320	$71.8853	$73.6824	$75.5245	$77.4126	$79.3479	$81.3316	$83.3649	$85.4490	$87.5852	$89.7749
		Bi-weekly	$4,958.92	$5,082.89	$5,209.96	$5,340.21	$5,473.72	$5,610.56	$5,750.82	$5,894.59	$6,041.96	$6,193.01	$6,347.83	$6,506.53	$6,669.19	$6,835.92	$7,006.82	$7,181.99
		Monthly	$10,744	$11,013	$11,288	$11,570	$11,860	$12,156	$12,460	$12,772	$13,091	$13,418	$13,754	$14,097	$14,450	$14,811	$15,181	$15,561
		Annual	$128,932	$132,155	$135,459	$138,845	$142,317	$145,875	$149,521	$153,259	$157,091	$161,018	$165,044	$169,170	$173,399	$177,734	$182,177	$186,732
262		Hourly	$62.6063	$64.1715	$65.7758	$67.4202	$69.1057	$70.8333	$72.6041	$74.4192	$76.2797	$78.1867	$80.1414	$82.1449	$84.1985	$86.3035	$88.4611	$90.6726
		Bi-weekly	$5,008.50	$5,133.72	$5,262.06	$5,393.62	$5,528.46	$5,666.66	$5,808.33	$5,953.54	$6,102.38	$6,254.94	$6,411.31	$6,571.59	$6,735.88	$6,904.28	$7,076.89	$7,253.81
		Monthly	$10,852	$11,123	$11,401	$11,686	$11,978	$12,278	$12,585	$12,899	$13,222	$13,552	$13,891	$14,238	$14,594	$14,959	$15,333	$15,717
		Annual	$130,221	$133,477	$136,814	$140,234	$143,740	$147,333	$151,017	$154,792	$158,662	$162,628	$166,694	$170,861	$175,133	$179,511	$183,999	$188,599
263		Hourly	$63.2324	$64.8132	$66.4335	$68.0944	$69.7967	$71.5416	$73.3302	$75.1634	$77.0425	$78.9686	$80.9428	$82.9664	$85.0405	$87.1665	$89.3457	$91.5793
		Bi-weekly	$5,058.59	$5,185.06	$5,314.68	$5,447.55	$5,583.74	$5,723.33	$5,866.42	$6,013.07	$6,163.40	$6,317.49	$6,475.42	$6,637.31	$6,803.24	$6,973.32	$7,147.66	$7,326.34
		Monthly	$10,960	$11,234	$11,515	$11,803	$12,098	$12,401	$12,711	$13,028	$13,354	$13,688	$14,030	$14,381	$14,740	$15,109	$15,487	$15,874
		Annual	$131,523	$134,811	$138,182	$141,636	$145,177	$148,807	$152,527	$156,340	$160,248	$164,255	$168,361	$172,570	$176,884	$181,306	$185,839	$190,485
264		Hourly	$63.8647	$65.4613	$67.0979	$68.7753	$70.4947	$72.2571	$74.0635	$75.9151	$77.8129	$79.7583	$81.7522	$83.7960	$85.8909	$88.0382	$90.2392	$92.4951
		Bi-weekly	$5,109.18	$5,236.90	$5,367.83	$5,502.02	$5,639.58	$5,780.57	$5,925.08	$6,073.21	$6,225.03	$6,380.66	$6,540.18	$6,703.68	$6,871.27	$7,043.06	$7,219.14	$7,399.61
		Monthly	$11,070	$11,347	$11,630	$11,921	$12,219	$12,525	$12,838	$13,159	$13,488	$13,825	$14,170	$14,525	$14,888	$15,260	$15,641	$16,032
		Annual	$132,839	$136,160	$139,564	$143,053	$146,629	$150,295	$154,052	$157,903	$161,851	$165,897	$170,045	$174,296	$178,653	$183,119	$187,697	$192,390
265		Hourly	$64.5034	$66.1159	$67.7688	$69.4631	$71.1996	$72.9796	$74.8041	$76.6742	$78.5911	$80.5559	$82.5698	$84.6340	$86.7498	$88.9186	$91.1416	$93.4201
		Bi-weekly	$5,160.27	$5,289.27	$5,421.50	$5,557.05	$5,695.97	$5,838.37	$5,984.33	$6,133.94	$6,287.29	$6,444.47	$6,605.58	$6,770.72	$6,939.98	$7,113.49	$7,291.33	$7,473.61
		Monthly	$11,181	$11,460	$11,747	$12,040	$12,341	$12,650	$12,966	$13,290	$13,622	$13,963	$14,312	$14,670	$15,037	$15,413	$15,798	$16,193
		Annual	$134,167	$137,521	$140,959	$144,483	$148,095	$151,798	$155,593	$159,482	$163,469	$167,556	$171,745	$176,039	$180,440	$184,951	$189,574	$194,314

STATE OF CALIFORNIA

COUNTY OF SAN BERNARDINO

TOWN OF YUCCA VALLEY

I, Janet M. Anderson, Town Clerk of the Town of Yucca Valley, California do hereby certify that Resolution No. 11-33 was duly and regularly adopted by the Town Council of the Town of Yucca Valley, California, at a meeting thereof held on the 21st day of June, 2011, by the following vote:

AYES: Council Members Abel, Hagerman, Rowe, and Mayor Huntington

NOES: None

ABSTAIN: None

ABSENT: None

TOWN CLERK

Town of Yucca Valley

Operating Budget

FY 2011-12

General Fund Summary

Town of Yucca Valley
Proposed Budget
FY 2011-12
General Fund Summary

		FY 2010/11 Amended				FY 2011/12 Proposed			
	FY 2009/10 Actual	Budget	Change from FY 09/10 Act	Projected	Change from 10/11 Budget	Department Request Proposed	Department Request Change	Town Manager Adopted	Town Manager Change
Revenues									
Sales Tax	$ 2,720,029	$ 2,775,000	$ 54,971	$ 2,769,000	$ (6,000)	$ 2,855,000	$ 86,000	$ 2,855,000	$ 86,000
Property Tax	4,228,565	3,905,000	(323,565)	4,016,000	111,000	3,913,000	(103,000)	3,913,000	(103,000)
Vehicle License Funds	62,000	65,000	3,000	39,000	(26,000)	55,000	16,000	55,000	16,000
Franchise/TOT/Interest	1,015,792	1,020,820	5,028	960,250	(60,570)	1,010,500	50,250	1,010,500	50,250
Community Development	704,250	606,250	(98,000)	587,525	(18,725)	716,250	128,725	716,250	128,725
Administrative/Other	249,469	129,550	(119,919)	1,105,097	975,547	157,300	(947,797)	157,300	(947,797)
Community Services	212,961	195,000	(17,961)	186,500	(8,500)	195,000	8,500	195,000	8,500
Total Revenue	9,193,066	8,696,620	(496,446)	9,663,372	966,752	8,902,050	(761,322)	8,902,050	$ (761,322)
Expenditures									
Personnel Services	3,649,191	3,209,979	(439,212)	3,210,667	688	3,345,387	134,720	3,211,942	1,275
Contract Safety	3,183,462	3,349,200	165,738	3,338,300	(10,900)	3,600,800	262,500	3,414,500	76,200
Operating Supplies and Servi	1,941,455	2,008,282	66,827	1,862,402	(145,880)	2,207,355	344,953	1,947,715	85,313
Contracts and Partnerships	161,536	143,000	(18,536)	143,000	-	109,500	(33,500)	82,000	(61,000)
Capital Projects/GP Update	159,761	75,000	(84,761)	425,000	350,000	24,500	(400,500)	24,500	(400,500)
Total Expenditures	9,095,405	8,785,461	(309,944)	8,979,369	193,908	9,287,542	308,173	8,680,657	(298,712)
Other Sources (Uses) of Funds									
Transfer from Other Funds	26,081	73,000	46,919	-	(73,000)	148,000	75,000	73,000	
Transfer to Capital Projects Fu	(34,550)	-	-	-	-	-	-	(700,000)	
Total Other Sources (Uses) of Funds	(8,469)	73,000	46,919	-	(73,000)	148,000	75,000	(627,000)	
Increase (Decrease) in Fund Balance	89,192	(15,841)	(105,033)	684,003	699,844	(237,492)	(221,651)	(405,607)	(1,089,610)
Beginning Fund Balance	6,480,213	6,569,405		6,569,405		7,253,408		7,253,408	
Ending Fund Balance	6,569,405	6,553,564	(15,841)	7,253,408	699,844	7,015,916	462,352	6,847,802	(405,607)
Reserve Balance Summary									
Undesignated Reserves	5,269,405	5,320,148	50,743	5,953,408	633,260	5,715,916	(237,492)	5,547,802	(405,607)
Operating	-	-	-	-	-	-	-		-
Vehicle & Equipment	-	-	-	-	-	-	-		-
Risk Management	200,000	-	(200,000)	200,000	200,000	200,000	-	200,000	-
Catastrophic	1,000,000	1,000,000	-	1,000,000	-	1,000,000	-	1,000,000	-
Other	100,000	233,416	133,416	100,000	(133,416)	100,000	-	100,000	-
Ending Fund Balance	$ 6,569,405	$ 6,553,564	$ (15,841)	$ 7,253,408	$ 699,844	$ 7,015,916	$ (237,492)	$ 6,847,802	$ (405,607)
Operating Reserves	58%	61%	3%	66%	6%	62%	1%	64%	-2%

Town of Yucca Valley
Proposed Budget
FY 2011-12
General Fund Summary

	FY 2012/13 Forecast		FY 2013/14 Forecast		FY 2014/15 Forecast	
	Forecast	Change	Forecast	Change	Forecast	Change
Revenues						
Sales Tax	$ 2,940,650	85,650	$ 3,087,683	$ 147,033	$ 3,242,067	$ 154,384
Property Tax	3,991,260	78,260	4,071,085	79,825	4,152,507	81,422
Vehicle License Funds	56,100	1,100	57,222	1,122	58,366	1,144
Franchise/TOT/Interest	1,030,710	20,210	1,051,324	20,614	1,072,351	21,026
Community Development	730,575	14,325	745,187	14,612	760,090	14,904
Administrative/Other	160,446	3,146	163,655	3,209	166,928	3,273
Community Services	198,900	3,900	202,878	3,978	206,936	4,058
Total Revenue	9,108,641	206,591	$ 9,379,033	270,392	9,659,244	$ 280,211
	% Change	2%	% Change	3%	% Change	3%
Expenditures		-				
Personnel Services	$ 3,308,300	96,358	$ 3,407,549	$ 99,249	$ 3,509,775	$ 102,226
Contract Safety	3,482,790	68,290	3,552,446	69,656	3,730,068	177,622
Operating Supplies and Servi	1,986,669	38,954	2,026,403	39,733	2,066,931	40,528
Contracts and Partnerships	82,000	-	82,000	-	82,000	-
Capital Projects/GP Update	24,500	-	24,500	-	49,500	25,000
Total Expenditures	8,884,259	203,603	9,092,897	208,638	9,438,274	345,377
	% Change	2%	% Change	2%	% Change	4%
Other Sources (Uses) of Funds		-				
Transfer from Other Funds	50,000	(23,000)				
Transfer to Capital Projects F	-	700,000	-		-	
Total Other Sources (Uses) of Funds	50,000		-		-	
Increase (Decrease) in Fund Balance	274,382	679,988	286,136	11,754	220,970	(65,166)
Beginning Fund Balance	6,847,802		7,122,183		7,408,319	
Ending Fund Balance	7,122,183	274,382	7,408,319	286,136	7,629,290	220,970
Reserve Balance Summary						
Undesignated Reserves	5,822,183	274,382	6,108,319	286,136	6,329,290	220,970
Operating		-		-		-
Vehicle & Equipment		-		-		-
Risk Management	200,000	-	200,000	-	200,000	-
Catastrophic	1,000,000	-	1,000,000	-	1,000,000	-
Other	100,000	-	100,000	-	100,000	-
Ending Fund Balance	$ 7,122,183	$ 274,382	$ 7,408,319	$ 286,136	$ 7,629,290	$ 220,970
Operating Reserves	66%	2%	67%	2%	67%	0%

Town of Yucca Valley

Operating Budget

FY 2011-12

General Fund Revenues

Town of Yucca Valley
Proposed Budget
FY 2011-12

Revenue Detail

Acct	Revenue Description	Actual 09/10	Adopted FY 10/11	% Var from 09/10 Act	Projected FY 10/11	% Var from 10/11 Bdgt	Proposed FY 11/12	% Var from 10/11 Prj
Property Tax								
7979	Prop Tax Admin Fee	(75,000)	$ (50,000)	-33%	$ (70,000)	40%	$ (65,000)	-7%
4111	Property Tax-Secured/Unse	2,477,352	2,300,000	-7%	2,425,000	5%	2,350,000	-3%
4112	Prop Tax-Supp Sec'd/Unsec	35,722	10,000	-72%	15,000	50%	20,000	33%
4114	Property Tax Penalties	10,425	25,000	140%	10,000	-60%	10,000	0%
4115	Property Transfer Tax	44,768	40,000	-11%	30,000	-25%	35,000	17%
4116	HOPTR	32,285	30,000	-7%	33,000	10%	33,000	0%
	Sub-total Prop Tax	**2,525,552**	**2,355,000**	-7%	**2,443,000**	**4%**	**2,383,000**	**-2%**
Sales Tax/VLF Revenue								
4117	Vehicle In Lieu Property	1,703,013	1,550,000	-9%	1,573,000	1%	1,530,000	-3%
4120	1% Local Tax	2,720,029	2,775,000	2%	2,769,000	0%	2,855,000	3%
4805	Vehicle License Fees	62,000	65,000	5%	39,000	-40%	55,000	41%
	ub-total State/County Subvention	**4,485,042**	**4,390,000**	-2%	**4,381,000**	**0%**	**4,440,000**	**1%**
Franchise/TOT/Interest Revenues								
4150	Franchise Fees	754,715	758,000	0%	735,000	-3%	755,000	3%
4815	Article 19 WDA	68,947	55,000	-20%	40,000	-27%	55,000	38%
4135	TOT Permit Fee	20	20	0%	0	-100%	0	#DIV/0!
4140	Transient Occupancy Tax	144,467	154,000	7%	155,000	1%	160,000	3%
4610	Money Market Interest	347	1,800	419%	250	-86%	500	100%
4611	LAIF Interest	47,296	52,000	10%	30,000	-42%	40,000	33%
	Sub-total Franchise/TOT/Interest	**1,015,792**	**1,020,820**	0%	**960,250**	**-6%**	**1,010,500**	**5%**
Administrative Revenues								
4250	Business Registration	44,330	42,000	-5%	40,000	-5%	50,000	25%
4402	Election Fees	0	2,500	#DIV/0!	2,100	-16%	0	-100%
4403	Notary Fees	90	50	-44%	300	500%	300	0%
4404	Passport Fees	2,525	2,500	-1%	2,500	0%	2,000	-20%
4320	County Fines/Forfeitures	7,301	8,000	10%	8,000	0%	8,000	0%
4330	Parking Citations	0	1,000	#DIV/0!	0	-100%	500	#DIV/0!
4340	Booking Fees	327	0	-100%	0	#DIV/0!	500	#DIV/0!
4565	CERT Registration	0	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
4621	Lease/Rents of Bldgs	24,000	30,000	25%	30,000	0%	30,000	0%
4820	County Reimbursement	8,156	2,500	-69%	0	-100%	0	#DIV/0!
4830	State Reimbursement	396	0	-100%	0	#DIV/0!	0	#DIV/0!
4831	Mandates/MUSD Reimb	51,223	0	-100%	8,200	#DIV/0!	0	-100%
4840	Sale Of Town Assets	2,904	2,500	-14%	4,000	60%	0	-100%
4850	Restitution-Court Order	0	1,000	#DIV/0!	0	-100%	0	#DIV/0!
4870	Grant Revenue 05-07	18,000	0	-100%	0	#DIV/0!	10,000	#DIV/0!
4870	Grant Revenue 25-01	39,553	30,000	-24%	46,497	55%	35,000	-25%
4950	Other Miscellaneous Reven	24,584	5,000	-80%	11,000	120%	19,000	73%
4990	Reimb of Operating Expens	0	2,500	#DIV/0!	2,500	0%	2,000	-20%
	Property Dispostion	0	0	#DIV/0!	950,000	#DIV/0!	0	-100%
4999	Transfers In	26,080	0	-100%	0	#DIV/0!	0	#DIV/0!
	Sub-total Administrative	**249,469**	**129,550**	-48%	**1,105,097**	**753%**	**157,300**	**-86%**

Town of Yucca Valley
Proposed Budget
FY 2011-12

Revenue Detail

Acct	Revenue Description	Actual 09/10	Adopted FY 10/11	% Var from 09/10 Act	Projected FY 10/11	% Var from 10/11 Bdgt	Proposed FY 11/12	% Var from 10/11 Prj
Community Services								
4501	Recreation Revenue	169,576	150,000	-12%	145,000	-3%	150,000	3%
4501	Museum Gift Shop-4052	10,859	15,000	38%	12,000	-20%	15,000	25%
4501	Museum-Revenue	945	0	-100%	0	#DIV/0!	0	#DIV/0!
4906	Museum-Bequests	0	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
4620	Facility Rentals	28,332	30,000	6%	26,000	-13%	30,000	15%
4902	Donations - Museum	3,249	0	-100%	3,500	#DIV/0!	0	-100%
	Sub-total Com Services	**212,961**	**195,000**	-8%	**186,500**	**-4%**	**195,000**	**5%**
Community Development								
4421	Planning Miscellaneous	9,077	10,000	10%	8,200	-18%	10,000	22%
4440	Abatement Related Fees	15,967	20,000	25%	11,000	-45%	15,000	36%
4460	Gen Plan Maintenance Fee	2,790	2,000	-28%	1,000	-50%	2,000	100%
4461	Building Inspection Fees	154,299	170,000	10%	105,000	-38%	240,000	129%
4462	Plan Check Fees	48,942	65,000	33%	105,000	62%	90,000	-14%
4463	SMIP - Residential	458	250	-45%	100	-60%	250	150%
4464	SMIP - Commercial	332	500	51%	75	-85%	500	567%
4465	Cert of Compliance-MUSD I	350	500	43%	500	0%	500	0%
4466	Electronic Archive fee	1,186	0	-100%	500	#DIV/0!	0	-100%
4481	Engineering Fees	60	250	317%	250	0%	250	0%
4483	Encroachment - Public Impr	128,730	1,000	-99%	1,000	0%	1,000	0%
4484	Encroachment - Utilities	0	500	#DIV/0!	6,500	1200%	1,000	-85%
	Sub-total Com Development	**362,191**	**270,000**	-25%	**239,125**	**-11%**	**360,500**	**51%**
Animal Control/Shelter								
4210	Commercial Permit - Generi	585	500	-15%	300	-40%	500	67%
4230	License Fees-Dogs	24,347	20,000	-18%	21,000	5%	21,000	0%
4350	Impound Fees-Dog/Cat Pick	14,543	8,000	-45%	8,900	11%	9,000	1%
4418	Administrative Hearing Fee	180	250	39%	100	-60%	250	150%
4419	Quarantine Fees	235	0	-100%	0	#DIV/0!	0	#DIV/0!
4420	Public Animal Nuisance Fee	0	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
4422	Potentially Dangerous	0	0	#DIV/0!	0	#DIV/0!	0	#DIV/0!
4424	Euthanasia Fees	7,209	2,500	-65%	2,000	-20%	2,500	25%
4425	Humane Trap Fees	30	0	-100%	350	#DIV/0!	0	-100%
4427	Boarding Fee	2,166	1,000	-54%	1,350	35%	1,000	-26%
4428	Adoptions	42,641	22,000	-48%	27,500	25%	23,000	-16%
4429	Disposal Fee	1,970	1,000	-49%	1,000	0%	1,000	0%
4430	Turn In Fees	3,140	1,000	-68%	4,000	300%	2,500	-38%
4432	Town Veterinary Fees	307	0	-100%	400	#DIV/0!	0	-100%
4820	County Reimbursement	241,009	280,000	16%	280,000	0%	295,000	5%
4904	Donations	3,697	0	-100%	1,500	#DIV/0!	0	-100%
	Sub-total Animal Control/Shelter	**342,059**	**336,250**	-2%	**348,400**	4%	**355,750**	**2%**
	Total Revenue	**$ 9,193,066**	**$ 8,696,620**	**-5%**	**$ 9,663,372**	**11.12%**	**$ 8,902,050**	**-7.88%**

Town of Yucca Valley

Operating Budget

FY 2011-12

General Fund Expenditures
Department Budgets

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
Expenditure Summary by Category								
	Personnel Services	3,649,191	3,209,979	3,210,667	3,345,387	4%	3,211,942	0%
	Operating Supplies and Services	1,941,455	2,008,282	1,862,402	2,207,355	19%	1,947,715	5%
	Contract Safety	3,183,462	3,349,200	3,338,300	3,600,800	8%	3,414,500	2%
	Partnerships	161,536	143,000	143,000	109,500	-23%	82,000	-43%
	Capital Projects	159,761	75,000	425,000	24,500	-94%	24,500	-94%
	Total	**9,095,405**	**8,785,461**	**8,979,369**	**9,287,542**	3%	**8,680,657**	-3%
Expenditure Summary by Department								
	Town Council	109,302	115,910	528,285	108,654	-79%	90,672	-83%
	Town Manager	662,617	573,392	569,125	666,216	17%	492,126	-14%
	Legal Counsel	118,464	80,000	90,000	85,000	-6%	105,000	17%
	Administrative Services	757,588	660,449	654,779	662,978	1%	661,876	1%
	Community Services	1,289,097	1,163,386	1,131,798	1,179,690	4%	1,122,073	-1%
	Community Development	1,648,062	1,568,460	1,468,787	1,667,970	14%	1,567,272	7%
	Public Works	1,078,361	996,715	932,845	1,036,784	11%	968,388	4%
	Contract Safety	3,183,462	3,349,200	3,338,300	3,600,800	8%	3,414,500	2%
	Interdepartmental	248,451	277,950	265,450	279,450	5%	258,750	-3%
	Total	**9,095,405**	**8,785,461**	**8,979,369**	**9,287,542**	3%	**8,680,657**	**-3%**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
Departmental Summary								
Town Council		**109,302**	**115,910**	**528,285**	**108,654**	**-79%**	**90,672**	**-83%**
Legal Counsel		**118,464**	**80,000**	**90,000**	**85,000**	**-6%**	**105,000**	**17%**
Contract Safety		**3,183,462**	**3,349,200**	**3,338,300**	**3,600,800**	**8%**	**3,414,500**	**2%**
Interdepartmental		**248,451**	**277,950**	**265,450**	**279,450**	**5%**	**258,750**	**-3%**
Town Manager								
05-01	Town Manager	387,162	303,785	302,900	313,454	3%	208,489	-31%
05-07	Disaster Preparedness	4,787	2,500	1,125	2,350	109%	2,350	109%
05-08	Information Services	112,672	91,000	102,450	113,500	11%	118,500	16%
05-09	Recycling & Solid Waste	49,257	61,000	60,400	63,500	5%	55,500	-8%
10-12	Town Clerk	108,739	115,107	102,250	173,412	70%	107,287	5%
	Total Town Manager	**662,617**	**573,392**	**569,125**	**666,216**	**17%**	**492,126**	**-14%**
Administrative Services								
10-10	Finance	346,984	286,139	284,639	299,679	5%	298,614	5%
10-11	Human Resources/Risk Mgmt	410,605	374,310	370,140	363,299	-2%	363,262	-2%
	Total Adminstrative Services	**757,588**	**660,449**	**654,779**	**662,978**	**1%**	**661,876**	**1%**
Community Services								
40-01	Community Services Admin	348,153	353,708	344,160	361,410	5%	351,957	2%
40-20	Recreation	397,440	390,131	380,068	428,172	13%	404,709	6%
40-21	Museum	362,275	250,896	244,920	257,958	5%	262,757	7%
40-22	CA Welcome Center	0	0	0	0	#DIV/0!	0	#DIV/0!
40-23	Community Relations	19,693	25,650	19,650	22,650	15%	20,650	5%
41-40	Community Partnerships	161,536	143,000	143,000	109,500	-23%	82,000	-43%
	Total Community Services	**1,289,097**	**1,163,386**	**1,131,798**	**1,179,690**	**4%**	**1,122,073**	**-1%**
Community Development								
50-01	Comm Dev Admin	267,785	233,140	215,581	244,851	14%	170,022	-21%
40-45	Animal Shelter	429,783	472,461	432,376	420,248	-3%	511,383	18%
50-50	Planning	159,155	133,221	131,970	171,510	30%	152,461	16%
50-51	Engineering	177,478	204,149	179,365	191,821	7%	175,929	-2%
50-52	Code Compliance	227,357	161,045	147,795	204,782	39%	202,795	37%
50-53	Building & Safety	153,825	126,200	125,325	181,200	45%	181,200	45%
40-54	Animal Control	232,680	238,243	236,375	253,558	7%	173,482	-27%
	Total Community Developme	**1,648,062**	**1,568,460**	**1,468,787**	**1,667,970**	**14%**	**1,567,272**	**7%**
Public Works								
55-01	Public Works Admin	169,197	72,998	67,800	78,562	16%	75,804	12%
40-55	Facilities Maintenance	280,140	305,199	311,120	316,116	2%	287,060	-8%
55-57	Fleet Maintenance	72,101	92,700	99,750	137,450	38%	128,000	28%
55-58	Parks Maintenance	453,756	525,818	454,175	504,656	11%	477,524	5%
55-59	Streets Operations (GF)	103,168	0	0	0	#DIV/0!	0	#DIV/0!
	Total Public Works	**1,078,361**	**996,715**	**932,845**	**1,036,784**	**11%**	**968,388**	**4%**
	Total	**9,095,405**	**8,785,461**	**8,979,369**	**9,287,542**	**3%**	**8,680,657**	**-3%**

Town Council

Mission Statement

The Mission of the Town of Yucca Valley is to provide a government that is responsive to the needs and concerns of its diverse citizenry and ensures a safe and secure environment while maintaining a high quality of life.

Description and Purpose

The Town of Yucca Valley is governed by a Town Council/Town Manager form of government. The Town Council serves as the Town's legislative body and is responsible to the Town's residents for municipal programs and services under jurisdiction of the Town. The Council establishes local policies affecting Town Residents in a number of areas, including land use, solid waste, air quality, public safety, and protecting the Town's economic and quality of life levels. The Council adopts the Town's one-year budget and five year Capital Improvement Program budgets. Acting as the majority of the Redevelopment Agency, the Council approves the RDA budget. Annually the Council adopts the Town's strategic plan and legislative program.

The Town Council is responsible for policy direction and the legislative activity of the town. The Council is composed of five elected members who serve four year staggered terms with elections every two years. The Mayor and Mayor Pro Tempore are appointed in December of each year. The Council appoints the Town Manager, the Town Treasurer, the Town Attorney, and commissioners to boards and committees.

Strategic Plan Integration

Annually, the Town Council establishes the Strategic Planning priorities and guidelines for the Town through a series of public meetings, workshops and special sessions where public input is gathered, discussed, evaluated and transformed into meaningful priorities. These priorities are then jointly developed into a near, mid and long - term work plan by the Town Council and Town Manager, and funding for the near and mid - term priorities is incorporated into the annual budget planning efforts. Finally, the Town Council and Manager evaluate progress on these priorities regularly to ensure consistency between the identified priorities and the ongoing work plan, and adjustments are made as appropriate.

Goals and Objectives

- Represent the citizens of Yucca Valley, set policies and provide direction to the Town Manager to achieve identified goals and objectives of the Town of Yucca Valley.

Town Council

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Council Members	5	5	5	5

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
01-01	**Town Council**							
5110	Salaries	27,608	29,340	28,000	29,340	5%	29,340	5%
5121	FICA Medicare	830	460	750	460	-39%	460	-39%
5123	Health Care	41,768	44,280	39,250	37,440	-5%	28,000	-29%
5124	Workers' Comp	1,088	1,317	1,500	1,344	-10%	1,344	-10%
5126	Unemployment Insurance	297	322	385	524	36%	542	41%
5127	Retirement	7,172	7,291	5,300	6,946	31%	5,186	-2%
	Personnel	**78,762**	**83,010**	**75,185**	**76,054**	-8%	**64,872**	-14%
6110	Office Supplies	968	1,000	1,000	1,000	0%	1,000	0%
6120	Operating Supplies	1,773	2,500	1,800	2,300	28%	2,000	11%
6610	Reference Material	0	300	0	300	#DIV/0!	300	#DIV/0!
7110	Professional Services	4,170	7,500	6,100	7,500	23%	2,500	-59%
7510	Printing	14,709	9,000	9,000	9,000	0%	9,000	0%
7610	Major Conferences	5,458	10,000	8,200	10,000	22%	9,000	10%
7618	Meetings & Travel	3,462	2,600	2,000	2,500	25%	2,000	0%
	Supplies & Services	**30,540**	**32,900**	**28,100**	**32,600**	-1%	**25,800**	-8%
8100	General Plan Update	0	0	425,000	0	-100%	0	-100%
	Capital	**0**	**0**	**425,000**	**0**	#DIV/0!	**0**	-100%
	Total Department	**109,302**	**115,910**	**528,285**	**108,654**	-100%	**90,672**	-83%

Town Manager – Town Administration

Mission Statement

The mission of the Town's Administration division is to deliver efficient services to the Town Council, Town residents and Town visitors through the effective use of available resources.

Description and Purpose

Town Administration provides information and recommendations to the Council; implements Council policies, directs the delivery of municipal services, and provides general administrative support to the Town Council. The department oversees the following specialized areas of focus; 1) legislative affairs, 2) intergovernmental relations, 3) Office of Emergency Preparedness, 4) solid waste management, 5) Town Clerk functions, and 6) public safety.

Strategic Plan Integration

Town Administration provides accountability to the Mayor and Council, ensuring that the work plans and output from Town staff are focused in areas of priority. Through an annual goal setting process at the start of the budget development cycle, Town Administration presents updated information to assist the Council in establishing organizational policy objectives. Included within the Town Administration are specific activities supporting:

- **Community Outreach**
- **Economic Development**
- **Facility Planning**
- **General Plan Update**
- **Infrastructure Planning**
- **Wastewater System Development Support**
- **Redevelopment Activities / Affordable Housing**
- **Town Organizational Management**
- **Revenue Enhancement**

Goals and Objectives

- Serve as the Council's primary policy advisor on all areas of Town operations, implementing Council policies, strategic priorities, goals, and objectives, and serve as the coordinator of the council meeting agenda reports and accompanying recommendations.

- Work effectively with community organizations, local businesses, Town employees, and other governmental agencies to implement Town projects, services, and programs.

- Review all executive management performance plans semiannually to assure departments achievement of Strategic Plan objectives.

Town Manager – Town Administration

- Monitor state and federal legislative activities and, in accordance with Council direction, communicate the Town's position to appropriate federal and state representatives.

- Coordinate regularly with the Town's contract safety provider to ensure that the Council's public safety goals and objectives as identified in the Town's Strategic Plan are being met.

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Town Manager	1	1	1	1
Senior Management Analyst	0	0	0	0
Executive Assistant	1	0	0	0
Division Total	**2**	**1**	**1**	**1**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
05-01	**Town Manager**							
5110	Salaries	201,478	200,500	201,200	210,009	4%	152,506	-24%
5111	Salaries- Temporary	33,155	0	0	0	#DIV/0!	0	#DIV/0!
5112	Salaries - Overtime	240	4,105	0	4,105	#DIV/0!	0	#DIV/0!
5121	FICA Medicare	3,898	2,350	2,500	2,460	-2%	1,550	-38%
5123	Health Care	26,235	16,465	16,500	16,380	-1%	9,450	-43%
5124	Workers' Comp	9,461	5,665	6,000	6,788	13%	4,275	-29%
5125	Life & Disability	2,243	2,035	2,500	2,940	18%	2,400	-4%
5126	Unemployment Insurance	2,577	1,300	1,400	2,970	112%	1,870	34%
5127	Retirement	57,517	27,165	30,000	47,352	58%	25,188	-16%
5202	Communications Stipend	960	1,200	2,200	1,200	-45%	0	-100%
5999	Indirect Cost Recovery	(23,134)	(30,000)	(25,000)	(30,000)	20%	(30,000)	20%
	Personnel	**314,630**	**230,785**	**237,300**	**264,204**	11%	**167,239**	-30%
6110	Office Supplies	970	1,500	1,500	1,500	0%	1,000	-33%
6610	Reference Material	0	500	100	250	150%	250	150%
7110	Professional Services	70,454	55,000	55,000	10,000	-82%	10,000	-82%
7410	Maintenance - Computers	0	0	0	0		0	#DIV/0!
7510	Printing	540	1,000	500	1,000	100%	1,000	100%
7610	Major Conferences	4,310	5,000	7,500	7,500	0%	7,500	0%
7618	Meetings & Travel	2,100	5,000	2,500	5,000	100%	2,500	0%
7620	Staff Training & Education	277	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	2,520	2,000	2,000	2,000	0%	2,000	0%
7911	Oper & Salary Contingency	0	5,000	0	25,000	#DIV/0!	20,000	#DIV/0!
7999	Indirect Cost Recovery	(8,639)	(3,500)	(3,500)	(4,000)	14%	(4,000)	14%
	Supplies & Services	**72,532**	**71,500**	**65,600**	**48,250**	-26%	**40,250**	-39%
8521	Furniture	0	1,500	0	1,000	#DIV/0!	1,000	#DIV/0!
	Capital	**0**	**1,500**	**0**	**1,000**	#DIV/0!	**1,000**	#DIV/0!
	Total Department	**387,162**	**303,785**	**302,900**	**313,454**	3%	**208,489**	-31%

Town Manager – Disaster Preparedness

Mission Statement

The mission of the Town of Yucca Valley Office of Disaster Preparedness, in conjunction with all Town Departments, is to ensure the Town is ready and able to mitigate against, prepare for, respond to and recover from the effects of emergencies that threaten lives, property, and the environment.

Description and Purpose

The Town of Yucca Valley is committed to serving the public before, during and after times of emergency and disaster by promoting effective coordination between agencies, and encouraging emergency preparedness by the citizens, visitors, businesses and organizations. The Town of Yucca Valley Office of Disaster Preparedness (ODP) was established by ordinance in 1991. Since that time the overall function and responsibility of ODP has continually grown in order to better respond to the increasing nationwide demand for emergency management.

A division within the Town Manager's office, ODP is responsible for coordination of emergency and disaster preparedness, proactive training, planning, response, and recovery. During times of emergency ODP staff reports to the emergency operations center (EOC) to provide support to the emergency organization and the Director of Emergency Services.

The Town is an active participant on the San Bernardino Operational Area Coordinating Committee (OACC) and the Morongo Basin Preparedness and Response Partners (MBPRP). ODP staff collaborates frequently with surrounding jurisdictions, the San Bernardino Operational Area OES, State OES, FEMA and other public, private and non-profit organizations on issues related to emergency management. In addition, ODP monitors federal and state legislation that directly impacts how the Town will continue to provide emergency services to the community.

Strategic Plan Integration

Department goals and objectives have been set to support the work plan as developed by the Town Manager and Executive Management team in support of the Town Council's Strategic Planning priorities. The department is committed to evaluating its efforts to ensure that the primary focus of the department is in support of the identified priorities through adherence to the annual work plan. These efforts are evaluated regularly and adjusted as necessary through guidance of the Town Manager and Executive Management Team.

Town Manager – Disaster Preparedness

Goals and Objectives

Promote Community Preparedness

- Take the recently approved Hazard Mitigation Plan to the community for collaboration and input.
- Participate in opportunities to provide public outreach and education such as safety fairs and other events where preparedness information can be displayed.
- Disseminate information about mitigation, preparedness, response and recovery to the community by utilizing the Town's website, lobby areas, and local media.

Promote Preparedness by Town Staff

- Provide information to Town staff and Town Council about preparedness at home and in the workplace.
- Coordinate with Human Resources to offer training to Town staff that helps them be more prepared to respond during times of crisis.
- Provide specific positional training that will allow Town staff to become more familiar with their individual emergency role and responsibilities.
- Provide employees and Town Council with the opportunity to attend offsite specialized functional emergency management training as appropriate.

Internal and External Emergency Organization

- Revise, implement, and test the Town of Yucca Valley Emergency Operations Plan.
- Participate in various statewide emergency exercises as appropriate.
- Prepare and maintain systems, supplies and other logistical items to support Emergency/Disaster response and recovery.
- Continue to work towards meeting all requirements under SEMS and NIMS.
- Research and apply for preparedness and mitigation grant funding through State OES, FEMA and the Department of Homeland Security.
- Attend and fully participate in OACC and MBPRP meetings.
- Coordinate and track required training for the Town and take the lead role in arranging new training opportunities for MBPRP member organizations.
- Continue to coordinate with external agencies and organizations to assist the Town in its preparedness efforts, mitigation measures, disaster response and recovery.
- Continue to work with the Morongo Basin entities by creating Memorandums of Understanding with the City of Twentynine Palms, the Marine Air Ground Task Force Training Command, Marine Corps Air Ground Combat Center and San Bernardino County.

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
05-07	**Office of Disaster Preparedness**							
6110	Office Supplies	141	200	125	150	20%	150	20%
6120	Operating Supplies	268	500	500	500	0%	500	0%
6610	Reference Material	0	100	0	0	#DIV/0!	0	#DIV/0!
6910	Small Tools & Equipment	317	500	300	500	67%	500	67%
7110	Professional Services	0	0	0	0	#DIV/0!	0	#DIV/0!
7130	Communications	1,425	500	0	500	#DIV/0!	500	#DIV/0!
7510	Printing	0	0	0	0	#DIV/0!	0	#DIV/0!
7520	Advertising	0	500	0	500	#DIV/0!	500	#DIV/0!
7610	Major Conferences	894	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	565	0	0	0	#DIV/0!	0	#DIV/0!
7620	Education and Training	1,057	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	120	200	200	200	0%	200	0%
	Supplies & Services	**4,787**	**2,500**	**1,125**	**2,350**	109%	**2,350**	109%
8531	Special Equipment	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**0**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**4,787**	**2,500**	**1,125**	**2,350**	109%	**2,350**	109%

Town Manager – Recycling and Solid Waste Management

Mission Statement

The mission of the Town's Recycling and Solid Waste program is to protect the environment by providing municipal recycling and solid waste disposal, household hazardous waste disposition, and universal waste recycling opportunities to all residents and businesses in the Town of Yucca Valley. This will be accomplished through carrying out the activities mandated by the California Integrated Waste Management Act (AB 939) and the Town's Source Reduction and Recycling Element and Household Hazardous Waste Element.

Description and Purpose

The Recycling and Solid Waste program includes recycling, solid waste disposal, and household hazardous waste services for the town. The administrative responsibilities involve liaison and reporting duties with State, County, regional and local agencies dealing with recycling efforts, developing efficiency and innovations in the area of trash collection and recycling programs.

AB 939 mandated that the Town recover 50% of all solid waste generated within the Town by the year 2000. In order to achieve these mandates, it is necessary to control 100% of the waste stream. This is being accomplished through the Town's mandatory service provision and automated residential curbside trash and recyclables collection program, the Town's commercial recycling program, and significant education and outreach efforts.

Strategic Plan Integration

Department goals and objectives have been set to support the work plan as developed by the Town Manager and Executive Management team in support of the Town Council's Strategic Planning priorities. The department is committed to evaluating its efforts to ensure that the primary focus of the department is in support of the identified priorities through adherence to the annual work plan. These efforts are evaluated regularly and adjusted as necessary through guidance of the Town Manager and Executive Management Team.

Goals and Objectives

- Implement mandatory recycling and waste service canvassing program.
- Increase recycling opportunities at parks and other local community venues.
- Enhance recycling opportunities to both businesses and residents, with a particular emphasis on an expanded commercial recycling program outreach. Engage the Town's recycling service provider to assist in the development of an effective and measurable commercial recycling program.
- Initiate comprehensive education and outreach program.

Town Manager – Recycling and Solid Waste Management

- Develop a unified franchise agreement with the Town's franchise solid waste and recycling services provider to meet the Town's solid waste and recycling goals and various State mandates.

- Protect the Town's interests in executed agreements and compliance efforts, including participation in the Solid Waste JPA and the Household Hazardous waste contract with San Bernardino County.

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
05-09	**Recycling & Solid Waste**							
6110	Office Supplies	0	500	200	250	25%	250	25%
6120	Operating Supplies	0	500	200	250	25%	250	25%
6610	Reference Material	0	0	0	0	#DIV/0!	0	#DIV/0!
6910	Small Tools & Equipment	0	0	0	0	#DIV/0!	0	#DIV/0!
7110	Professional Services	26,372	30,000	30,000	31,500	5%	31,500	5%
7510	Printing	0	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	0	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	22,885	28,000	28,000	29,500	5%	21,000	-25%
7890	Promotional Events	0	2,000	2,000	2,000	0%	2,500	25%
	Supplies & Services	**49,257**	**61,000**	**60,400**	**63,500**	5%	**55,500**	-8%
	Total Department	**49,257**	**61,000**	**60,400**	**63,500**	5%	**55,500**	-8%

Town Manager – Town Clerk

Mission Statement

The mission of the Town's Clerk division is to administer democratic processes such as elections, access to Town records, and all legislative actions ensuring transparency to the public.

Description and Purpose

The Town Clerk is the local official who administers democratic processes such as elections, access to town records, and all legislative actions ensuring transparency to the public. The Town Clerk acts as a compliance officer for federal, state, and local statutes including the Political Reform Act, the Brown Act, and the Public Records Act.

Strategic Plan Integration

Item #3: Community Outreach: the Town Clerk assures that agendas are posted and accessible to the public in conformance with Brown Act regulations and assures posting the entire Town Council agenda packet and all minutes on the Town's website.

Item #29: Ordinance Review: the Town Clerk coordinates with the Codifier to assure that all new ordinances are codified to keep the Municipal Code current.

Goals and Objectives

- Provide excellent customer service to the Citizens and Employees of the Town of Yucca Valley.
- Continue Town wide records destruction in compliance with the Town's retention schedule.
- Ensure availability of the Town's regular meeting information on the Internet.
- Coordinate flawless local elections with the San Bernardino County Registrar of Voters.

Town Manager – Town Clerk

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Town Clerk	1	1	1	1
Division Total	**1**	**1**	**1**	**1**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
10-12	**Town Clerk**							
5110	Salaries	65,584	58,952	56,000	58,952	5%	60,426	8%
5121	FICA Medicare	918	855	850	684	-20%	701	-18%
5123	Health Care	8,113	7,265	7,500	7,488	0%	10,080	34%
5124	Workers' Comp	2,407	1,650	1,800	1,886	5%	1,934	7%
5125	Life & Disability	804	705	700	720	3%	720	3%
5126	Unemployment Insurance	656	380	550	825	50%	846	54%
5127	Retirement	15,842	9,700	10,800	13,957	29%	10,680	-1%
5999	Indirect Cost Recovery	(3,239)	(4,000)	(4,000)	(4,000)	0%	(4,000)	0%
	Personnel	**91,085**	**75,507**	**74,200**	**80,512**	9%	**81,387**	10%
6110	Office Supplies	638	700	750	1,000	33%	750	0%
6610	Reference Material	79	500	200	500	150%	250	25%
7110	Professional Services	10,482	14,000	12,000	12,000	0%	12,000	0%
7510	Printing	10	500	500	500	0%	500	0%
7520	Advertising	2,887	5,000	3,500	5,000	43%	5,000	43%
7610	Major Conferences	3,227	0	0		#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	714	3,500	3,200	3,500	9%	2,000	-38%
7630	Dues & Memberships	315	400	400	400	0%	400	0%
7860	Election Expenses	55	15,000	8,000	70,000	775%	5,000	-38%
7999	Indirect Cost Recovery	(753)	(500)	(500)	(500)	0%	(500)	0%
	Supplies & Services	**17,654**	**39,100**	**28,050**	**92,400**	229%	**25,400**	-9%
8531	Special Equipment-Capital	0	500	0	500	#DIV/0!	500	#DIV/0!
	Capital	**0**	**500**	**0**	**500**	#DIV/0!	**500**	#DIV/0!
	Total Department	**108,739**	**115,107**	**102,250**	**173,412**	70%	**107,287**	5%

Town Attorney

Description and Purpose

In accordance with the Town's Municipal Code, the Town Attorney is appointed by the Town Council to act as the Town's general counsel. As the Town's general counsel, the Town Attorney provides a full range of legal services to the Town, and is the chief legal advisor to the Town Council, Town Manager, Redevelopment Agency, Town Departments, and all appointed boards and commissions.

While performing in the capacity as the Town's chief legal advisor, the Town Attorney, among other things, reviews and negotiates Town and Redevelopment Agency agreements, provides advice on labor and employment issues, assists in the drafting and review of legislation, and provides routine legal guidance to all Town departments as necessary. If outside legal counsel is necessary, the Town Attorney will manage outside legal counsel and monitors such cases and matters handled by outside counsel.

The Town Attorney also serves as the Town Prosecutor to prosecute violations of the law, when appropriate. In such cases, the Town Prosecutor shall exercise prosecutorial discretion in the filing or pursuit of charges, and disposition of cases.

To assist in the administration of the department, the Town Council currently contracts for all Town Attorney services.

Functions and Responsibilities

- Advise the Council and all Town officers in all matters of law pertaining to their offices.
- Furnish legal service at meeting of the Town Council and give advice or opinions on the legality of all matters under consideration by the Council or by any of the boards or commissions or officers of the Town.
- Perform such other legal duties as may be required by the Town Council.

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
20-01	**Town Attorney**							
7111	Contract Legal Costs	118,464	80,000	90,000	85,000	-6%	105,000	17%
	Supplies & Services	**118,464**	**80,000**	**90,000**	**85,000**	-6%	**105,000**	17%
	Total Department	**118,464**	**80,000**	**90,000**	**85,000**	-6%	**105,000**	17%

Town Manager – Public Safety

Mission Statement

We believe in being a high performance, inclusive department with high professional standards of integrity, ethics and behavior — guided by the letter and spirit of the law, and the law enforcement code of ethics. We will relentlessly investigate criminal acts and arrest those guilty of violating the law, while building positive relationships with those we serve.

Description and Purpose

The San Bernardino County Sheriff's Department has been providing contract law enforcement services to the Town of Yucca Valley since its incorporation. Through the contract, the Town of Yucca Valley is able to provide its citizens an enhanced level of police service and protection.

To meet specific community law enforcement needs over and above the basic patrol function, the Town Council has authorized the Police Department to maintain the use of a juvenile officer, a traffic motorcycle officer, and a police safety specialist. The juvenile officer serves a dual role as a law enforcer and educator within the community and at schools located within the Town limits. The traffic motorcycle officer serves specifically to reduce the rate of traffic collisions by combining high visibility patrol with the strict enforcement of vehicle code violations. The utilization of a police service specialist allows the department to develop and deliver proactive crime prevention materials and programs to both the residential and business segments of the community.

Strategic Plan Integration

Department goals and objectives have been set to support the work plan as developed by the Town Manager and Executive Management team in support of the Town Council's Strategic Planning priorities. The department is committed to evaluating its efforts to ensure that the primary focus of the department is in support of the identified priorities through adherence to the annual work plan. These efforts are evaluated regularly and adjusted as necessary through guidance of the Town Manager and Executive Management Team.

Goals and Objectives

- Maintain a high clearance rate of all crime reported to the Police Department.
- Five minute or less response time to emergency calls within Town limits.
- Vigorous traffic enforcement on the Highway 62 corridor to reduce traffic collisions.
- Expansion of the Crime Free Multi-Housing Program to include mobile home parks.

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
25-01	**Law Enforcement**				1.06			
7110	Professional Services	0	0	0	-		-	
7140	Schedule A Costs	2,941,325	3,155,000	3,155,000	3,344,300	6%	3,155,000	0%
7146	Overtime	96,581	75,000	70,000	70,000	0%	70,000	0%
7148	Special Projects (CAL-ID)	22,193	23,000	22,300	23,000	3%	23,000	3%
7149	Booking Fees	0	0	0	60,000	#DIV/0!	60,000	#DIV/0!
7151	Off Highway Vehicle Program	2,327	0	0	0	#DIV/0!	0	#DIV/0!
7153	Homeland Security Grant	7,029	0	0	0	#DIV/0!	0	#DIV/0!
7154	Citation Processing Fee	1,425	1,200	1,000	1,500	50%	1,500	50%
7155	Vehicle Fuel and Maintenance	112,582	95,000	90,000	102,000	13%	105,000	17%
	Supplies & Services	**3,183,462**	**3,349,200**	**3,338,300**	**3,600,800**	8%	**3,414,500**	2%
8541	Vehicle	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**0**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**3,183,462**	**3,349,200**	**3,338,300**	**3,600,800**	8%	**3,414,500**	2%

Internal Service Division

Description and Purpose

The Town's Internal Service Division is used to budget and account for general activities and services performed for all Town departments. Through the Town's cost allocation plan, some of the expenditures are allocated to various special revenue funds in order to accurately reflect and reimburse the general fund support for such funds.

The Town utilizes this department primarily for Townwide expenditures including utility expense, photographic reproduction and postage related costs, communication expense and other non-departmental expenditures.

Authorized Positions None

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
00-00	**Interdepartmental**							
6130	Postage	13,550	14,000	14,000	16,000	14%	16,000	14%
6132	Postage Supplies	133	750	500	750	50%	750	50%
7122	Public Access Programming	9,432	0	0	0	0%	0	0%
7131	Basic Telephone	32,402	31,000	32,500	32,500	0%	32,500	0%
7134	Internet Connection	1,916	3,000	2,700	3,000	11%	6,000	122%
7135	Cell Phones	9,216	9,000	5,000	7,000	40%	7,000	40%
7136	Pagers	1,016	1,000	1,000	1,000	0%	1,000	0%
7137	Data Connection-TH-CD-AS	8,263	8,500	8,300	8,500	2%	8,500	2%
7138	Alarm Monitoring	0	0	0	0	#DIV/0!	0	#DIV/0!
7139	800 Mhz Radio-County	23,388	25,000	25,000	26,000	4%	25,000	0%
7210	Utilities - Gas	24,174	24,000	19,000	21,000	11%	21,000	11%
7211	Utilities - Electricity	106,706	112,000	115,000	118,000	3%	118,000	3%
7212	Utilities - Water	20,553	28,000	22,000	25,000	14%	22,000	0%
7341	Storage Units	0	0	0	0	#DIV/0!	0	#DIV/0!
7411	Maintenance - Equip	0	0	0	0	#DIV/0!	0	#DIV/0!
7415	Software Licenses	0	0	0	0	#DIV/0!	0	#DIV/0!
7510	Printing	0	1,000	250	2,000	700%	2,000	700%
7630	Dues & Memberships	11,948	15,000	15,000	14,000	-7%	14,000	-7%
7890	Promotional Events	4,921	2,000	1,500	2,000	33%	1,000	-33%
7940	Over/Short-Cash Dep	33	0	0	0	#DIV/0!	0	#DIV/0!
7980	Principal Exp-CEC Loan	7,709	9,700	9,700	9,700	0%	0	-100%
7990	Interest Exp-CEC Loan	10,664	9,000	9,000	9,000	0%	0	-100%
7999	Indirect Cost Recovery	(37,573)	(15,000)	(15,000)	(16,000)	7%	(16,000)	7%
	Supplies & Services	**248,451**	**277,950**	**265,450**	**279,450**	**2%**	**258,750**	-7%
8502	Telecom Needs Assessment	0	0	0	0	#DIV/0!	0	#DIV/0!
		0	**0**	**0**	**0**	**-100%**	**0**	**#DIV/0!**
	Total Department	**248,451**	**277,950**	**265,450**	**279,450**	**5%**	**258,750**	**-3%**

Administrative Services – Finance

Mission Statement

The Town's Finance Department is dedicated to ensuring the long-term financial stability of the Town and enhancing public and organizational trust through sound financial management practices.

Description and Purpose

The Finance Department is charged with maintaining the financial and accounting system of the Town in a manner consistent with the highest professional standards in accordance with legal requirements and generally accepted accounting principles. Additionally, the department is responsible for the safeguarding of Town financial assets through continuous review to ensure that the Town is abiding by the financial policies and practices established by the Council. The Department provides the Council and Town Departments with timely financial information designed to support the decision-making process, and coordinates the preparation of the annual budget and comprehensive annual financial report.

Strategic Plan Integration

The Finance department continues to review procedures, practices and operations for efficiency and economy. We will ensure financial stability in light of the unsteady economy, from county, state and federal revenue resources. We will continue to maintain a high level of security by keeping our budgetary reserve at a high level.

Goals and Objectives

Provide a high level of accountability for the Town's fiscal functions including budget, expenditure control, cash management, accounts receivable, payroll, purchasing, debt management and fiscal reporting.

- Complete the annual budget for Council consideration and adoption, and monitor operating performance highlighting variances and their causes.
- Complete the comprehensive annual report by calendar year end compliant with all applicable state and federal accounting pronouncements. Submit report for related federal financial reporting awards.
- Coordinate the mandatory submission of all Town department annual financial reports, including the Town's Statement of Indebtedness, Streets Report, RDA and State Controller's Office Reports.

Provide professional and responsive customer service to the Town's residents and others seeking Town Hall assistance.

Administrative Services – Finance

- Ensure that the Town's reception function is routinely professional and responsive through adequate training and education.

- Assist citizens and others in finding practical answers to inquiries, or guidance to the proper resource.

Ensure a commitment to provide excellent customer service to both external and internal customers.

- Provide timely financial information to departments as needed to facilitate the decision-making process.

- Assist departments in the prompt payment of accounts payable and purchase order processing.

- Assist departments in the tracking of capital and other multi-year projects, to ensure budgetary compliance and proper recordation.

Assist the Council and others in understanding the options available in meeting their strategic planning goals.

- Identify and analyze the various methods of addressing the financial goals discussed in the strategic planning activities of the Council.

- Stay abreast of current trends in public finance as they may apply to the Town.

- Remain committed to understanding the State's financial position and its potential impact upon municipalities, specifically the Town.

Administrative Services – Finance

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Director of Administrative Services	1	1	1	1
Senior Accountant	1	1	1	1
Accounting Technician II	1	1	1	1
Administrative Assistant	0	0	0	0
Division Total	**3**	**3**	**3**	**3**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
10-10	**Finance**							
5110	Salaries	210,108	199,840	199,840	201,359	1%	202,479	1%
5111	Salaries-Temporary	36,428	5,000	5,000	0	-100%	0	-100%
5112	Salaries - Overtime	761	695	695	695	0%	712	2%
5121	FICA Medicare	2,799	2,415	2,415	2,797	16%	2,813	16%
5123	Health Care	25,666	23,500	23,500	23,400	0%	31,500	34%
5124	Workers' Comp	7,489	5,828	5,828	7,714	32%	7,760	33%
5125	Life & Disability	2,816	2,126	2,126	2,317	9%	2,317	9%
5126	Unemployment Insurance	2,154	1,330	1,330	3,375	154%	3,395	155%
5127	Retirement	49,219	33,105	33,105	47,672	44%	35,788	8%
5200	Car Allowance	4,026	5,100	5,100	5,100	0%	5,100	0%
5202	Communications Stipend	2,482	2,400	2,400	1,200	-50%	1,200	-50%
5999	Indirect Cost Recovery	(44,157)	(55,000)	(55,000)	(55,000)	0%	(55,000)	0%
	Personnel	**299,791**	**226,339**	**226,339**	**240,629**	6%	**238,064**	5%
6110	Office Supplies	6,471	5,000	5,000	5,500	10%	5,000	0%
6610	Reference Material	246	500	500	250	-50%	250	-50%
7110	Professional Services	44,599	48,000	45,000	46,000	2%	46,000	2%
7341	Storage Unit Rental	1,344	1,300	1,300	1,300	0%	1,300	0%
7510	Printing	2,006	3,000	3,000	2,500	-17%	2,500	-17%
7610	Major Conferences	1,377	1,000	0	1,000	#DIV/0!	1,000	#DIV/0!
7615	Minor Conferences	117	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	2,007	6,500	3,500	5,000	43%	4,000	14%
7630	Dues & Memberships	675	500	500	500	0%	500	0%
7933	Bank Charges	7,137	2,000	7,500	7,000	-7%	10,000	33%
7999	Indirect Cost Recovery	(18,786)	(8,000)	(8,000)	(10,000)	25%	(10,000)	25%
	Supplies & Services	**47,193**	**59,800**	**58,300**	**59,050**	1%	**60,550**	4%
	Total Department	**346,984**	**286,139**	**284,639**	**299,679**	5%	**298,614**	5%

Administrative Services – Human Resources/RISK

Mission Statement

The mission of the Town's Human Resources Division is the ongoing support of the Town's employees and each of the individual departments in accomplishing the global mission of the Town through personnel administration, employee relations, safety, and risk management.

Description and Purpose

The department's responsibilities include: overseeing and managing the employee recruitment processes, employee classifications, employee relations, employee benefits, and employee development. Also, the division provides for the coordination and maintenance of all personnel records, policies and procedures.

The primary purpose of the Town's Risk Management activities is the assurance of a safe working environment for employees and volunteers, and to minimize risk to the Town wherever possible.

The role of Emergency Management within the Town's structure is to oversee and ensure that the training and compliance criteria are monitored regularly and that all employees are properly trained in emergency operations procedures and standards. Also, to ensure that the Town meets all of the requirements identified by San Bernardino County, CalEMA and FEMA for funding in the event of a disaster or emergency that affects the community.

Strategic Plan Integration

The Human Resources and Risk Management department continues to review procedures, practices, and operations for efficiency.

This fiscal year the Department will review the entire employee benefits offered and strive to provide benefits that employees value, but provide optimum savings to the Town.

Goals and Objectives

- Establish the Volunteer program to incorporate all facets of Town volunteers and provide recognition during April's Volunteer Recognition.
- Assist all departments in creating a service-oriented organization that provides excellent customer service to both external and internal customers.
- Assist in the review, update and creation of a number of Town Administrative Policies. Specific policies for creation include Return To Work policy, Donation policy, and an Internship policy.

Administrative Services – Human Resources/RISK

- Review and update the Employee Handbook with Rules, Policies, and Procedures and provide accessibility to employees on the Town Website.

- Update the compensation and classification for employees who were on the list to be reevaluated in the years following the Nash Study and review salaries with our control group cities from the Nash Study.

Administrative Services – Human Resources/RISK

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Human Resources Manager	1	1	1	1
Payroll/Benefits Technician	0.5	1	1	1
Division Total	**1.5**	**2**	**2**	**2**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
10-11	**Human Resources/Risk Mgmt**							
5110	Salaries	118,140	142,788	138,000	142,788	3%	145,271	5%
5112	Salaries - Overtime	46	185	600	185	-69%	185	-69%
5121	FICA Medicare	1,673	2,073	1,800	2,091	16%	2,127	18%
5123	Health Care	11,599	18,168	18,160	18,720	3%	25,200	39%
5124	Workers' Comp	4,138	5,004	5,000	5,767	15%	5,866	17%
5125	Life & Disability	1,332	1,548	1,280	1,320	3%	1,320	3%
5126	Unemployment Insurance	1,127	1,144	1,500	2,523	68%	2,566	71%
5127	Retirement	27,232	29,350	27,500	33,805	23%	25,677	-7%
5202	Communications Stipend	1,158	1,200	1,200	1,200	0%	1,200	0%
5888	Retiree Health Benefits	4,087	5,000	5,000	5,000	0%	5,000	0%
5999	Indirect Cost Recovery	(4,600)	(6,000)	(6,000)	(6,000)	0%	(6,000)	0%
	Personnel	**165,931**	**200,460**	**194,040**	**207,399**	7%	**208,412**	7%
6110	Office Supplies	1,793	1,000	1,750	1,050	-40%	1,500	-14%
6610	Reference Material	1,534	1,500	1,300	1,500	15%	1,000	-23%
7110	Professional Services	15,472	18,000	19,500	18,000	-8%	18,000	-8%
7110	Prof Serv-ADP	10,242	0	10,000	12,000	20%	12,000	20%
7112	Medical Services-Avalon	7,388	4,000	3,800	4,000	5%	4,000	5%
7510	Printing	3,542	2,500	2,500	2,500	0%	2,500	0%
7520	Advertising	3,889	3,000	1,500	3,000	100%	3,000	100%
7610	Major Conferences	1,629	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	810	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	804	850	250	850	240%	850	240%
7710	Insurance	87,754	95,000	98,500	100,000	2%	100,000	2%
7730	Claims	4,571	45,000	35,000	10,000	-71%	10,000	-71%
7820	Special Projects	24,721	5,000	4,000	5,000	25%	4,000	0%
7999	Indirect Cost Recovery	(2,611)	(2,000)	(2,000)	(2,000)	0%	(2,000)	0%
	Supplies & Services	**161,538**	**173,850**	**176,100**	**155,900**	-11%	**154,850**	-12%
8103	Transition Assistance	83,135	0	0	0	#REF!	0	#DIV/0!
8521	Furniture	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**83,135**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**410,605**	**374,310**	**370,140**	**363,299**	-100%	**363,262**	-2%

Administrative Services - Information Technology

Mission Statement

The mission of the Town's Information Technology division is to deliver efficient and reliable information technology services to Town residents and staff in a cost-effective manner.

Description and Purpose

The Town's Information Technology (IT) department provides specific IT support for Town-wide operations at all of the Town's physical sites. Included sites are Town Hall, Community Services, Community Development, Kennel Facility and the Hi-Desert Nature Museum. Services included general network access and maintenance, computer communication activities, public accessibility, website administration, internet services, and workstation configuration and maintenance.

To assist in the administration of the department, the Town currently contracts for the majority of its IT services, including network administration and maintenance, software and software license administration and maintenance, and website design.

Strategic Plan Integration

Department goals and objectives have been set to support the work plan as developed by the Town Manager and Executive Management team in support of the Town Council's Strategic Planning priorities. The department is committed to evaluating its efforts to ensure that the primary focus of the department is in support of the identified priorities through adherence to the annual work plan. These efforts are evaluated regularly and adjusted as necessary through guidance of the Town Manager and Executive Management Team.

Goals and Objectives

- Strive for 99.9%+ network connectivity and reliability.
- Provide IT resources and tools to staff and Council which will assist individual in productive and efficient completion of necessary tasks.
- Identify opportunities to coordinate the planned replacement of essential hardware on a proactive basis to assist with system reliability, obsolescence, an incremental capital cost impact.
- Enhanced citizen access to Town services through assistance in the implementation of the Town's Government Outreach customer tracking, work order management, and code enforcement software.

Administrative Services - Information Technology

- Develop an updated IT Masterplan identifying the Town's current and future IT infrastructure and software needs, their related costs, and the proposed timeline for key Masterplan milestones.

- Evaluate options and develop a recommended approach for increase internet bandwidth and accessibility in a cost effective manner by year end 2011-12.

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
05-08	**Information Services**							
6120	Operating Supplies	176	500	250	500	100%	500	100%
6910	Small Tools & Equipment	0	500	200	500	150%	500	150%
7110	Professional Services	65,025	55,000	60,000	60,000	0%	60,000	0%
7410	Maint Computers(Hardware)	14,600	10,000	16,000	20,000	25%	20,000	25%
7415	Software Licenses	23,850	15,000	20,000	25,000	25%	30,000	50%
7416	Web-Site Maintenance	9,021	10,000	6,000	7,500	25%	7,500	25%
	Supplies & Services	**112,672**	**91,000**	**102,450**	**113,500**	11%	**118,500**	16%
	Total Department	**112,672**	**91,000**	**102,450**	**113,500**	11%	**118,500**	16%

Community Services - Administration

Mission Statement

To provide professional support to the Town Council, its commissions and committees, and to community agencies in the delivery of community services; to ensure conscientious information sharing and excellent customer service; and to provide clear direction, professional oversight, and comprehensive administrative support to department staff in various divisions.

Description and Purpose

The Community Services Administration Division is the central support system for the Museum, Recreation, Facilities Maintenance and Animal Services operations with such services as program registration, bookkeeping, purchasing, messaging, accounts payable and receivable, technical support, publicity and communications. The scheduling and use of meeting rooms and other Town facilities for public and private functions are managed by the administrative staff. The administrative team strives to ensure that department staff members are well trained and equipped to provide leadership, frontline customer service and professional interaction with the public, commissioners, council members, community organizations and other agencies. The division manages formal agreements and ongoing relationships and with many agencies and organizations in the community.

The staff is responsible for providing liaison and secretarial support for the Parks, Recreation and Cultural Commission, the Yucca Valley Sports Council and the Youth Commission. Support includes prompt and efficient communication with commissioners, organization and scheduling of meetings and preparation and distribution of meeting agendas and minutes.

The division administers various Town programs including Public Art, Community Relations and Community Development Block Grant (CDBG), ensuring proper communication and cooperation with a variety of individuals, organizations and agencies.

Community Services is at the center of Town-sponsored and other community special events. The community relations responsibilities extend to the Town website, dissemination of press releases, speech and presentation development, newsletters and marketing assistance in conjunction with town events and economic development projects.

Community Services - Administration

Strategic Plan Integration

Item #3 - Community Outreach. The division oversees the development and timely distribution of press releases, publications and other media placements pertaining to Town business, activities and events.

In addition to the daily oversight of the department's operations, the Community Services Department's administrative actively participates in several projects and priorities identified in the Town's Strategic Plan:

Item #12 – Economic Development

Item #15 – Animal Shelter Facility Planning

Item #18 – Facility Expansion Planning

Item #20 – Museum Facility Planning

Item #21 – Southside Park Facility Planning

Item #22 – General Plan Vision

Item #34 – Town Management

Item #35 – Community Services Management

Goals and Objectives

Ensure proper and efficient management of departmental budget and financial transactions.

- Active participation in the Town's annual budget preparation process
- Receive, verify and process invoices for payment
- Prepare and process purchase orders for goods and services
- Process petty cash requisitions
- Receive, verify and process cash receipts
- Investigate alternatives for defining and implementing the Town's partnership funding process

Community Services - Administration

Coordinate proper communication and administration of the Community Development Block Grant program

- Ensure open communication with San Bernardino County in the administration of the local CDBG program
- Provide support for the timely implementation of eligible projects and programs
- Coordinate the application and prioritization processes for local CDBG proposals
- Keep accurate files CDBG files in accordance with CDH requirements

Provide support for the Parks, Recreation and Cultural Commission and the Youth Commission

- Prepare for meetings, including timely posting of agendas, preparation of minutes and staff reports, facility scheduling, etc.
- Maintain communication with commissioners regarding Commission business and items of interest

Maintain productive relationships with community agencies and organizations relative to joint projects, partnership funding, and agreements to share community resources

- Communicate with agencies regarding partnership funding opportunities, applications, accountability, etc.
- Organize quarterly Sports Council meetings as a platform for communication, problem solving and resource sharing
- Coordinate the development of agreements for joint use of facilities, resource sharing, etc.
- Participate in group planning and problem solving meetings with community agencies and organizations:

Basin Wide Foundation
Boys and Girls Club
Chamber of Commerce
DRTA-Des Reg Tourism Agency
Hi Desert BMX
Hi-Desert Aquatics
Joshua Tree National Park
Local and Regional media
MCAGCC- Twenty-nine Palms
Morongo Basin Tennis Association
Morongo Basin Youth Soccer Assn.
Morongo Basin Cultural Arts Council
Old Town Merchants Association
SBCO Dept of Aging
San Bernardino County Library
Tri Valley Little League
Youth Park Coalition

Community Services - Administration

Provide administrative support for department divisions

- Provide professional clerical and customer service support
- Attend to financial record keeping, purchasing, personnel records
- Manage departmental program registration program, including online options
- Assist with production of the special publications, videos, brochures and other marketing tools
- Provide maintenance support and implementation of new features to the Town's website
- Take the lead in planning, organizing and conducting special events

Facility Rentals, Scheduling & Billing

- Facilitate the annual PRC Commission review of the Town's Facility Use policy; implement updates and changes.
- Facilitate the staff and PRC Commission review of the fee structure for the use of public buildings, fields, and meeting rooms.
- Investigate technology options and implement online facility reservation and scheduling opportunities
- Update procedures for the efficient and accurate financial accounting of receivables

Plan for the Future

- Develop specific site plans for recreational facilities recommended in the Parks Master Plan, and strategize the systematic yet flexible implementation of the master plan (including Cultural Plan element)
- Facilitate the preparation of a basin-wide Public Art Master Plan
- Review and update department policies and procedures

Community Services - Administration

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Director of Community Services	1	1	1	1
Administrative Assistant III	1	1	1	1
Administrative Assistant II	1	1	1	1
Division Total	**3**	**3**	**3**	**3**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
40-01	**Community Services Admin**							
5110	Salaries	226,618	228,966	227,500	228,966	1%	230,204	1%
5111	Salaries- Temp	101	0	0	0	#DIV/0!	0	#DIV/0!
5112	Salaries - Overtime	1,811	0	0	0	#DIV/0!		#DIV/0!
5121	FICA Medicare	3,259	3,407	3,410	3,320	-3%	3,338	-2%
5123	Health Care	29,250	29,520	30,000	28,560	-5%	37,800	26%
5124	Workers' Comp	8,389	8,224	10,000	9,159	-8%	9,208	-8%
5125	Life & Disability	2,579	2,462	2,450	2,290	-7%	2,290	-7%
5126	Unemployment Insurance	2,285	1,880	1,800	4,007	123%	4,029	124%
5127	Retirement	53,753	47,050	47,000	54,208	15%	40,688	-13%
5200	Car Allowance	5,360	6,000	6,000	6,000	0%	6,000	0%
5202	Communications Stipend	1,187	500	1,250	1,200	-4%	1,200	-4%
	Personnel	**334,593**	**328,008**	**329,410**	**337,710**	3%	**334,757**	2%
6110	Office Supplies	1,781	1,700	1,200	1,700	42%	1,200	0%
6120	Operating Supplies	34	500	500	500	0%	500	0%
6190	Clothing	0	200	100	200	100%	200	100%
6610	Reference Materials	0	200	100	200	100%	200	100%
7110	Professional Services	0	1,500	500	1,500	200%	1,000	100%
7510	Printing	1,757	3,000	3,000	3,500	17%	2,500	-17%
7610	Major Conferences	773	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	270	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	0	0	0	0	#DIV/0!	0	#DIV/0!
7620	Staff Training & Education	1,500	10,000	4,500	8,000	78%	4,500	0%
7630	Dues & Memberships	175	600	650	600	-8%	600	-8%
7930	Commission Expense	1,445	3,000	1,200	2,500	108%	1,500	25%
7931	Service Fees	4,254	5,000	3,000	5,000	67%	5,000	67%
	Supplies & Services	**11,989**	**25,700**	**14,750**	**23,700**	61%	**17,200**	17%
8335	Public Art Exhibition	0	0	0	0	#DIV/0!	0	#DIV/0!
8531	Special Equipment	1,572	0	0	0	#DIV/0!	0	#DIV/0!
8541	Vehicle/Equipment	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**1,572**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**348,153**	**353,708**	**344,160**	**361,410**	5%	**351,957**	2%

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
	7920							
41-40	**Community Partnerships**							
4101	Youth Accountability	0	0	0	0	#DIV/0!	0	#DIV/0!
4102	Morongo Basin Cultural Arts	0	0	0	0	#DIV/0!	0	#DIV/0!
4103	Coyote BMX Track & Program	0	0	0	0	#DIV/0!	0	#DIV/0!
4104	Hi Desert Aquatics	1,385	0	0	0	#DIV/0!	0	#DIV/0!
4105	Rotary Fireworks	8,000	8,000	8,000	8,000	0%	8,000	0%
4107	Youth Park Maintenance	13,000	10,000	10,000	10,000	0%	10,000	0%
4108	Contingency Partnerships	0	0	0	0	#DIV/0!	0	#DIV/0!
4109	Old Town-Festival of Lights	3,500	2,500	2,500	2,000	-20%	2,000	-20%
4110	MB Tennis Assn	3,000	3,000	3,000	3,000	0%	3,000	0%
4111	MB Red Cross-Chil Care Schol	0	0	0	0	#DIV/0!	0	#DIV/0!
4112	Career Pathways - Intern Prog	5,897	0	0	0	#DIV/0!	0	#DIV/0!
4113	Hospice of MB-CMC Tree Ligh	1,000	0	0	0	#DIV/0!	0	#DIV/0!
4114	MB Cultural Arts-Open Studio	2,000	2,000	2,000	1,000	-50%	0	-100%
4160	Chamber-Scholarship Match P	7,500	0	0	0	#DIV/0!	0	#DIV/0!
4162	YV Branch Library	3,000	3,000	3,000	3,000	0%	3,000	0%
4163	MB Unity Home	3,000	3,000	3,000	3,000	0%	3,000	0%
4164	MB Adult Health Services	5,000	5,000	5,000	5,000	0%	5,000	0%
4115	ReachOut MB-Volunteer Carec	0	7,000	7,000	0	-100%	0	-100%
		63,282	**43,500**	**43,500**	**35,000**	-20%	**34,000**	-22%
	7925							
41-41	**Contracts**							
4151	Chamber Grubstakes	0	0	0	0	#DIV/0!	0	#DIV/0!
4152	Chamber Visitor Center	0	0	0	0	#DIV/0!	0	#DIV/0!
4153	Chamber Internship	0	0	0	0	#DIV/0!	0	#DIV/0!
4154	Chamber Old Town	0	0	0	0	#DIV/0!	0	#DIV/0!
4155	Chamber Business Watch	1,154	1,500	1,500	1,500	0%	0	-100%
4156	Chamber Joint Marketing	19,100	20,000	20,000	20,000	0%	0	-100%
4157	Boys & Girls Club	53,000	53,000	53,000	53,000	0%	48,000	-9%
4159	Desert Tourism-CA Welcome (	25,000	25,000	25,000	0	-100%	0	-100%
4161	Chamber-Showcase	0	0		0	#DIV/0!	0	#DIV/0!
		98,254	**99,500**	**99,500**	**74,500**	-25%	**48,000**	-52%
	Total Department	**161,536**	**143,000**	**143,000**	**109,500**	-23%	**82,000**	-43%

Community Services - Recreation

Mission Statement

To design and conduct an appropriate level of recreational opportunities and experiences with the goals of enhancing the local quality of life, fostering social development, promoting health and wellness, strengthening the community's image, increasing cultural enrichment, and contributing to the Town's economic health.

Description and Purpose

The activities, programs and events conducted by the Recreation Division are key factors in local residents' perception of their quality of life. The division staff aims to offer a balanced program that considers the needs, interests and abilities of all population groups. Activities typically fall under the general headings of sports, fitness, music, drama, dance, arts and crafts, enrichment programs, day trips, and special events. Activities range from active and passive drop-in programs to highly organized leagues and aquatics programs. While some offerings are one-time celebrations, others are presented year-round or in series corresponding to seasons, traditions or school schedules.

Strategic Plan Integration

Item #35: Evaluate and provide cost effective programs and events. With a consistent level of community recreational programs and events currently in place, the recreation division will maintain service levels while increasing focus on the critical analysis of current service delivery in relation to diverse community needs and budgetary limitations.

Goals and Objectives

Provide a balanced schedule of safe and beneficial recreational alternatives for Yucca Valley's residents and visitors.

- Maintain an organized schedule of year-round, seasonal and occasional activities and events that respond to the needs and interests of local residents.
- Develop an effective system of soliciting feedback from participants
- Evaluate all recreational programs, facilities and equipment with regard to safety and prudent practices; implement reasonable and timely solutions; solicit input from user groups design program improvements and innovations

Maintain an awareness of national and industry trends and incorporate visionary programming and social solutions into the recreation activities and events offered by the Town of Yucca Valley.

Community Services - Recreation

- Evaluate all current and recurring programs and events with regard to relevance, benefits and economy
- Communicate with professional organizations to identify current trends and programming considerations
- Include input from user groups design program improvements and innovations
- Initiate creative programming to address local needs, interests and conditions

Develop, update and implement sound written procedures for all recreation division operations.

- Activity and event registration
- Money handling
- Accounts payable and receivable
- Event and program planning, budgeting, evaluation and reporting
- Specific procedures for each event and program type
- Sponsorships, vendors, partners
- Emergency procedures
- Reporting accidents and incidents
- Field and facility preparation
- Care of recreation equipment
- Contracting for instructors, talent and professional services
- Key check out and monitoring
- Publicizing activities, programs and events
- Safety policies and procedures
- Interaction with other departments
- Etc.

Evaluate current and anticipated conditions that affect the delivery of recreational services; make accurate reports and sound recommendations for addressing deficiencies.

- Staffing levels
- Facility and equipment requirements
- Work space and storage adequacy
- Safety concerns
- Budgetary and economic considerations
- Trends and social factors
- Effectiveness in meeting community needs
- Etc.

Community Services - Recreation

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Recreation Coordinator	2	2	2	2
Division Total	**2.0**	**2.0**	**2.0**	**2.0**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
40-20	**Recreation**							
5110	Salaries	78,954	66,616	65,000	65,843	1%	80,341	24%
5111	Salaries - Temp	105,970	102,000	120,000	119,046	-1%	105,000	-13%
5112	Salaries - Overtime	2,384	0	1,000	0	-100%	0	-100%
5121	FICA Medicare	2,748	966	2,000	2,690	35%	2,697	35%
5123	Health Care	20,538	18,168	18,168	18,720	3%	25,200	39%
5124	Workers' Comp	6,876	2,332	7,500	7,422	-1%	7,440	-1%
5125	Life & Disability	856	1,000	750	636	-15%	636	-15%
5126	Unemployment Insurance	1,873	2,000	2,500	3,247	30%	3,255	30%
5127	Retirement	17,925	13,700	13,700	15,588	14%	14,200	4%
5202	Communications Stipend	558	500	500	650	30%	650	30%
	Personnel	**238,682**	**207,281**	**231,118**	**233,842**	1%	**239,419**	4%
6110	Office Supplies	2,007	2,000	1,500	2,000	33%	2,000	33%
6120	Operating Supplies	56,170	68,200	45,000	69,700	55%	55,000	22%
6130	Postage	0	200	100	200	100%	200	100%
6190	Clothing	2,903	3,200	3,200	5,500	72%	5,500	72%
6610	Reference Material	0	300	300	300	0%	300	0%
6910	Small Tools & Equipment	823	2,000	1,200	5,000	317%	2,500	108%
7110	Professional Services	66,805	73,950	70,000	81,840	17%	70,000	0%
7310	Rental of Equipment	0	1,000	1,000	1,000	0%	1,000	0%
7340	Rental of Bldgs	9,108	10,000	10,000	10,000	0%	10,000	0%
7510	Printing	17,876	17,500	14,000	15,640	12%	15,640	12%
7520	Advertising	430	1,500	1,500	1,500	0%	1,500	0%
7610	Major Conferences	598	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	270	0	0	150	#DIV/0!	150	#DIV/0!
7618	Meetings & Travel	74	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	1,279	1,500	900	1,500	67%	1,500	67%
7640	Mileage Reimbursement	0	0	0	0	#DIV/0!	0	#DIV/0!
7710	Insurance	221	1,500	250	0	-100%	0	-100%
7940	Cash Over/Short	11	0	0	0	#DIV/0!	0	#DIV/0!
	Supplies & Services	**158,575**	**182,850**	**148,950**	**194,330**	30%	**165,290**	11%
8531	Special Equipment	183	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**183**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**397,440**	**390,131**	**380,068**	**428,172**	13%	**404,709**	6%

Community Services - Museum

Mission Statement

The Hi-Desert Nature Museum is dedicated to the process of education by exploring the natural, artistic, and cultural heritage of the Morongo Basin and High Desert. The Museum seeks to inspire wonder, discovery, understanding, and responsibility in its community and visitors through exhibitions, programs and collections in the arts, history, and natural sciences.

Description and Purpose

For more than 40 years the Hi-Desert Nature Museum has been dedicated to helping residents and visitors to the Morongo Basin to discover the rich cultural heritage and natural history of this area. As stewards of the public trust, the museum collects, preserves, and maintains a collection of more than 3,000 tangible objects that represent the complex relationships between various cultures and the region's natural environment. Through the display and interpretation these objects, the Hi-Desert Nature Museum serves as a learning center that promotes a deeper connection to the cultural and natural heritage of the High Desert region. The museum enhances local residents' quality of life by promoting life-long learning through relevant exhibitions and dynamic participatory programs for families, seniors, and youth. Over the years, the museum has grown to be a favorite destination for tourists and other visitors. With attendance of more than 30,000 annually, the Hi-Desert Nature Museum is recognized as a significant community asset and educational resource for the region.

Strategic Plan Integration

Item #3: Community Outreach. The Museum is an excellent vehicle for reaching the people of Yucca Valley, especially those that might not otherwise be reached except through the environment of a learning center.

Item #12: Economic Development – General. Those interested in doing business in Yucca Valley are inevitably concerned about the local quality of life. The Museum helps define the community's quality of life by providing a key cultural resource for residents and visitors.

Item #20: Facility Planning – Museum. Simultaneously with daily operations, exhibit management, and programs, the museum is a key participant in the discussion of maximizing the planning for efficient design and use of Town facilities.

Item #22: General Plan – Vision. The museum is an integral part of fulfilling the cultural component of Yucca Valley's present and future. The integration of any cultural vision is ideally served through the museum facility and programs.

Community Services - Museum

Goals and Objectives

Use accurate and appropriate interpretation methods to present relevant permanent exhibitions consistent with the Museum's mission.

- Improve interpretation with updated and expanded label text and supporting materials including maps and graphics.
- Implement Guide by Cell audio tours throughout museum.
- Remodel mini-zoo cages for improved animal care and enhanced viewing.
- Investigate technological improvements for delivering information to visitors.
- Remove marsh birds and Canadian geese taxidermy specimens and redesign exhibit cases to interpret local desert ecology.
- Replace artifact mounts and upgrade exhibit lighting as needed to meet best museum practices.

Reach a broader audience through a dynamic temporary exhibits program.

- Identify relevant short-term exhibits and develop a varied exhibit schedule.
- Design and develop innovative in-house exhibitions pertaining to the natural, historical, artistic, and cultural heritage of the Morongo Basin.
- Aggressively market the "Scorpions!" exhibit to other learning centers.

Align collections storage, practices, and materials to professional standards.

- Confirm the background, relevance, and context of collections.
- Re-house collections to improve access and address conservation concerns.
- Review and update collections management policy.
- Create comprehensive records for museum collections using Past Perfect software, including accurate numbering, photographs, measurements, known history, current locations, previous owner, etc.

Expand the reach of Hi-Desert Nature Museum education programs.

- Analyze and evaluate the effectiveness of current educational programs and special events.
- Maintain p/t educator position; continue development of new educational programs
- Create a written museum interpretive plan to convey specific messages related to the museum's mission.
- Solicit input from local educators regarding potential integration of museum services in meeting statewide learning requirements and specific school curriculum.
- Develop downloadable teacher resources and educational kits for classroom use.
- Update the Kid's Corner with improved educational materials, activities and games.
- Enhance Museum services through volunteer and intern support.

Community Services - Museum

Build positive awareness of the Museum among a diverse audience locally and regionally.

- Pursue partnership opportunities with relevant local organizations.
- Expand the museum's web site, offering online exhibits and educational activities.
- Develop a cultural heritage tourism marketing plan for the museum.
- Strengthen relationships with local media
- Create cross-promotional opportunities with local businesses.
- Improve highway signs and museum building signage.

Strengthen the museum's management to maximize efficiency and creativity.

- Create a productive work environment that empowers staff and reinforces the importance of teamwork.
- Keep the Town Council informed of accomplishments and needs.
- Maintain communication with the Parks, Recreation and Cultural Commission.
- Investigate economical educational opportunities for museum staff.

Community Services - Museum

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Museum Supervisor	1	1	1	1
Museum Program Coordinator	1	1	1	1
Museum Assistant	.75	.75	.75	.75
Division Total	**2.75**	**2.75**	**2.75**	**2.75**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
40-21	**Museum**							
5110	Salaries	161,356	126,000	125,000	126,032	1%	133,761	7%
5111	Salaries - Temp	1,881	17,000	17,000	17,000	0%	17,000	0%
5112	Salaries - Overtime	0	445	500	0	-100%	0	-100%
5121	FICA Medicare	2,521	2,075	2,000	2,074	4%	2,186	9%
5123	Health Care	34,405	24,981	24,980	25,740	3%	34,650	39%
5124	Workers' Comp	6,071	5,000	5,000	5,721	14%	6,030	21%
5125	Life & Disability	1,926	1,365	1,365	1,200	-12%	1,200	-12%
5126	Unemployment Ins.	1,654	1,150	1,200	2,503	109%	2,638	120%
5127	Retirement	38,674	26,000	26,000	29,838	15%	23,642	-9%
	Personnel	**248,489**	**204,016**	**203,045**	**210,108**	3%	**221,107**	9%
6110	Office Supplies	2,587	2,500	2,500	3,700	48%	3,000	20%
6120	Operating Supplies	15,297	13,750	13,000	15,500	19%	13,000	0%
6121	Gift Shop Supplies	9,356	8,500	8,500	8,500	0%	8,500	0%
6130	Postage	161	200	200	200	0%	200	0%
6610	Reference Material	355	500	500	500	0%	500	0%
7110	Professional Services	8,515	7,150	5,500	7,900	44%	7,900	44%
7510	Printing	1,677	7,350	7,350	4,600	-37%	1,600	-78%
7520	Advertising	5,138	6,000	3,500	6,000	71%	6,000	71%
7610	Major Conferences	3,877	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	469	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	257	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	924	930	825	950	15%	950	15%
7640	Mileage Reimbursement	0	0	0	0	#DIV/0!	0	#DIV/0!
	Supplies & Services	**48,613**	**46,880**	**41,875**	**47,850**	14%	**41,650**	-1%
8521	Furniture	0	0	0	0	#DIV/0!	0	#DIV/0!
8529	Exhibit Renovation	65,174	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**65,174**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**362,275**	**250,896**	**244,920**	**257,958**	5%	**262,757**	7%

Community Services – Community Relations

Mission Statement

To facilitate the professional and effective dissemination of information about Town's projects, activities, programs and events: to assist with the promotion of Town activities as required.

Description and Purpose

The Division sets parameters and coordinates the Towns' press release program, assisting departments and divisions to prepare thorough information and distribute it equitably to the appropriate target media. The division also develops the content and the format of the Yucca Valley VIEWS newsletter and coordinates its production and distribution three times during the fiscal year. The staff coordinates the production and airing of public access television programs (Community Focus, Teen Connection) to communicate Town Business, events and activities. They manage the content on the Town of Yucca Valley website, the Youth Commission website, and the Yucca Valley Sports Council website. The division is responsible for managing the presentation of current Town and community information in the kiosks and display areas at the Community Center and Park and Ride facilities. The Division reviews the Towns' economic development advertising opportunities and coordinates the development and placement of appropriate media buys. The Division is responsible for coordinating dedications, ribbon cuttings and special events, including the Veterans Tribute parade and activities in November.

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
40-23	**Community Relations**							
6110	Office Supplies	465	500	200	500	150%	500	150%
6120	Operating Supplies	5,544	4,000	7,500	5,000	-33%	4,000	-47%
6130	Postage	0	2,000	150	2,000	1233%	500	233%
6610	Reference Material	35	300	300	300	0%	300	0%
7110	Professional Services	2,829	7,000	3,500	4,000	14%	2,500	-29%
7510	Printing	3,557	5,000	4,000	5,000	25%	8,000	100%
7520	Advertising	2,400	2,000	2,000	2,000	0%	2,000	0%
7610	Major Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	0	350	0	350	#DIV/0!	350	#DIV/0!
7710	Insurance	0	1,500	0	0	#DIV/0!	0	#DIV/0!
7890	Promotional Events	4,863	3,000	2,000	3,500	75%	2,500	25%
	Supplies & Services	**19,693**	**25,650**	**19,650**	**22,650**	15%	**20,650**	5%
8531	Special Equip	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**0**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**19,693**	**25,650**	**19,650**	**22,650**	15%	**20,650**	5%

Community Services – Animal Care & Control

Mission Statement

With a commitment to courteous, responsive and effective service, the Town's Animal Care & Control Division is dedicated to promoting high quality animal guardianship through public education and the enforcement of animal related laws. The division proactively identifies and resolves issues that pose a health or safety risk to the community. The shelter provides a secure environment for impounded animals and promotes responsible adoption and pet ownership.

Description and Purpose

The Town's Animal Care & Control Division is responsible for the Town's stray, injured, abandoned, neglected, and mistreated animals, as well as for the enforcement, when necessary, of state and local Animal Control and Welfare laws. Animal Control staff serves as a contact point for the public with regard to animal problems and issues.

The Animal Care & Control Division strives to provide courteous and prompt service to the residents of the community in addition to promoting citizen safety, animal rescue, encouragement of responsible pet ownership and the prevention of animal overpopulation. This Division also works in conjunction with various agencies, such as the Sheriff's Department, the Fire Department and State Fish & Game on animal-related issues. The Animal Care & Control Division offers emergency service seven (7) days a week, twenty-four (24) hours per day, for addressing exigent circumstances as they arise. The Town's Animal Shelter is open 5 days a week (excluding holidays) so that citizens may readily reclaim their impounded animals, turn in stray or owned animals, adopt animals, or have their ill animal euthanized.

Strategic Plan Integration

Item #3 – Community Outreach. The success of the Animal Care and Control Division depends on an effective education program that will ultimately result in community awareness, responsible pet ownership, and more control of the local animal population.

Item #15 – Facility Planning (Animal Shelter). The Town is involved in a cooperative project with the County of San Bernardino to improve the animal shelter facilities that serve the local area.

Goals and Objectives

- Provide courteous and prompt response to service requests.
- Conduct operations in a humane, effective and efficient manner.
- Resolve conflicts between members of the community promptly and professionally.
- Ensure the safety of the public and of companion animals in the community.
- Develop and implement an aggressive public education program.
- Continue to provide pet ownership counseling

Community Services – Animal Care & Control

- Proactively enforce local or state laws regarding animal ownership.
- Encourage the prompt reporting of animal cruelty.
- Maximize the adoptability of companion/domestic animals.
- Encourage an aggressive local spay and neuter program.
- Work with other agencies, the press and the public to reduce the number of unwanted pets.
- Provide an effective Dog License Canvassing Program.
- Coordinate and conduct a minimum of four vaccination clinics annually.
- Operate the animal shelter in a caring, safe and efficient manner.
- Maintain an Animal Shelter schedule that maximizes access to services and meets the community's needs.
- Maximize the use of Work Release Program and qualified volunteers in maintaining cleanliness and care of the shelter facility.
- Participate and lend professional input in the development of a new shelter facility.

Community Services – Animal Care & Control

Authorized Positions

Position	FY 2010/11	FY 2011/12	FY 2012/13	FY 2013/14
Animal Shelter				
Animal Care & Control Manager	0.5	0.75	0.75	0.75
Animal Shelter Supervisor	1.0	0	0	0
Administrative Assistant II	0.5	0.5	0.5	0.5
Animal Control Officer II		0.75	0.75	0.75
Animal Shelter Specialist	2.0	2.0	2.0	2.0
Kennel Technician	1.5	1.5	1.5	1.5
Division Total	**5.50**	**5.50**	**5.50**	**5.50**
Field Operations				
Animal Care & Control Manager	0.5	0.25	0.25	0.25
Administrative Assistant II	0.5	0.5	0.5	0.5
Animal Control Officer II	1.0	1.25	1.25	1.25
Animal Control Officer I	1.0	0	0	0
Animal Control Officer I, Emergency Call	0.5	0.5	0.5	0.5
Division Total	**3.50**	**2.50**	**2.50**	**2.50**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
40-45	**Animal Shelter**							
5110	Salaries	208,574	214,982	190,000	160,555	-15%	227,461	20%
5111	Salaries - Temp	9,648	13,450	13,500	12,802	-5%	12,802	-5%
5112	Salaries - Overtime	3,758	3,678	4,000	3,737	-7%	3,737	-7%
5113	Standby	0	0	0	0	#DIV/0!	0	#DIV/0!
5121	FICA Medicare	3,387	3,366	3,500	2,568	-27%	3,538	1%
5123	Health Care	43,741	45,420	42,000	37,440	-11%	63,630	52%
5124	Workers' Comp	8,147	8,124	8,000	7,084	-11%	9,760	22%
5125	Life & Disability	2,314	2,398	1,900	1,552	-18%	2,081	10%
5126	Unemployment Insurance	2,220	1,857	1,750	3,099	77%	4,270	144%
5127	Retirement	48,449	44,200	41,000	38,011	-7%	40,204	-2%
	Personnel	**330,237**	**337,474**	**305,650**	**266,848**	-13%	**367,483**	20%
6110	Office Supplies	1,131	1,800	1,800	1,800	0%	1,800	0%
6120	Operating Supplies	4,560	3,800	3,800	3,800	0%	3,800	0%
6125	Promotional Materials	0	0	1,600	3,500	119%	1,000	-38%
6140	Food & Bedding	11,611	18,000	14,500	18,000	24%	18,000	24%
6141	Vet Supplies	18,441	20,000	21,000	22,000	5%	22,000	5%
6190	Clothing	831	2,200	2,200	2,200	0%	2,200	0%
6430	Custodial Supplies	0	0	0	4,000	#DIV/0!	4,000	#DIV/0!
6610	Reference Materials	105	500	500	500	0%	500	0%
6910	Tools & Equipment	1,118	1,300	1,300	2,000	54%	2,000	54%
7110	Professional Services	43,027	58,000	51,000	65,000	27%	58,000	14%
7111	Contract Legal	0	1,500	1,500	1,500	0%	1,500	0%
7131	Basic Telephone	629	1,800	1,800	1,800	0%	1,800	0%
7137	Internet/DSL	2,939	3,900	3,900	3,900	0%	3,900	0%
7210	Gas - Propane	3,179	4,726	4,726	4,800	2%	4,800	2%
7211	Electricity	7,206	7,561	7,200	8,500	18%	8,500	18%
7212	Water	2,706	3,400	3,400	3,600	6%	3,600	6%
7410	Maintenance - Computers	42	2,500	2,500	2,500	0%	2,500	0%
7411	Maintenance - Equipment	0	1,000	1,000	1,000	0%	1,000	0%
7510	Printing	1,762	2,500	2,500	2,500	0%	2,500	0%
7610	Major Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	140	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	0	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	119	500	500	500	0%	500	0%
	Supplies & Services	**99,546**	**134,987**	**126,726**	**153,400**	21%	**143,900**	14%
8340	Start Up Costs	0	0	0	0	#DIV/0!	0	#DIV/0!
8532	Spec Equip-Communications	0	0	0	0	#DIV/0!	0	#DIV/0!
8535	Computer Hardware Maj Upgra	0	0	0	0	#DIV/0!	0	#DIV/0!
8541	Vehicle	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**0**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**429,783**	**472,461**	**432,376**	**420,248**	-3%	**511,383**	18%

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
40-54	**Animal Control**							
5110	Salaries	133,380	138,352	140,000	152,216	9%	101,216	-28%
5112	Salaries - Overtime	9,006	11,437	7,500	6,569	-12%	6,569	-12%
5113	Standby	11,383	8,769	9,200	3,616	-61%	3,616	-61%
5121	FICA Medicare	2,371	2,299	2,100	2,355	12%	1,615	-23%
5123	Health Care	26,799	27,252	28,000	28,560	2%	25,200	-10%
5124	Workers' Comp	5,480	5,550	6,200	6,496	5%	4,456	-28%
5125	Life & Disability	1,687	1,442	1,600	1,492	-7%	945	-41%
5126	Unemployment Insurance	1,493	1,268	1,400	2,842	103%	1,950	39%
5127	Retirement	32,100	28,500	29,500	36,037	22%	17,890	-39%
	Personnel	**223,700**	**224,868**	**225,500**	**240,183**	7%	**163,457**	-28%
6110	Office Supplies	336	600	600	600	0%	350	-42%
6120	Operating Supplies	918	2,000	1,000	2,000	100%	1,000	0%
6190	Clothing	1,027	1,050	1,050	1,050	0%	1,050	0%
6610	Reference Materials	168	225	225	225	0%	225	0%
6910	Small Tools & Equipment	1,275	1,400	1,400	1,400	0%	400	-71%
7110	Professional Services	3,422	5,000	3,500	5,000	43%	3,900	11%
7410	Maintenance - Computers	0	0	0	0	#DIV/0!	0	#DIV/0!
7411	Maintenance - Equip	0	600	600	600	0%	600	0%
7510	Printing	1,679	2,200	2,200	2,200	0%	2,200	0%
7610	Major Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	0	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	155	300	300	300	0%	300	0%
	Supplies & Services	**8,980**	**13,375**	**10,875**	**13,375**	23%	**10,025**	-8%
8541	Vehicle	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**0**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**232,680**	**238,243**	**236,375**	**253,558**	7%	**173,482**	-27%

Community Services – Facilities Maintenance

Mission Statement

The Facility Maintenance Division's mission is to apply high standards of maintenance and repair to the Town's public buildings, and to ensure clean, safe, and functional public facilities for Town and community use.

Description and Purpose

The Facilities Maintenance Division is responsible for the usability, functionality, repair and cleanliness of all Town buildings. Facilities Maintenance is also responsible to set up rooms and provide customer assistance for public meetings, recreational activities and private events. The scheduling and rental of public facilities is managed through the Community Services Department. Major functions of the Facilities Maintenance Division include janitorial services, preventive maintenance, repairs, and minor improvements involving plumbing, painting, roofing, HVAC, and internal/external customer service.

Strategic Plan Integration

The Facilities Maintenance Division is a silent partner in most of the Town's strategic priorities, providing for scheduling and rentals and ensuring that buildings and office spaces are clean and in good repair, heating and cooling systems are functional, timely preventive maintenance planned for and implemented, meeting rooms and technical support systems are set up, hospitality is provided, and customer service is rendered to all user groups.

Goals and Objectives

- Identify efficiencies and implement updated facility scheduling software.
- Create financial structure to enable a proactive approach to address facility projects and unanticipated maintenance and safety concerns
- Develop comprehensive standard operating procedures for division staff
- Develop and update the facilities maintenance staff training manual
- Develop schedule for inspection and repair of facilities maintenance division equipment
- Establish annual rotation/replacement program for tables, chairs, equipment
- Identify short and long term facility needs and maintain an updated priority list
- Continue to provide clean, safe, and functional facilities for public use
- Accomplish the following facility maintenance priorities where financial resources permit:
    - Re-plumb the Community Services building

Community Services – Facilities Maintenance

- Replace HVAC systems at Paradise Park and Jacobs Park buildings
- Re-roof mower shed due to age and wind damage
- Re-key Town Facilities to a master/sub-master key system
- Paint the exterior of the Public Works Building
- Remodel restrooms at Machris and Jacobs Community Buildings to meet ADA standards
- Install Parking lot light at the Machris Park Community Building
- Replace combination swamp cooler/heater unit at the Senior Center
- Address major security system upgrades for all Town buildings.
- Evaluate energy saving opportunities in Town buildings

Significant Budget Issue

This Division's budget is intended to fund the routine maintenance and normal repairs required as a result of the regular use of Town buildings. In the 2010-11 fiscal year, the Town appropriated an additional $200,000 in the Capital Projects budget to address part of the growing list of more significant periodic repairs and upgrades associated with public facilities (re-piping the Community Center, Mower Shed Re-roofing, Re-keying Town buildings, HVAC system replacement, etc.). Unless an annual allocation of at least $100,000 is designated for addressing the most pressing Facilities Maintenance priorities and responding to unanticipated situations, the functionality and safety of Town buildings could be compromised.

Community Services – Facilities Maintenance

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Lead Maintenance Worker	1	0	0	0
Facilities Maintenance Supervisor	0	1	1	1
Facilities Specialist	1	0	0	0
Maintenance Worker II	2	0	0	0
Part-time temporary Fac Maint Worker (FTE Equivalent)	0	2.5	2.5	2.5
Division Total	**4**	**3.5**	**3.5**	**3.5**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
40-55	**Facilities Maintenance**							
5110	Salaries	89,165	94,440	96,000	94,440	-2%	60,299	-37%
5111	Salaries - Temp	34,219	37,469	50,000	37,469	-25%	62,449	25%
5112	Salaries - Overtime	504	57	120	57	-53%	0	-100%
5113	Standby	0	0	0	0	#DIV/0!	0	#DIV/0!
5121	FICA Medicare	2,552	1,914	1,800	1,928	7%	1,799	0%
5123	Health Care	17,121	18,168	18,000	18,720	4%	11,970	-34%
5124	Workers' Comp	5,351	4,619	5,500	5,318	-3%	4,962	-10%
5125	Life & Disability	1,226	1,121	1,250	924	-26%	502	-60%
5126	Unemployment Insurance	1,458	1,056	1,500	2,326	55%	2,171	45%
5127	Retirement	25,964	19,400	21,000	22,359	6%	10,658	-49%
5202	Communications Stipend	1,055	0	0	975	#DIV/0!	1,300	#DIV/0!
5998	Staff Recovery	(330)	0	(300)	0	-100%	0	-100%
5999	Indirect Cost Recovery	(2,600)	(3,235)	(4,000)	(3,300)	-18%	(3,300)	-18%
	Personnel	**175,685**	**175,009**	**190,870**	**181,216**	-5%	**152,810**	-20%
6110	Office Supplies	39	400	250	400	60%	250	0%
6190	Clothing	2,903	4,500	3,300	4,500	36%	4,000	21%
6410	Maintenance Supplies	30,325	35,000	32,000	35,000	9%	35,000	9%
6610	Reference Materials	0	0	0	0	#DIV/0!	0	#DIV/0!
6910	Tools & Equipment	3,869	1,000	1,000	1,000	0%	1,000	0%
New	Furnishings & Equip Replace	0	0	0	3,000		3,000	#DIV/0!
7110	Professional Services	43,216	54,000	55,000	54,000	-2%	54,000	-2%
7113	Contract Janitorial	0	0	0	0	#DIV/0!	0	#DIV/0!
7411	Maintenance - Equip	7,858	15,000	12,500	15,000	20%	15,000	20%
7412	Maintenance-Bldg	19,305	22,000	18,000	22,000	22%	22,000	22%
7615	Minor Conferences	284	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	58	0	0	0	#DIV/0!	0	#DIV/0!
7999	Indirect Cost Recovery	(3,924)	(1,710)	(1,800)	0	-100%	0	-100%
	Supplies & Services	**103,933**	**130,190**	**120,250**	**134,900**	12%	**134,250**	12%
8310	Capital Project	0	0	0	0	#DIV/0!	0	#DIV/0!
8358	Public Arts projects	522	0	0	0	#DIV/0!	0	#DIV/0!
8501	Facility Needs Assessment	0	0	0	0	#DIV/0!	0	#DIV/0!
8531	Special Equipment	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital Project	**522**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**280,140**	**305,199**	**311,120**	**316,116**	2%	**287,060**	-8%

Community Development – Administration

Mission Statement

To guide and direct physical and infrastructure development of the Town; assure the protection and preservation of the rural atmosphere; promote a balanced, economically secure community by encouraging local employment opportunities and providing opportunities to develop a housing balance for all income levels.

Description and Purpose

The Administration Division coordinates, programs, and prioritizes the activities and work program functions of the divisions and sections, including Planning, Building and Safety, Code Compliance, and Public Works/Engineering operations. The Administration Division also coordinates the support and contract services for all divisions and sections, monitors work program implementation status and results-oriented productivity, and makes adjustments in work programs and priorities where necessary, implements and monitors customer service programs to ensure responsiveness to Council, Commission, Manager, and citizen requests for services, prepares annual budget and monitors program and/or project expenditures, ensures coordination between the divisions and sections, both internally and with other Town departments and operations.

Strategic Plan Integration

Development Code Update: Complete the Development Code update project: June 2012

General Plan Update: Initiate the General Plan Update process in FY 2011-2012; Project completion estimated at approximately 24 months: Summer 2013

Old Town Specific Plan: In association with the General Plan Update, conduct a re-evaluation of the Old Town Specific Plan SR 62 alternatives; Evaluate opportunities and constraints for expansion of the Old Town Specific Plan to include additional lands, including the Blue Skies Country Club Golf Course.

- **Facility Planning: Bike Lanes/Trails** – *Improve Bicycle Safety; Acquire Land/Easements and make reality.* The Town's Bike Lane Plan will be reevaluated with the General Plan Update. Bike lanes will continue to be implemented as a part of private land development project that front planned Bike Lanes. Easement acquisition and construction of bike lanes requires additional funding.
- **SR 62, Airway to La Contenta/Yucca Mesa:** Issue and award contract for Project Study Report (PSR). Project is estimated at 18-24 months for completion.
- **SR 62, Airway to Approximately Sage:** Complete PA & ED and award contract for PS&E for widening of SR 62 from 4 to 6 travel lanes. Engineering is estimated at 12-18 months. Property acquisition will be required.

Community Development – Administration

- **Infrastructure Maintenance** – *Improve public streets; Review alternative funding sources to address backlog (bonding against Measure I, General Fund Loan, RDA Loan).* The Engineering Division will implement capital projects based upon available financial resources and adopted budget.
- **Development –SWPPP/Review/USACE** – *Pursue federal review relative to waters of the US; implications on Clean Water Act mandates for Storm Water Pollution Prevention Plan (SWPPP).* Seek through legislative channels review of the presence of waters of the US in Yucca Valley and the Morongo Bain.
- **Reclaimed Water For Irrigation Purposes:** Continue pursuing opportunities that assist in the evaluation and implementation of reclaimed water resources for the community.
- **Rental Unit Inspection Program:** Introduce and implement Rental Unit Inspection Program to address rental unit housing conditions within the Town.
- **Crime Free Multi-Family Housing:** Coordinate with and Support the Sheriffs' Department program by attending community meetings and joint inspections related to programs objectives.
- **Inter-Agency coordination**: Continue implementation of joint cooperative efforts and saturation sweeps with Police, Fire, Child Protective Services, Adult Protective Services and utility companies to combat property maintenance/safety concerns.
- **South Side Neighborhood Park**: Coordinate the completion of shelf-ready plans for the South Side Neighborhood Park
- **Brehm Youth Sports Park:** Coordinate short and long term maintenance programs and costs for the Brehm Youth Sports Park

Goals and Objectives

Identify and implement system refinements to improve responsiveness and eliminate ineffective requirements. These include implementation of over the counter permits for signs, special events, temporary events, home occupation permits and for other minor permits

Implement continuous feedback and survey system for permitting processes.

MAJOR PROJECTS

- General Plan Update
- Development Code Update Completion
- Complete PA/ED process with Caltrans for SR 62 shelf ready plans

Community Development – Administration

- Complete PS&E for SR 62 Transportation Congestion Relief Program, award construction contract, and complete project in FY 2012/2013.
- Implement Safe Routes to School Grant Program.
- Continue implementation of ADA Transition Plan, based upon Town Council appropriations.

Significant Budget Issue

The General Plan Update and the Development Code Update represent significant financial commitments to the visions and policies guiding the future physical growth of the community. Capital project revenues are continuing to decline, while infrastructure needs, including both maintenance as well as new infrastructure construction, continue to expand and grow.

Community Development – Administration

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Deputy Town Manager	1	1	1	1
Administrative Assistant III	1	0	0	0
Division Total	**2**	**1**	**1**	**1**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
50-01	**Comm Dev Administration**							
5110	Salaries	167,737	146,526	143,000	147,577	3%	104,481	-27%
5112	Salaries - Overtime	143	1,253	300	1,285	328%	0	-100%
5121	FICA Medicare	2,659	2,216	2,200	2,232	1%	1,589	-28%
5123	Health Care	15,896	14,195	15,000	14,040	-6%	9,450	-37%
5124	Workers' Comp	6,192	4,013	5,300	4,619	-13%	3,287	-38%
5125	Life & Disability	2,107	1,585	1,550	1,788	15%	1,260	-19%
5126	Unemployment Insurance	1,687	917	1,100	2,021	84%	1,438	31%
5127	Retirement	40,161	22,585	28,000	34,939	25%	18,467	-34%
5200	Car Allowance	4,026	5,100	5,100	5,100	0%	5,100	0%
5998	Staff Recovery	(232)	0	0	0	#DIV/0!	0	#DIV/0!
	Personnel	**240,377**	**198,390**	**201,550**	**213,601**	6%	**145,072**	-28%
6110	Office Supplies	1,668	1,800	1,800	1,800	0%	1,800	0%
6610	Reference Materials	0	500	100	500	400%	500	400%
7110	Professional Services	0	0	0	0	#DIV/0!	0	#DIV/0!
7121	Property Acquisition Program	9,025	0	0	0	#DIV/0!	0	#DIV/0!
7510	Printing	15,210	17,000	11,000	17,000	55%	15,000	36%
7610	Major Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	0	10,000	250	6,500	2500%	5,000	1900%
7630	Dues & Memberships	636	650	631	650	3%	650	3%
7930	Commission Expense	873	4,800	250	4,800	1820%	2,000	700%
7940	Overage/Short-Cash Dep	(4)	0	0	0	#DIV/0!	0	#DIV/0!
	Supplies & Services	**27,408**	**34,750**	**14,031**	**31,250**	123%	**24,950**	78%
						#DIV/0!		
	Total Department	**267,785**	**233,140**	**215,581**	**244,851**	14%	**170,022**	-21%

Community Development – Planning

Mission Statement

To implement the goals, objectives, and policies of the Town's General Plan, based upon extensive public participation and input, ensuring the orderly development of a balanced community while providing professional, courteous, and timely services.

Description and Purpose

The purpose of the Advanced and Current Planning Sections is to guide and direct the physical growth of the Town and provide a comprehensive and well coordinated "One-Stop-Project-Process" point for all development proposals. The Current Planning Section provides the central control point for the review and processing of all development proposals, and ensures continued implementation of advanced planning policy, primarily guided by the General Plan. The Advanced Planning Section works with local citizenry and governments to set and monitor the long-term visions, goals, and objectives that provide a pathway for development and redevelopment to realize community priorities.

Strategic Plan Integration

Development Code Update: Complete the Development Code update project: June 2012

General Plan Update: Initiate the General Plan Update process in FY 2011-2012; Project completion estimated at approximately 24 months. Summer 2013

Old Town Specific Plan: In association with the General Plan Update, conduct a re-evaluation of the Old Town Specific Plan SR 62 alternatives; Evaluate opportunities and constraints for expansion of the Old Town Specific Plan to include additional lands, including the Blue Skies Country Club Golf Course.

Goals and Objectives

Identify and implement system refinements to improve responsiveness and eliminate ineffective requirements. These include implementation of over the counter permits for signs, special events, temporary events, home occupation permits and for other minor permits.

Continue implementation of the continuous feedback and survey system for permitting processes.

Updated applications with appropriate backup material and incorporate into the Town's Web Page for ease of access and use.

Community Development – Planning

MAJOR PROJECTS

- Work with other agencies including San Bernardino County and Southern California Associated Governments to develop and implement a functional Geographic information System for the Town.
- Old Town Specific Plan re-evaluation
- General Plan Update
- Development Code Update

Significant Budget Issues

Current staffing levels are sufficient for meeting current service demands for the community. Significant increases in land development applications will result in contract planning services being necessary.

Community Development – Planning

Authorized Positions

	FY 2010/11	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Community Development Director	0	0	0	0
Associate Planner	1	1	1	1
Planning Technician	1	1	1	1
Division Total	**2**	**2**	**2**	**2**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
50-50	**Planning**							
5110	Salaries	94,925	91,129	92,000	96,327	5%	97,708	6%
5111	Salaries - Temp	0	0	0	0	#DIV/0!	0	#DIV/0!
5112	Salaries - Overtime	272	1,393	800	1,393	74%	1,393	74%
5121	FICA Medicare	1,383	1,065	1,100	1,124	2%	1,139	4%
5123	Health Care	15,275	14,534	14,000	15,336	10%	20,160	44%
5124	Workers' Comp	3,494	2,575	2,400	3,101	29%	3,143	31%
5125	Life & Disability	1,189	985	990	1,164	18%	1,164	18%
5126	Unemployment Insurance	952	740	750	1,710	128%	1,734	131%
5127	Retirement	22,629	14,900	15,500	22,805	47%	17,270	11%
5200	Car Allowance	0	0	0	0	#DIV/0!	0	#DIV/0!
5998	Staff Recovery	(1,147)	0	0	0	#DIV/0!	0	#DIV/0!
	Personnel	**138,973**	**127,321**	**127,540**	**142,960**	12%	**143,711**	13%
6110	Office Supplies	2,672	3,000	1,600	3,000	88%	2,500	56%
6610	Reference Materials	54	400	430	250	-42%	250	-42%
7110	Professional Services	14,317	0	1,000	5,000	400%	2,500	150%
7415	Software -GIS	0	0	0	15,000		0	#DIV/0!
7510	Printing	1,126	1,000	750	2,500	233%	1,500	100%
7520	Advertising	1,967	1,500	650	2,800	331%	2,000	208%
7610	Major Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	46	0	0	0	#DIV/0!	0	#DIV/0!
	Supplies & Services	**20,182**	**5,900**	**4,430**	**28,550**	544%	**8,750**	98%
	Total Department	**159,155**	**133,221**	**131,970**	**171,510**	30%	**152,461**	16%

Public Works/Engineering – Engineering

Mission Statement

To provide professional and courteous public support through timely responses to citizen inquires, the issuance of engineering permits, field inspections, and plan check services; to implement the 5-Year Capital Improvement Program ensuring project delivery on schedule and on budget; and to continuously monitor and update master plans for the Town's current and future infrastructure needs.

Description and Purpose

The Engineering Division consists of four major components, including Private Land Development, Capital Project Development, Traffic Engineering, and Public Works Engineering. The Private Land Development section provides input on specific project requirements for subdivisions and other development projects, plan review of street, grading, and storm drain design submittals and associated encroachment permits for improvements within the public right-of-way. The Capital Project Development section provides the planning, administration and management of the design and construction of all capital projects, including implementation of federal and state grant funded project delivery. The Traffic Engineering section provides traffic system analysis and management of the local traffic circulation. The Public Works Engineering section provides construction inspection for land development projects and for all work within the Town's rights of way. The Division is also responsible for Assessment District formation and administration.

Strategic Plan Integration

- **Facility Planning: Bike Lanes/Trails** – *Improve Bicycle Safety; Acquire Land/Easements and make reality.* The Town's Bike Lane Plan will be reevaluated with the General Plan Update. Bike lanes will continue to be implemented as a part of private land development project that front planned Bike Lanes. Easement acquisition and construction of bike lanes requires additional funding.
- **SR 62, Airway to La Contenta/Yucca Mesa:** Issue and award contract for Project Study Report (PSR). Project is estimated at 18-24 months for completion.
- **SR 62, Airway to Approximately Sage:** Complete PA & ED and award contract for PS&E for widening of SR 62 from 4 to 6 travel lanes. Engineering is estimated at 12-18 months. Property acquisition will be required.
- **Infrastructure Maintenance** – *Improve public streets; Review alternative funding sources to address backlog (bonding against Measure I, General Fund Loan, RDA Loan).* The Engineering Division will implement capital projects based upon available financial resources and adopted budget.
- **Development –SWPPP/Review/USACE** – *Pursue federal review relative to waters of the US; implications on Clean Water Act mandates for Storm Water Pollution Prevention Plan (SWPPP).* Seek through legislative channels review of the presence of waters of the US in Yucca Valley and the Morongo Bain.

Public Works/Engineering – Engineering

Goals and Objectives

State Route 62 Projects

- **SR62 from Apache Trail East approx. 0.5 miles to Palm Ave. (PLHD)** – Install new raised median, construct curb & gutter, new street lights and signal at Church Street. Status: 100% PS&E and PA/ED (PEER) submitted to Caltrans for review. Construction estimated completion 2011-2012
- **SR62 Realignment from approx. 445' W/O Camino del Cielo to Palm**– Design and Engineering for future realignment of SR 62 around Old Town. Realigning SR 62, Kickapoo to Palm, raised median island, traffic signals, sidewalks and street lights. Project to be re-evaluated with General Plan Update process.
- **SR62 from Airway to the West End** – Design and engineering for the future widening from 4 to 6 lanes, install medians, sidewalks, curb & gutter, lights and signals. Status: PA & ED (Preliminary Design) estimated completion of PA & ED, June 2011.
- **SR62/SR247 Median Islands/Signal Upgrade** – Shorten the existing SR62 median island by 255' to increase length of the turn pocket, install a new median island on SR247 from SR62 north 349' and install a new median on Joshua Lane from SR62 south approx. 543' and signalization upgrade to provide protected left turns. Construction estimated completion 2011-2012.
- **SR62 from La Honda to Dumosa (TCRP)** – Install new raised median, sidewalks, utility undergrounding and associated drainage. Status: Caltrans approval of PS&E anticipated in August 2011. **Construction estimated completion 2011-2012.**
- **SR62 Traffic Signal Control Synchronization** – Synchronization of four traffic signals on SR62 at the intersections of Camino del Cielo, Kickapoo Trail, Deer Trail/Pioneertown Road, and Acoma Trail/Mohawk Trail. Status: **Construction estimated completion 2011-2012.**

Local Street Projects

- **2011-12 Town Wide Slurry Seal Project** - Installation of Type II slurry seal/cape seal and replacement of striping, markings and legends with thermoplastic on designated street throughout the Town. Status: 2010/11 and 2011/12 Slurry Seal Projects have been combined for FY 2011/2012. Complete Construction in 2011.
- **Church Street Improvements from Onaga Trail to Joshua Lane** – Reconstruction with 4" asphalt concrete including 6" asphalt concrete dikes, pulverization of existing pavement, grading and related work necessary for rehabilitation. Status: Bid documents and design drawings are prepared and ready for bid. Additional right-of-way easements are required. Construction estimated completion 2011-12.

Public Works/Engineering – Engineering

Community Development Block Grant (CDBG) Projects

- **Community Center Park Playground Improvements and Splash Park** – Design, purchase and installation of playground equipment and associated improvements and a zero depth splash park. Status: Awaiting HUD authorization for transfer of EDI funds from South Side Neighborhood Park to the Community Center. With HUD approval, Town Council to consider reallocation of CDBG funds to other projects in Fall 2011.

Park Projects

- **Southside Neighborhood Park Project** – Construct a 15 to 20 acre park facility to include multi-purpose practice fields, a dog park, a tot lot, restroom building, an open green space and parking area. Status: Shelf ready plans completed. Pending approval to transfer funds to Community Center Park Playground Improvements and Splash Park. Additional funding sources are necessary to construct the park project.

Drainage Projects

- **Long Canyon Drainage Channel from SR62 to South End** - Feasibility study of Long Canyon Channel & basin expansion project. Status: Pending Cooperative Agreement between San Bernardino County and Town. Town, County and USACE are evaluating additional funds and alternative projects the USACE would support. Project on hold pending field review meeting with USACE.

Other Projects

- **Safe Route to Schools Safety (SRTS) and Outreach Program** – Services for pedestrian safety improvements: initiate school safety program to identify and correct traffic safety issues related to children getting to and from schools, addressing the areas of education, encouragement and enforcement at all Elementary and Middle Schools within Town limits. Status: Pending submittal and Caltrans approval of workplan on Education, Encouragement and Enforcement for Outreach Program.

Significant Budget Issue

The Town's available resources are not sufficient to address on-going and future infrastructure needs in all infrastructure categories including parks, streets, flood control and governmental buildings.

Public Works/Engineering– Engineering

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Engineering Tech I/II/III	1	1	1	1
Public Works Inspector	0.5	0.5	0.5	0.5
Project Engineer	0	1	1	1
Division Total	**1.5**	**2.5**	**2.5**	**2.5**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
50-51	**Engineering**							
5110	Salaries	75,071	73,135	73,000	77,342	6%	134,514	84%
5111	Salaries - Temp	0	0	0	0	#DIV/0!	0	#DIV/0!
5112	Salaries- Overtime	1,742	0	300	0	-100%	0	-100%
5121	FICA Medicare	1,510	1,060	1,500	1,121	-25%	1,951	30%
5123	Health Care	13,811	13,626	13,650	14,040	3%	28,350	108%
5124	Workers' Comp	3,542	2,560	3,200	3,094	-3%	5,381	68%
5125	Life & Disability	1,159	1,433	1,100	960	-13%	1,356	23%
5126	Unemployment Insurance	965	585	750	1,353	80%	2,354	214%
5127	Retirement	22,834	15,000	20,000	18,311	-8%	19,423	-3%
5998	Staff Recovery	0	0	0	0	#DIV/0!	(60,000)	#DIV/0!
	Personnel	**120,633**	**107,399**	**113,500**	**116,221**	2%	**133,329**	17%
6110	Office Supplies	3,139	2,500	2,300	3,500	52%	2,500	9%
7110	Professional Services	51,770	70,000	63,000	70,000	11%	38,000	-40%
7510	Printing	773	750	565	1,600	183%	1,600	183%
7520	Advertising	528	500	0	500	#DIV/0!	500	#DIV/0!
7610	Major Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	396	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	239	0	0	0	#DIV/0!	0	#DIV/0!
	Supplies & Services	**56,845**	**73,750**	**65,865**	**75,600**	15%	**42,600**	-35%
8541	Vehicle	0	23,000	0	0	#DIV/0!	0	#DIV/0!
	Capital	**0**	**23,000**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**177,478**	**204,149**	**179,365**	**191,821**	7%	**175,929**	-2%

Community Development – Code Compliance

Mission Statement

To implement enforcement programs designed to eliminate public nuisances through sensitive, courteous, and effective response time, emphasizing voluntary compliance through education and public awareness followed when necessary, by proper legal procedures, implementing processes that protect the health, safety and welfare of the Town's residents through the fair and impartial enforcement of the Municipal Codes resulting in the elimination of public nuisances.

Strategic Plan Integration

Rental Unit Inspection Program: Introduce and implement Rental Unit Inspection Program to address rental unit housing conditions within the Town.

Crime Free Multi-Family Housing: Coordinate with and Support the Sheriffs' Department program by attending community meetings and joint inspections related to programs objectives.

Inter-Agency coordination: Continue implementation of joint cooperative efforts and saturation sweeps with Police, Fire, Child Protective Services, Adult Protective Services and utility companies to combat property maintenance/safety concerns.

Goals and Objectives

Program Implementation: Assist in maintaining an attractive, safe, and healthy environment in order to provide a high quality of life for our residents and visitors;

Property Maintenance Program: Encourage and enforce responsible property maintenance throughout the Town, improve both the appearance and value of residential and business property, while providing prompt, courteous and professional service to the residents;

Software Implementation: Continue to utilize GoEnforce software to its full potential.

Timely Compliance: Continue to implement programs and procedures that attain timely compliance in all non- life/safety violations, seeking voluntary compliance within the provisions of the Town standards;

Abandoned and Foreclosed Properties: Continue implementation of the Abandoned and Foreclosed Property ordinance to minimize impacts on neighborhoods caused by abandoned properties.

Community Interaction: Maintain open communications and continuing education with the community.

Community Development – Code Compliance

Significant Budget Issue

Continued demographic and physical changes in the community will place additional service demands on the Code Compliance Program. Continuing to meet desired response time frames and abatement time frames may become difficult with these community-wide changes.

Community Development – Code Compliance

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Supervising Code Compliance Officer II	0	0	0	0
Supervising Code Compliance Officer	.5	.5	.5	.5
Code Compliance Officer I	0	0	0	0
Code Compliance Technician - Office	1	1	1	1
Code Compliance Technician - Field	1	1	1	1
Division Total	**2.5**	**2.5**	**2.5**	**2.5**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
50-52	**Code Compliance**							
5110	Salaries	143,310	90,825	90,000	123,063	37%	123,975	38%
5112	Salaries - Overtime	415	0	500	0	-100%	0	-100%
5121	FICA Medicare	2,134	1,300	1,400	1,784	27%	1,798	28%
5123	Health Care	24,893	18,200	15,000	18,720	25%	25,200	68%
5124	Workers' Comp	5,276	3,175	5,000	4,923	-2%	4,959	-1%
5125	Life & Disability	1,556	970	970	840	-13%	840	-13%
5126	Unemployment Insurance	1,437	725	1,000	2,154	115%	2,170	117%
5127	Retirement	32,806	18,700	17,100	20,498	20%	15,303	-11%
	Personnel	**211,828**	**133,895**	**130,970**	**171,982**	31%	**174,245**	33%
6110	Office Supplies	867	1,000	850	1,000	18%	1,000	18%
6120	Operating Supplies	515	1,000	350	850	143%	500	43%
6190	Clothing	698	750	300	750	150%	750	150%
6610	Reference Materials	231	300	75	250	233%	250	233%
7110	Professional Services	458	2,400	1,500	8,400	460%	8,500	467%
7510	Printing	0	750	1,750	1,000	-43%	2,000	14%
7520	Advertising	0	0	0	0	#DIV/0!	0	#DIV/0!
7610	Major Conferences	92	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	217	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	0	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	150	200	150	200	33%	200	33%
7850	Substandard Buildings	0	5,000	3,500	5,000	43%	5,000	43%
7851	Abatement Costs	9,301	15,000	8,000	15,000	88%	10,000	25%
7852	Graffiti Abatement	0	750	350	350	0%	350	0%
7853	Clean Up Day	3000	0	0	0	#DIV/0!	0	#DIV/0!
	Supplies & Services	**15,529**	**27,150**	**16,825**	**32,800**	95%	**28,550**	70%
8521	Furniture	0	0	0	0	#DIV/0!	0	**#DIV/0!**
	Capital	**0**	**0**	**0**	**0**	#DIV/0!	**0**	**#DIV/0!**
	Total Department	**227,357**	**161,045**	**147,795**	**204,782**	39%	**202,795**	37%

Community Development – Building & Safety

Mission Statement

To assure the general health, safety and welfare of its citizens and visitors through consistent application of adopted building codes; and work in cooperation with other Town departments to assist residents, builders, developers and contractors through the code and permit processes.

Description and Purpose

The Building and Safety Section is responsible for implementation of the uniform codes, thereby ensuring the general health, safety and welfare of the community through effective Building and Safety services. The Building and Safety Section is responsible for the enforcement of codes and regulations designed to establish minimum health and property standards. All applications, plans and specifications are subject to a plan check review process to verify that construction improvements comply with the minimum standards specified in the various uniform codes and municipal ordinances. Field inspections are conducted of all building and property development activities.

Strategic Plan Integration

Department goals and objectives have been set to support the work plan as developed by the Town Manager and Executive Management team in support of the Town Council's Strategic Planning priorities. The department is committed to evaluating its efforts to ensure that the primary focus of the department is in support of the identified priorities through adherence to the annual work plan. These efforts are evaluated regularly and adjusted as necessary through guidance of the Town Manager and Executive Management Team.

Goals and Objectives

- Develop and implement a program to cross-train designated Community Development staff in basic building permit technician tasks and to implement effective customer service delivery and education programs.
- Provide uniform application of all Town, State and Federal building codes and requirements as adopted by the Town Council and as mandated by law.
- Provide same-day building and safety inspections for all requests received by 7:00 am on business days.
- Provide plan check and building permit services according to the established schedules.
- Provide educational information to the public and assist them in understanding and applying adopted codes and ordinances.

Community Development – Building & Safety

Significant Budget Issue

The Town contracts for Building & Safety Services. This provides the Town the ability to increase or decrease services based upon construction trends without impacting service or staffing levels. The contract for Building & Safety services is based upon permit levels, and therefore does not impact the General Fund when permit levels have declined.

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
50-53	**Building & Safety**							
6610	Reference Materials	0	100	0	100	#DIV/0!	100	#DIV/0!
7110	Professional Services	153,023	125,000	125,000	180,000	44%	180,000	44%
7158	SMIP Fees - Residential	294	250	75	350	367%	350	367%
7159	SMIP Fees - Commercial	417	150	150	500	233%	500	233%
7510	Printing	91	300	100	250	150%	250	150%
7630	Dues & Memberships	0	400	0	0	#DIV/0!	0	#DIV/0!
	Supplies & Services	**153,825**	**126,200**	**125,325**	**181,200**	45%	**181,200**	45%
8521	Furniture	0	0		0	#DIV/0!	**0**	#DIV/0!
	Capital	**0**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**153,825**	**126,200**	**125,325**	**181,200**	45%	**181,200**	45%

Public Works/Engineering – Administration

Mission Statement

The Public Works/Engineering Department is dedicated to managing and maintaining the Town's infrastructure, by providing a high standard of effective infrastructure development, preventive maintenance, and responsive customer service programs while maintaining fiscal accountability.

Description and Purpose

The Public Works/Engineering Department is responsible for the overall administration of the Department. Major functions include infrastructure planning, implementation of master facility plans based upon available resources, capital project construction, managing and scheduling maintenance and minor repair plans, budget preparation and monitoring, personnel training, State law compliance oversight, and work program implementation and monitoring.

Strategic Plan Integration

Issue/continue with RFQ/RFP for Project Study Report (PSR), SR 62, Airway to La Contenta/Yucca Mesa: 18-24 months to complete depending upon Caltrans review and requirements.

Complete the PA/ED for SR 62, Airway to West End

Continue annual update to Pavement Management Program

Coordinate with Community Development Department on the General Plan Update, primarily in the area of the Circulation Element and traffic modeling Town-wide to ensure thorough evaluation of alternatives and identification of the necessary circulation system infrastructure to support the preferred land use plan. This shall also include reevaluation of the Old Town Specific Plan SR 62 realignment alternatives.

Coordinate with the Hi Desert Water District's wastewater collection system design and engineering processes to ensure the necessary street/trench repair & reconstruction processes and scheduling.

Goals and Objectives

- Continued implement citizen service request management and monitoring system, ensuring timely follow through to service requests based upon available resources.
- Update fleet and equipment replacement schedule.
- Complete update to Standard Drawings & Specifications

Public Works/Engineering – Administration

Significant Budget Issue

Infrastructure development and maintenance will continue to be significant challenges for the Town of Yucca Valley. Annual revenues for street maintenance have fallen to approximately 50% of revenue levels in 2009/2010 with the new Measure I program. LTF revenues have also been reduced as the Morongo Basin Transit Authority is expending a majority of those funds for public transit purposes. Without additional financial resources, the Town's maintained road system continues to deteriorate, and a $14 million maintenance deficiency exists as this time.

Public Works/Engineering – Administration

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Public Works Director	0	0	0	0
Public Works Supervisor	0	0	0	0
Administrative Assistant II	1	1	1	1
Division Total	**1**	**1**	**1**	**1**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
55-01	**Public Works Admin**							
5110	Salaries	114,858	40,620	41,000	41,638	2%	41,638	2%
5112	Salaries - Overtime	62	967	200	991	396%	991	396%
5121	FICA Medicare	1,848	603	600	618	3%	618	3%
5123	Health Care	14,813	9,084	9,000	9,360	4%	12,600	40%
5124	Workers' Comp	4,161	1,456	1,500	1,705	14%	1,705	14%
5125	Life & Disability	545	536	550	396	-28%	396	-28%
5126	Unemployment Insurance	1,134	333	350	746	113%	746	113%
5127	Retirement	25,656	8,350	8,350	9,858	18%	7,359	-12%
5200	Car Allowance	1,548	0	0	0	#DIV/0!	0	#DIV/0!
	Personnel	**164,626**	**61,948**	**61,550**	**65,312**	6%	**66,054**	7%
6110	Office Supplies	2,447	3,500	0	3,500	#DIV/0!	2,500	#DIV/0!
6127	Dirt Road Street Signs	1,379	1,500	1,800	1,500	-17%	1,500	-17%
6610	Reference Materials	300	300	225	300	33%	300	33%
6910	Tools & Equipment	0	300	0	0	#DIV/0!	0	#DIV/0!
7110	Professional Services	0	0	0	0	#DIV/0!	0	#DIV/0!
7510	Printing	0	200	125	200	60%	200	60%
7520	Advertising	0	0	0	0	#DIV/0!	0	#DIV/0!
7610	Major Conferences	205	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	0	5,000	4,100	7,500	83%	5,000	22%
7630	Dues & Memberships	240	250	0	250	#DIV/0!	250	#DIV/0!
	Supplies & Services	**4,571**	**11,050**	**6,250**	**13,250**	112%	**9,750**	56%
8541	Vehicle	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**0**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**169,197**	**72,998**	**67,800**	**78,562**	16%	**75,804**	12%

Public Works/Engineering – Fleet Maintenance

Mission Statement

The Fleet Maintenance Division will implement a cost-effective and pro-active vehicle and equipment maintenance program, and manage the Vehicle & Equipment Replacement Program.

Description and Purpose

Fleet Maintenance is responsible for maintaining over 100 individual units, including small machinery, vehicles, and heavy equipment. Major functions include administration of the Highway Patrol Safety Inspection Program, Smog Check Program, preparation of diesel fuel tax returns, the scheduling and coordination of repairs and maintenance, and management of the Vehicle Equipment Replacement Program.

Strategic Plan Integration

Department goals and objectives have been set to support the work plan as developed by the Town Manager and Executive Management team in support of the Town Council's Strategic Planning priorities. The department is committed to evaluating its efforts to ensure that the primary focus of the department is in support of the identified priorities through adherence to the annual work plan. These efforts are evaluated regularly and adjusted as necessary through guidance of the Town Manager and Executive Management Team.

Goals and Objectives

- Update the vehicle/equipment replacement program.
- Continue implementation of the Highway Patrol Safety Inspection Program
- Continue implementation of the Smog Check Program
- Evaluate options and potential cost savings through available lease programs for fleet vehicles.
- Evaluate options and potential cost savings for equipment rental vs. equipment purchase and replacement for all maintenance equipment.

Significant Budget Issue

The Town's Vehicle and Equipment program represents an approximate value of $1,361,000.

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
55-57	**Fleet Maintenance**							
6410	Maintenance Supplies	3,239	5,000	3,500	5,000	43%	3,500	0%
6500	Fuel	45,341	55,000	48,000	72,250	51%	65,000	35%
6610	Reference Materials	369	500	0	500	#DIV/0!	500	#DIV/0!
6910	Tools & Equipment	520	1,200	250	1,200	380%	500	100%
7411	Maintenance - Equip	7,799	12,000	26,000	15,000	-42%	15,000	-42%
7413	Maintenance - Vehicles	19,008	21,000	24,000	24,000	0%	24,000	0%
7999	Indirect Cost Recovery	(4,175)	(2,000)	(2,000)	(3,500)	75%	(3,500)	75%
	Supplies & Services	**72,101**	**92,700**	**99,750**	**114,450**	15%	**105,000**	5%
8541	Vehicle	0	0	0	23,000	#DIV/0!	23,000	#DIV/0!
	Capital	**0**	**0**	**0**	**23,000**	#DIV/0!	**23,000**	#DIV/0!
	Total Department	**72,101**	**92,700**	**99,750**	**137,450**	38%	**128,000**	28%

Public Works/Engineering – Park Maintenance

Mission Statement

The Park Maintenance Division is dedicated to maintaining park, recreation, and outdoor infrastructure facilities ensuring cleanliness, orderly, safe, and environmentally responsible maintenance programs.

Description and Purpose

The Park Maintenance Division implements landscaping and maintenance programs to provide safe and clean parks and outdoor infrastructure for the Town's 180-acre park system, which consists of the following:

- Community Center 22.2 acres
- Jacob's Park 5 acres
- Machris Park 12 acres
- Paradise Park 5 acres
- Remembrance Park .2 acres
- North Park 80 acres
- South Park 40 acres
- Park N Ride 6.5 acres
- Welcome Center 1.6 acres
- YVHS Pool .55 acres

Included in these services is maintenance of 4 sports fields, 4 playgrounds, over 3,000 trees and shrubs, 4 tennis courts, State Route 62 Median Islands, the Yucca Valley Swimming Pool, the California Welcome Center, the Yucca Valley Park and Ride facility and the maintenance of the former PFF Bank building.

Strategic Plan Integration

Continue participation in the completion of shelf-ready plans for the South Side Neighborhood Park ensuring design and construction lead to short and long term efficient and cost effective maintenance programs.

Continue participation in the maintenance and cost analysis for the Brehm Youth Sports Park project ensuring design and construction lead to short and long term efficient and cost effective maintenance programs.

Goals and Objectives

- Continue the aggressive trip hazard mitigation and elimination program at Town parks and facilities.
- Assist in the ADA Transition Plan implementation at Town parks and facilities.
- Continue SR 62 Median Island Maintenance Program
- Continue the annual dormant tree trimming campaign.
- Install new irrigation lines and trees at our outlying parks based upon available resources.

Public Works/Engineering – Park Maintenance

- Install new swing set at Paradise Park, which has already been purchased.
- Continue improving our parks infrastructure rather than maintaining them as they are an integral Town asset.
- Keep the sports fields in good condition, with safety of the user groups as first priority.
- Keep the pool clean, properly maintained and operating to the best of its ability.
- Assist other Town departments as needed.

Significant Budget Issue

Aging infrastructure, such as irrigation and control systems, requires increased levels of maintenance annually. Any increases in irrigation water rates can impact annual operational costs. Unusually warm or longer than normal spring through fall temperatures can increase water usage requirements above annual appropriations. Petroleum based products are used widely in park maintenance, and the continued increases to petroleum or oil based product prices will impact annual maintenance costs.

Public Works/Engineering – Park Maintenance

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Skilled Lead Maintenance Worker	1	1	1	1
Skilled Maintenance Worker II	3	3	3	3
Skilled Maintenance Worker I	0	0	0	0
Division Total	**4**	**4**	**4**	**4**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	% Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	% Var from Prj Act
55-58	**Parks Maintenance**							
5110	Salaries	166,734	177,743	178,000	177,743	0%	186,529	5%
5111	Salaries - Temp	0	0	0	0	#DIV/0!	0	#DIV/0!
5112	Salaries - Overtime	7,738	14,491	10,000	14,491	45%	15,363	54%
5113	Standby	5,945	8,099	7,000	8,099	16%	8,282	18%
5121	FICA Medicare	2,640	2,905	2,800	2,905	4%	3,048	9%
5123	Health Care	37,989	37,848	37,850	37,920	0%	50,400	33%
5124	Workers' Comp	6,544	7,012	7,600	8,013	5%	8,407	11%
5125	Life & Disability	2,265	2,018	1,800	1,848	3%	1,848	3%
5126	Unemployment Insurance	1,783	1,603	1,350	3,506	160%	3,678	172%
5127	Retirement	39,534	36,550	36,500	42,081	15%	32,969	-10%
	Personnel	**271,171**	**288,268**	**282,900**	**296,606**	5%	**310,524**	10%
6122	Grounds Maintenance Supplies	26,179	30,000	26,500	30,000	13%	26,500	0%
6190	Clothing	2,451	3,500	2,875	3,500	22%	2,750	-4%
6910	Tools & Equipment	7,065	2,000	2,000	2,000	0%	1,500	-25%
7110	Professional Services	2,865	8,000	5,200	5,500	6%	3,000	-42%
7114	YVHS Pool Maintenance	48,182	60,000	51,000	55,000	8%	50,000	-2%
7212	Utilities - Water	82,223	80,000	82,000	108,000	32%	80,000	-2%
7310	Rental of Equipment	1,000	1,300	750	1,300	73%	1,000	33%
7411	Maintenance - Equip	1,983	2,500	750	2,500	233%	2,000	167%
7610	Major Conferences	1,262	0	0	0	#DIV/0!	0	#DIV/0!
7615	Minor Conferences	0	0	0	0	#DIV/0!	0	#DIV/0!
7618	Meetings & Travel	0	0	0	0	#DIV/0!	0	#DIV/0!
7630	Dues & Memberships	200	250	200	250	25%	250	25%
	Supplies & Services	**173,410**	**187,550**	**171,275**	**208,050**	21%	**167,000**	-2%
8310	Capital Projects	0	0	0	0	#DIV/0!	0	#DIV/0!
8310-8251	Pool Office Bldg	9,175	0	0	0	#DIV/0!	0	#DIV/0!
8310-8357	Swimming Pool Filter Assembly	0	0	0	0	#DIV/0!	0	#DIV/0!
8541	Vehicle	0	50,000	0	0	#DIV/0!	0	#DIV/0!
	Capital	**9,175**	**50,000**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**453,756**	**525,818**	**454,175**	**504,656**	11%	**477,524**	5%

Public Works/Engineering – Street Maintenance

Mission Statement

To promote preventive maintenance programs that result in a safe and effective street system while maintaining fiscal responsibility and responsive customer service.

Description and Purpose

The Street Maintenance Division is currently responsible for the maintenance of approximately 160 miles of paved roadway and approximately one mile of dirt road. The primary functions of the Division includes, pothole repair, skin patching, sign replacement, sign repair, shoulder maintenance, storm cleanup, street sweeping, hazard removal, sand and dirt removal, and berm construction.

Strategic Plan Integration

Coordinate with the Engineering Division on the annual update and refinement to the Pavement Management Program.

Goals and Objectives

- Maintain the sign replacement program.
- Conduct annual sidewalk inspection program
- Conduct annual street striping condition and repair/replacement program
- Conduct shoulder maintenance programs as necessary
- Conduct Town-wide street sweeping programs as necessary and following rain storm events.
- Implement minor overlay maintenance program based upon available time and financial resources
- Conduct line-of-sight obstruction inspection and removal program.
- Conduct intersection pavement repair and replacement program to improve intersection mobility and safety.
- Conduct citizen request inspection and repair program based upon available resources
- Continue coordinated median island maintenance program with the Park Maintenance Division.
- Assist other Departments in implementation of Town goals and objectives

Public Works/Engineering – Street Maintenance

Significant Budget Issue

The Town's Street Maintenance Division is funded by Gas Tax and LTF revenues. Revenues received through the Gas Tax and LTF resources are not sufficient to meet current street maintenance needs. Funding levels are therefore not sufficient to keep the Maintained Road System from further deterioration. A four member crew, with the available financial resources, is not capable of responding to all service requests within the maintained system.

Public Works/Engineering – Street Maintenance

Authorized Positions

Position	*FY 2010/11*	*FY 2011/12*	*FY 2012/13*	*FY 2013/14*
Skilled Lead Maintenance Worker	1	1	1	1
Skilled Maintenance Worker II	3	3	3	3
Division Total	**4**	**4**	**4**	**4**

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
55-59	**Streets Operations (General Fund)**							
6410	Maintenance Supplies	0	0	0	0	#DIV/0!	0	#DIV/0!
7110	Professional Services	103,168	0	0	0	#DIV/0!	0	#DIV/0!
	Supplies & Services	**103,168**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
8310	Bonanza/Palomar - Carlyle	0	0	0	0	#DIV/0!	0	#DIV/0!
	Capital	**0**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!
	Total Department	**103,168**	**0**	**0**	**0**	#DIV/0!	**0**	#DIV/0!

Expenditure Detail

Acct.	Description	2009-10 Actual	2010-11 Adopted Budget	2010-11 Projected Actuals	Department Recommendation 2011-12 Proposed Budget	Department Recommendation % Var from Prj Act	Town Manager Adopted 2011-12 Proposed Budget	Town Manager Adopted % Var from Prj Act
Total General Fund Expenditures		9,095,405	8,785,461	8,979,369	9,287,542	3%	8,680,657	-3%

Town of Yucca Valley

Operating Budget

FY 2011-12

Special Revenue/Other Funds

Special Revenue Funds Summary

Descriptions

Budgets

Special Revenue Funds are used to account for the proceeds derived from specific revenue sources which are legally restricted to expenditures for specified purposes.

100 Internal Service
Established to be used to finance and account for special activities and services performed by a department for other departments in a cost reimbursement basis. Photocopy and stationary costs are currently being charged to all departments through this internal service fund.

200 Deposits
Established as a fund to account for deposits advanced to the Town to fund development related services provided by the Town's Community Development department. Monies in this fund are considered liabilities until expended.

300 Quimby/In Lieu
Established as a fund to account for monies received as paid-in-lieu funds pursuant to the requirements of the Town Ordinance relating to the dedication of land for parks and recreational purposes.

350 Development Impact Fee
Established as depository for development impact fees. The fees are levied against new development in the Town in order to pay for the construction or improvement of public facilities as a result of Town growth.

504 CLEEPS (California Law Enforcement Equipment Program) - High Tech
Established to account for grant monies received to purchase equipment in compliance with the grant award. This equipment will be made available for special police and problem oriented police projects.

507 Traffic Safety
Established to account for expenditures financed by revenue generated from the enforcement of California vehicle codes and town ordinances. These restricted funds may be used only for traffic signals, school crossing guards, and other related traffic safety expenditures.

508 Asset Seizure
Established to account for assets seized during police narcotic activities.

509 COPS – SLESF (Supplemental Law Enforcement Special Fund)
Established to account for grant monies received as a result of AB3229, that created the Citizens Option for Public Safety Program (COPS). Expenditures for this fund are restricted to front line law enforcement services.

510 ARRA Public Safety-JAG
Established by the American Recovery and Reinvestment Act to create and enhance crime prevention involving cooperation between community residents and law enforcement personnel to control, detect and investigate crime and the prosecution of criminals.

513 AB2928 TCRP (Traffic Congestion Relief Program) Construction
Established to account for grant monies received for traffic and pedestrian safety improvement projects on Highway 62.

514 AB2928 –TCRP (Traffic Congestion Relief Program) Maintenance
Established to account for grant monies received for street and highway pavement maintenance, rehabilitation and reconstruction of necessary associated facilities such as drainage and traffic control devices.

515 Gas Tax
Established to account for receipts and expenditures of money apportioned under Street and Highway Code Sections 2105, 2106, 2107, and 2107.5 of the State of California. These funds must be spent only for street maintenance, repairs or construction. A limited amount may be spent on related engineering costs.

516 LTF (Local Transportation Fund)
Established to account for financial transactions per Article No. 8 of the Transportation Development Action of 1971 (SB325) State of California Streets, Roads, Bicycle and Pedestrian Capital Facilities.

521 Measure I - 5% Transit
Established to account for revenues from a (1/2%) sales tax on all retail transactions within the County.

522 Measure I – 30% Local Roads
Established to account for revenues from a (1/2%) sales tax on all retail transactions within the County.

523 Measure I – 65% Major Arterials
Established to account for revenues from a (1/2%) sales tax on all retail transactions within the County.

524 Measure I – 2010 Unrestricted
Established to account for revenues from a voter approved (1/2%) local transportation sales tax for Measure I 2010-2040, for the use in unrestricted street projects.

525 CALTRANS Outer Highway Relinquishment
Established to account for expenditures and reimbursements for grant funds received from the State of California (CALTRANS) for development, design and construction of improvements around public school sites in the Town, including sidewalks, flashing lights and related safety improvements.

526 Highway Safety Improvement Program (HSIP)
Established through HSIP funding appropriated by the Federal Highway Administration and administered through Cal Trans.

527 Public Lands Highway Discretionary Funds (PLHD)
Established by the Federal Highway Administration(FHWA) and allocated through local government San Bernardino Association of Governments(SANBAG) for highway transportation projects that are eligible and listed on the approved Regional Transportation Improvement Project(RTIP) list. Funds are administered by Cal Trans.

528 Prop 1B Funds
Established by approval of the voters in November 2006. This proposition provided $19,925 billion in bonds for a variety of transportation priorities, including $2 billion for cities and counties to fund the maintenance and improvement of local transportation facilities.

530 Safe Routes to School
Established by the Federal government 1) to enable and encourage children in kindergarten through eighth grade(K-8), including children with disabilities, to safely walk and bicycle to school, 2) to make walking and bicycling to school a more appealing mode choice, and 3) to facilitate the planning, design, and implementation of projects that will improve safety, environment, and overall quality of life.

531 Flood Control
Established to account for grant monies received from the State of California for flood control improvement programs and/or projects. These funds are restricted solely for flood control related projects.

540 CA Energy Commission-ARRA-EECBG
Established by the Energy Independence and Security Act of 2007 and is funded by the American Recovery and Reinvestment Act of 2009. The EECBG program is to assist cities and counties with local programs that reduce fossil fuel emissions, reduce total energy use, and to improve energy efficiency.

542 CMAQ
Established through SANBAG for certain safety projects identified in United States Code Title 23 Section 120 that identifies organizations that are eligible to receive 100% CMAQ funding.

543 AB2766 – Air Pollution Trust
Established to account for receipts and expenditures for the Air Pollution Fund.

551 HUD Park Funds
Established with federal funds made available through the US Dept of Housing and Urban Development. These expenditures were appropriated by Congress pursuant to the VA-HUD Independent Agencies (Economic Development Initiative) Appropriations Act of FY 2001 (Public Law 106-554). The funds are for the purpose of "creating community regional park improvements to provide recreational opportunities to the local community". Funds provided through this program are 100% grants and require no matching funds.

560 CDBG - Community Development Block Grant
Established to account for financing of rehabilitation of privately held homes and government infrastructures. Financing is provided by the Federal Housing and Community Development Act.

570 Recycling Activities
Established to account for grant money for eligible cities and counties, for beverage container recycling and litter cleanup activities.

581 Landscape/Lighting Maintenance District
Established to provide regular maintenance, repair and replacement of all facilities within the public rights-of-ways or easements which shall include, but not be limited to, the landscaping, irrigation system, signage, perimeter wall, retaining walls, pedestrian path and erosion control plantings within or adjacent to the detention basins and drainage swale.

582 Street & Drainage District
Established to provide improvements and maintenance of streets, roads, and highways needed to keep the streets in a safe condition and to preserve the street network. Also for maintenance and operation of drainage and flood control facilities, including but not limited to floodways, channels, percolation pond, storm drain systems including pipes and catch basins and appurtenant facilities.

800 Capital Projects Reserve
Established to maintain a capital projects reserve for the purpose of providing funding for the planning, construction, repair and rehabilitation of the Town's capital assets.

Town of Yucca Valley
Proposed Budget
FY 2011-12

Fund	Projected Fund Balance 6/30/2011	Proposed Revenues	FY 2011-12 Proposed Expenditures	Proposed Transfers In/ Transfers Out	Projected Fund Balance 6/30/2012
Special Revenue Funds					
300 - Quimby Fees	$ 117,523	$ 25	$ -	$ -	$ 117,548
350 - Development Impact Fees	503,127	30,600	-	-	533,727
504 - CLEEPS Hi-Tech	4,319	7	(4,326)	-	0
507 - Traffic Safety	259,654	51,200	(51,500)	(225,000)	34,354
508 - Asset Seizure	1,137	-	(1,137)	-	(0)
509 - COPS - SLESF	206,822	100,750	(200,500)	-	107,072
510 - ARRA Public Safety JAG	-	-	-	-	-
513 - AB2928 TCRP - Construction	(37,007)	2,029,281	(2,837,650)	899,500	54,124
514 - AB2928 TCRP - Maintenance	-	-	-	-	-
515 - Gas Tax	497,464	542,500	(663,104)	-	376,860
516 - LTF	399,455	96,800	(50,000)	(312,120)	134,135
521 - Measure I - Transit	0	-	-	-	0
522 - Measure I - Major Arterial	1,253,202	-	(305,500)	(165,100)	782,602
523 - Measure I - Local Roads	101,932	-	(34,000)	-	67,932
524 - Measure I - 2010 Unrestricted	215,333	576,296	(723,234)	-	68,395
525 - Caltrans Outer Hwy	-	-	-	-	-
526 - HSIP - Highway Safety Improvement F	-	1,084,400	-	(1,084,400)	-
527 - Public Lands Fed Grant	(235,746)	1,950,000	(2,500,000)	887,120	101,374
528 - Prop 1B Funds	149,307	-	(149,000)	-	307
530 - Safe Routes to School	-	125,000	(125,000)	-	-
531 - Flood Control	376,467	-	(375,097)	-	1,370
540 - CEC - ARRA	-	180,000	(180,000)	-	-
542 - CMAQ	(7,688)	226,000	(218,312)	-	-
543 - Air Pollution Trust	96,195	15,200	(1,500)	-	109,895
551 - HUD Park Funds	(65,799)	434,160	-	-	368,361
560 - CDBG	29,151	348,878	(423,459)	-	(45,430)
570 - Recycling Activities	1,083	5,005	(4,700)	-	1,388
581 - LLD	14,992	16,025	(3,700)	-	27,317
582 - SDD	83,949	30,150	(4,200)	-	109,899
583 - MELLO ROOS CFD	-	-	-	-	-
800 Capital Projects Reserve	980,877	-	(940,000)	700,000	740,877
Total Special Revenue Funds	**4,945,750**	**7,842,277**	**(9,795,919)**	**700,000**	**3,692,108**
Internal Service Fund					
100 - Internal Service	516,797	37,000	(32,000)	(23,000)	498,797
Total Internal Service Fund	**516,797**	**37,000**	**(32,000)**	**(23,000)**	**498,797**
Redevelopment Agency Funds					
930 - RDA Capital Projects	5,524,411	24,000	(380,000)	-	5,168,411
931 - RDA Debt Service	3,055,453	2,185,500	(1,918,160)	(370,000)	2,952,793
932 - RDA Low/Mod Housing	1,993,642	164,660	(175,000)	370,000	2,353,302
Total RDA Funds	**10,573,506**	**2,374,160**	**(2,473,160)**	**-**	**10,474,506**
Total Other Funds	**$ 16,036,053**	**$ 10,253,437**	**$ (12,301,079)**	**$ 677,000**	**$ 14,665,411**

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
100 - Internal Service							
RECEIPTS							
Photo Copy Sales	$ 39,271	$ 36,000	$ 37,000	$ 36,000	$ 35,000	$ 36,000	$ 37,000
Stationary/Env Sales	1,195	1,000	1,000	1,000	1,000	1,000	1,000
TOTAL RECEIPTS	**40,466**	**37,000**	**38,000**	**37,000**	**36,000**	**37,000**	**38,000**
EXPENDITURES							
Operating Supplies	5,472	6,000	5,000	5,000	6,000	6,000	7,000
Equipment Rental	30,005	31,000	28,000	27,000	27,000	26,000	26,500
TOTAL EXPENDITURES	**35,477**	**37,000**	**33,000**	**32,000**	**33,000**	**32,000**	**33,500**
CAPITAL OUTLAY							
Work in Progress	-	-	-	-	-	-	-
TOTAL CAPITAL OUTLAY	-	-	-	-	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 001		(225,000)	-	(23,000)	-	-	-
Transfer IN			-	-	-	-	-
TOTAL OPERATING TRANSFERS IN(OUT)	-	**(225,000)**	-	**(23,000)**	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	**4,989**	**(225,000)**	**5,000**	**(18,000)**	**3,000**	**5,000**	**4,500**
BEGINNING FUND BALANCE	**506,808**	**511,797**	**511,797**	**516,797**	**498,797**	**501,797**	**506,797**
ENDING FUND BALANCE	**$ 511,797**	**$ 286,797**	**$ 516,797**	**$ 498,797**	**$ 501,797**	**$ 506,797**	**$ 511,297**
RESERVE BALANCE SUMMARY							
Undesignated	$ 11,797	$ 11,797	$ 16,797	$ 21,797	$ 1,797	$ 6,797	$ 11,297
Designated - Vehicle & Equip	500,000	275,000	500,000	477,000	500,000	500,000	500,000
Total	**$ 511,797**	**$ 286,797**	**$ 516,797**	**$ 498,797**	**$ 501,797**	**$ 506,797**	**$ 511,297**

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
		-	-	-	-	-	-	-
		-	-	-	-	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
300 - Quimby Fees							
RECEIPTS							
Interest	$ 433	$ 50	$ 25	$ 25	$ 25	$ 50	$ 50
In Lieu Park Fees							
In-Lieu Street Improvements	50,000	-					
In-Lieu Underground							
TOTAL RECEIPTS	50,433	50	25	25	25	50	50
EXPENDITURES							
Indirect Cost	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	-	-	-	-	-	-	-
TOTAL CAPITAL OUTLAY	-	-	-	-	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 551	-	(22,000)	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN(OUT)	-	(22,000)	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	50,433	(21,950)	25	25	25	50	50
BEGINNING FUND BALANCE	67,065	117,498	117,498	117,523	117,548	117,573	117,623
ENDING FUND BALANCE	$ 117,498	$ 95,548	$ 117,523	$ 117,548	$ 117,573	$ 117,623	$ 117,673

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
South Side Design/Engineering	300 55-58 8310 8518-409	0	0	0	0	0	0	0
		0	0	0	0	0	0	0

Breakdown of Quimby Fees -	AS OF: 3/31/11	
	Beginning Fund Balance	117,498
	Quimby Fees	1,394
		1,600
		79,756
		610
		528
	Total Quimby	83,888
	Doran May Park Funds	25,000
	Underground Util - Parrten	19,390
	Carquest Street Imp	38,593
	Robbins Street Imp	50,000
	Total Other	132,983

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
350 - Development Impact Fees							
RECEIPTS		10SFR	5SFR	10SFR	10SFR	15SFR	15SFR
Single Family Residential	$ 52,000	$ 52,000	$ 26,000	$ 30,600	$ 30,600	$ 30,600	$ 75,000
Multi-Family Residential	-	-	-	-	-	-	-
Commercial	7,547	15,000	-	-	250,000	-	-
Office	-	-	-	-	-	-	-
Interest	3,865	2,000	-	-	-	-	-
TOTAL RECEIPTS	63,412	69,000	26,000	30,600	280,600	30,600	75,000
EXPENDITURES							
Operating Supplies							
Indirect Cost	1,257	6,400	-	-	-	-	-
TOTAL EXPENDITURES	1,257	6,400	0	0	0	0	0
CAPITAL OUTLAY							
Work in Progress	-	-	-	-	-	-	-
TOTAL CAPITAL OUTLAY	0	0	0	0	0	0	0
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 522		(302,000)	-	-	-	-	-
Transfer OUT - Fund 551		(12,000)	-	-			
Transfer OUT - Fund 531	(205,000)	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN(OUT)	(205,000)	(314,000)	0	0	0	0	0
INCREASE (DECREASE) IN FUND BALANCE	(142,845)	(251,400)	26,000	30,600	280,600	30,600	75,000
BEGINNING FUND BALANCE	$ 619,972	$ 477,127	$ 477,127	$ 503,127	$ 533,727	$ 814,327	$ 844,927
ENDING FUND BALANCE	$ 477,127	$ 225,727	$ 503,127	$ 533,727	$ 814,327	$ 844,927	$ 919,927

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
		-	-	-	-	-	-	-
		0	0	0	0	0	0	0

Development Impact Fee Fund Totals - as of 3/31/11

General Facility	52,423
Parks	13,680
Streets/Traffic	342,839
Drainage	19,810
Trails	18,246
Total	446,999

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
504 - CLEEPS Hi-Tech							
RECEIPTS							
Interest	$ 40	$ 10	$ 15	$ 7	$ -	$ -	$ -
TOTAL RECEIPTS	40	10	15	7	-	-	-
EXPENDITURES							
Indirect Cost	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	6,725	3,035	-	4,326	-	-	-
TOTAL CAPITAL OUTLAY	6,725	3,035	-	4,326	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer IN - Fund 507	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(6,685)	(3,025)	15	(4,319)	-	-	-
BEGINNING FUND BALANCE	10,989	4,304	4,304	4,319	0	0	0
ENDING FUND BALANCE	$ 4,304	$ 1,279	$ 4,319	$ 0	$ 0	$ 0	$ 0

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Special Activities	504 25-05 7820 0000	6,725	3,035		4,326	0	0	0
		0						
		6,725	3,035	0	4,326	0	0	0

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
507 - Traffic Safety							
RECEIPTS							
Traffic Fine Revenue	$ 68,503	$ 48,000	$ 53,000	$ 50,000	$ 50,000	$ 50,000	$ 50,000
Interest	1,506	500	1,200	1,200	500	500	500
TOTAL RECEIPTS	**70,009**	**48,500**	**54,200**	**51,200**	**50,500**	**50,500**	**50,500**
EXPENDITURES							
Indirect Cost	1,500	1,500	1,500	1,500	1,500	1,500	1,500
TOTAL EXPENDITURES	**1,500**	**1,500**	**1,500**	**1,500**	**1,500**	**1,500**	**1,500**
CAPITAL OUTLAY							
Work in Progress	-	2,500	-	50,000	55,000	60,000	60,000
TOTAL CAPITAL OUTLAY	-	2,500	-	50,000	55,000	60,000	60,000
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 515	(25,000)	(25,000)	(25,000)	-			
Transfer OUT - Fund 524	-	(25,000)	(25,000)	-			
Transfer OUT - Fund 527	-	(225,000)	-	(225,000)			
TOTAL OPERATING TRANSFERS IN (OUT)	**(25,000)**	**(275,000)**	**(50,000)**	**(225,000)**	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	**43,509**	**(230,500)**	**2,700**	**(225,300)**	**(6,000)**	**(11,000)**	**(11,000)**
BEGINNING FUND BALANCE	**213,445**	**256,954**	**256,954**	**259,654**	**34,354**	**28,354**	**17,354**
ENDING FUND BALANCE	**$ 256,954**	**$ 26,454**	**$ 259,654**	**$ 34,354**	**$ 28,354**	**$ 17,354**	**$ 6,354**

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Special Activities	507 25-05 7820 0000	-	2,500	-	50,000	55,000	60,000	60,000
		-	-	-	-	-	-	-
		-	**2,500**	**-**	**50,000**	**55,000**	**60,000**	**60,000**

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	Forecast 2013-14	Forecast 2014-15
508 - Asset Seizure							
RECEIPTS							
Program Revenue	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Interest	7	10	-	-	-	-	-
TOTAL RECEIPTS	7	10	-	-	-	-	-
EXPENDITURES							
Special Activities	1,446	1,000	-	-	-	-	-
TOTAL EXPENDITURES	1,446	1,000	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	-	-	-	1,137	-	-	-
TOTAL CAPITAL OUTLAY	-	-	-	1,137	-	-	-
OPERATING TRANSFERS IN (OUT)							
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(1,439)	(990)	-	(1,137)	-	-	-
BEGINNING FUND BALANCE	2,576	1,137	1,137	1,137	(0)	(0)	(0)
ENDING FUND BALANCE	$ 1,137	$ 147	$ 1,137	$ (0)	$ (0)	$ (0)	$ (0)

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	Forecast 2013-14	Forecast 2014-15
		-	-	-	1,137	-	-	-
		-	-	-	1,137	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
509 - COPS - SLESF							
RECEIPTS							
Grant revenue	$ 100,287	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000	$ 100,000
Interest	1,077	500	850	750	200	100	100
TOTAL RECEIPTS	101,364	100,500	100,850	100,750	100,200	100,100	100,100
EXPENDITURES							
Indirect Cost	500	500	500	500	500	500	500
TOTAL EXPENDITURES	500	500	500	500	500	500	500
CAPITAL OUTLAY							
Work in Progress	82,687	130,000	80,000	200,000	150,000	125,000	100,000
TOTAL CAPITAL OUTLAY	82,687	130,000	80,000	200,000	150,000	125,000	100,000
OPERATING TRANSFERS IN (OUT)							
	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	18,178	(30,000)	20,350	(99,750)	(50,300)	(25,400)	(400)
BEGINNING FUND BALANCE	168,294	186,472	186,472	206,822	107,072	56,772	31,372
ENDING FUND BALANCE	$ 186,472	$ 156,472	$ 206,822	$ 107,072	$ 56,772	$ 31,372	$ 30,972

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Special Activities	509 25-05 7820 XXXX	82,687	130,000	80,000	200,000	150,000	125,000	100,000
		82,687	130,000	80,000	200,000	150,000	125,000	100,000

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
510 - ARRA Public Safety JAG							
RECEIPTS							
Grant revenue-Deferred	$ 37,896	$ 37,790	$ -	$ -	$ -	$ -	$ -
Interest	50	-	-	-			
TOTAL RECEIPTS	37,946	37,790	-	-	-	-	-
EXPENDITURES							
Indirect Cost	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	-	-	37,946	-	-	-	-
TOTAL CAPITAL OUTLAY	-	-	37,946	-	-	-	-
OPERATING TRANSFERS IN (OUT)							
	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	37,946	37,790	(37,946)	-	-	-	-
BEGINNING FUND BALANCE	-	37,946	37,946	-	-	-	-
ENDING FUND BALANCE	$ 37,946	$ 75,736	$ -	$ -	$ -	$ -	$ -

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Special Activities	510 25-05 7820 XXXX	-	37,946	37,946	-	-	-	-
		-	37,946	37,946	-	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
513 - AB2928 TCRP - Construction							
RECEIPTS							
State Reimbursement	$ 157,837	$ 565,000	$ 187,229	$ 2,029,281	$ -	$ -	$ -
TOTAL RECEIPTS	157,837	565,000	187,229	2,029,281	-	-	-
EXPENDITURES							
Indirect Cost		2,000	2,000	2,000	2,000	-	-
Prof Services-Street Sweeping							
TOTAL EXPENDITURES	-	2,000	2,000	2,000	2,000	-	-
CAPITAL OUTLAY							
Work in Progress	242,070	565,000	187,229	2,835,650	51,624	-	-
TOTAL CAPITAL OUTLAY	242,070	565,000	187,229	2,835,650	51,624	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer IN - Fund 526	-	-	-	899,500	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	899,500	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(84,233)	(2,000)	(2,000)	91,131	(53,624)	-	-
BEGINNING FUND BALANCE	49,226	(35,007)	(35,007)	(37,007)	54,124	500	500
ENDING FUND BALANCE	$ (35,007)	$ (37,007)	$ (37,007)	$ 54,124	$ 500	$ 500	$ 500

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
SR62/TCRP Phase 1	513 55-59 8310 8327-100	79,402				-	-	-
SR62/TCRP Phase 2	513 55-59 8310 8327-200	162,667	450,000	170,295	279,705	-	-	-
SR62/TCRP Phase 3	513 55-59 8310 8327-300		115,000	16,934	105,945	-	-	-
SR62/TCRP Phase 4	513 55-59 8310 8327-400				2,450,000	51,624	-	-
TCRP Construction Phase								
		242,070	565,000	187,229	2,835,650	51,624	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	Forecast 2013-14	Forecast 2014-15
514 - AB2928 TCRP - Maintenance							
RECEIPTS							
State Reimbursement	$ 192,199	$ 200,000	$ -	$ -	$ -	$ -	$ -
Interest	76	125	125	-	-	-	-
TOTAL RECEIPTS	192,275	200,125	125	-	-	-	-
EXPENDITURES							
Indirect Cost	-	-	2,500	-	-	-	-
Prof Services-Street Sweeping	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	2,500	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	1,125	40,000	-	-	-	-	-
TOTAL CAPITAL OUTLAY	1,125	40,000	-	-	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 515	(175,000)	(200,000)	(3,642)	-	-	-	-
Transfer OUT - Fund 524		(25,000)	(25,000)		-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	(175,000)	(225,000)	(28,642)	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	16,150	(64,875)	(31,017)	-	-	-	-
BEGINNING FUND BALANCE	14,867	31,017	31,017	-	-	-	-
ENDING FUND BALANCE	$ 31,017	$ (33,858)	$ -	$ -	$ -	$ -	$ -

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	Forecast 2013-14	Forecast 2014-15
Pavement Management System	514 55-59 8310 8505	1,125	40,000	-		-	-	-
		1,125	40,000	-	-	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
515 - Gas Tax							
RECEIPTS							
Highway Users Tax	$ 351,825	$ 342,000	$ 342,000	$ 342,000	$ 345,000	$ 347,000	$ 350,000
Highway Users Tax (Prop 42 Replacement)	-	-	200,000	200,000	205,000	209,000	215,000
Interest	1,724	1,000	1,000	500	500	500	500
TOTAL RECEIPTS	**353,549**	**343,000**	**543,000**	**542,500**	**550,500**	**556,500**	**565,500**
EXPENDITURES							
Personnel	309,876	286,432	286,432	305,504	311,614	317,846	324,203
Supplies & Services	100,905	281,600	267,520	281,600	287,232	292,977	298,836
Indirect Recovery	5,026	4,000	3,800	4,000	4,080	4,162	4,245
TOTAL EXPENDITURES	**415,808**	**572,032**	**557,752**	**591,104**	**602,926**	**614,985**	**627,284**
CAPITAL OUTLAY							
Work in Progress	-	225,000	-	72,000	-	27,000	-
TOTAL CAPITAL OUTLAY	**-**	**225,000**	**-**	**72,000**	**-**	**27,000**	**-**
OPERATING TRANSFERS IN (OUT)							
Transfer IN - Fund 100	-	225,000	-	23,000	-	-	-
Transfer IN - Fund 514	175,000	200,000	3,642	-	-	-	-
Transfer IN - Fund 507-MOE	25,000	25,000	25,000	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	**200,000**	**450,000**	**28,642**	**-**	**-**	**-**	**-**
INCREASE (DECREASE) IN FUND BALANCE	**137,742**	**(4,032)**	**13,890**	**(120,604)**	**(52,426)**	**(85,485)**	**(61,784)**
BEGINNING FUND BALANCE	**345,832**	**483,574**	**483,574**	**497,464**	**376,860**	**324,434**	**238,949**
ENDING FUND BALANCE	**$ 483,574**	**$ 479,542**	**$ 497,464**	**$ 376,860**	**$ 324,434**	**$ 238,949**	**$ 177,165**

55-59 Streets Operations	Acct	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Salaries	5110	196,999	183,913	183,913	193,819	197,695	201,649	205,682
Salaries - Overtime	5112	6,895	8,351	8,351	8,923	9,101	9,283	9,469
Standby	5113	5,933	1,555	1,555	1,579	1,611	1,643	1,676
FICA Medicare	5121	3,084	2,810	2,810	2,963	3,022	3,083	3,144
Health Care	5123	37,999	37,848	37,848	50,400	51,408	52,436	53,485
Workers' Comp	5124	7,617	6,784	6,784	8,173	8,336	8,503	8,673
Life & Disability	5125	2,251	2,145	2,145	1,814	1,850	1,887	1,925
Unemployment Insurance	5126	2,075	1,551	1,551	3,576	3,648	3,720	3,795
Retirement	5127	47,023	41,475	41,475	34,257	34,942	35,641	36,354
Personnel		**309,876**	**286,432**	**286,432**	**305,504**	**311,614**	**317,846**	**324,203**
Signs	6126	6,885	30,000	28,500	30,000	30,600	31,212	31,836
Clothing	6190	2,771	4,100	3,895	4,100	4,182	4,266	4,351
Maintenance Supplies	6410	42,292	122,000	115,900	122,000	124,440	126,929	129,467
Small Tools & Equipment	6910	181	1,000	950	1,000	1,020	1,040	1,061
Professional Services	7110	24,607	85,000	80,750	85,000	86,700	88,434	90,203
Utilities-Gas Co.	7210	3,805	2,000	1,900	2,000	2,040	2,081	2,122
Utilities- Electricity	7211	5,338	5,000	4,750	5,000	5,100	5,202	5,306
Rent of Equipment	7310	946	5,000	4,750	5,000	5,100	5,202	5,306
Maintenance - Equip	7411	13,557	22,000	20,900	22,000	22,440	22,889	23,347
Major Conferences	7610	-	1,500	1,425	1,500	1,530	1,561	1,592
Minor Conferences	7615	419	2,000	1,900	2,000	2,040	2,081	2,122
Meetings & Travel	7618	103	2,000	1,900	2,000	2,040	2,081	2,122
Indirect Cost	7999	5,026	4,000	3,800	4,000	4,080	4,162	4,245
Supplies & Services		**105,931**	**285,600**	**271,320**	**285,600**	**291,312**	**297,138**	**303,081**
Vehicle Repl - Veh # 67 - 12 Yard I	515 55-59 8341	-	225,000	-	-	-	-	-
Vehicle Repl - Vehicle #7 Street Tr	515 55-59 8341	-	-	-	-	-	27,000	-
Vehicle Repl - Veh #57 - Water Tru	515 55-59 8341	-	-	-	45,000	-	-	-
Vehicle Repl - Arrow Board	515 55-59 8341	-	-	-	7,000	-	-	-
Pavement Management System	515 55-59 8505 514	-	-	-	20,000		-	-
Special Equipment		-	**225,000**	-	**72,000**	-	**27,000**	-
Capital								
	Total Department	**415,808**	**797,032**	**557,752**	**663,104**	**602,926**	**641,985**	**627,284**

Authorized Positions

Position	
Lead Skilled Maintenance Work	1
Skilled Maintenance Worker II	3
Division Total	4

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
516 - LTF							
RECEIPTS							
Revenue	$ 59,340	$ 40,000	$ 85,000	$ 95,000	$ 75,000	$ 75,000	$ 75,000
Interest	3,358	2,500	1,800	1,800	1,000	1,200	1,500
TOTAL RECEIPTS	**62,698**	**42,500**	**86,800**	**96,800**	**76,000**	**76,200**	**76,500**
EXPENDITURES							
Indirect Cost	-	-	-	-	-	-	-
Professional Services	-	-	-	-	-	-	-
TOTAL EXPENDITURES	**-**	**-**	**-**	**-**	**-**	**-**	**-**
CAPITAL OUTLAY							
Work in Progress	288,446	113,750	113,750	50,000	-	-	-
TOTAL CAPITAL OUTLAY	**288,446**	**113,750**	**113,750**	**50,000**	**-**	**-**	**-**
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 527	-	(312,120)	-	(312,120)	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	**-**	**(312,120)**	**-**	**(312,120)**	**-**	**-**	**-**
INCREASE (DECREASE) IN FUND BALANCE	**(225,748)**	**(383,370)**	**(26,950)**	**(265,320)**	**76,000**	**76,200**	**76,500**
BEGINNING FUND BALANCE	**652,153**	**426,405**	**426,405**	**399,455**	**134,135**	**210,135**	**286,335**
ENDING FUND BALANCE	**$ 426,405**	**$ 43,035**	**$ 399,455**	**$ 134,135**	**$ 210,135**	**$ 286,335**	**$ 362,835**

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Street Engineering Prof Serv	516 55-59 7117 0000	-	-	-	15,000	-	-	-
Town Wide Street Striping	516 55-59 8310 8326	-	-	-	-	-	-	-
SR62 TCRP shelf ready design	516 55-59 8310 8327	-	-	-	-	-	-	-
Town Wide Slurry Seal	516 55-59 8310 8340	286,571	-	-	-	-	-	-
Del Monte Overlay	516 55-59 8310 8344	1,875	78,750	78,750	-	-	-	-
South Side Design - Traffic	516 55-58 8310 8518	-	35,000	35,000	-	-	-	-
Standard Drawings Project	516 55-58 8310 xxxx				35,000	-	-	-
		288,446	**113,750**	**113,750**	**50,000**	**-**	**-**	**-**

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
521 - Measure I - Transit							
RECEIPTS							
Revenue SANBAG	$ 46,916	$ 45,000	$ -	$ -	$ -	$ -	$ -
Interest	62	50					
TOTAL RECEIPTS	46,978	45,050	-	-	-	-	-
EXPENDITURES							
Indirect Cost	-	-	-	-	-	-	-
MBTA Transit	47,544	45,050	-	-	-	-	-
TOTAL EXPENDITURES	47,544	45,050	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	-	-	-	-	-	-	-
TOTAL CAPITAL OUTLAY	-	-	-	-	-	-	-
OPERATING TRANSFERS IN (OUT)							
	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(566)	-	-	-	-	-	-
BEGINNING FUND BALANCE	567	0	0	0	0	0	0
ENDING FUND BALANCE	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0	$ 0

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15

522 - Measure I - Major Arterial

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
RECEIPTS							
Revenue SANBAG	$ 609,910	$ -	$ -	$ -	$ -	$ -	$ -
Interest	9,337						-
TOTAL RECEIPTS	619,247	-	-	-	-	-	-
EXPENDITURES							
Measure I Debt Service	117,850	-	-	-	-	-	-
Indirect Cost Recovery	-	14,500	11,000	3,500		-	-
TOTAL EXPENDITURES	117,850	14,500	11,000	3,500	-	-	-
CAPITAL OUTLAY							
Work in Progress	683,986	1,846,047	225,427	302,000	-	-	-
TOTAL CAPITAL OUTLAY	683,986	1,846,047	225,427	302,000	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer IN - Fund 350	-	302,000	-	-	-	-	-
Transfer OUT - Fund 527	-	-	-	(350,000)			
Transfer IN - Fund 525	142,163	-	-	-	-	-	-
Transfer IN - Fund 526	-	184,900	-	184,900	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	142,163	486,900	-	(165,100)	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(40,425)	(1,373,647)	(236,427)	(470,600)	-	-	-
BEGINNING FUND BALANCE	1,530,054	1,489,629	1,489,629	1,253,202	782,602	782,602	782,602
ENDING FUND BALANCE	$ 1,489,629	$ 115,982	$ 1,253,202	$ 782,602	$ 782,602	$ 782,602	$ 782,602

522 - Measure I - Major Arterial

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
SR62/SR247 Median	522 55-59 8310 8325	47,160	325,380	30,129	252,000	-	-	-
Town Wide Slurry Seal	522 55-59 8310 8340	358,371	-	-	-	-	-	-
Congestion Management Plan	522 55-59 8310 8507	1,263	-	-	-	-	-	-
SR 62: Palm - Airway	522 55-59 8310 8527	277,191	1,520,667	195,298	50,000	-	-	-
SR 62: Cholla - Trojan	522 55-59 8310 8528	-	-	-	-	-	-	-
Skyline Ranch Rd-SR247	522 55-59 8310 8542	-	-	-	-	-	-	-
SR62: Airway - La Contenta PSR		-	-	-	-	-	-	-
		683,986	1,846,047	225,427	302,000	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
523 - Measure I - Local Roads							
RECEIPTS							
Revenue SANBAG	$ 281,497	$ -	$ -	$ -	$ -	$ -	$ -
Interest	2,850	-			-	-	-
TOTAL RECEIPTS	**284,347**	-	-	-	-	-	-
EXPENDITURES							
Indirect Cost Recovery	-		5,000	4,000	-	-	-
Street Lights	45,108	-		-	-	-	-
TOTAL EXPENDITURES	**45,108**	-	**5,000**	**4,000**	-	-	-
CAPITAL OUTLAY							
Work in Progress	675,777	117,841	110,036	30,000	-	-	-
TOTAL CAPITAL OUTLAY	**675,777**	**117,841**	**110,036**	**30,000**	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer OUT	-	-	-	-	-	-	-
Transfer IN	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(436,538)	(117,841)	(115,036)	(34,000)	-	-	-
BEGINNING FUND BALANCE	653,506	216,968	216,968	101,932	67,932	67,932	67,932
ENDING FUND BALANCE	$ 216,968	$ 99,127	$ 101,932	$ 67,932	$ 67,932	$ 67,932	$ 67,932

523 - Measure I - Local Roads
Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Annual Traffic Census	523 55-59 8310 8097	6,300	-	-	-	-	-	-
Traffic Studies	523 55-59 8310 8105	1,202	-	-	-	-	-	-
Town Wide Slurry Seal	523 55-59 8310 8340	295,463	-	-	-	-	-	-
Church, Onaga/Joshua Dr	523 55-59 8310 8348	33,967	27,841	27,841	-	-	-	-
Fortuna, Santa B/San Andr	523 55-59 8310 8351	338,620	-	-	-	-	-	-
Malin, Skyline/PaseoLas Nina	523 55-59 8310 8352	225	-	-	-	-	-	-
General Maint-Townwide	523 55-59 8310 8353	-	-	-	-	-	-	-
Rockaway, Fairway to end	523 55-59 8310 8354	-	90,000	82,195	-	-	-	-
Navajo:Palm to Amador	523 55-59 8310 8379				30,000			
		675,777	**117,841**	**110,036**	**30,000**	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
524 - Measure I - 2010 Unrestricted							
RECEIPTS							
Revenue SANBAG 2010 Unrestricted	$ -	$ 675,000	$ 575,000	$ 574,296	$ 625,000	$ 650,000	$ 650,000
Interest		-		2,000	2,000	2,000	2,000
TOTAL RECEIPTS	-	675,000	575,000	576,296	627,000	652,000	652,000
EXPENDITURES							
Indirect Cost Recovery	-	30,000	30,000	32,000	32,000	35,000	35,000
Street Lights	-	40,000	40,000	40,000	40,000	40,000	40,000
09/10 Townwide Slurry Repa 001 20-01 7111 8340-000	-						
TOTAL EXPENDITURES	-	70,000	70,000	72,000	72,000	75,000	75,000
CAPITAL OUTLAY							
Work in Progress	-	731,359	339,667	651,234	28,500	383,468	608,762
TOTAL CAPITAL OUTLAY	-	731,359	339,667	651,234	28,500	383,468	608,762
OPERATING TRANSFERS IN (OUT)							
Transfer IN - Fund 507	-	25,000	25,000	-	-	-	-
Transfer IN - Fund 514	-	25,000	25,000	-	-	-	-
Transfer IN - Fund 528	-	116,271	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	166,271	50,000	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	-	39,912	215,333	(146,938)	526,500	193,532	(31,762)
BEGINNING FUND BALANCE	-	-	-	215,333	68,395	594,895	788,427
ENDING FUND BALANCE	$0	$ 39,912	$ 215,333	$ 68,395	$ 594,895	$ 788,427	$ 756,665

		Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
524 - Measure I - Unrestricted								
SANBAG STP	524 55-59 8310 8098	-	5,000	5,000	5,000	5,000	5,000	5,000
Traffic Studies	524 55-59 8310 8105	-	10,000	10,000	10,000	10,000	10,000	10,000
SHOPP, proj applic thru CT	524 55-59 8310 8347	-	5,000	5,000	5,000	5,000	5,000	5,000
Congestion Management Plan	524 55-59 8310 8507	-	2,500	2,500	2,500	2,500	2,500	2,500
Annual Traffic Census	524 55-59 8310 8097	-	6,000	6,000	6,000	6,000	6,000	6,000
Avalon, SR62 OHN to Barron	524 55-59 8310 8359	-	3,500	-	-	-	-	-
El Dorado, SR62 OHN to Barron	524 55-59 8310 8361	-	4,087	-	4,087	-	-	-
Fortuna, SR62 OHN to Barron	524 55-59 8310 8363	-	3,765	-	3,765	-	-	-
Richard, SR62 to Barron	524 55-59 8310 8366	-	5,530	-	-	-	-	-
Linda Lee, SR62 OHN to End	524 55-59 8310 8364	-	11,415	-		-	-	-
Ronald, SR62 to Barron	524 55-59 8310 8367	-	6,275	-		-	-	-
David, Indio to End	524 55-59 8310 8360	-	4,661	-		-	-	-
SR62 OHN, El Dorado to Indio	524 55-59 8310 8370	-	11,483	-		-	-	-
Nelson, Indio to End	524 55-59 8310 8365	-	1,579	-	-	-	-	-
Farrelo, Plaza del Amigo to SR247	524 55-59 8310 8362	-	20,168	-		-	-	-
Palo Alto, Paxton to Cul-de-sac	524 55-59 8310 8368	-	6,144	-		-	-	-
Plaza del Amigo, Farrelo to Buena	524 55-59 8310 8369	-	4,539	-		-	-	-
Acoma, Golden Bee/Acoma Ct.	524 55-59 8310 8371	-	30,000	-	-	-	-	-
Free Gold, Amador/End	524 55-59 8310 8372	-		-	30,000	-	-	-
Goleta, SR62/Barron	524 55-59 8310 8373	-	30,000	-	-	-	-	-
Del Monte, San Andreas/San Barb	523 55-59 8310 8344	-	340,000	300,000	-	-	-	-
San Andreas Palomar to East End	523 55-59 8310 8374	-	81,442	-	-	-	-	-
Church, Onaga/Joshua Dr	523 55-59 8310 8348	-	138,271	11,167		-	-	-
Onaga: Palomar to Kickapoo		-	-	-		-	-	-
Pinon: Ridge to Pinon Ct.		-	-	-		-	-	-
Arcadia: Palomar to cul-de-sac	524 55-59 8310 XXXX	-	-	-	10,920	-	-	-
Natoma: Del Monte to cul-de-sac		-	-	-		-	-	-
Yucca Mesa: SR62 to Buena Vista	524 55-59 8310 XXXX	-	-	-	143,193	-	-	-
Acoma: Pueblo to Papago	524 55-59 8310 XXXX	-	-	-	27,600	-	-	-
Apache: Santa Fe to SR62	524 55-59 8310 XXXX	-	-	-	13,800	-	-	-
Deer: Pueblo to SR62	524 55-59 8310 XXXX	-	-	-	48,047	-	-	-
Yuma: Cibola to Church	524 55-59 8310 XXXX	-	-	-	6,800	-	-	-
Keats: El Dorado to Desert Gold	524 55-59 8310 XXXX	-	-	-	14,450	-	-	-
SR247 OH: Buena Suerte to End	524 55-59 8310 XXXX	-	-	-	11,872	-	-	-
SR62/SR247 Medians	524 55-59 8310 8325	-	-	-	-	-	-	-
SR 62: Palm/Airway-Fairway/Cami	524 55-59 8310 8527	-	-	-	-	-	-	-
Anaconda: cul-de-sac to Rubidoux	524 55-59 8310 XXXX	-	-	-	7,133	-	-	-
Balsa: Joshua Ln to Joshua Dr.	524 55-59 8310 XXXX	-	-	-	4,462	-	-	-
Bonanza: Carlyle to Palomar	524 55-59 8310 XXXX	-	-	-	14,307	-	-	-
Carlyle: Warren Vista to Palomar	524 55-59 8310 XXXX	-	-	-	26,757	-	-	-
Desert Gold: Warren Vista to Palor	524 55-59 8310 XXXX	-	-	-	27,514	-	-	-
El Dorado: Warren Vsita to Keats	524 55-59 8310 XXXX	-	-	-	25,673	-	-	-
Emerson: Joshua Ln to Joshua Dr.	524 55-59 8310 XXXX	-	-	-	12,569	-	-	-
Joshua Dr: Joshua Ct. to Palomar	524 55-59 8310 XXXX	-	-	-	12,430	-	-	-
Keats: Palomar to Joshua Dr.	524 55-59 8310 XXXX	-	-	-	5,347	-	-	-
Rubidoux: Anaconda to Joshua Dr.	524 55-59 8310 XXXX	-	-	-	2,133	-	-	-
Warren Vista: Joshua Ln to cul-de-	524 55-59 8310 XXXX	-	-	-	10,067	-	-	-
Acoma: Papago to SR62; Onaga tc	524 55-59 8310 XXXX	-	-	-	23,330	-	-	-
Apache: Onaga to Santa Fe	524 55-59 8310 XXXX	-	-	-	14,912	-	-	-
Bannock: Onaga to SR62	524 55-59 8310 XXXX	-	-	-	14,763	-	-	-
Borrego: Yuma to Papago	524 55-59 8310 XXXX	-	-	-	10,257	-	-	-
Cherokee: Onaga to SR62	524 55-59 8310 XXXX	-	-	-	14,909	-	-	-
Cibola: Yuma to Papago	524 55-59 8310 XXXX	-	-	-	11,642	-	-	-
Deer: Onaga to Pueblo	524 55-59 8310 XXXX	-	-	-	7,337	-	-	-
Elk: Onaga to SR62	524 55-59 8310 XXXX	-	-	-	11,825	-	-	-
Fox: Onaga to SR62	524 55-59 8310 XXXX	-	-	-	12,307	-	-	-
Geronimo: Pueblo to SR62	524 55-59 8310 XXXX	-	-	-	4,772	-	-	-
Hopi-: Onaga to Santa Fe	524 55-59 8310 XXXX	-	-	-	9,355	-	-	-
Inca: Onaga to SR62	524 55-59 8310 XXXX	-	-	-	11,075	-	-	-
Jemez: Onaga to Santa Fe	524 55-59 8310 XXXX	-	-	-	6,384	-	-	-
Mariposa: Onaga to Pueblo	524 55-59 8310 XXXX	-	-	-	6,940	-	-	-
Papago: Acoma to Church		-	-	-	-	-	6,455	-
Pueblo: Church to Shawnee		-	-	-	-	-	21,258	-
Pueblo: Indio to Chippewa/End		-	-	-	-	-	4,140	-
Santa Fe: Kickapoo to Apache		-	-	-	-	-	35,636	-
Shawnee: Onaga to Santa Fe		-	-	-	-	-	7,070	-
Yuma Tr.: Acoma to Church		-	-	-	-	-	3,297	-

	Actual	Adopted	Projected	Proposed		Forecast	
	2009-10	2010-2011	2010-11	2011-12	2012-13	2013-14	2014-15
Arcadia: Del Monte to Goleta	-	-	-	-	-	2,462	-
Camarilla: End/Delana to Yucca Trail	-	-	-	-	-	18,341	-
Chippewa: Pueblo to Natoma/cul-de-sac	-	-	-	-	-	6,296	-
Del Monte: Delano to Yucca Trail	-	-	-	-	-	5,842	-
Delano: Camarilla to Chippewa	-	-	-	-	-	9,924	-
Goleta: Delano to Natoma	-	-	-	-	-	5,504	-
Hermosa: Delano to Yucca Trail	-	-	-	-	-	7,800	-
Indio: Pueblo to Yucca Trail	-	-	-	-	-	10,006	-
Natoma: Goleta to Hermosa	-	-	-	-	-	1,495	-
Natoma: Indio to East End	-	-	-	-	-	2,419	-
Townwide Stripping	-	-	-	-	-	150,000	-
Pueblo: Condalia-Valley Vista	-	-	-	-	-	40,213	-
Sage: El Dorado to Desert Gold	-	-	-	-	-	11,315	-
Mountain View: Hanford to End	-	-	-	-	-	5,495	-
Acoma: Golden Bee to Desert Gold	-	-	-	-	-	-	4,031
Acoma Ct.: Acoma to cul-de-sac	-	-	-	-	-	-	1,433
Amador: Kismet to Golden Bee	-	-	-	-	-	-	9,815
Anaconda: Cholla to Amador	-	-	-	-	-	-	7,047
Anaconda: Grand to Sage	-	-	-	-	-	-	3,618
Aranza: Bolero to End	-	-	-	-	-	-	1,926
Asio: Golden Meadow to Jarana	-	-	-	-	-	-	1,886
Balsa: Mountain View to Onaga	-	-	-	-	-	-	6,605
Barberry: Golden Bee to Juarez	-	-	-	-	-	-	1,634
Bolera: Selecta to Cul-de-sac	-	-	-	-	-	-	5,594
Bonanza: Cholla to Amador	-	-	-	-	-	-	7,079
Bonanza: Grand to Sage	-	-	-	-	-	-	4,230
Bonanza: Golden Bee to Cul-de-sac	-	-	-	-	-	-	1,868
Carlyle: Cholla to Amador	-	-	-	-	-	-	8,159
Carlyle: Grand to Sage	-	-	-	-	-	-	3,905
Camelita Cir: Santa Barbara to Carmelita Cir.	-	-	-	-	-	-	28,842
Carmelita Wy: Carmelita Cir to Terminus	-	-	-	-	-	-	4,141
Carmelita Ct: Carmelita Cir to Terminus	-	-	-	-	-	-	3,452
Carmelita Pl: Carmelita Cir to Terminus	-	-	-	-	-	-	3,701
Condalia: Juarez to Golden Bee	-	-	-	-	-	-	3,059
Cholla: Carlyle to Joshua Dr,.	-	-	-	-	-	-	6,007
Deer: Golden Bee to Desert Gold	-	-	-	-	-	-	6,600
Desert Gold: West End to Elk Tr	-	-	-	-	-	-	22,747
Desert Gold: Cholla to Sage	-	-	-	-	-	-	14,120
Dumosa: San Andreas to Juarez	-	-	-	-	-	-	6,455
Dumosa Ct: Dumosa to Cul-de-sac	-	-	-	-	-	-	743
El Dorado: Cholla to Amador	-	-	-	-	-	-	7,878
El Dorado: Grand to Sage	-	-	-	-	-	-	4,477
El Dorado: Deer to Cul-de-sac	-	-	-	-	-	-	3,230
El Dorado: Desert Gold to Free Gold	-	-	-	-	-	-	8,116
Elk: Golden Bee to Desert Gold	-	-	-	-	-	-	2,378
Elk Ct: Elk/Desert Gold to Cul-de-sac	-	-	-	-	-	-	1,137
Emerson: Mountain View to Cul-de-sac	-	-	-	-	-	-	746
Facia: Bolero to Golden Meadow	-	-	-	-	-	-	1,564
Gold: Java to LaCadena	-	-	-	-	-	-	1,507
Free Gold: West End to Amador	-	-	-	-	-	-	2,088
Free Gold: Grand to Sage	-	-	-	-	-	-	4,481
Free Gold: Desert Gold to West End	-	-	-	-	-	-	8,775
Free Gold: Deer to Cul-de-sac	-	-	-	-	-	-	2,381
Free Gold Ct: Free Gold to Cul-de-sac	-	-	-	-	-	-	954
Geronimo: Desert Gold to End	-	-	-	-	-	-	1,077
Golden Bee: West End to Acoma	-	-	-	-	-	-	10,160
Golden Bee: Cholla to Sage	-	-	-	-	-	-	13,843
Golden Bee: Sage to Joshua Ln	-	-	-	-	-	-	9,907
Golden Meadow: Selecta to Hardesty	-	-	-	-	-	-	7,550
Grand: Kismet to Joshua Dr.	-	-	-	-	-	-	20,638
Hanford: Mountain View to Onage	-	-	-	-	-	-	4,867
Hardesty: San Andreas to Joshua Ln	-	-	-	-	-	-	11,838
Hidden Gold: Amador to West End	-	-	-	-	-	-	2,441
Hidden Gold: Grand to Sage	-	-	-	-	-	-	6,011
Ivanhoe: Grand to Sage	-	-	-	-	-	-	5,491
Java: End to Gold	-	-	-	-	-	-	2,907
Java: Grand to Kismet	-	-	-	-	-	-	3,418
Jarana Ct.: Condalia to Cul-de-sac	-	-	-	-	-	-	3,802
Juarez: Selecta to Golden Meadow	-	-	-	-	-	-	8,222
Juarez: Bolero to Hardesty	-	-	-	-	-	-	2,970

	Actual	Adopted	Projected	Proposed		Forecast	
	2009-10	2010-2011	2010-11	2011-12	2012-13	2013-14	2014-15
Juarez Ct: Juarez to Cul-de-sac	-	-	-	-	-	-	881
Kismet: Amador to Sage	-	-	-	-	-	-	12,549
La Cadena: Amador to Gold	-	-	-	-	-	-	2,627
La Cadena: Kismet to Sage	-	-	-	-	-	-	2,829
Megan: Taos to Cul-de-sac	-	-	-	-	-	-	940
Millstone: Golden Meadow to Selecta	-	-	-	-	-	-	4,628
Mountain View: Balsa to Hanford/End	-	-	-	-	-	-	4,956
Navajo: Balsa to Hanford	-	-	-	-	-	-	5,082
Paloomar: Yucca Tr. to Joshua Ln	-	-	-	-	-	-	167,034
Sage: La Cadena to Joshua Ln	-	-	-	-	-	-	20,311
San Andreas: End to Hardesty	-	-	-	-	-	-	1,418
Selecta: North Cul-de-sac to South Cul-desac	-	-	-	-	-	-	14,162
Taft Ct: Jarana Ct to Cul-de-sac	-	-	-	-	-	-	1,305
Taos Ct: Taos to Cul-de-sac	-	-	-	-	-	-	1,601
Taos: Balsa to Hanford	-	-	-	-	-	-	5,082
Titan Ct: Juarez to Cul-de-sac	-	-	-	-	-	-	1,306
	-	-	-	-	-	-	-
	0	**731,359**	**339,667**	**651,234**	**28,500**	**383,468**	**608,762**

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
525 - Caltrans Outer Hwy							
RECEIPTS							
Revenue	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Interest	725	-	-	-	-	-	-
TOTAL RECEIPTS	725	-	-	-	-	-	-
EXPENDITURES							
Expenditures	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	-	-	-	-	-	-	-
TOTAL CAPITAL OUTLAY	-	-	-	-	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 522	(142,163)	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	(142,163)	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(141,438)	-	-	-	-	-	-
BEGINNING FUND BALANCE	141,438	-	-	-	-	-	-
ENDING FUND BALANCE	$ -	$ -	$ -	$ -	$ -	$ -	$ -

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
		0	0	0	0	0	0	0

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
526 - HSIP - Highway Safety Improvement Program							
RECEIPTS							
Revenue - HSIP-08-044 - SR 62/247	$ -	$ 185,400	$ -	$ 185,400	$ -	$ -	$ -
Revenue - HSIP-08-045 - TCRP	-	-	-	899,000		-	-
Interest	-	-	-				
TOTAL RECEIPTS	-	185,400	-	1,084,400	-	-	-
EXPENDITURES							
Expenditures	-	500	-	-		-	-
TOTAL EXPENDITURES	-	500	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	-	-	-	-	-	-	-
TOTAL CAPITAL OUTLAY	-	-	-	-	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 522	-	(184,900)	-	(184,900)			
Transfer OUT - Fund 513	-	-	-	(899,500)		-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	(184,900)	-	(1,084,400)	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	-	-	-	-	-	-	-
BEGINNING FUND BALANCE	-	-	-	-	-	-	-
ENDING FUND BALANCE	$ -	$ -	$ -	$ -	$ -	$ -	$ -

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
		-	-	-	-	-	-	-
		-	-	-	-	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
527 - Public Lands Fed Grant							
RECEIPTS							
PLHD Grant	$ 127,417	$ 174,536	$ 142,736	$ 1,600,000	$ -	$ -	$ -
Measure I Exchange	319,500	-	-	-	-	-	-
SLPP Funding	-	-	-	350,000			
SAFETEA -LEU -Federal	-	1,600,000	-	-	-	-	-
TOTAL RECEIPTS	446,917	1,774,536	142,736	1,950,000	-	-	-
EXPENDITURES							
	-	-	-	-			
TOTAL EXPENDITURES	-	-					
CAPITAL OUTLAY							
Work in Progress	447,649	2,974,536	365,048	2,500,000	-	-	-
TOTAL CAPITAL OUTLAY	447,649	2,974,536	365,048	2,500,000	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer IN - Fund 507	-	225,000	-	225,000	-	-	-
Transfer IN - Fund 516	-	312,120		312,120	-	-	-
Transfer IN - Fund 522	-	-	-	350,000	-	-	-
Transfer IN - Fund 930	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	537,120	-	887,120	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(732)	(662,880)	(222,312)	337,120	-	-	-
BEGINNING FUND BALANCE	(12,702)	(13,434)	(13,434)	(235,746)	101,374	101,374	101,374
ENDING FUND BALANCE	($13,434)	$ (676,314)	$ (235,746)	$ 101,374	$ 101,374	$ 101,374	$ 101,374

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
PLHD PA/ED Phase 1	527 55-59 8310 8661 010(	14,047	-	-	-	-	-	-
PLHD PS&E Phase 2	527 55-59 8310 8661 010(	123,599	174,536	-	-	-	-	-
PHLD ROW Phase 3	527 55-59 8310 8661 010(	-	-	365,048	-	-	-	-
Measure I Exchange Phase 1	527 55-59 8310 8661 020(	41,221	-	-	-	-	-	-
Measure I Exchange Phase 2	527 55-59 8310 8661 020(	268,782	-	-	-	-	-	-
Construction Phase 4	527 55-59 8310 8661 040(	-	2,800,000	-	2,500,000	-	-	-
		447,649	2,974,536	365,048	2,500,000	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
528 - Prop 1B Funds							
RECEIPTS							
Revenue	$ -	$ -	$ 31,146	$ -	$ -	$ -	$ -
Stimulus Exchange	32,710	-	-	-	-	-	-
Interest	3,369	-	-	-	-	-	-
TOTAL RECEIPTS	36,079	-	31,146	-	-	-	-
EXPENDITURES							
Indirect Cost	21,710	3,000	-	-	-	-	-
TOTAL EXPENDITURES	21,710	3,000	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	434,211	60,000	-	149,000	-	-	-
TOTAL CAPITAL OUTLAY	434,211	60,000	-	149,000	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 524	-	(116,271)	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	(116,271)	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(419,842)	(179,271)	31,146	(149,000)	-	-	-
BEGINNING FUND BALANCE	538,003	118,161	118,161	149,307	307	307	307
ENDING FUND BALANCE	118,161	(61,110)	149,307	307	307	307	307

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Camino Del Cielo Traf Signal	528 55-59 8310 8304	434,211	60,000			-	-	-
Unidentified Project					149,000			
		434,211	60,000	-	149,000	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
530 - Safe Routes to School							
RECEIPTS							
Grant Revenue	$ -	$ 125,000	$ -	$ 125,000	$ -	$ -	$ -
TOTAL RECEIPTS	-	**125,000**	-	**125,000**	-	-	-
EXPENDITURES							
Indirect Cost	-	6,000	-	6,000	-	-	-
TOTAL EXPENDITURES	-	**6,000**	-	**6,000**	-	-	-
CAPITAL OUTLAY							
Work in Progress	-	119,000	-	119,000	-	-	-
TOTAL CAPITAL OUTLAY	-	**119,000**	-	**119,000**	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer IN	-	-	-	-	-	-	-
Transfer OUT	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	-	-	-	-	-	-	-
BEGINNING FUND BALANCE	-	-	-	-	-	-	-
ENDING FUND BALANCE	$ -	$ -	$ -	$ -	$ -	$ -	$ -

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Safe Routes non-infrastructure	530 00-00 8310 8517	-	119,000	-	119,000	-	-	-
		-	**119,000**	-	**119,000**	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
531 - Flood Control							
RECEIPTS							
Interest	$ 1,370	$ -	$ -	$ -	$ -	$ -	$ -
TOTAL RECEIPTS	1,370	-	-	-	-	-	-
EXPENDITURES							
	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	-	375,120	23	375,097	-	-	-
TOTAL CAPITAL OUTLAY	-	375,120	23	375,097	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer IN - Fund 350	205,000	-	-	-	-	-	-
Transfer IN - Fund 545	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	205,000	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	206,370	(375,120)	(23)	(375,097)	-	-	-
BEGINNING FUND BALANCE	170,120	376,490	376,490	376,467	1,370	1,370	1,370
ENDING FUND BALANCE	$ 376,490	$ 1,370	$ 376,467	$ 1,370	$ 1,370	$ 1,370	$ 1,370

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Army Corp Prj Study Match	531 00-00 8310 8355	-	375,120	23	375,097	-	-	-
		-	375,120	23	375,097	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
540 - CEC - ARRA							
RECEIPTS							
ECCBG Grant	$ -	$ 115,000	$ -	$ 115,000	$ -	$ -	$ -
CA Energy Commission Loan	-	65,000	-	65,000	-	-	-
SCE Incentives	-	-	-	-	-	-	-
Interest	-	-	-	-	-	-	-
TOTAL RECEIPTS	-	180,000	-	180,000	-	-	-
EXPENDITURES							
	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	50	180,000	19,950	180,000	-	-	-
TOTAL CAPITAL OUTLAY	50	180,000	19,950	180,000	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer IN - Fund 800	-	-	20,000	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	20,000	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	(50)	-	50	-	-	-	-
BEGINNING FUND BALANCE	-	(50)	(50)	-	-	-	-
ENDING FUND BALANCE	$ (50)	$ (50)	$ -	$ -	$ -	$ -	$ -

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
ECCBG Professional Services	540 00-00 7110 000-000	-	-	19,950	-	-	-	-
ECCBG Energy Grant	540 00-00 8310 5401-000	50	115,000	-	115,000	-	-	-
ECCBG Energy Loan	540 00-00 8310 5421-000	-	65,000	-	65,000	-	-	-
		50	180,000	19,950	180,000	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
542 - CMAQ							
RECEIPTS							
State Reimbursement	$ -	$ 100,000	$ -	$ 226,000	$ -	$ -	$ -
	-	-	-	-	-	-	-
TOTAL RECEIPTS	-	100,000	-	226,000	-	-	-
EXPENDITURES							
Indirect Cost	-	1,000	-		-	-	-
TOTAL EXPENDITURES	-	1,000	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	-	99,000	7,688	218,312	-	-	-
TOTAL CAPITAL OUTLAY	-	99,000	7,688	218,312	-	-	-
OPERATING TRANSFERS IN (OUT)							
	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	-	-	(7,688)	7,688	-	-	-
BEGINNING FUND BALANCE	-	-	-	(7,688)	-	-	-
ENDING FUND BALANCE	$ -	$ -	$ (7,688)	$ -	$ -	$ -	$ -

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Hwy 62 Signal Synchronization	542 55-59 8310 8028	-	99,000	7,688	218,312	-	-	-
		-	-	-	-	-	-	-
		-	-	-	-	-	-	-
		-	-	-		-	-	-
		-	99,000	7,688	218,312	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
543 - Air Pollution Trust							
RECEIPTS							
Revenue	$ 14,472	$ 15,000	$ 14,800	$ 14,800	$ 15,000	$ 15,000	$ 15,000
Interest	585	200	400	400	200	200	200
TOTAL RECEIPTS	**15,057**	**15,200**	**15,200**	**15,200**	**15,200**	**15,200**	**15,200**
EXPENDITURES							
Indirect Cost	500	500	500	500	500	500	500
TOTAL EXPENDITURES	**500**	**500**	**500**	**500**	**500**	**500**	**500**
CAPITAL OUTLAY							
Work in Progress	-	68,000	17,406	1,000	-	-	-
TOTAL CAPITAL OUTLAY	-	**68,000**	**17,406**	**1,000**	-	-	-
OPERATING TRANSFERS IN (OUT)							
	-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	14,557	(53,300)	(2,706)	13,700	14,700	14,700	14,700
BEGINNING FUND BALANCE	84,344	98,901	98,901	96,195	109,895	124,595	139,295
ENDING FUND BALANCE	$ 98,901	$ 45,601	$ 96,195	$ 109,895	$ 124,595	$ 139,295	$ 153,995

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
AB 32 Implementation Measures	543 00-00 8310 8376	-	-	-	-	-	-	-
Carb Compliance	543 55 59 8310 8356	-	18,000	17,406	1,000	-	-	-
Greenhouse Gas Study	543 00-00 8310 8375	-	50,000	-	-	-	-	-
Fleet Vehicle - TM	543 00-00 8541 0501	-	-	-	-	-	-	-
		-	**68,000**	**17,406**	**1,000**	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
551 - HUD Park Funds							
RECEIPTS							
HUD Revenue	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Grant 0136	41,201	198,000		198,000	-	-	-
Grant 0379	19,840	79,360		79,360	-	-	-
Grant 0409	-	156,800	63,921	156,800	-	-	-
Interest Revenue	-	-	-	-	-	-	-
TOTAL RECEIPTS	61,041	434,160	63,921	434,160	-	-	-
EXPENDITURES							
	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	59,054	511,160	290,713	-	-	-	-
TOTAL CAPITAL OUTLAY	59,054	511,160	290,713	-	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer IN - Fund 300	-	22,000	-	-	-	-	-
Transfer IN - Fund 350		12,000	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	34,000	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	1,987	(43,000)	(226,792)	434,160	-	-	-
BEGINNING FUND BALANCE	159,006	160,993	160,993	(65,799)	368,361	368,361	368,361
ENDING FUND BALANCE	$ 160,993	$ 117,993	$ (65,799)	$ 368,361	$ 368,361	$ 368,361	$ 368,361

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
South Side Design	551 55-58 8310 8518-00(	56,789	77,000	-	-	-	-	-
SouthSide Prof Services	551 55-58 7110 8518-000	2,265	198,000	-	-	-	-	-
South Side Grant 0136	551 55-58 8310 8518-136	-	79,360	-	-	-	-	-
South Side Grant 0379	551 55-58 8310 8518-379	-	156,800	290,713	-	-	-	-
South Side Grant 0409	551 55-58 8310 8518-409	-	-	-	-	-	-	-
CC Spash Park Grant 0379	551 55-58 8310 8961-379	-	-	-	-	-	-	-
CC Spash Park Grant 0136	551 55-58 8310 8961-136	-	-	-	-	-	-	-
CC Spash Park Grant 0409	551 55-58 8310 8961-409	-	-	-	-	-	-	-
		59,054	511,160	290,713	-	-	-	-

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	Forecast 2013-14	Forecast 2014-15
560 - CDBG							
RECEIPTS							
Contingency	$ -	$ -	$ -	$ 51,814	$ -	$ -	$ -
County Reimbursement	86,143	153,295	153,295	297,064			-
Third District Revenue - HOME Funds	-	-	-	-	-	-	-
TOTAL RECEIPTS	**86,143**	**153,295**	**153,295**	**348,878**	-	-	-
EXPENDITURES							
Indirect Cost	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	76,320	151,564	76,070	423,459	-	-	-
TOTAL CAPITAL OUTLAY	**76,320**	**151,564**	**76,070**	**423,459**	-	-	-
OPERATING TRANSFERS IN (OUT)							
Transfer OUT (001)	-	-	-	(126,395)	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	9,824	1,731	77,225	(74,581)	-	-	-
BEGINNING FUND BALANCE	(57,898)	(48,074)	(48,074)	29,151	(45,430)	(45,430)	(46,343)
ENDING FUND BALANCE	$ (48,074)	$ (46,343)	$ 29,151	$ (45,430)	$ (45,430)	$ (45,430)	$ (46,343)

560 - CDBG
Work in Progress Detail

Project	Account						
MB Adult Health-Reroof Patio	560 00-00 8310 8954	62,207	-	-	-	-	-	-
TYV-ADA Doors- CC	560 00-00 8310 8955	272	76,070	76,070	-	-	-	-
TYV-Lighted Tennis Jacob's Park	560 00-00 8310 8956	10,747	-	-	-	-	-	-
B & G Club - Teen Center HOME	560 00-00 8310 8960	3,094	-	-	-	-	-	-
Playground Impv/Splash Park	560 00-00 8310 8961	-	63,600	-	297,064	-	-	-
Contingency	560 00-00 8310 9999	-	11,894	-	-	-	-	-
Code Enforcement	560 00-00 8310	-	-	-	126,395	-	-	-
		76,320	**151,564**	**76,070**	**423,459**	-	-	-

570 - Recycling Activities

		Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
RECEIPTS								
Revenue		$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000	$ 5,000
Earth Day Donations		625		-	-	-	-	-
Interest		2	100	4	5	5	5	5
TOTAL RECEIPTS		**5,627**	**5,100**	**5,004**	**5,005**	**5,005**	**5,005**	**5,005**
EXPENDITURES								
Earth Day Salaries	570 40-21 5111 0000-000	1,200	-	-	-	-	-	-
Earth Day Supplies/Services	570 00-00 6120 4570-000	1,932	4,500	4,500	4,500	4,805	4,805	4,805
Indirect Cost	570 00-00 7999 0000-000	250	300	200	200	200	200	200
TOTAL EXPENDITURES		**3,382**	**4,800**	**4,700**	**4,700**	**5,005**	**5,005**	**5,005**
CAPITAL OUTLAY								
Work in Progress		1,821	-	-	-	-	-	-
TOTAL CAPITAL OUTLAY		**1,821**	**-**	**-**	**-**	**-**	**-**	**-**
OPERATING TRANSFERS IN (OUT)								
Transfer IN - Fund 547		-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)		**-**	**-**	**-**	**-**	**-**	**-**	**-**
INCREASE (DECREASE) IN FUND BALANCE		**425**	**300**	**304**	**305**	**-**	**-**	**-**
BEGINNING FUND BALANCE		**355**	**779**	**779**	**1,083**	**1,388**	**1,388**	**1,388**
ENDING FUND BALANCE		**$ 779**	**$ 1,079**	**$ 1,083**	**$ 1,388**	**$ 1,388**	**$ 1,388**	**$ 1,388**

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Prof Serv-Used Oil Block Grant	570 00-00 7110 4571	-	-	-	-	-	-	-
Professional Serv-Earth Day	570 00-00 7110 4570	1,821	-	-	-	-	-	-
		1,821	**-**	**-**	**-**	**-**	**-**	**-**

		Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
581 - LLD								
RECEIPTS								
Assessments-Living Space-TM16957		$ -	$ 4,000	$ 4,000	$ 4,000	$ 4,000	$ 4,000	$ 4,000
Assessments-Mesquite 55-TM16587		-	4,000	4,000	4,000	4,000	4,000	4,000
Assessments-YV Estates-TM17328		-	4,000	4,000	4,000	4,000	4,000	4,000
Assessments-Burnt Mtn-TM17633		-	4,000	4,000	4,000	4,000	4,000	4,000
Interest		38	25	25	25	25	25	25
TOTAL RECEIPTS		38	16,025	16,025	16,025	16,025	16,025	16,025
EXPENDITURES								
Indirect Cost		1,001	1,000	1,000	1,000	1,000	1,000	1,000
Assessment Engineering	581 00-00 7119 0000		2,700	-	-	-	-	-
TOTAL EXPENDITURES		1,001	3,700	1,000	1,000	1,000	1,000	1,000
CAPITAL OUTLAY								
Work in Progress		5,687	-	2,700	2,700	2,700	2,700	2,700
TOTAL CAPITAL OUTLAY		5,687	-	2,700	2,700	2,700	2,700	2,700
OPERATING TRANSFERS IN (OUT)								
		-	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN(OUT)		-	-	-	-	-	-	-
INCREASE (DECREASE) IN FUND BALANCE		(6,650)	12,325	12,325	12,325	12,325	12,325	12,325
BEGINNING FUND BALANCE		9,317	2,667	2,667	14,992	27,317	39,642	51,967
ENDING FUND BALANCE		$ 2,667	$ 14,992	$ 14,992	$ 27,317	$ 39,642	$ 51,967	$ 64,292

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Maintenance-Living Space-TM16957		1,572	-	750	750	750	750	750
Maintenance-Mesquite 55-TM16587		1,372	-	650	650	650	650	650
Maintenance-YV Estates-TM17328		1,372	-	650	650	650	650	650
Maintenance-Burnt Mtn-TM17633		1,372	-	650	650	650	650	650
		5,687	-	2,700	2,700	2,700	2,700	2,700

		Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
582 - SDD								
RECEIPTS								
Assessments-Living Space-TM16957		$ -	$ 4,000	$ 4,000	$ 4,000	$ 4,000	$ 4,000	$ 4,000
Assessments-Mesquite 55-TM16587			4,000	4,000	4,000	4,000	4,000	4,000
Assessments-YV Estates-TM17328			4,000	4,000	4,000	4,000	4,000	4,000
Assessments-Burnt Mtn-TM17633			4,000	4,000	4,000	4,000	4,000	4,000
Assessments-Home Depot-TM17455		14,445	14,000	14,000	14,000	14,000	14,000	14,000
Interest		297	150	150	150	150	150	150
TOTAL RECEIPTS		**14,742**	**30,150**	**30,150**	**30,150**	**30,150**	**30,150**	**30,150**
EXPENDITURES								
Indirect Cost		1,001	1,000	1,000	1,000	1,000	1,000	1,000
Assessment Engineering	582 00-00 7119 0000		3,200					
TOTAL EXPENDITURES		**1,001**	**4,200**	**1,000**	**1,000**	**1,000**	**1,000**	**1,000**
CAPITAL OUTLAY								
Work in Progress		6,758	-	5,700	3,200	3,200	3,200	3,200
TOTAL CAPITAL OUTLAY		**6,758**	**-**	**5,700**	**3,200**	**3,200**	**3,200**	**3,200**
OPERATING TRANSFERS IN (OUT)								
Transfer IN	582 00-00 4999 0000-000	8,048	-	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN(OUT)		**8,048**	**-**	**-**	**-**	**-**	**-**	**-**
INCREASE (DECREASE) IN FUND BALANCE		**15,031**	**25,950**	**23,450**	**25,950**	**25,950**	**25,950**	**25,950**
BEGINNING FUND BALANCE		**45,468**	**60,499**	**60,499**	**83,949**	**109,899**	**135,849**	**161,799**
ENDING FUND BALANCE		**$ 60,499**	**$ 86,449**	**$ 83,949**	**$ 109,899**	**$ 135,849**	**$ 161,799**	**$ 187,749**

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Living Space-TM16957	582 00-00 7119 5810-000	1,572	-	750	750	750	750	750
Mesquite 55-TM16587	582 00-00 7119 5811-000	1,372	-	650	650	650	650	650
YV Estates-TM17328	582 00-00 7119 5812-000	1,300	-	650	650	650	650	650
Burnt Mtn TM17633	582 00-00 7119 5814-000	1,372	-	650	650	650	650	650
Home Depot-TM17455	582 00-00 7119 5813000	1,072	-	500	500	500	500	500
County Admin-Home Depot-TM174	582 00-00 7120 5813-000	72	-	-	-	-	-	-
Warren Vista Center-TM18011			-	2,500	-	-	-	-
		6,758	**-**	**5,700**	**3,200**	**3,200**	**3,200**	**3,200**

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
583 - MELLO ROOS CFD							
RECEIPTS							
CFD Receipts	$0	$0	$0	$0	$9,800	$9,875	$10,000
TOTAL RECEIPTS	0	0	0	0	9,800	9,875	10,000
EXPENDITURES							
Indirect Cost							
TOTAL EXPENDITURES	0	0	0	0	0	0	0
CAPITAL OUTLAY							
Work in Progress			0	0	9,800	9,875	10,000
TOTAL CAPITAL OUTLAY			0	0	9,800	9,875	10,000
OPERATING TRANSFERS IN (OUT)							
	0	0	0	0	0	0	0
TOTAL OPERATING TRANSFERS IN(OUT)	0	0	0	0	0	0	0
INCREASE (DECREASE) IN FUND BALANCE	0	0	0	0	0	0	0
BEGINNING FUND BALANCE							
ENDING FUND BALANCE	$0	$0	$0	$0	$0	$0	$0

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Warren Vista Melo Roos CFD		0		0	0	9,800	9,875	10,000
		0	0	0	0	9,800	9,875	10,000

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
800 Capital Projects Reserve							
RECEIPTS							
Cost Recovery-Hilton/Balsa	$ -	$ -	$ -	$ -	$ -	$ -	$ -
Cost Recovery- Home Depot		-	-	-	-	-	-
Cost Recovery-Avalon Signal	-	-	-	-	-	-	-
Cost Recovery- Gateway Ind	-	-	-	-	-	-	-
TOTAL RECEIPTS	-	-	-	-	-	-	-
EXPENDITURES							
Indirect Cost	-	-	-	-	-	-	-
Operating Supplies	-	-	-	-	-	-	-
TOTAL EXPENDITURES	-	-	-	-	-	-	-
CAPITAL OUTLAY							
Work in Progress	437,500	1,057,500	90,000	940,000	50,000	50,000	50,000
TOTAL CAPITAL OUTLAY	**437,500**	**1,057,500**	**90,000**	**940,000**	**50,000**	**50,000**	**50,000**
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 540	-	87,120	(20,000)	-	-	-	-
Transfer IN - Fund 001	-	-	-	700,000	-	-	-
TOTAL OPERATING TRANSFERS IN(OUT)		**87,120**	**(20,000)**	**700,000**	-	-	-
INCREASE (DECREASE) IN FUND BALANCE	**(437,500)**	**(970,380)**	**(110,000)**	**(240,000)**	**(50,000)**	**(50,000)**	**-50,000**
BEGINNING FUND BALANCE	**1,528,377**	**1,090,877**	**1,090,877**	**980,877**	**740,877**	**690,877**	**640,877**
ENDING FUND BALANCE	**$ 1,090,877**	**$ 120,497**	**$ 980,877**	**$ 740,877**	**$ 690,877**	**$ 640,877**	**$ 590,877**
RESERVE BALANCE SUMMARY							
Undesignated					690,877	640,877	590,877
Kennel Joint Funding					-	-	-
Total	**$ 1,090,877**	**$ 120,497**	**$ 980,877**	**$ 740,877**	**$ 690,877**	**$ 640,877**	**$ 590,877**

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
General Plan Update	800 00-00 8310 8041-000		300,000	-	-	-	-	-
Kennel Project	800 00-00 8310 8045-000	437,500	437,500	-	-	-	-	-
PW Standard Drawings Update	800 00-00 8310 8046-000		75,000	-	-	-	-	-
ADA Transition Plan	800 00-00 8310 8047-000		45,000	-	50,000	-	-	-
Capital Maintenance Program	800 00-00 8310 8048-000							
		437,500	**857,500**	**-**	**50,000**	**-**	**-**	**-**
Cap Maint Program - Project Detail								
Mower Shed Re-roof	800 00-00 8310 8048 801		5,000	5,000	-	-	-	-
Community Ctr - Re-plumb	800 00-00 8310 8048 802		60,000	-	60,000	-	-	-
Town-wide Bldg Re-Key Prog Ph 1	800 00-00 8310 8048 803		20,000	15,000	20,000	-	-	-
Machris Park-Replace HVAC Systr	800 00-00 8310 8048 804		10,000	10,000	-	-	-	-
Town Bldgs- Night Sky Compliance	800 00-00 8310 8048 805		15,000	-	15,000	-	-	-
Town-wide Security Cameras insta	800 00-00 8310 8048 806		25,000	-	25,000	-	-	-
Sen Center- Replace Light Diffuser	800 00-00 8310 8048 807		5,000	-	5,000	-	-	-
Senior Center Patio	800 00-00 8310 8048 808		2,500	2,500	-	-	-	-
Paradise Park Improvements	800 00-00 8310 8048 809		10,000	10,000	-	-	-	-
Park Picnic Tables			-	-	15,000			
Town-wide Infrastructure Plan			-	-	700,000			
Cap Projects- Contingency	800 00-00 8310 8048 810		47,500	47,500	50,000	50,000	50,000	50,000
			200,000	**90,000**	**890,000**	**50,000**	**50,000**	**50,000**

Yucca Valley Redevelopment Agency

Operating Budget

FY 2011-12

Agency Summary

Budget Resolution

Fund Budgets

Transmittal Letter

To: Honorable Chair and Agency Board
From: Mark N. Nuaimi, Executive Director
Subject: FY 2011-12 Proposed Budget
Date: June 21, 2011

Introduction

It is my pleasure to present to you the proposed budget for the 2011-12 fiscal year for the Town of Yucca Valley and the Yucca Valley Redevelopment Agency. Because of its importance as both a funding and policy document, the Agency's annual budget is one of the most critical tasks undertaken by both the Agency Board and staff. With its adoption, the budget document becomes the financial plan for the Agency, embodies the Agency's priorities and responsibilities, and provides for the implementation of the Agency's programs and services.

Yucca Valley Redevelopment Agency

The proposed Yucca Valley Redevelopment Agency budget for fiscal year 2011-12 assumes the continued existence of redevelopment at the state level. With the various alternatives and proposals under consideration in the state capital as part of the current year budget, there is a distinct possibility that the redevelopment landscape in 2011-12 will look and function much differently than today. Given the uncertainly, the Town's RDA proposed budget assumes redevelopment continuance at the fiscal year 2010-11 level. Any significant changes at the state level subsequent to the adoption of the Town RDA's budget will result in the need for additional analysis, planning and revision of the proposed budget.

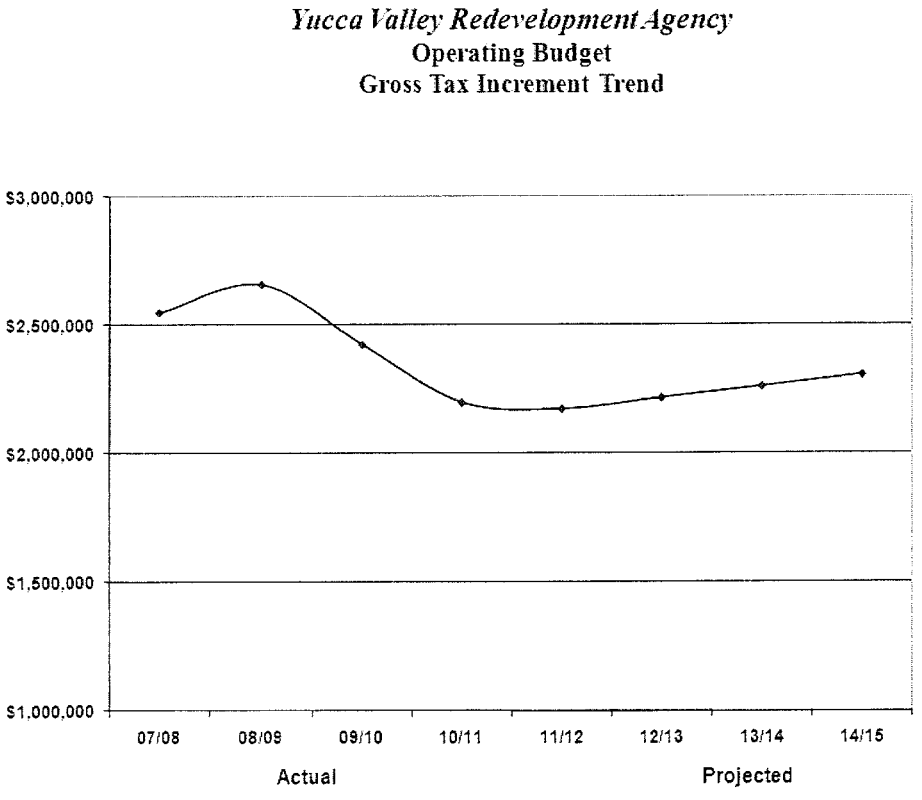
The Yucca Valley Redevelopment Agency consists of one project area, and two sub-project areas. The first project area is generally aligned with the SR 62 business corridor and includes much of the Town's commercial district including the Old Town business district. In fiscal year 2007-08, the Town Council adopted the Old Town Specific Plan setting the stage for initial assessment of new projects located in the Old Town area that are consistent with the design standards of the Specific Plan. Projects that may be considered in the near future include those of commercial, civic, residential or mixed-use varieties. In May 2008, the Agency closed on the Tax Allocation Bond Series 2008 to refund prior issues, and obtain $5.5 million in new monies. This action

allowed the Agency to proceed with appropriate capital expenditures that assist the Agency in meeting its redevelopment goals and objectives.

The second project subarea generally lies on the eastern boundary of the Town, and includes certain north and south residential areas adjacent to SR62. The RDA has taken steps in an effort to address the affordable housing deficit. The Agency does this in part by providing residential facilities to the Unity Homes non-profit organization for use by income-qualified occupants. Further, the Agency is responsible for the maintenance and upkeep of these facilities.

All of the activities of the Yucca Valley RDA are financed through tax increment funding. This mechanism allows the Agency to meet its objectives without placing an enormous burden upon the Town of Yucca Valley or private businesses, while assisting in the provision of low and moderate housing.

Over the past two years, the increment funding provided by the project area has decreased approximately 5% year over year, significantly impacting the Agency's ability to move forward new initiatives, outside of affordable housing. Additionally, the continuous uncertainty at the state level with respect to redevelopment has limited the ability of staff to engage in long-term planning with any specificity as many development entities are reluctant to discuss redevelopment projects until there is greater visibility at the state level. In 2011-12, the Agency is budgeting over $2.1 million in gross revenues, prior to housing set asides and pass through agreements.



The proposed 2011-12 budget continues with the planned support of the Agency's affordable senior housing project on Dumosa Avenue. While there is limited funding allocated for the next fiscal year, the budget forecast identifies the Agency's planned contribution of $1.5 - $3.0 million in the 2013-14 fiscal year, based upon the anticipated completion date of the project. As related grant and project information is clarified, the timing of such distributions will likely shift. Staff will continue to keep the Agency apprised of the progress of these programs as they progress.

RESOLUTION NO. RDA-11-06

A RESOLUTION OF THE REDEVELOPMENT AGENCY, OF THE TOWN OF YUCCA VALLEY, CALIFORNIA, ADOPTING THE 2011-12 REDEVELOPMENT AGENCY BUDGET AND APPROVING APPROPRIATIONS FOR THE FISCAL YEAR COMMENCING ON JULY 1, 2011 AND ENDING JUNE 30, 2012

WHEREAS, the Yucca Valley Redevelopment Agency receives restricted fund revenues which are applied to Redevelopment programs, and

WHEREAS, the Redevelopment Agency anticipates and plans for the physical development of the community and appropriates funds for capital expenditures to accommodate physical growth and development, and the elimination of blight, and

WHEREAS, the Redevelopment Agency has adopted a 5-Year Implementation Plan, and the 2011-12 fiscal year budget provides for implementation of the Agency's 5-Year Implementation Plan, and

WHEREAS, there are sufficient restricted fund revenues to implement the 2011-12 Redevelopment Agency Budget as recommended.

NOW, THEREFORE, THE REDEVELOPMENT AGENCY OF THE TOWN OF YUCCA VALLEY DOES RESOLVE AS FOLLOWS.

Section 1. The Redevelopment Agency adopts the Resolution approving and adopting the 2011-12 Agency budget and approving appropriations for the fiscal year commencing on July 1, 2011 and ending June 30, 2012.

Section 2. To the best of the Agency's knowledge, the approved budget is in accordance with all applicable ordinances of the Town, Redevelopment Agency and all applicable statutes of the State.

Section 3. The Secretary shall certify the adoption of the Budget and shall cause it to be filed with the County Auditor, within 60 days of the adoption, along with a certified copy of the Resolution.

Section 4. Total appropriations within funds will be increased or decreased only by amendment of budget by motion of the Agency Board.

Section 5. The following Officials are authorized to request and approve for payment purchases against budget accounts:

Agency Chair
Redevelopment Agency Board
Executive Director
Deputy Town Manager
Treasurer

PASSED, APPROVED AND ADOPTED THIS 21st day of June, 2011.

CHAIR

ATTEST:

SECRETARY

STATE OF CALIFORNIA)

COUNTY OF SAN BERNARDINO) ss.

TOWN OF YUCCA VALLEY)

I, Janet M. Anderson, Town Clerk of the Town of Yucca Valley, acting as the Secretary of the Community Redevelopment Agency of the Town of Yucca Valley, DO HEREBY CERTIFY that the foregoing Resolution was duly adopted at a regular meeting of said Agency held on the 21st day of June, 2011, by the following vote:

AYES: Agency Members Abel, Hagerman, Rowe, and Chair Huntington

NOES: None

ABSENT: None

Town Clerk, Town of Yucca Valley, acting as the Secretary of the Community Redevelopment Agency of the Town of Yucca Valley

(SEAL)

STATE OF CALIFORNIA)
) ss.
COUNTY OF SAN BERNARDINO)

I, Janet M. Anderson, Town Clerk of the Town of Yucca Valley, acting as the Secretary of the Community Redevelopment Agency of the Town of Yucca Valley, DO HEREBY CERTIFY that the above and foregoing is a full, true and correct copy of RESOLUTION NO. RDA 11-06, of the Agency, and that the same has not been amended or repealed.

DATED: June 22, 2011

Town Clerk, Town of Yucca Valley, acting as the Secretary of the Community Redevelopment Agency of the Town of Yucca Valley

	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	Forecast 2013-14	Forecast 2014-15
930 - RDA Capital Projects							
RECEIPTS							
Interest	$ 35,014	$ 35,000	$ 26,000	$ 24,000	$ 26,500	$ 28,000	$ 30,000
TOTAL RECEIPTS	**35,014**	**35,000**	**26,000**	**24,000**	**26,500**	**28,000**	**30,000**
EXPENDITURES							
Operating Expenditures	533	20,000	5,000	5,000	5,000	5,000	5,000
Services	29,286	75,000	10,000	10,000	10,000	10,000	10,000
TOTAL EXPENDITURES	**29,818**	**95,000**	**15,000**	**15,000**	**15,000**	**15,000**	**15,000**
CAPITAL OUTLAY							
Work in Progress	1,256,247	2,125,000	132,767	365,000	110,000	50,000	40,000
TOTAL CAPITAL OUTLAY	**1,256,247**	**2,125,000**	**132,767**	**365,000**	**110,000**	**50,000**	**40,000**
OPERATING TRANSFERS IN (OUT)							
Transfer OUT - Fund 527	-						
Transfer OUT	-	(600,000)	-	-	-	-	-
TOTAL OPERATING TRANSFERS IN (OUT)	**-**	**(600,000)**	**-**	**-**	**-**	**-**	**-**
INCREASE (DECREASE) IN FUND BALANCE	**(1,251,050)**	**(2,785,000)**	**(121,767)**	**(356,000)**	**(98,500)**	**(37,000)**	**(25,000)**
BEGINNING FUND BALANCE	**6,897,228**	**5,646,178**	**5,646,178**	**5,524,411**	**5,168,411**	**5,069,911**	**5,032,911**
ENDING FUND BALANCE	**$ 5,646,178**	**$ 2,861,178**	**$ 5,524,411**	**$ 5,168,411**	**$ 5,069,911**	**$ 5,032,911**	**$ 5,007,911**

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	Forecast 2013-14	Forecast 2014-15
Old Town Prop Acquisition	930 00-00 8310 8549-000	6,790	500,000	-	-			
Grimmett Demo/Rehab	930 00-00 8310 8549-001	520,737	150,000	-	-			
Prop Acq- Rooks	930 00-00 8310 8549-002	136,043	-	-	-			
Prop Acq- Stahmer	930 00-00 8310 8549-003	318,106	-	-	-			
Prop Acq- Culver	930 00-00 8310 8549-004	1,950	-	-	-			
Prop Acq- Benecia/Ho	930 00-00 8310 8549-005	1,200	-	-	-			
Prop Acq- 55700 29 Pams Hwy	930 00-00 8310 8549-006	1,800	-	-	-			
Prop Acq- SEC Benecia	930 00-00 8310 8549-007	1,200	-	-	-			
Prop Acq- SWC Benecia	930 00-00 8310 8549-008	1,200	-	-	-			
Storefront Improvement Program	930 00-00 8310 8661-000	-	75,000	-	-			
SR62 Old Town Realignment	930 00-00 8310 8662-000	15,347	1,000,000	92,767	-			
SR62 Old Town Realignment	930 00-00 8310 8662-100	251,873	-	-	-			
RDA Participation in New Const	930 00-00 8310 8665-000	-	-	-	-			
Old Town Spec Plan Implementatic	930 00-00 8310 8666-000	-	100,000	-	-			
Pub Infrastructure- Assist Prog	930 00-00 8310 8667-000	-	200,000	40,000	100,000	60,000	-	-
Pub Infrastructure- Other	930 00-00 8310 8668-000	-	100,000	-	100,000	50,000	50,000	40,000
SR62: Airway - La Contenta PSR		-	-	-	165,000			
		1,256,247	**2,125,000**	**132,767**	**365,000**	**110,000**	**50,000**	**40,000**

931 - RDA Debt Service

		Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
RECEIPTS								
Tax Increment		$ 2,425,237	$ 2,312,300	$ 2,200,000	$ 2,175,000	$ 2,218,500	$ 2,262,870	$ 2,308,127
Interest		23,038	18,000	11,000	10,500	11,000	11,500	12,000
TOTAL RECEIPTS		**2,448,275**	**2,330,300**	**2,211,000**	**2,185,500**	**2,229,500**	**2,274,370**	**2,320,127**
EXPENDITURES								
Direct Labor	931 00-00 51XX	191,146	195,000	223,000	223,000	227,460	232,009	236,649
Direct Economic Developmer	931 00-00 7925		0	0	45,000	45,000	45,000	45,000
Operating Expenditures	931 00-00 61XX	1,493	60,000	20,000	10,000	10,000	10,000	12,000
Contract Legal	931 20-01 7111	10,906	0	15,000	10,000	10,000	10,000	10,000
2009-10 & 2010-11 SERAF S	931 00-00 7912	636,679	289,981	289,981	159,160	159,160	159,160	159,160
Prop TaxAdmin Costs	931 00-00 7979	38,140	0	35,000	32,000	33,000	35,000	36,000
Pass Thru Agreements	931 00-00 797X	763,369	866,000	691,000	683,000	696,609	710,541	724,752
Debt Service	931 00-00 79XX	743,917	740,000	740,000	736,000	739,000	736,000	737,000
Professional Services	931 00-00 7XXX	29,351	75,000	20,000	10,000	10,000	10,000	12,000
Indirect Cost	931 00-00 7999 0000	0	10,000	10,000	10,000	10,000	10,000	10,000
TOTAL EXPENDITURES		**2,415,001**	**2,235,981**	**2,043,981**	**1,918,160**	**1,940,229**	**1,957,710**	**1,982,561**
CAPITAL OUTLAY								
Work in Progress		0	710,000	450,000	0	0	0	0
TOTAL CAPITAL OUTLAY		**0**	**710,000**	**450,000**	**0**	**0**	**0**	**0**
OPERATING TRANSFERS IN (OUT)								
Transfer IN - Fund 932		65,299	65,000	65,000	65,000	65,000	65,000	65,000
Transfer OUT - Fund 932		(509,069)	(462,500)	(440,000)	(435,000)	(443,700)	(452,574)	(461,625)
TOTAL OPERATING TRANSFERS IN (OUT)		**(443,770)**	**(397,500)**	**(375,000)**	**(370,000)**	**(378,700)**	**(387,574)**	**(396,625)**
INCREASE (DECREASE) IN FUND BALANCE		**(410,496)**	**(1,013,181)**	**(657,981)**	**(102,660)**	**(89,429)**	**(70,914)**	**(59,059)**
BEGINNING FUND BALANCE		**4,123,930**	**3,713,434**	**3,713,434**	**3,055,453**	**2,952,793**	**2,863,364**	**2,792,450**
ENDING FUND BALANCE		**$ 3,713,434**	**$ 2,700,253**	**$ 3,055,453**	**$ 2,952,793**	**$ 2,863,364**	**$ 2,792,450**	**$ 2,733,391**

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Branding/Marketing Plan		-	10,000	-	-	-	-	-
General Plan Update		-	450,000	450,000	-	-	-	-
Project Area Analysis Amendment		-	250,000	-	-	-	-	-
			710,000	**450,000**	**0**	**0**	**0**	**0**

932 - RDA Low/Mod Housing

		Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
RECEIPTS								
Tax Allocation Bond	932 00-00 4176	$ -	$ 3,200,000	$ -	$ -	$ -	$ -	$ -
SERAF Loan Repayment	932 00-00 4177		159,025	159,025	159,160	159,160	159,160	159,160
Interest		11,222	10,000	6,000	5,500	6,000	1,000	500
TOTAL RECEIPTS		**11,222**	**3,369,025**	**6,000**	**164,660**	**165,160**	**160,160**	**159,660**
EXPENDITURES								
Operating Expenditures		-	15,000	5,000	10,000	10,000	10,000	10,000
Professional Services		19,406	75,000	10,000	15,000	15,000	20,000	20,000
Debt Service - Housing Bonds			268,000	-	-	-	-	-
TOTAL EXPENDITURES		**19,406**	**358,000**	**15,000**	**25,000**	**25,000**	**30,000**	**30,000**
CAPITAL OUTLAY								
Work in Progress		9,677	2,600,000	600,000	150,000	100,000	3,050,000	50,000
TOTAL CAPITAL OUTLAY		**9,677**	**2,600,000**	**600,000**	**150,000**	**100,000**	**3,050,000**	**50,000**
OPERATING TRANSFERS IN (OUT)								
Transfer OUT - Fund 931		(65,299)	(65,000)	(65,000)	(65,000)	(65,000)	(65,000)	(65,000)
Transfer IN - Fund 931		509,069	462,500	440,000	435,000	443,700	452,574	461,625
TOTAL OPERATING TRANSFERS IN (OUT)		**443,770**	**397,500**	**375,000**	**370,000**	**378,700**	**387,574**	**396,625**
INCREASE (DECREASE) IN FUND BALANCE		**425,909**	**808,525**	**(234,000)**	**359,660**	**418,860**	**(2,532,266)**	**476,285**
BEGINNING FUND BALANCE		**1,801,733**	**2,227,642**	**2,227,642**	**1,993,642**	**2,353,302**	**2,772,162**	**239,896**
ENDING FUND BALANCE		**$ 2,227,642**	**$ 3,036,167**	**$ 1,993,642**	**$ 2,353,302**	**$ 2,772,162**	**$ 239,896**	**$ 716,181**

Work in Progress Detail

Project	Account	Actual 2009-10	Adopted 2010-2011	Projected 2010-11	Proposed 2011-12	Forecast 2012-13	2013-14	2014-15
Affordable Housing Programs	932 00-00 8450 0000	-	-	-	50,000	50,000	50,000	50,000
SFR First Time Homebuyers	932 00-00 8450 3131	-	-	-	-	-	-	-
SFR Rehab Program	932 00-00 8450 3132	-	-	-	-	-	-	-
Duplex Rehabilitation	932 00-00 8451 0000	-	-	-	-	-	-	-
Duplex Rehabilitation Grant	932 00-00 8452 0000	-	-	-	-	-	-	-
General Plan Update	932 00-00 8XXX	-	100,000	100,000	-	-	-	-
Sr. Housing Project	932 00-00 8310 8671-000	1,392	2,400,000	-	-	-	-	-
Sr. Housing Proj-CORE	932 00-00 8310 8671-811	-	100,000	500,000	100,000	50,000	3,000,000	-
Sr. Housing Project/NRG	932 00-00 8453 3130	8,285	-	-	-	-	-	-
		9,677	**2,600,000**	**600,000**	**150,000**	**100,000**	**3,050,000**	**50,000**

Town of Yucca Valley

Operating Budget

FY 2011-12

Personnel
Organizational Chart
Authorized Positions List
Salary Schedule

TOWN OF YUCCA VALLEY
Operating Budget
FY 2011-12

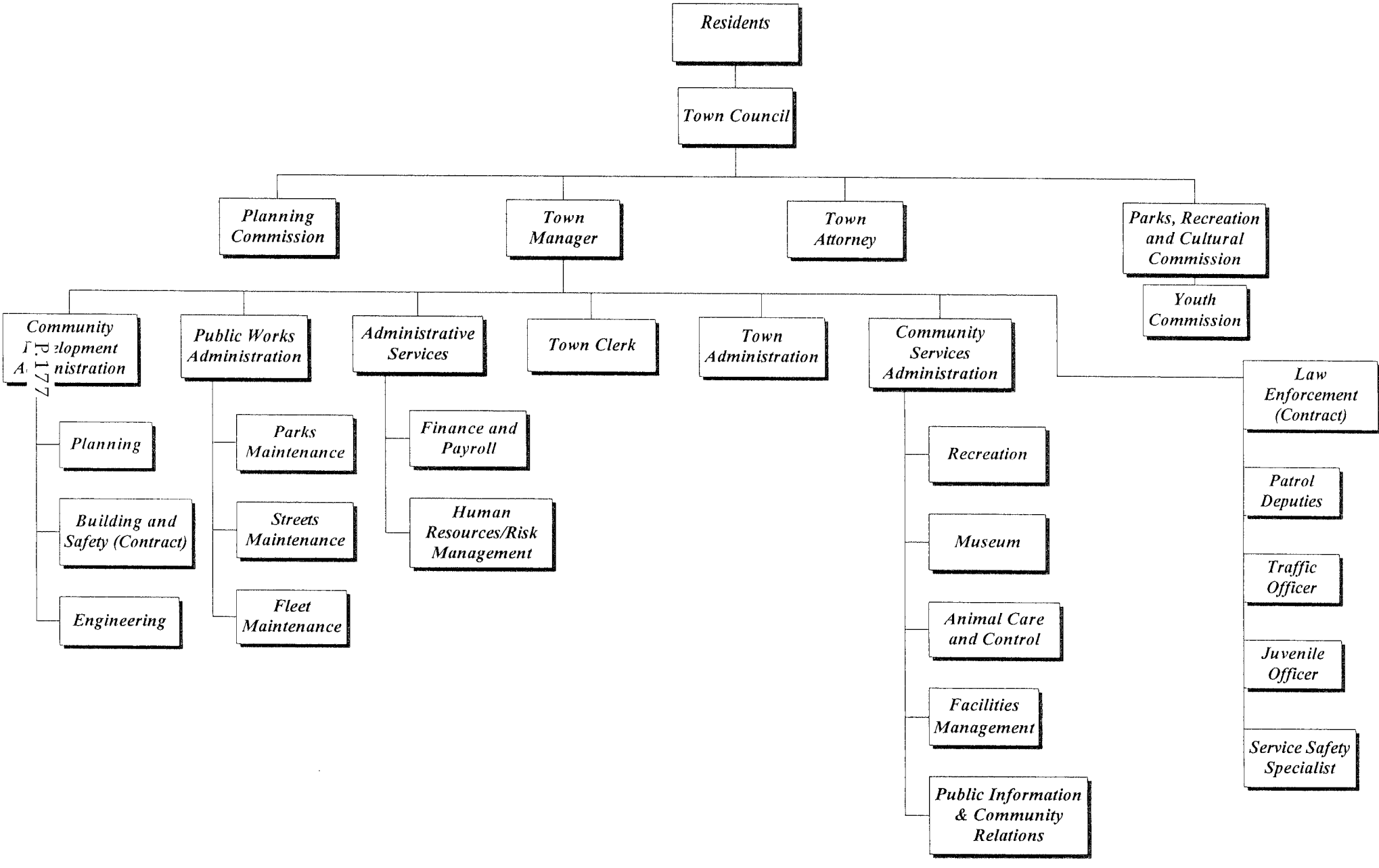


EXHIBIT A

FY 2011-12 Authorized Position Listing

Salary Range	Position	FTE (all positions filled)
Contract	Town Manager	1.00
175	Town Clerk	1.00
180	Senior Management Analyst (vacant)	0.00
160	Executive Assistant (vacant)	0.00
229	Director of Administrative Services	1.00
180	Senior Accountant	1.00
125	Accounting Technician II	1.00
205	Human Resources & Risk Manager	1.00
120	Administrative Assistant I (vacant)	0.00
135	Payroll and Finance Specialist	1.00
229	Director of Community Services	1.00
160	Recreation Supervisor (vacant)	0.00
170	Museum Supervisor	1.00
150	Administrative Assistant III	1.00
135	Administrative Assistant II	1.00
125	Museum Programs Coordinator	1.00
110	Museum Registrar (vacant)	0.00
90	Museum Assistant	0.75
125	Recreation Coordinator	2.00
75	Recreation Leader I - P/T 50% (vacant)	0.00
125	Lead Maintenance Worker - Facilities (vacant)	0.00
160	Facilities Maintenance Supervisor	1.00
115	Maintenance Worker II - Facilities (2 vacancies)	0.00
190	Animal Care & Control Manager	1.00
155	Animal Shelter Supervisor (vacant)	0.00
125	Animal Control Officer II	2.00
115	Animal Shelter Specialist	2.00
135	Administrative Assistant II	1.00
100	Kennel Technician	1.50
239	Deputy Town Manager	1.00
229	Director of Community Development (vacant)	0.00
175	Associate Planner	1.00
190	Project Engineer	1.00
155	Engineering Technician II	1.00
150	Administrative Assistant III (vacant)	0.00
140	Planning Technician	1.00
155	Supervising Code Compliance Officer II (temp)	0.50
140	Code Compliance Technician - Office	1.00
135	Code Compliance Technician - Field	1.00
229	Director of Public Works/Town Engineer (Vacant)	0.00
170	Public Works Supervisor (vacant)	0.00
175	Public Works Inspector	1.00
145	Skilled Lead Maintenance Worker - Parks	1.00
145	Skilled Lead Maintenance Worker - Streets	1.00
125	Skilled Maintenance Worker II - Parks (1 vacancy)	3.00
125	Skilled Maintenance Worker II - Streets (1 vacancy)	3.00
150	Administrative Assistant II	1.00
	FY 2011-12 Total Authorized Positions	**40.75**

TOWN OF YUCCA VALLEY

Approved by Resolution 11-XX effective July 2, 2011

Nash Schedule - 13 Step @ 2.5% w-3 Step Longevity; Range Increment of 1%

EXHIBIT B

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
55		Hourly	$7.9817	$8.1812	$8.3857	$8.5954	$8.8103	$9.0305	$9.2563	$9.4877	$9.7249	$9.9680	$10.2172	$10.4726	$10.7345	$11.0028	$11.2779	$11.5598
		Bi-weekly	$638.54	$654.50	$670.86	$687.63	$704.82	$722.44	$740.50	$759.02	$777.99	$797.44	$817.38	$837.81	$858.76	$880.22	$902.23	$924.78
		Monthly	$1,383	$1,418	$1,454	$1,490	$1,527	$1,565	$1,604	$1,645	$1,686	$1,728	$1,771	$1,815	$1,861	$1,907	$1,955	$2,004
		Annual	$16,602	$17,017	$17,442	$17,878	$18,325	$18,783	$19,253	$19,734	$20,228	$20,733	$21,252	$21,783	$22,328	$22,886	$23,458	$24,044
56		Hourly	$8.0615	$8.2630	$8.4696	$8.6813	$8.8984	$9.1208	$9.3489	$9.5826	$9.8221	$10.0677	$10.3194	$10.5774	$10.8418	$11.1129	$11.3907	$11.6754
		Bi-weekly	$644.92	$661.04	$677.57	$694.50	$711.87	$729.66	$747.91	$766.61	$785.77	$805.42	$825.55	$846.19	$867.34	$889.03	$911.26	$934.03
		Monthly	$1,397	$1,432	$1,468	$1,505	$1,542	$1,581	$1,620	$1,661	$1,703	$1,745	$1,789	$1,833	$1,879	$1,926	$1,974	$2,024
		Annual	$16,768	$17,187	$17,617	$18,057	$18,509	$18,971	$19,446	$19,932	$20,430	$20,941	$21,464	$22,001	$22,551	$23,115	$23,693	$24,285
57		Hourly	$8.1421	$8.3457	$8.5543	$8.7682	$8.9874	$9.2120	$9.4423	$9.6784	$9.9204	$10.1684	$10.4226	$10.6831	$10.9502	$11.2240	$11.5046	$11.7922
		Bi-weekly	$651.37	$667.66	$684.34	$701.46	$718.99	$736.96	$755.38	$774.27	$793.63	$813.47	$833.81	$854.65	$876.02	$897.92	$920.37	$943.38
		Monthly	$1,411	$1,447	$1,483	$1,520	$1,558	$1,597	$1,637	$1,678	$1,720	$1,763	$1,807	$1,852	$1,898	$1,945	$1,994	$2,044
		Annual	$16,936	$17,359	$17,793	$18,238	$18,694	$19,161	$19,640	$20,131	$20,634	$21,150	$21,679	$22,221	$22,776	$23,346	$23,930	$24,528
58		Hourly	$8.2235	$8.4291	$8.6398	$8.8558	$9.0772	$9.3042	$9.5368	$9.7752	$10.0196	$10.2701	$10.5268	$10.7900	$11.0597	$11.3362	$11.6196	$11.9101
		Bi-weekly	$657.88	$674.33	$691.18	$708.46	$726.18	$744.34	$762.94	$782.02	$801.57	$821.61	$842.14	$863.20	$884.78	$906.90	$929.57	$952.81
		Monthly	$1,425	$1,461	$1,498	$1,535	$1,573	$1,613	$1,653	$1,694	$1,737	$1,780	$1,825	$1,870	$1,917	$1,965	$2,014	$2,064
		Annual	$17,105	$17,533	$17,971	$18,420	$18,881	$19,353	$19,836	$20,332	$20,841	$21,362	$21,896	$22,443	$23,004	$23,579	$24,169	$24,773
59		Hourly	$8.3058	$8.5134	$8.7262	$8.9444	$9.1680	$9.3972	$9.6321	$9.8729	$10.1198	$10.3728	$10.6321	$10.8979	$11.1703	$11.4496	$11.7358	$12.0292
		Bi-weekly	$664.46	$681.07	$698.10	$715.55	$733.44	$751.78	$770.57	$789.83	$809.58	$829.82	$850.57	$871.83	$893.62	$915.97	$938.86	$962.34
		Monthly	$1,440	$1,476	$1,513	$1,550	$1,589	$1,629	$1,670	$1,711	$1,754	$1,798	$1,843	$1,889	$1,936	$1,985	$2,034	$2,085
		Annual	$17,276	$17,708	$18,151	$18,604	$19,069	$19,546	$20,035	$20,536	$21,049	$21,575	$22,115	$22,668	$23,234	$23,815	$24,411	$25,021
60		Hourly	$8.3888	$8.5985	$8.8135	$9.0338	$9.2597	$9.4912	$9.7285	$9.9717	$10.2210	$10.4765	$10.7384	$11.0069	$11.2820	$11.5641	$11.8532	$12.1495
		Bi-weekly	$671.10	$687.88	$705.08	$722.70	$740.78	$759.30	$778.28	$797.74	$817.68	$838.12	$859.07	$880.55	$902.56	$925.13	$948.26	$971.96
		Monthly	$1,454	$1,490	$1,528	$1,566	$1,605	$1,645	$1,686	$1,728	$1,772	$1,816	$1,861	$1,908	$1,956	$2,004	$2,055	$2,106
		Annual	$17,449	$17,885	$18,332	$18,790	$19,260	$19,742	$20,235	$20,741	$21,260	$21,791	$22,336	$22,894	$23,467	$24,053	$24,655	$25,271
61		Hourly	$8.4727	$8.6845	$8.9016	$9.1242	$9.3523	$9.5861	$9.8257	$10.0714	$10.3232	$10.5812	$10.8458	$11.1169	$11.3948	$11.6797	$11.9717	$12.2710
		Bi-weekly	$677.82	$694.76	$712.13	$729.94	$748.18	$766.89	$786.06	$805.71	$825.86	$846.50	$867.66	$889.35	$911.58	$934.38	$957.74	$981.68
		Monthly	$1,469	$1,505	$1,543	$1,582	$1,621	$1,662	$1,703	$1,746	$1,789	$1,834	$1,880	$1,927	$1,975	$2,024	$2,075	$2,127
		Annual	$17,623	$18,064	$18,515	$18,978	$19,453	$19,939	$20,438	$20,948	$21,472	$22,009	$22,559	$23,123	$23,701	$24,294	$24,901	$25,524
62		Hourly	$8.5574	$8.7714	$8.9907	$9.2154	$9.4458	$9.6819	$9.9240	$10.1721	$10.4264	$10.6871	$10.9542	$11.2281	$11.5088	$11.7965	$12.0914	$12.3937
		Bi-weekly	$684.59	$701.71	$719.26	$737.23	$755.66	$774.55	$793.92	$813.77	$834.11	$854.97	$876.34	$898.25	$920.70	$943.72	$967.31	$991.50
		Monthly	$1,483	$1,520	$1,558	$1,597	$1,637	$1,678	$1,720	$1,763	$1,807	$1,852	$1,899	$1,946	$1,995	$2,045	$2,096	$2,148
		Annual	$17,799	$18,244	$18,701	$19,168	$19,647	$20,138	$20,642	$21,158	$21,687	$22,229	$22,785	$23,354	$23,938	$24,537	$25,150	$25,779
63		Hourly	$8.6430	$8.8591	$9.0806	$9.3076	$9.5403	$9.7788	$10.0232	$10.2738	$10.5307	$10.7939	$11.0638	$11.3404	$11.6239	$11.9145	$12.2123	$12.5177
		Bi-weekly	$691.44	$708.73	$726.45	$744.61	$763.22	$782.30	$801.86	$821.90	$842.46	$863.51	$885.10	$907.23	$929.91	$953.16	$976.98	$1,001.42
		Monthly	$1,498	$1,536	$1,574	$1,613	$1,654	$1,695	$1,737	$1,781	$1,825	$1,871	$1,918	$1,966	$2,015	$2,065	$2,117	$2,170
		Annual	$17,977	$18,427	$18,888	$19,360	$19,844	$20,340	$20,848	$21,370	$21,904	$22,451	$23,013	$23,588	$24,178	$24,782	$25,402	$26,037
64		Hourly	$8.7294	$8.9477	$9.1714	$9.4006	$9.6357	$9.8766	$10.1235	$10.3766	$10.6360	$10.9019	$11.1744	$11.4538	$11.7401	$12.0336	$12.3345	$12.6428
		Bi-weekly	$698.35	$715.82	$733.71	$752.05	$770.86	$790.13	$809.88	$830.13	$850.88	$872.15	$893.95	$916.30	$939.21	$962.69	$986.76	$1,011.42
		Monthly	$1,513	$1,551	$1,590	$1,629	$1,670	$1,712	$1,755	$1,799	$1,844	$1,890	$1,937	$1,985	$2,035	$2,086	$2,138	$2,191
		Annual	$18,157	$18,611	$19,076	$19,553	$20,042	$20,543	$21,057	$21,583	$22,123	$22,676	$23,243	$23,824	$24,419	$25,030	$25,656	$26,297

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
65	Rec Asst	Hourly	$8.8167	$9.0371	$9.2631	$9.4947	$9.7320	$9.9753	$10.2247	$10.4803	$10.7423	$11.0109	$11.2862	$11.5683	$11.8575	$12.1540	$12.4578	$12.7693
		Bi-weekly	$705.34	$722.97	$741.05	$759.58	$778.56	$798.02	$817.98	$838.42	$859.38	$880.87	$902.90	$925.46	$948.60	$972.32	$996.62	$1,021.54
		Monthly	$1,528	$1,566	$1,606	$1,646	$1,687	$1,729	$1,772	$1,817	$1,862	$1,909	$1,956	$2,005	$2,055	$2,107	$2,159	$2,213
		Annual	$18,339	$18,797	$19,267	$19,749	$20,243	$20,749	$21,267	$21,799	$22,344	$22,903	$23,475	$24,062	$24,664	$25,280	$25,912	$26,560
66		Hourly	$8.9049	$9.1275	$9.3557	$9.5896	$9.8293	$10.0751	$10.3270	$10.5851	$10.8498	$11.1210	$11.3990	$11.6840	$11.9761	$12.2755	$12.5824	$12.8969
		Bi-weekly	$712.39	$730.20	$748.46	$767.17	$786.34	$806.01	$826.16	$846.81	$867.98	$889.68	$911.92	$934.72	$958.09	$982.04	$1,006.59	$1,031.75
		Monthly	$1,544	$1,582	$1,622	$1,662	$1,704	$1,746	$1,790	$1,835	$1,881	$1,928	$1,976	$2,025	$2,076	$2,128	$2,181	$2,235
		Annual	$18,522	$18,985	$19,460	$19,946	$20,445	$20,956	$21,480	$22,017	$22,567	$23,132	$23,710	$24,303	$24,910	$25,533	$26,171	$26,826
67		Hourly	$8.9939	$9.2188	$9.4493	$9.6855	$9.9276	$10.1758	$10.4302	$10.6910	$10.9583	$11.2322	$11.5130	$11.8008	$12.0959	$12.3983	$12.7082	$13.0259
		Bi-weekly	$719.51	$737.50	$755.94	$774.84	$794.21	$814.06	$834.42	$855.28	$876.66	$898.58	$921.04	$944.06	$967.67	$991.86	$1,016.66	$1,042.07
		Monthly	$1,559	$1,598	$1,638	$1,679	$1,721	$1,764	$1,808	$1,853	$1,899	$1,947	$1,996	$2,045	$2,097	$2,149	$2,203	$2,258
		Annual	$18,707	$19,175	$19,654	$20,146	$20,649	$21,166	$21,695	$22,237	$22,793	$23,363	$23,947	$24,546	$25,159	$25,788	$26,433	$27,094
68		Hourly	$9.0839	$9.3110	$9.5438	$9.7824	$10.0269	$10.2776	$10.5345	$10.7979	$11.0678	$11.3445	$11.6281	$11.9188	$12.2168	$12.5222	$12.8353	$13.1562
		Bi-weekly	$726.71	$744.88	$763.50	$782.59	$802.15	$822.21	$842.76	$863.83	$885.42	$907.56	$930.25	$953.50	$977.34	$1,001.78	$1,026.82	$1,052.50
		Monthly	$1,575	$1,614	$1,654	$1,696	$1,738	$1,781	$1,826	$1,872	$1,918	$1,966	$2,016	$2,066	$2,118	$2,171	$2,225	$2,280
		Annual	$18,894	$19,367	$19,851	$20,347	$20,856	$21,377	$21,912	$22,460	$23,021	$23,597	$24,187	$24,791	$25,411	$26,046	$26,697	$27,365
69		Hourly	$9.1747	$9.4041	$9.6392	$9.8802	$10.1272	$10.3804	$10.6399	$10.9059	$11.1785	$11.4580	$11.7444	$12.0380	$12.3390	$12.6475	$12.9636	$13.2877
		Bi-weekly	$733.98	$752.33	$771.14	$790.42	$810.18	$830.43	$851.19	$872.47	$894.28	$916.64	$939.55	$963.04	$987.12	$1,011.80	$1,037.09	$1,063.02
		Monthly	$1,590	$1,630	$1,671	$1,713	$1,755	$1,799	$1,844	$1,890	$1,938	$1,986	$2,036	$2,087	$2,139	$2,192	$2,247	$2,303
		Annual	$19,083	$19,561	$20,050	$20,551	$21,065	$21,591	$22,131	$22,684	$23,251	$23,833	$24,428	$25,039	$25,665	$26,307	$26,964	$27,638
70		Hourly	$9.2665	$9.4981	$9.7356	$9.9790	$10.2285	$10.4842	$10.7463	$11.0149	$11.2903	$11.5726	$11.8619	$12.1584	$12.4624	$12.7739	$13.0933	$13.4206
		Bi-weekly	$741.32	$759.85	$778.85	$798.32	$818.28	$838.74	$859.70	$881.19	$903.22	$925.81	$948.95	$972.67	$996.99	$1,021.91	$1,047.46	$1,073.65
		Monthly	$1,606	$1,646	$1,688	$1,730	$1,773	$1,817	$1,863	$1,909	$1,957	$2,006	$2,056	$2,107	$2,160	$2,214	$2,270	$2,326
		Annual	$19,274	$19,756	$20,250	$20,756	$21,275	$21,807	$22,352	$22,911	$23,484	$24,071	$24,673	$25,290	$25,922	$26,570	$27,234	$27,915
71		Hourly	$9.3591	$9.5931	$9.8329	$10.0788	$10.3307	$10.5890	$10.8537	$11.1251	$11.4032	$11.6883	$11.9805	$12.2800	$12.5870	$12.9017	$13.2242	$13.5548
		Bi-weekly	$748.73	$767.45	$786.63	$806.30	$826.46	$847.12	$868.30	$890.01	$912.26	$935.06	$958.44	$982.40	$1,006.96	$1,032.14	$1,057.94	$1,084.38
		Monthly	$1,622	$1,663	$1,704	$1,747	$1,791	$1,835	$1,881	$1,928	$1,977	$2,026	$2,077	$2,129	$2,182	$2,236	$2,292	$2,350
		Annual	$19,467	$19,954	$20,453	$20,964	$21,488	$22,025	$22,576	$23,140	$23,719	$24,312	$24,919	$25,542	$26,181	$26,835	$27,506	$28,194
72		Hourly	$9.4527	$9.6890	$9.9313	$10.1796	$10.4340	$10.6949	$10.9623	$11.2363	$11.5172	$11.8052	$12.1003	$12.4028	$12.7129	$13.0307	$13.3565	$13.6904
		Bi-weekly	$756.22	$775.12	$794.50	$814.37	$834.72	$855.59	$876.98	$898.90	$921.38	$944.42	$968.02	$992.22	$1,017.03	$1,042.46	$1,068.52	$1,095.23
		Monthly	$1,638	$1,679	$1,721	$1,764	$1,809	$1,854	$1,900	$1,948	$1,996	$2,046	$2,097	$2,150	$2,204	$2,259	$2,315	$2,373
		Annual	$19,662	$20,153	$20,657	$21,173	$21,703	$22,245	$22,802	$23,372	$23,956	$24,555	$25,169	$25,798	$26,443	$27,104	$27,781	$28,476
73		Hourly	$9.5473	$9.7859	$10.0306	$10.2814	$10.5384	$10.8018	$11.0719	$11.3487	$11.6324	$11.9232	$12.2213	$12.5268	$12.8400	$13.1610	$13.4900	$13.8273
		Bi-weekly	$763.78	$782.87	$802.45	$822.51	$843.07	$864.14	$885.75	$907.90	$930.59	$953.86	$977.70	$1,002.14	$1,027.20	$1,052.88	$1,079.20	$1,106.18
		Monthly	$1,655	$1,696	$1,739	$1,782	$1,827	$1,872	$1,919	$1,967	$2,016	$2,067	$2,118	$2,171	$2,226	$2,281	$2,338	$2,397
		Annual	$19,858	$20,355	$20,864	$21,385	$21,920	$22,468	$23,030	$23,605	$24,195	$24,800	$25,420	$26,056	$26,707	$27,375	$28,059	$28,761
74		Hourly	$9.6427	$9.8838	$10.1309	$10.3842	$10.6438	$10.9099	$11.1826	$11.4622	$11.7487	$12.0424	$12.3435	$12.6521	$12.9684	$13.2926	$13.6249	$13.9655
		Bi-weekly	$771.42	$790.70	$810.47	$830.74	$851.50	$872.79	$894.61	$916.98	$939.90	$963.39	$987.48	$1,012.17	$1,037.47	$1,063.41	$1,089.99	$1,117.24
		Monthly	$1,671	$1,713	$1,756	$1,800	$1,845	$1,891	$1,938	$1,987	$2,036	$2,087	$2,140	$2,193	$2,248	$2,304	$2,362	$2,421
		Annual	$20,057	$20,558	$21,072	$21,599	$22,139	$22,693	$23,260	$23,841	$24,437	$25,048	$25,674	$26,316	$26,974	$27,649	$28,340	$29,046

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
75	Rec Ldr I	Hourly	$9.7392	$9.9826	$10.2322	$10.4880	$10.7502	$11.0190	$11.2944	$11.5768	$11.8662	$12.1629	$12.4669	$12.7786	$13.0981	$13.4255	$13.7612	$14.1052
	Lifeguard/Pool	Bi-weekly	$779.14	$798.61	$818.58	$839.04	$860.02	$881.52	$903.55	$926.14	$949.30	$973.03	$997.35	$1,022.29	$1,047.85	$1,074.04	$1,100.90	$1,128.42
		Monthly	$1,688	$1,730	$1,774	$1,818	$1,863	$1,910	$1,958	$2,007	$2,057	$2,108	$2,161	$2,215	$2,270	$2,327	$2,385	$2,445
		Annual	$20,257	$20,764	$21,283	$21,815	$22,360	$22,919	$23,492	$24,080	$24,682	$25,299	$25,931	$26,580	$27,244	$27,925	$28,623	$29,339
76		Hourly	$9.8365	$10.0825	$10.3345	$10.5929	$10.8577	$11.1292	$11.4074	$11.6926	$11.9849	$12.2845	$12.5916	$12.9064	$13.2291	$13.5598	$13.8988	$14.2463
		Bi-weekly	$786.92	$806.60	$826.76	$847.43	$868.62	$890.34	$912.59	$935.41	$958.79	$982.76	$1,007.33	$1,032.51	$1,058.33	$1,084.78	$1,111.90	$1,139.70
		Monthly	$1,705	$1,748	$1,791	$1,836	$1,882	$1,929	$1,977	$2,027	$2,077	$2,129	$2,183	$2,237	$2,293	$2,350	$2,409	$2,469
		Annual	$20,460	$20,972	$21,496	$22,033	$22,584	$23,149	$23,727	$24,321	$24,929	$25,552	$26,191	$26,845	$27,516	$28,204	$28,909	$29,632
77		Hourly	$9.9349	$10.1833	$10.4379	$10.6988	$10.9663	$11.2404	$11.5215	$11.8095	$12.1047	$12.4073	$12.7175	$13.0355	$13.3614	$13.6954	$14.0378	$14.3887
		Bi-weekly	$794.79	$814.66	$835.03	$855.90	$877.30	$899.23	$921.72	$944.76	$968.38	$992.58	$1,017.40	$1,042.84	$1,068.91	$1,095.63	$1,123.02	$1,151.10
		Monthly	$1,722	$1,765	$1,809	$1,854	$1,901	$1,948	$1,997	$2,047	$2,098	$2,151	$2,204	$2,259	$2,316	$2,374	$2,433	$2,494
		Annual	$20,665	$21,181	$21,711	$22,254	$22,810	$23,380	$23,965	$24,564	$25,178	$25,807	$26,452	$27,114	$27,792	$28,486	$29,199	$29,929
78		Hourly	$10.0343	$10.2851	$10.5422	$10.8058	$11.0759	$11.3528	$11.6367	$11.9276	$12.2258	$12.5314	$12.8447	$13.1658	$13.4950	$13.8323	$14.1781	$14.5326
		Bi-weekly	$802.74	$822.81	$843.38	$864.46	$886.07	$908.22	$930.94	$954.21	$978.06	$1,002.51	$1,027.58	$1,053.26	$1,079.60	$1,106.58	$1,134.25	$1,162.61
		Monthly	$1,739	$1,783	$1,827	$1,873	$1,920	$1,968	$2,017	$2,067	$2,119	$2,172	$2,226	$2,282	$2,339	$2,398	$2,458	$2,519
		Annual	$20,871	$21,393	$21,928	$22,476	$23,038	$23,614	$24,204	$24,809	$25,430	$26,065	$26,717	$27,385	$28,070	$28,771	$29,491	$30,228
79		Hourly	$10.1346	$10.3880	$10.6477	$10.9139	$11.1867	$11.4664	$11.7530	$12.0469	$12.3480	$12.6567	$12.9732	$13.2975	$13.6299	$13.9707	$14.3199	$14.6779
		Bi-weekly	$810.77	$831.04	$851.82	$873.11	$894.94	$917.31	$940.24	$963.75	$987.84	$1,012.54	$1,037.86	$1,063.80	$1,090.39	$1,117.66	$1,145.59	$1,174.23
		Monthly	$1,757	$1,801	$1,846	$1,892	$1,939	$1,988	$2,037	$2,088	$2,140	$2,194	$2,249	$2,305	$2,363	$2,422	$2,482	$2,544
		Annual	$21,080	$21,607	$22,147	$22,701	$23,268	$23,850	$24,446	$25,057	$25,684	$26,326	$26,984	$27,659	$28,350	$29,059	$29,785	$30,530
80		Hourly	$10.2359	$10.4918	$10.7541	$11.0230	$11.2986	$11.5810	$11.8706	$12.1673	$12.4715	$12.7833	$13.1029	$13.4305	$13.7662	$14.1104	$14.4631	$14.8247
		Bi-weekly	$818.87	$839.34	$860.33	$881.84	$903.89	$926.48	$949.65	$973.38	$997.72	$1,022.66	$1,048.23	$1,074.44	$1,101.30	$1,128.83	$1,157.05	$1,185.98
		Monthly	$1,774	$1,819	$1,864	$1,911	$1,958	$2,007	$2,058	$2,109	$2,162	$2,216	$2,271	$2,328	$2,386	$2,446	$2,507	$2,570
		Annual	$21,291	$21,823	$22,369	$22,928	$23,501	$24,089	$24,691	$25,308	$25,941	$26,589	$27,254	$27,935	$28,634	$29,350	$30,083	$30,835
81		Hourly	$10.3383	$10.5968	$10.8617	$11.1332	$11.4116	$11.6968	$11.9893	$12.2890	$12.5962	$12.9111	$13.2339	$13.5648	$13.9039	$14.2515	$14.6078	$14.9730
		Bi-weekly	$827.06	$847.74	$868.94	$890.66	$912.93	$935.74	$959.14	$983.12	$1,007.70	$1,032.89	$1,058.71	$1,085.18	$1,112.31	$1,140.12	$1,168.62	$1,197.84
		Monthly	$1,792	$1,837	$1,883	$1,930	$1,978	$2,027	$2,078	$2,130	$2,183	$2,238	$2,294	$2,351	$2,410	$2,470	$2,532	$2,595
		Annual	$21,504	$22,041	$22,592	$23,157	$23,736	$24,329	$24,938	$25,561	$26,200	$26,855	$27,527	$28,215	$28,920	$29,643	$30,384	$31,144
82		Hourly	$10.4417	$10.7027	$10.9703	$11.2446	$11.5257	$11.8138	$12.1092	$12.4119	$12.7222	$13.0402	$13.3662	$13.7004	$14.0429	$14.3940	$14.7538	$15.1227
		Bi-weekly	$835.34	$856.22	$877.62	$899.57	$922.06	$945.10	$968.74	$992.95	$1,017.78	$1,043.22	$1,069.30	$1,096.03	$1,123.43	$1,151.52	$1,180.30	$1,209.82
		Monthly	$1,810	$1,855	$1,902	$1,949	$1,998	$2,048	$2,099	$2,151	$2,205	$2,260	$2,317	$2,375	$2,434	$2,495	$2,557	$2,621
		Annual	$21,719	$22,262	$22,818	$23,389	$23,973	$24,573	$25,187	$25,817	$26,462	$27,124	$27,802	$28,497	$29,209	$29,939	$30,688	$31,455
83		Hourly	$10.5461	$10.8098	$11.0800	$11.3570	$11.6409	$11.9320	$12.2303	$12.5360	$12.8494	$13.1706	$13.4999	$13.8374	$14.1833	$14.5379	$14.9014	$15.2739
		Bi-weekly	$843.69	$864.78	$886.40	$908.56	$931.27	$954.56	$978.42	$1,002.88	$1,027.95	$1,053.65	$1,079.99	$1,106.99	$1,134.66	$1,163.03	$1,192.11	$1,221.91
		Monthly	$1,828	$1,874	$1,921	$1,969	$2,018	$2,068	$2,120	$2,173	$2,227	$2,283	$2,340	$2,398	$2,458	$2,520	$2,583	$2,647
		Annual	$21,936	$22,484	$23,046	$23,623	$24,213	$24,818	$25,439	$26,075	$26,727	$27,395	$28,080	$28,782	$29,501	$30,239	$30,995	$31,770
84		Hourly	$11.4706	$11.7573	$12.0513	$12.3526	$11.7573	$12.0513	$12.3526	$12.6614	$12.9779	$13.3024	$13.6349	$13.9758	$14.3252	$14.6833	$15.0504	$15.4267
		Bi-weekly	$917.65	$940.58	$964.10	$988.21	$940.58	$964.10	$988.21	$1,012.91	$1,038.23	$1,064.19	$1,090.79	$1,118.06	$1,146.02	$1,174.66	$1,204.03	$1,234.14
		Monthly	$1,988	$2,038	$2,089	$2,141	$2,038	$2,089	$2,141	$2,195	$2,250	$2,306	$2,363	$2,422	$2,483	$2,545	$2,609	$2,674
		Annual	$23,859	$24,455	$25,067	$25,693	$24,455	$25,067	$25,693	$26,336	$26,994	$27,669	$28,361	$29,070	$29,796	$30,541	$31,305	$32,087

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
85	Rec Ldr II Lifeguard/WSI	Hourly	$10.7581	$11.0270	$11.3027	$11.5853	$11.8749	$12.1718	$12.4761	$12.7880	$13.1077	$13.4354	$13.7713	$14.1155	$14.4684	$14.8301	$15.2009	$15.5809
		Bi-weekly	$860.65	$882.16	$904.22	$926.82	$949.99	$973.74	$998.09	$1,023.04	$1,048.62	$1,074.83	$1,101.70	$1,129.24	$1,157.47	$1,186.41	$1,216.07	$1,246.47
		Monthly	$1,865	$1,911	$1,959	$2,008	$2,058	$2,110	$2,163	$2,217	$2,272	$2,329	$2,387	$2,447	$2,508	$2,571	$2,635	$2,701
		Annual	$22,377	$22,936	$23,510	$24,097	$24,700	$25,317	$25,950	$26,599	$27,264	$27,946	$28,644	$29,360	$30,094	$30,847	$31,618	$32,408
86		Hourly	$10.8657	$11.1373	$11.4157	$11.7011	$11.9937	$12.2935	$12.6008	$12.9159	$13.2388	$13.5697	$13.9090	$14.2567	$14.6131	$14.9784	$15.3529	$15.7367
		Bi-weekly	$869.26	$890.98	$913.26	$936.09	$959.50	$983.48	$1,008.06	$1,033.27	$1,059.10	$1,085.58	$1,112.72	$1,140.54	$1,169.05	$1,198.27	$1,228.23	$1,258.94
		Monthly	$1,883	$1,930	$1,979	$2,028	$2,079	$2,131	$2,184	$2,239	$2,295	$2,352	$2,411	$2,471	$2,533	$2,596	$2,661	$2,728
		Annual	$22,601	$23,166	$23,745	$24,338	$24,947	$25,570	$26,210	$26,865	$27,537	$28,225	$28,931	$29,654	$30,395	$31,155	$31,934	$32,732
87		Hourly	$10.9743	$11.2487	$11.5299	$11.8181	$12.1136	$12.4164	$12.7269	$13.0450	$13.3711	$13.7054	$14.0481	$14.3993	$14.7592	$15.1282	$15.5064	$15.8941
		Bi-weekly	$877.94	$899.90	$922.39	$945.45	$969.09	$993.31	$1,018.15	$1,043.60	$1,069.69	$1,096.43	$1,123.85	$1,151.94	$1,180.74	$1,210.26	$1,240.51	$1,271.53
		Monthly	$1,902	$1,950	$1,999	$2,048	$2,100	$2,152	$2,206	$2,261	$2,318	$2,376	$2,435	$2,496	$2,558	$2,622	$2,688	$2,755
		Annual	$22,827	$23,397	$23,982	$24,582	$25,196	$25,826	$26,472	$27,134	$27,812	$28,507	$29,220	$29,950	$30,699	$31,467	$32,253	$33,060
88		Hourly	$11.0841	$11.3612	$11.6452	$11.9363	$12.2347	$12.5406	$12.8541	$13.1755	$13.5049	$13.8425	$14.1885	$14.5433	$14.9068	$15.2795	$15.6615	$16.0530
		Bi-weekly	$886.73	$908.90	$931.62	$954.90	$978.78	$1,003.25	$1,028.33	$1,054.04	$1,080.39	$1,107.40	$1,135.08	$1,163.46	$1,192.54	$1,222.36	$1,252.92	$1,284.24
		Monthly	$1,921	$1,969	$2,019	$2,069	$2,121	$2,174	$2,228	$2,284	$2,341	$2,399	$2,459	$2,521	$2,584	$2,648	$2,715	$2,783
		Annual	$23,055	$23,631	$24,222	$24,828	$25,448	$26,084	$26,737	$27,405	$28,090	$28,792	$29,512	$30,250	$31,006	$31,781	$32,576	$33,390
89		Hourly	$11.1949	$11.4748	$11.7617	$12.0557	$12.3571	$12.6660	$12.9827	$13.3072	$13.6399	$13.9809	$14.3304	$14.6887	$15.0559	$15.4323	$15.8181	$16.2136
		Bi-weekly	$895.59	$917.98	$940.94	$964.46	$988.57	$1,013.28	$1,038.62	$1,064.58	$1,091.19	$1,118.47	$1,146.43	$1,175.10	$1,204.47	$1,234.58	$1,265.45	$1,297.09
		Monthly	$1,940	$1,989	$2,039	$2,090	$2,142	$2,195	$2,250	$2,307	$2,364	$2,423	$2,484	$2,546	$2,610	$2,675	$2,742	$2,810
		Annual	$23,285	$23,868	$24,464	$25,076	$25,703	$26,345	$27,004	$27,679	$28,371	$29,080	$29,807	$30,552	$31,316	$32,099	$32,902	$33,724
90	Mus Asst	Hourly	$11.3069	$11.5895	$11.8793	$12.1762	$12.4807	$12.7927	$13.1125	$13.4403	$13.7763	$14.1207	$14.4737	$14.8356	$15.2065	$15.5866	$15.9763	$16.3757
		Bi-weekly	$904.55	$927.16	$950.34	$974.10	$998.46	$1,023.42	$1,049.00	$1,075.22	$1,102.10	$1,129.66	$1,157.90	$1,186.85	$1,216.52	$1,246.93	$1,278.10	$1,310.06
		Monthly	$1,960	$2,009	$2,059	$2,111	$2,163	$2,217	$2,273	$2,330	$2,388	$2,448	$2,509	$2,571	$2,636	$2,702	$2,769	$2,838
		Annual	$23,518	$24,106	$24,709	$25,327	$25,960	$26,609	$27,274	$27,956	$28,655	$29,371	$30,105	$30,858	$31,629	$32,420	$33,231	$34,061
91		Hourly	$11.4199	$11.7054	$11.9981	$12.2980	$12.6055	$12.9206	$13.2436	$13.5747	$13.9141	$14.2619	$14.6185	$14.9839	$15.3585	$15.7425	$16.1361	$16.5395
		Bi-weekly	$913.59	$936.43	$959.85	$983.84	$1,008.44	$1,033.65	$1,059.49	$1,085.98	$1,113.13	$1,140.95	$1,169.48	$1,198.71	$1,228.68	$1,259.40	$1,290.89	$1,323.16
		Monthly	$1,979	$2,029	$2,080	$2,132	$2,185	$2,240	$2,296	$2,353	$2,412	$2,472	$2,534	$2,597	$2,662	$2,729	$2,797	$2,867
		Annual	$23,753	$24,347	$24,956	$25,580	$26,219	$26,875	$27,547	$28,235	$28,941	$29,665	$30,406	$31,167	$31,946	$32,744	$33,563	$34,402
92		Hourly	$11.5341	$11.8225	$12.1180	$12.4210	$12.7315	$13.0498	$13.3760	$13.7105	$14.0532	$14.4045	$14.7647	$15.1338	$15.5121	$15.8999	$16.2974	$16.7049
		Bi-weekly	$922.73	$945.80	$969.44	$993.68	$1,018.52	$1,043.98	$1,070.08	$1,096.84	$1,124.26	$1,152.36	$1,181.18	$1,210.70	$1,240.97	$1,271.99	$1,303.79	$1,336.39
		Monthly	$1,999	$2,049	$2,100	$2,153	$2,207	$2,262	$2,319	$2,376	$2,436	$2,497	$2,559	$2,623	$2,689	$2,756	$2,825	$2,896
		Annual	$23,991	$24,591	$25,206	$25,836	$26,482	$27,144	$27,822	$28,518	$29,231	$29,961	$30,710	$31,478	$32,265	$33,072	$33,899	$34,746
93		Hourly	$11.6495	$11.9407	$12.2392	$12.5452	$12.8588	$13.1803	$13.5098	$13.8475	$14.1937	$14.5486	$14.9123	$15.2851	$15.6672	$16.0589	$16.4604	$16.8719
		Bi-weekly	$931.96	$955.26	$979.14	$1,003.62	$1,028.70	$1,054.42	$1,080.78	$1,107.81	$1,135.50	$1,163.89	$1,192.98	$1,222.81	$1,253.38	$1,284.71	$1,316.83	$1,349.75
		Monthly	$2,019	$2,070	$2,121	$2,175	$2,229	$2,285	$2,342	$2,400	$2,460	$2,522	$2,585	$2,649	$2,716	$2,784	$2,853	$2,924
		Annual	$24,231	$24,837	$25,458	$26,094	$26,746	$27,415	$28,100	$28,803	$29,523	$30,261	$31,018	$31,793	$32,588	$33,403	$34,238	$35,094
94		Hourly	$11.7660	$12.0601	$12.3616	$12.6707	$12.9874	$13.3121	$13.6449	$13.9860	$14.3357	$14.6941	$15.0614	$15.4380	$15.8239	$16.2195	$16.6250	$17.0406
		Bi-weekly	$941.28	$964.81	$988.93	$1,013.66	$1,038.99	$1,064.97	$1,091.59	$1,118.88	$1,146.86	$1,175.53	$1,204.91	$1,235.04	$1,265.91	$1,297.56	$1,330.00	$1,363.25
		Monthly	$2,039	$2,090	$2,143	$2,196	$2,251	$2,307	$2,365	$2,424	$2,485	$2,547	$2,611	$2,676	$2,743	$2,811	$2,882	$2,954
		Annual	$24,473	$25,085	$25,712	$26,355	$27,014	$27,689	$28,381	$29,091	$29,818	$30,564	$31,328	$32,111	$32,914	$33,737	$34,580	$35,444

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
95		Hourly	$11.8836	$12.1807	$12.4852	$12.7974	$13.1173	$13.4452	$13.7814	$14.1259	$14.4790	$14.8410	$15.2120	$15.5923	$15.9821	$16.3817	$16.7912	$17.2110
		Bi-weekly	$950.69	$974.46	$998.82	$1,023.79	$1,049.38	$1,075.62	$1,102.51	$1,130.07	$1,158.32	$1,187.28	$1,216.96	$1,247.38	$1,278.57	$1,310.54	$1,343.30	$1,376.88
		Monthly	$2,060	$2,111	$2,164	$2,218	$2,274	$2,331	$2,389	$2,448	$2,510	$2,572	$2,637	$2,703	$2,770	$2,839	$2,910	$2,983
		Annual	$24,718	$25,336	$25,969	$26,619	$27,284	$27,966	$28,665	$29,382	$30,116	$30,869	$31,641	$32,432	$33,243	$34,074	$34,926	$35,799
96		Hourly	$12.0025	$12.3025	$12.6101	$12.9253	$13.2485	$13.5797	$13.9192	$14.2671	$14.6238	$14.9894	$15.3642	$15.7483	$16.1420	$16.5455	$16.9592	$17.3831
		Bi-weekly	$960.20	$984.20	$1,008.81	$1,034.02	$1,059.88	$1,086.38	$1,113.54	$1,141.37	$1,169.90	$1,199.15	$1,229.14	$1,259.86	$1,291.36	$1,323.64	$1,356.74	$1,390.65
		Monthly	$2,080	$2,132	$2,186	$2,240	$2,296	$2,354	$2,413	$2,473	$2,535	$2,598	$2,663	$2,730	$2,798	$2,868	$2,940	$3,013
		Annual	$24,965	$25,589	$26,229	$26,885	$27,557	$28,246	$28,952	$29,676	$30,418	$31,178	$31,957	$32,756	$33,575	$34,415	$35,275	$36,157
97		Hourly	$12.1225	$12.4255	$12.7362	$13.0546	$13.3810	$13.7155	$14.0584	$14.4098	$14.7701	$15.1393	$15.5178	$15.9057	$16.3034	$16.7110	$17.1287	$17.5570
		Bi-weekly	$969.80	$994.04	$1,018.90	$1,044.37	$1,070.48	$1,097.24	$1,124.67	$1,152.78	$1,181.61	$1,211.14	$1,241.42	$1,272.46	$1,304.27	$1,336.88	$1,370.30	$1,404.56
		Monthly	$2,101	$2,154	$2,208	$2,263	$2,319	$2,377	$2,437	$2,498	$2,560	$2,624	$2,690	$2,757	$2,826	$2,897	$2,969	$3,043
		Annual	$25,215	$25,845	$26,491	$27,154	$27,832	$28,528	$29,241	$29,972	$30,722	$31,490	$32,277	$33,084	$33,911	$34,759	$35,628	$36,518
98		Hourly	$12.2437	$12.5498	$12.8635	$13.1851	$13.5148	$13.8526	$14.1989	$14.5539	$14.9178	$15.2907	$15.6730	$16.0648	$16.4664	$16.8781	$17.3000	$17.7325
		Bi-weekly	$979.50	$1,003.98	$1,029.08	$1,054.81	$1,081.18	$1,108.21	$1,135.91	$1,164.31	$1,193.42	$1,223.26	$1,253.84	$1,285.18	$1,317.31	$1,350.25	$1,384.00	$1,418.60
		Monthly	$2,122	$2,175	$2,230	$2,285	$2,343	$2,401	$2,461	$2,523	$2,586	$2,650	$2,717	$2,785	$2,854	$2,926	$2,999	$3,074
		Annual	$25,467	$26,104	$26,756	$27,425	$28,111	$28,813	$29,534	$30,272	$31,029	$31,805	$32,600	$33,415	$34,250	$35,106	$35,984	$36,884
99		Hourly	$12.3661	$12.6753	$12.9922	$13.3170	$13.6499	$13.9912	$14.3409	$14.6995	$15.0669	$15.4436	$15.8297	$16.2255	$16.6311	$17.0469	$17.4730	$17.9099
		Bi-weekly	$989.29	$1,014.02	$1,039.38	$1,065.36	$1,091.99	$1,119.30	$1,147.27	$1,175.96	$1,205.35	$1,235.49	$1,266.38	$1,298.04	$1,330.49	$1,363.75	$1,397.84	$1,432.79
		Monthly	$2,143	$2,197	$2,252	$2,308	$2,366	$2,425	$2,486	$2,548	$2,612	$2,677	$2,744	$2,812	$2,883	$2,955	$3,029	$3,104
		Annual	$25,722	$26,365	$27,024	$27,699	$28,392	$29,102	$29,829	$30,575	$31,339	$32,123	$32,926	$33,749	$34,593	$35,457	$36,344	$37,253
100	Off Asst Maint. Worker I Kennel Technician	Hourly	$12.4898	$12.8021	$13.1221	$13.4502	$13.7864	$14.1311	$14.4843	$14.8465	$15.2176	$15.5981	$15.9880	$16.3877	$16.7974	$17.2173	$17.6478	$18.0890
		Bi-weekly	$999.18	$1,024.17	$1,049.77	$1,076.02	$1,102.91	$1,130.49	$1,158.74	$1,187.72	$1,217.41	$1,247.85	$1,279.04	$1,311.02	$1,343.79	$1,377.38	$1,411.82	$1,447.12
		Monthly	$2,165	$2,219	$2,274	$2,331	$2,390	$2,449	$2,511	$2,573	$2,638	$2,704	$2,771	$2,841	$2,912	$2,984	$3,059	$3,135
		Annual	$25,979	$26,628	$27,294	$27,976	$28,676	$29,393	$30,127	$30,881	$31,653	$32,444	$33,255	$34,086	$34,939	$35,812	$36,707	$37,625
101		Hourly	$12.6147	$12.9301	$13.2533	$13.5847	$13.9243	$14.2724	$14.6292	$14.9949	$15.3698	$15.7540	$16.1479	$16.5516	$16.9654	$17.3895	$17.8242	$18.2699
		Bi-weekly	$1,009.18	$1,034.41	$1,060.26	$1,086.78	$1,113.94	$1,141.79	$1,170.34	$1,199.59	$1,229.58	$1,260.32	$1,291.83	$1,324.13	$1,357.23	$1,391.16	$1,425.94	$1,461.59
		Monthly	$2,187	$2,241	$2,297	$2,355	$2,414	$2,474	$2,536	$2,599	$2,664	$2,731	$2,799	$2,869	$2,941	$3,014	$3,090	$3,167
		Annual	$26,239	$26,895	$27,567	$28,256	$28,962	$29,687	$30,429	$31,189	$31,969	$32,768	$33,588	$34,427	$35,288	$36,170	$37,074	$38,001
102		Hourly	$12.7408	$13.0594	$13.3859	$13.7205	$14.0635	$14.4151	$14.7755	$15.1449	$15.5235	$15.9116	$16.3094	$16.7171	$17.1350	$17.5634	$18.0025	$18.4525
		Bi-weekly	$1,019.26	$1,044.75	$1,070.87	$1,097.64	$1,125.08	$1,153.21	$1,182.04	$1,211.59	$1,241.88	$1,272.93	$1,304.75	$1,337.37	$1,370.80	$1,405.07	$1,440.20	$1,476.20
		Monthly	$2,208	$2,264	$2,320	$2,378	$2,438	$2,499	$2,561	$2,625	$2,691	$2,758	$2,827	$2,898	$2,970	$3,044	$3,120	$3,198
		Annual	$26,501	$27,163	$27,843	$28,539	$29,252	$29,983	$30,733	$31,501	$32,289	$33,096	$33,923	$34,772	$35,641	$36,532	$37,445	$38,381
103		Hourly	$12.8683	$13.1900	$13.5197	$13.8577	$14.2041	$14.5593	$14.9232	$15.2963	$15.6787	$16.0707	$16.4725	$16.8843	$17.3064	$17.7390	$18.1825	$18.6371
		Bi-weekly	$1,029.46	$1,055.20	$1,081.58	$1,108.62	$1,136.33	$1,164.74	$1,193.86	$1,223.70	$1,254.30	$1,285.66	$1,317.80	$1,350.74	$1,384.51	$1,419.12	$1,454.60	$1,490.97
		Monthly	$2,230	$2,286	$2,343	$2,402	$2,462	$2,524	$2,587	$2,651	$2,718	$2,786	$2,855	$2,927	$3,000	$3,075	$3,152	$3,230
		Annual	$26,766	$27,435	$28,121	$28,824	$29,545	$30,283	$31,040	$31,816	$32,612	$33,427	$34,263	$35,119	$35,997	$36,897	$37,820	$38,765
104		Hourly	$12.9969	$13.3219	$13.6549	$13.9963	$14.3462	$14.7048	$15.0725	$15.4493	$15.8355	$16.2314	$16.6372	$17.0531	$17.4794	$17.9164	$18.3643	$18.8234
		Bi-weekly	$1,039.75	$1,065.75	$1,092.39	$1,119.70	$1,147.70	$1,176.38	$1,205.80	$1,235.94	$1,266.84	$1,298.51	$1,330.98	$1,364.25	$1,398.35	$1,433.31	$1,469.14	$1,505.87
		Monthly	$2,253	$2,309	$2,367	$2,426	$2,487	$2,549	$2,613	$2,678	$2,745	$2,813	$2,884	$2,956	$3,030	$3,106	$3,183	$3,263
		Annual	$27,034	$27,709	$28,402	$29,112	$29,840	$30,586	$31,351	$32,135	$32,938	$33,761	$34,605	$35,470	$36,357	$37,266	$38,198	$39,153

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
105		Hourly	$13.1269	$13.4551	$13.7915	$14.1362	$14.4897	$14.8519	$15.2232	$15.6038	$15.9939	$16.3937	$16.8036	$17.2236	$17.6542	$18.0956	$18.5480	$19.0117
		Bi-weekly	$1,050.15	$1,076.41	$1,103.32	$1,130.90	$1,159.18	$1,188.15	$1,217.86	$1,248.30	$1,279.51	$1,311.50	$1,344.29	$1,377.89	$1,412.34	$1,447.65	$1,483.84	$1,520.94
		Monthly	$2,275	$2,332	$2,391	$2,450	$2,512	$2,574	$2,639	$2,705	$2,772	$2,842	$2,913	$2,985	$3,060	$3,137	$3,215	$3,295
		Annual	$27,304	$27,987	$28,686	$29,403	$30,138	$30,892	$31,664	$32,456	$33,267	$34,099	$34,951	$35,825	$36,721	$37,639	$38,580	$39,544
106		Hourly	$13.2582	$13.5896	$13.9294	$14.2776	$14.6345	$15.0004	$15.3754	$15.7598	$16.1538	$16.5576	$16.9716	$17.3959	$17.8308	$18.2765	$18.7335	$19.2018
		Bi-weekly	$1,060.66	$1,087.17	$1,114.35	$1,142.21	$1,170.76	$1,200.03	$1,230.03	$1,250.78	$1,292.30	$1,324.61	$1,357.73	$1,391.67	$1,426.46	$1,462.12	$1,498.68	$1,536.14
		Monthly	$2,298	$2,356	$2,414	$2,475	$2,537	$2,600	$2,665	$2,732	$2,800	$2,870	$2,942	$3,015	$3,091	$3,168	$3,247	$3,328
		Annual	$27,577	$28,266	$28,973	$29,697	$30,440	$31,201	$31,981	$32,780	$33,600	$34,440	$35,301	$36,183	$37,088	$38,015	$38,966	$39,940
107		Hourly	$13.3908	$13.7255	$14.0687	$14.4204	$14.7809	$15.1504	$15.5292	$15.9174	$16.3153	$16.7232	$17.1413	$17.5698	$18.0091	$18.4593	$18.9208	$19.3938
		Bi-weekly	$1,071.26	$1,098.04	$1,125.50	$1,153.63	$1,182.47	$1,212.03	$1,242.34	$1,273.39	$1,305.22	$1,337.86	$1,371.30	$1,405.58	$1,440.73	$1,476.74	$1,513.66	$1,551.50
		Monthly	$2,321	$2,379	$2,439	$2,500	$2,562	$2,626	$2,692	$2,759	$2,828	$2,899	$2,971	$3,045	$3,122	$3,200	$3,280	$3,362
		Annual	$27,853	$28,549	$29,263	$29,994	$30,744	$31,513	$32,301	$33,108	$33,936	$34,784	$35,654	$36,545	$37,459	$38,395	$39,355	$40,339
108		Hourly	$13.5247	$13.8628	$14.2094	$14.5646	$14.9287	$15.3019	$15.6845	$16.0766	$16.4785	$16.8905	$17.3127	$17.7455	$18.1892	$18.6439	$19.1100	$19.5878
		Bi-weekly	$1,081.98	$1,109.02	$1,136.75	$1,165.17	$1,194.30	$1,224.15	$1,254.76	$1,286.13	$1,318.28	$1,351.24	$1,385.02	$1,419.64	$1,455.14	$1,491.51	$1,528.80	$1,567.02
		Monthly	$2,344	$2,403	$2,463	$2,525	$2,588	$2,652	$2,719	$2,787	$2,856	$2,928	$3,001	$3,076	$3,153	$3,232	$3,312	$3,395
		Annual	$28,131	$28,835	$29,555	$30,294	$31,052	$31,828	$32,624	$33,439	$34,275	$35,132	$36,010	$36,911	$37,833	$38,779	$39,749	$40,743
109		Hourly	$13.6599	$14.0014	$14.3514	$14.7102	$15.0780	$15.4549	$15.8413	$16.2373	$16.6433	$17.0594	$17.4858	$17.9230	$18.3711	$18.8303	$19.3011	$19.7836
		Bi-weekly	$1,092.79	$1,120.11	$1,148.11	$1,176.82	$1,206.24	$1,236.39	$1,267.30	$1,298.98	$1,331.46	$1,364.75	$1,398.86	$1,433.84	$1,469.69	$1,506.42	$1,544.09	$1,582.69
		Monthly	$2,368	$2,427	$2,488	$2,550	$2,614	$2,679	$2,746	$2,814	$2,885	$2,957	$3,031	$3,107	$3,184	$3,264	$3,346	$3,429
		Annual	$28,413	$29,123	$29,851	$30,597	$31,362	$32,146	$32,950	$33,774	$34,618	$35,483	$36,371	$37,280	$38,212	$39,167	$40,146	$41,150
110	Museum Registrar	Hourly	$13.7965	$14.1414	$14.4950	$14.8573	$15.2288	$15.6095	$15.9997	$16.3997	$16.8097	$17.2300	$17.6607	$18.1022	$18.5548	$19.0186	$19.4941	$19.9815
		Bi-weekly	$1,103.72	$1,131.31	$1,159.60	$1,188.58	$1,218.30	$1,248.76	$1,279.98	$1,311.98	$1,344.78	$1,378.40	$1,412.86	$1,448.18	$1,484.38	$1,521.49	$1,559.53	$1,598.52
		Monthly	$2,391	$2,451	$2,512	$2,575	$2,640	$2,706	$2,773	$2,843	$2,914	$2,987	$3,061	$3,138	$3,216	$3,297	$3,379	$3,463
		Annual	$28,697	$29,414	$30,150	$30,903	$31,676	$32,468	$33,279	$34,111	$34,964	$35,838	$36,734	$37,653	$38,594	$39,559	$40,548	$41,561
111		Hourly	$13.9345	$14.2828	$14.6399	$15.0059	$15.3811	$15.7656	$16.1597	$16.5637	$16.9778	$17.4023	$17.8373	$18.2832	$18.7403	$19.2088	$19.6891	$20.1813
		Bi-weekly	$1,114.76	$1,142.62	$1,171.19	$1,200.47	$1,230.49	$1,261.25	$1,292.78	$1,325.10	$1,358.22	$1,392.18	$1,426.98	$1,462.66	$1,499.22	$1,536.70	$1,575.13	$1,614.50
		Monthly	$2,415	$2,476	$2,538	$2,601	$2,666	$2,733	$2,801	$2,871	$2,943	$3,016	$3,092	$3,169	$3,248	$3,330	$3,413	$3,498
		Annual	$28,984	$29,708	$30,451	$31,212	$31,993	$32,792	$33,612	$34,453	$35,314	$36,197	$37,102	$38,029	$38,980	$39,954	$40,953	$41,977
112		Hourly	$14.0738	$14.4257	$14.7863	$15.1560	$15.5349	$15.9232	$16.3213	$16.7294	$17.1476	$17.5763	$18.0157	$18.4661	$18.9277	$19.4009	$19.8859	$20.3831
		Bi-weekly	$1,125.90	$1,154.06	$1,182.90	$1,212.48	$1,242.79	$1,273.86	$1,305.70	$1,338.35	$1,371.81	$1,406.10	$1,441.26	$1,477.29	$1,514.22	$1,552.07	$1,590.87	$1,630.65
		Monthly	$2,439	$2,500	$2,563	$2,627	$2,693	$2,760	$2,829	$2,900	$2,972	$3,047	$3,123	$3,201	$3,281	$3,363	$3,447	$3,533
		Annual	$29,274	$30,005	$30,756	$31,524	$32,313	$33,120	$33,948	$34,797	$35,667	$36,559	$37,473	$38,409	$39,370	$40,354	$41,363	$42,397
113		Hourly	$14.2146	$14.5699	$14.9342	$15.3075	$15.6902	$16.0825	$16.4845	$16.8966	$17.3191	$17.7520	$18.1958	$18.6507	$19.1170	$19.5949	$20.0848	$20.5869
		Bi-weekly	$1,137.17	$1,165.59	$1,194.74	$1,224.60	$1,255.22	$1,286.60	$1,318.76	$1,351.73	$1,385.53	$1,420.16	$1,455.66	$1,492.06	$1,529.36	$1,567.59	$1,606.78	$1,646.95
		Monthly	$2,464	$2,525	$2,589	$2,653	$2,720	$2,788	$2,857	$2,929	$3,002	$3,077	$3,154	$3,233	$3,314	$3,396	$3,481	$3,568
		Annual	$29,566	$30,305	$31,063	$31,840	$32,636	$33,452	$34,288	$35,145	$36,024	$36,924	$37,847	$38,794	$39,763	$40,757	$41,776	$42,821
114		Hourly	$14.3567	$14.7156	$15.0835	$15.4606	$15.8471	$16.2433	$16.6494	$17.0656	$17.4923	$17.9296	$18.3778	$18.8372	$19.3082	$19.7909	$20.2857	$20.7928
		Bi-weekly	$1,148.54	$1,177.25	$1,206.68	$1,236.85	$1,267.77	$1,299.46	$1,331.95	$1,365.25	$1,399.38	$1,434.37	$1,470.22	$1,506.98	$1,544.66	$1,583.27	$1,622.86	$1,663.42
		Monthly	$2,488	$2,551	$2,614	$2,680	$2,747	$2,816	$2,886	$2,958	$3,032	$3,108	$3,185	$3,265	$3,347	$3,430	$3,516	$3,604
		Annual	$29,862	$30,609	$31,374	$32,158	$32,962	$33,786	$34,631	$35,496	$36,384	$37,293	$38,226	$39,181	$40,161	$41,165	$42,194	$43,249

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
115	Maint Wrkr II	Hourly	$14.5003	$14.8628	$15.2344	$15.6152	$16.0056	$16.4057	$16.8159	$17.2363	$17.6672	$18.1089	$18.5616	$19.0256	$19.5013	$19.9888	$20.4885	$21.0007
	Skll Maint Wrkr I	Bi-weekly	$1,160.02	$1,189.02	$1,218.75	$1,249.22	$1,280.45	$1,312.46	$1,345.27	$1,378.90	$1,413.38	$1,448.71	$1,484.93	$1,522.05	$1,560.10	$1,599.10	$1,639.08	$1,680.06
	Anml Cntrl Off I	Monthly	$2,513	$2,576	$2,641	$2,707	$2,774	$2,844	$2,915	$2,988	$3,062	$3,139	$3,217	$3,298	$3,380	$3,465	$3,551	$3,640
	Accounting	Annual	$30,161	$30,915	$31,687	$32,480	$33,292	$34,124	$34,977	$35,851	$36,748	$37,666	$38,608	$39,573	$40,563	$41,577	$42,616	$43,682
	Animl Sheltr Spec I																	
116		Hourly	$14.6453	$15.0114	$15.3867	$15.7714	$16.1656	$16.5698	$16.9840	$17.4086	$17.8438	$18.2899	$18.7472	$19.2159	$19.6963	$20.1887	$20.6934	$21.2107
		Bi-weekly	$1,171.62	$1,200.91	$1,230.94	$1,261.71	$1,293.25	$1,325.58	$1,358.72	$1,392.69	$1,427.50	$1,463.19	$1,499.78	$1,537.27	$1,575.70	$1,615.10	$1,655.47	$1,696.86
		Monthly	$2,539	$2,602	$2,667	$2,734	$2,802	$2,872	$2,944	$3,017	$3,093	$3,170	$3,250	$3,331	$3,414	$3,499	$3,587	$3,677
		Annual	$30,462	$31,224	$32,004	$32,804	$33,625	$34,465	$35,327	$36,210	$37,115	$38,043	$38,994	$39,969	$40,968	$41,992	$43,042	$44,118
117		Hourly	$14.7917	$15.1615	$15.5406	$15.9291	$16.3273	$16.7355	$17.1539	$17.5827	$18.0223	$18.4728	$18.9347	$19.4080	$19.8932	$20.3906	$20.9003	$21.4228
		Bi-weekly	$1,183.34	$1,212.92	$1,243.25	$1,274.33	$1,306.18	$1,338.84	$1,372.31	$1,406.62	$1,441.78	$1,477.82	$1,514.78	$1,552.64	$1,591.46	$1,631.25	$1,672.02	$1,713.82
		Monthly	$2,564	$2,628	$2,694	$2,761	$2,830	$2,901	$2,973	$3,048	$3,124	$3,202	$3,282	$3,364	$3,448	$3,534	$3,623	$3,713
		Annual	$30,767	$31,536	$32,324	$33,132	$33,961	$34,810	$35,680	$36,572	$37,486	$38,424	$39,384	$40,369	$41,378	$42,412	$43,473	$44,560
118		Hourly	$14.9396	$15.3131	$15.6960	$16.0884	$16.4906	$16.9028	$17.3254	$17.7585	$18.2025	$18.6576	$19.1240	$19.6021	$20.0922	$20.5945	$21.1093	$21.6371
		Bi-weekly	$1,195.17	$1,225.05	$1,255.68	$1,287.07	$1,319.25	$1,352.22	$1,386.03	$1,420.68	$1,456.20	$1,492.61	$1,529.92	$1,568.17	$1,607.38	$1,647.56	$1,688.74	$1,730.97
		Monthly	$2,590	$2,654	$2,721	$2,789	$2,858	$2,930	$3,003	$3,078	$3,155	$3,234	$3,315	$3,398	$3,483	$3,570	$3,659	$3,750
		Annual	$31,074	$31,851	$32,648	$33,464	$34,300	$35,158	$36,037	$36,938	$37,861	$38,808	$39,778	$40,772	$41,792	$42,836	$43,907	$45,005
119		Hourly	$15.0890	$15.4663	$15.8529	$16.2493	$16.6555	$17.0719	$17.4987	$17.9361	$18.3845	$18.8441	$19.3153	$19.7981	$20.2931	$20.8004	$21.3204	$21.8534
		Bi-weekly	$1,207.12	$1,237.30	$1,268.23	$1,299.94	$1,332.44	$1,365.75	$1,399.90	$1,434.89	$1,470.76	$1,507.53	$1,545.22	$1,583.85	$1,623.45	$1,664.03	$1,705.63	$1,748.27
		Monthly	$2,615	$2,681	$2,748	$2,817	$2,887	$2,959	$3,033	$3,109	$3,187	$3,266	$3,348	$3,432	$3,517	$3,605	$3,696	$3,788
		Annual	$31,385	$32,170	$32,974	$33,798	$34,643	$35,509	$36,397	$37,307	$38,240	$39,196	$40,176	$41,180	$42,210	$43,265	$44,346	$45,455
120	Adm.Asst I	Hourly	$15.2399	$15.6209	$16.0115	$16.4117	$16.8220	$17.2426	$17.6737	$18.1155	$18.5684	$19.0326	$19.5084	$19.9961	$20.4960	$21.0084	$21.5336	$22.0720
	Asst Pool Mgr	Bi-weekly	$1,219.19	$1,249.67	$1,280.92	$1,312.94	$1,345.76	$1,379.41	$1,413.90	$1,449.24	$1,485.47	$1,522.61	$1,560.67	$1,599.69	$1,639.68	$1,680.67	$1,722.69	$1,765.76
	Mus. Educ.	Monthly	$2,642	$2,708	$2,775	$2,845	$2,916	$2,989	$3,063	$3,140	$3,219	$3,299	$3,381	$3,466	$3,553	$3,641	$3,732	$3,826
		Annual	$31,699	$32,492	$33,304	$34,136	$34,990	$35,865	$36,761	$37,680	$38,622	$39,588	$40,577	$41,592	$42,632	$43,698	$44,790	$45,910
121		Hourly	$15.3923	$15.7771	$16.1716	$16.5759	$16.9903	$17.4150	$17.8504	$18.2966	$18.7541	$19.2229	$19.7035	$20.1961	$20.7010	$21.2185	$21.7490	$22.2927
		Bi-weekly	$1,231.38	$1,262.17	$1,293.73	$1,326.07	$1,359.22	$1,393.20	$1,428.03	$1,463.73	$1,500.33	$1,537.83	$1,576.28	$1,615.69	$1,656.08	$1,697.48	$1,739.92	$1,783.42
		Monthly	$2,668	$2,735	$2,803	$2,873	$2,945	$3,019	$3,094	$3,171	$3,251	$3,332	$3,415	$3,501	$3,588	$3,678	$3,770	$3,864
		Annual	$32,016	$32,816	$33,637	$34,478	$35,340	$36,223	$37,129	$38,057	$39,008	$39,984	$40,983	$42,008	$43,058	$44,134	$45,238	$46,369
122		Hourly	$15.5463	$15.9349	$16.3333	$16.7416	$17.1602	$17.5892	$18.0289	$18.4796	$18.9416	$19.4151	$19.9005	$20.3980	$20.9080	$21.4307	$21.9665	$22.5156
		Bi-weekly	$1,243.70	$1,274.79	$1,306.66	$1,339.33	$1,372.82	$1,407.14	$1,442.31	$1,478.37	$1,515.33	$1,553.21	$1,592.04	$1,631.84	$1,672.64	$1,714.46	$1,757.32	$1,801.25
		Monthly	$2,695	$2,762	$2,831	$2,902	$2,974	$3,049	$3,125	$3,203	$3,283	$3,365	$3,449	$3,536	$3,624	$3,715	$3,808	$3,903
		Annual	$32,336	$33,145	$33,973	$34,823	$35,693	$36,585	$37,500	$38,438	$39,399	$40,384	$41,393	$42,428	$43,489	$44,576	$45,690	$46,832
123		Hourly	$15.7017	$16.0943	$16.4966	$16.9090	$17.3318	$17.7651	$18.2092	$18.6644	$19.1310	$19.6093	$20.0995	$20.6020	$21.1171	$21.6450	$22.1861	$22.7408
		Bi-weekly	$1,256.14	$1,287.54	$1,319.73	$1,352.72	$1,386.54	$1,421.21	$1,456.74	$1,493.15	$1,530.48	$1,568.74	$1,607.96	$1,648.16	$1,689.37	$1,731.60	$1,774.89	$1,819.26
		Monthly	$2,722	$2,790	$2,859	$2,931	$3,004	$3,079	$3,156	$3,235	$3,316	$3,399	$3,484	$3,571	$3,660	$3,752	$3,846	$3,942
		Annual	$32,660	$33,476	$34,313	$35,171	$36,050	$36,951	$37,875	$38,822	$39,793	$40,787	$41,807	$42,852	$43,924	$45,022	$46,147	$47,301
124		Hourly	$15.8587	$16.2552	$16.6616	$17.0781	$17.5051	$17.9427	$18.3913	$18.8511	$19.3223	$19.8054	$20.3005	$20.8080	$21.3282	$21.8614	$22.4080	$22.9682
		Bi-weekly	$1,268.70	$1,300.42	$1,332.93	$1,366.25	$1,400.41	$1,435.42	$1,471.30	$1,508.09	$1,545.78	$1,584.43	$1,624.04	$1,664.64	$1,706.26	$1,748.91	$1,792.64	$1,837.46
		Monthly	$2,749	$2,818	$2,888	$2,960	$3,034	$3,110	$3,188	$3,268	$3,349	$3,433	$3,519	$3,607	$3,697	$3,789	$3,884	$3,981
		Annual	$32,986	$33,811	$34,656	$35,523	$36,411	$37,321	$38,254	$39,210	$40,190	$41,195	$42,225	$43,281	$44,363	$45,472	$46,609	$47,774

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
125	Accl Tech II	Hourly	$16.0173	$16.4178	$16.8282	$17.2489	$17.6801	$18.1221	$18.5752	$19.0396	$19.5156	$20.0034	$20.5035	$21.0161	$21.5415	$22.0801	$22.6321	$23.1979
	Ld Maint Wrkr	Bi-weekly	$1,281.38	$1,313.42	$1,346.26	$1,379.91	$1,414.41	$1,449.77	$1,486.02	$1,523.17	$1,561.25	$1,600.27	$1,640.28	$1,681.29	$1,723.32	$1,766.41	$1,810.57	$1,855.83
	Skld Maint Wrkr II	Monthly	$2,776	$2,846	$2,917	$2,990	$3,065	$3,141	$3,220	$3,300	$3,383	$3,467	$3,554	$3,643	$3,734	$3,827	$3,923	$4,021
	Anml Cntrl Off II	Annual	$33,316	$34,149	$35,003	$35,878	$36,775	$37,694	$38,636	$39,602	$40,592	$41,607	$42,647	$43,714	$44,806	$45,927	$47,075	$48,252
	Mus Prog Coord																	
	Rec. Coordinator																	
126		Hourly	$16.1775	$16.5819	$16.9965	$17.4214	$17.8569	$18.3034	$18.7609	$19.2300	$19.7107	$20.2035	$20.7086	$21.2263	$21.7569	$22.3009	$22.8584	$23.4298
		Bi-weekly	$1,294.20	$1,326.55	$1,359.72	$1,393.71	$1,428.55	$1,464.27	$1,500.87	$1,538.40	$1,576.86	$1,616.28	$1,656.69	$1,698.10	$1,740.55	$1,784.07	$1,828.67	$1,874.38
		Monthly	$2,804	$2,874	$2,946	$3,020	$3,095	$3,173	$3,252	$3,333	$3,417	$3,502	$3,589	$3,679	$3,771	$3,865	$3,962	$4,061
		Annual	$33,649	$34,490	$35,353	$36,237	$37,142	$38,071	$39,023	$39,998	$40,998	$42,023	$43,074	$44,151	$45,254	$46,386	$47,545	$48,734
127		Hourly	$16.3393	$16.7478	$17.1664	$17.5956	$18.0355	$18.4864	$18.9485	$19.4223	$19.9078	$20.4055	$20.9157	$21.4385	$21.9745	$22.5239	$23.0870	$23.6641
		Bi-weekly	$1,307.14	$1,339.82	$1,373.31	$1,407.65	$1,442.84	$1,478.91	$1,515.88	$1,553.78	$1,592.62	$1,632.44	$1,673.26	$1,715.08	$1,757.96	$1,801.91	$1,846.96	$1,893.13
		Monthly	$2,832	$2,903	$2,976	$3,050	$3,126	$3,204	$3,284	$3,367	$3,451	$3,537	$3,625	$3,716	$3,809	$3,904	$4,002	$4,102
		Annual	$33,986	$34,835	$35,706	$36,599	$37,514	$38,452	$39,413	$40,398	$41,408	$42,443	$43,505	$44,592	$45,707	$46,850	$48,021	$49,221
128		Hourly	$16.5027	$16.9152	$17.3381	$17.7716	$18.2159	$18.6713	$19.1380	$19.6165	$20.1069	$20.6096	$21.1248	$21.6529	$22.1943	$22.7491	$23.3178	$23.9008
		Bi-weekly	$1,320.22	$1,353.22	$1,387.05	$1,421.73	$1,457.27	$1,493.70	$1,531.04	$1,569.32	$1,608.55	$1,648.77	$1,689.98	$1,732.23	$1,775.54	$1,819.93	$1,865.42	$1,912.06
		Monthly	$2,860	$2,932	$3,005	$3,080	$3,157	$3,236	$3,317	$3,400	$3,485	$3,572	$3,662	$3,753	$3,847	$3,943	$4,042	$4,143
		Annual	$34,326	$35,184	$36,063	$36,965	$37,889	$38,836	$39,807	$40,802	$41,822	$42,868	$43,940	$45,038	$46,164	$47,318	$48,501	$49,714
129		Hourly	$16.6677	$17.0844	$17.5115	$17.9493	$18.3980	$18.8580	$19.3294	$19.8126	$20.3080	$20.8157	$21.3361	$21.8695	$22.4162	$22.9766	$23.5510	$24.1398
		Bi-weekly	$1,333.42	$1,366.75	$1,400.92	$1,435.94	$1,471.84	$1,508.64	$1,546.35	$1,585.01	$1,624.64	$1,665.26	$1,706.89	$1,749.56	$1,793.30	$1,838.13	$1,884.08	$1,931.18
		Monthly	$2,889	$2,961	$3,035	$3,111	$3,189	$3,269	$3,350	$3,434	$3,520	$3,608	$3,698	$3,791	$3,885	$3,983	$4,082	$4,184
		Annual	$34,669	$35,536	$36,424	$37,335	$38,268	$39,225	$40,205	$41,210	$42,241	$43,297	$44,379	$45,488	$46,626	$47,791	$48,986	$50,211
130		Hourly	$16.8344	$17.2552	$17.6866	$18.1288	$18.5820	$19.0465	$19.5227	$20.0108	$20.5110	$21.0238	$21.5494	$22.0882	$22.6404	$23.2064	$23.7865	$24.3812
		Bi-weekly	$1,346.75	$1,380.42	$1,414.93	$1,450.30	$1,486.56	$1,523.72	$1,561.82	$1,600.86	$1,640.88	$1,681.90	$1,723.95	$1,767.06	$1,811.23	$1,856.51	$1,902.92	$1,950.50
		Monthly	$2,918	$2,991	$3,066	$3,142	$3,221	$3,301	$3,384	$3,469	$3,555	$3,644	$3,735	$3,829	$3,924	$4,022	$4,123	$4,226
		Annual	$35,015	$35,891	$36,788	$37,708	$38,651	$39,617	$40,607	$41,622	$42,663	$43,730	$44,823	$45,943	$47,092	$48,269	$49,476	$50,713
131		Hourly	$17.0027	$17.4278	$17.8635	$18.3101	$18.7678	$19.2370	$19.7179	$20.2109	$20.7162	$21.2341	$21.7649	$22.3090	$22.8668	$23.4384	$24.0244	$24.6250
		Bi-weekly	$1,360.22	$1,394.22	$1,429.08	$1,464.81	$1,501.42	$1,538.96	$1,577.43	$1,616.87	$1,657.30	$1,698.73	$1,741.19	$1,784.72	$1,829.34	$1,875.07	$1,921.95	$1,970.00
		Monthly	$2,947	$3,021	$3,096	$3,174	$3,253	$3,334	$3,418	$3,503	$3,591	$3,681	$3,773	$3,867	$3,964	$4,063	$4,164	$4,268
		Annual	$35,366	$36,250	$37,156	$38,085	$39,037	$40,013	$41,013	$42,039	$43,090	$44,167	$45,271	$46,403	$47,563	$48,752	$49,971	$51,220
132		Hourly	$17.1727	$17.6021	$18.0421	$18.4932	$18.9555	$19.4294	$19.9151	$20.4130	$20.9233	$21.4464	$21.9826	$22.5321	$23.0954	$23.6728	$24.2646	$24.8712
		Bi-weekly	$1,373.82	$1,408.17	$1,443.37	$1,479.46	$1,516.44	$1,554.35	$1,593.21	$1,633.04	$1,673.86	$1,715.71	$1,758.61	$1,802.57	$1,847.63	$1,893.82	$1,941.17	$1,989.70
		Monthly	$2,977	$3,051	$3,127	$3,205	$3,286	$3,368	$3,452	$3,538	$3,627	$3,717	$3,810	$3,906	$4,003	$4,103	$4,206	$4,311
		Annual	$35,719	$36,612	$37,528	$38,466	$39,427	$40,413	$41,423	$42,459	$43,520	$44,609	$45,724	$46,867	$48,038	$49,239	$50,470	$51,732
133		Hourly	$17.3445	$17.7781	$18.2225	$18.6781	$19.1450	$19.6237	$20.1143	$20.6171	$21.1325	$21.6609	$22.2024	$22.7574	$23.3264	$23.9095	$24.5073	$25.1200
		Bi-weekly	$1,387.56	$1,422.25	$1,457.80	$1,494.25	$1,531.60	$1,569.90	$1,609.14	$1,649.37	$1,690.60	$1,732.87	$1,776.19	$1,820.59	$1,866.11	$1,912.76	$1,960.58	$2,009.60
		Monthly	$3,006	$3,082	$3,159	$3,238	$3,318	$3,401	$3,486	$3,574	$3,663	$3,755	$3,848	$3,945	$4,043	$4,144	$4,248	$4,354
		Annual	$36,076	$36,978	$37,903	$38,850	$39,822	$40,817	$41,838	$42,884	$43,956	$45,055	$46,181	$47,335	$48,519	$49,732	$50,975	$52,250
134		Hourly	$17.5179	$17.9559	$18.4048	$18.8649	$19.3365	$19.8199	$20.3154	$20.8233	$21.3439	$21.8775	$22.4244	$22.9850	$23.5596	$24.1486	$24.7524	$25.3712
		Bi-weekly	$1,401.43	$1,436.47	$1,472.38	$1,509.19	$1,546.92	$1,585.59	$1,625.23	$1,665.86	$1,707.51	$1,750.20	$1,793.95	$1,838.80	$1,884.77	$1,931.89	$1,980.19	$2,029.70
		Monthly	$3,036	$3,112	$3,190	$3,270	$3,352	$3,435	$3,521	$3,609	$3,700	$3,792	$3,887	$3,984	$4,084	$4,186	$4,290	$4,398
		Annual	$36,437	$37,348	$38,282	$39,239	$40,220	$41,225	$42,256	$43,312	$44,395	$45,505	$46,643	$47,809	$49,004	$50,229	$51,485	$52,772

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
135	Adm. Asst II	Hourly	$17.6931	$18.1354	$18.5888	$19.0535	$19.5299	$20.0181	$20.5186	$21.0315	$21.5573	$22.0962	$22.6487	$23.2149	$23.7952	$24.3901	$24.9999	$25.6249
	Pyrl & Fin. Spec.	Bi-weekly	$1,415.45	$1,450.83	$1,487.10	$1,524.28	$1,562.39	$1,601.45	$1,641.49	$1,682.52	$1,724.58	$1,767.70	$1,811.90	$1,857.19	$1,903.62	$1,951.21	$1,999.99	$2,049.99
	Cd Cmplinc Tech.-	Monthly	$3,067	$3,143	$3,222	$3,303	$3,385	$3,470	$3,557	$3,645	$3,737	$3,830	$3,926	$4,024	$4,125	$4,228	$4,333	$4,442
	Cd Cmplinc Tech.-	Annual	$36,802	$37,722	$38,665	$39,631	$40,622	$41,638	$42,679	$43,746	$44,839	$45,960	$47,109	$48,287	$49,494	$50,731	$52,000	$53,300
	Aqtics Mgr																	
136		Hourly	$17.8700	$18.3168	$18.7747	$19.2441	$19.7252	$20.2183	$20.7237	$21.2418	$21.7729	$22.3172	$22.8751	$23.4470	$24.0332	$24.6340	$25.2499	$25.8811
		Bi-weekly	$1,429.60	$1,465.34	$1,501.98	$1,539.53	$1,578.02	$1,617.46	$1,657.90	$1,699.34	$1,741.83	$1,785.38	$1,830.01	$1,875.76	$1,922.66	$1,970.72	$2,019.99	$2,070.49
		Monthly	$3,097	$3,175	$3,254	$3,336	$3,419	$3,505	$3,592	$3,682	$3,774	$3,868	$3,965	$4,064	$4,166	$4,270	$4,377	$4,486
		Annual	$37,170	$38,099	$39,051	$40,028	$41,028	$42,054	$43,105	$44,183	$45,288	$46,420	$47,580	$48,770	$49,989	$51,239	$52,520	$53,833
137		Hourly	$18.0487	$18.4999	$18.9624	$19.4365	$19.9224	$20.4205	$20.9310	$21.4543	$21.9906	$22.5404	$23.1039	$23.6815	$24.2735	$24.8804	$25.5024	$26.1399
		Bi-weekly	$1,443.90	$1,479.99	$1,516.99	$1,554.92	$1,593.79	$1,633.64	$1,674.48	$1,716.34	$1,759.25	$1,803.23	$1,848.31	$1,894.52	$1,941.88	$1,990.43	$2,040.19	$2,091.19
		Monthly	$3,128	$3,207	$3,287	$3,369	$3,453	$3,540	$3,628	$3,719	$3,812	$3,907	$4,005	$4,105	$4,207	$4,313	$4,420	$4,531
		Annual	$37,541	$38,480	$39,442	$40,428	$41,439	$42,475	$43,536	$44,625	$45,740	$46,884	$48,056	$49,257	$50,489	$51,751	$53,045	$54,371
138		Hourly	$18.2292	$18.6849	$19.1521	$19.6309	$20.1216	$20.6247	$21.1403	$21.6688	$22.2105	$22.7658	$23.3349	$23.9183	$24.5163	$25.1292	$25.7574	$26.4013
		Bi-weekly	$1,458.34	$1,494.79	$1,532.17	$1,570.47	$1,609.73	$1,649.98	$1,691.22	$1,733.50	$1,776.84	$1,821.26	$1,866.79	$1,913.46	$1,961.30	$2,010.34	$2,060.59	$2,112.10
		Monthly	$3,160	$3,239	$3,320	$3,403	$3,488	$3,575	$3,664	$3,756	$3,850	$3,946	$4,045	$4,146	$4,249	$4,356	$4,465	$4,576
		Annual	$37,917	$38,865	$39,836	$40,832	$41,853	$42,899	$43,972	$45,071	$46,198	$47,353	$48,537	$49,750	$50,994	$52,269	$53,575	$54,915
139		Hourly	$18.4115	$18.8718	$19.3436	$19.8272	$20.3229	$20.8309	$21.3517	$21.8855	$22.4326	$22.9934	$23.5683	$24.1575	$24.7614	$25.3805	$26.0150	$26.6653
		Bi-weekly	$1,472.92	$1,509.74	$1,547.49	$1,586.18	$1,625.83	$1,666.47	$1,708.14	$1,750.84	$1,794.61	$1,839.47	$1,885.46	$1,932.60	$1,980.91	$2,030.44	$2,081.20	$2,133.22
		Monthly	$3,191	$3,271	$3,353	$3,437	$3,523	$3,611	$3,701	$3,793	$3,888	$3,986	$4,085	$4,187	$4,292	$4,399	$4,509	$4,622
		Annual	$38,296	$39,253	$40,235	$41,241	$42,272	$43,328	$44,412	$45,522	$46,660	$47,826	$49,022	$50,248	$51,504	$52,791	$54,111	$55,464
140	Eng Tech I	Hourly	$18.5956	$19.0605	$19.5370	$20.0254	$20.5261	$21.0392	$21.5652	$22.1043	$22.6570	$23.2234	$23.8040	$24.3991	$25.0090	$25.6343	$26.2751	$26.9320
	Plang Tech	Bi-weekly	$1,487.65	$1,524.84	$1,562.96	$1,602.03	$1,642.09	$1,683.14	$1,725.22	$1,768.34	$1,812.56	$1,857.87	$1,904.32	$1,951.93	$2,000.72	$2,050.74	$2,102.01	$2,154.56
	Cd Cmplnc Off I	Monthly	$3,223	$3,304	$3,386	$3,471	$3,558	$3,647	$3,738	$3,831	$3,927	$4,025	$4,126	$4,229	$4,335	$4,443	$4,554	$4,668
		Annual	$38,679	$39,646	$40,637	$41,653	$42,694	$43,762	$44,856	$45,977	$47,126	$48,305	$49,512	$50,750	$52,019	$53,319	$54,652	$56,019
141		Hourly	$18.7816	$19.2511	$19.7324	$20.2257	$20.7313	$21.2496	$21.7809	$22.3254	$22.8835	$23.4556	$24.0420	$24.6431	$25.2591	$25.8906	$26.5379	$27.2013
		Bi-weekly	$1,502.53	$1,540.09	$1,578.59	$1,618.06	$1,658.50	$1,699.97	$1,742.47	$1,786.03	$1,830.68	$1,876.45	$1,923.36	$1,971.45	$2,020.73	$2,071.25	$2,123.03	$2,176.10
		Monthly	$3,255	$3,337	$3,420	$3,506	$3,593	$3,683	$3,775	$3,870	$3,966	$4,066	$4,167	$4,271	$4,378	$4,488	$4,600	$4,715
		Annual	$39,066	$40,042	$41,043	$42,069	$43,121	$44,199	$45,304	$46,437	$47,598	$48,788	$50,007	$51,258	$52,539	$53,852	$55,199	$56,579
142		Hourly	$18.9694	$19.4436	$19.9297	$20.4280	$20.9387	$21.4621	$21.9987	$22.5486	$23.1124	$23.6902	$24.2824	$24.8895	$25.5117	$26.1495	$26.8032	$27.4733
		Bi-weekly	$1,517.55	$1,555.49	$1,594.38	$1,634.24	$1,675.10	$1,716.97	$1,759.90	$1,803.89	$1,848.99	$1,895.22	$1,942.59	$1,991.16	$2,040.94	$2,091.96	$2,144.26	$2,197.86
		Monthly	$3,288	$3,370	$3,454	$3,541	$3,629	$3,720	$3,813	$3,908	$4,006	$4,106	$4,209	$4,314	$4,422	$4,533	$4,646	$4,762
		Annual	$39,456	$40,443	$41,454	$42,490	$43,552	$44,641	$45,757	$46,901	$48,074	$49,276	$50,507	$51,770	$53,064	$54,391	$55,751	$57,145
143		Hourly	$19.1591	$19.6381	$20.1290	$20.6322	$21.1480	$21.6767	$22.2187	$22.7741	$23.3435	$23.9271	$24.5252	$25.1384	$25.7668	$26.4110	$27.0713	$27.7481
		Bi-weekly	$1,532.73	$1,571.05	$1,610.32	$1,650.58	$1,691.84	$1,734.14	$1,777.50	$1,821.93	$1,867.48	$1,914.17	$1,962.02	$2,011.07	$2,061.34	$2,112.88	$2,165.70	$2,219.85
		Monthly	$3,321	$3,404	$3,489	$3,576	$3,666	$3,757	$3,851	$3,948	$4,046	$4,147	$4,251	$4,357	$4,466	$4,578	$4,692	$4,810
		Annual	$39,851	$40,847	$41,868	$42,915	$43,988	$45,088	$46,215	$47,370	$48,554	$49,768	$51,013	$52,288	$53,595	$54,935	$56,308	$57,716
144		Hourly	$19.3507	$19.8344	$20.3303	$20.8386	$21.3595	$21.8935	$22.4408	$23.0019	$23.5769	$24.1663	$24.7705	$25.3898	$26.0245	$26.6751	$27.3420	$28.0255
		Bi-weekly	$1,548.06	$1,586.75	$1,626.42	$1,667.09	$1,708.76	$1,751.48	$1,795.26	$1,840.15	$1,886.15	$1,933.30	$1,981.64	$2,031.18	$2,081.96	$2,134.01	$2,187.36	$2,242.04
		Monthly	$3,354	$3,438	$3,524	$3,612	$3,702	$3,795	$3,890	$3,987	$4,087	$4,189	$4,294	$4,401	$4,511	$4,624	$4,739	$4,858
		Annual	$40,249	$41,256	$42,287	$43,344	$44,428	$45,538	$46,677	$47,844	$49,040	$50,266	$51,523	$52,811	$54,131	$55,484	$56,871	$58,293

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
145	Skld Ld Maint Wrkr-	Hourly	$19.5442	$20.0328	$20.5336	$21.0469	$21.5731	$22.1124	$22.6653	$23.2319	$23.8127	$24.4080	$25.0182	$25.6437	$26.2847	$26.9419	$27.6154	$28.3058
	Skld Ld Maint Wrkr-	Bi-weekly	$1,563.54	$1,602.62	$1,642.69	$1,683.75	$1,725.85	$1,768.99	$1,813.22	$1,858.55	$1,905.02	$1,952.64	$2,001.46	$2,051.50	$2,102.78	$2,155.35	$2,209.23	$2,264.46
		Monthly	$3,388	$3,472	$3,559	$3,648	$3,739	$3,833	$3,929	$4,027	$4,128	$4,231	$4,336	$4,445	$4,556	$4,670	$4,787	$4,906
		Annual	$40,652	$41,668	$42,710	$43,778	$44,872	$45,994	$47,144	$48,322	$49,530	$50,769	$52,038	$53,339	$54,672	$56,039	$57,440	$58,876
146		Hourly	$19.7396	$20.2331	$20.7389	$21.2574	$21.7888	$22.3336	$22.8919	$23.4642	$24.0508	$24.6521	$25.2684	$25.9001	$26.5476	$27.2113	$27.8916	$28.5889
		Bi-weekly	$1,579.17	$1,618.65	$1,659.11	$1,700.59	$1,743.10	$1,786.69	$1,831.35	$1,877.14	$1,924.06	$1,972.17	$2,021.47	$2,072.01	$2,123.81	$2,176.90	$2,231.33	$2,287.11
		Monthly	$3,422	$3,507	$3,595	$3,685	$3,777	$3,871	$3,968	$4,067	$4,169	$4,273	$4,380	$4,489	$4,602	$4,717	$4,835	$4,955
		Annual	$41,058	$42,085	$43,137	$44,215	$45,321	$46,454	$47,615	$48,806	$50,026	$51,276	$52,558	$53,872	$55,219	$56,599	$58,014	$59,465
147		Hourly	$19.9370	$20.4354	$20.9463	$21.4700	$22.0067	$22.5569	$23.1208	$23.6988	$24.2913	$24.8986	$25.5211	$26.1591	$26.8131	$27.4834	$28.1705	$28.8747
		Bi-weekly	$1,594.96	$1,634.83	$1,675.70	$1,717.60	$1,760.54	$1,804.55	$1,849.66	$1,895.90	$1,943.30	$1,991.89	$2,041.69	$2,092.73	$2,145.05	$2,198.67	$2,253.64	$2,309.98
		Monthly	$3,456	$3,542	$3,631	$3,721	$3,815	$3,910	$4,008	$4,108	$4,210	$4,316	$4,424	$4,534	$4,648	$4,764	$4,883	$5,005
		Annual	$41,469	$42,506	$43,568	$44,658	$45,774	$46,918	$48,091	$49,294	$50,526	$51,789	$53,084	$54,411	$55,771	$57,165	$58,595	$60,059
148		Hourly	$20.1364	$20.6398	$21.1558	$21.6847	$22.2268	$22.7825	$23.3520	$23.9358	$24.5342	$25.1476	$25.7763	$26.4207	$27.0812	$27.7582	$28.4522	$29.1635
		Bi-weekly	$1,610.91	$1,651.18	$1,692.46	$1,734.78	$1,778.14	$1,822.60	$1,868.16	$1,914.86	$1,962.74	$2,011.81	$2,062.10	$2,113.66	$2,166.50	$2,220.66	$2,276.18	$2,333.08
		Monthly	$3,490	$3,578	$3,667	$3,759	$3,853	$3,949	$4,048	$4,149	$4,253	$4,359	$4,468	$4,580	$4,694	$4,811	$4,932	$5,055
		Annual	$41,884	$42,931	$44,004	$45,104	$46,232	$47,388	$48,572	$49,787	$51,031	$52,307	$53,615	$54,955	$56,329	$57,737	$59,181	$60,660
149		Hourly	$20.3378	$20.8462	$21.3674	$21.9015	$22.4491	$23.0103	$23.5856	$24.1752	$24.7796	$25.3991	$26.0340	$26.6849	$27.3520	$28.0358	$28.7367	$29.4551
		Bi-weekly	$1,627.02	$1,667.70	$1,709.39	$1,752.12	$1,795.93	$1,840.82	$1,886.85	$1,934.02	$1,982.37	$2,031.93	$2,082.72	$2,134.79	$2,188.16	$2,242.86	$2,298.94	$2,356.41
		Monthly	$3,525	$3,613	$3,704	$3,796	$3,891	$3,988	$4,088	$4,190	$4,295	$4,403	$4,513	$4,625	$4,741	$4,860	$4,981	$5,106
		Annual	$42,303	$43,360	$44,444	$45,555	$46,694	$47,861	$49,058	$50,284	$51,542	$52,830	$54,151	$55,505	$56,892	$58,314	$59,772	$61,267
150	Adm Asst III	Hourly	$20.5411	$21.0547	$21.5810	$22.1205	$22.6736	$23.2404	$23.8214	$24.4169	$25.0274	$25.6531	$26.2944	$26.9517	$27.6255	$28.3162	$29.0241	$29.7497
		Bi-weekly	$1,643.29	$1,684.38	$1,726.48	$1,769.64	$1,813.89	$1,859.23	$1,905.71	$1,953.35	$2,002.19	$2,052.25	$2,103.55	$2,156.14	$2,210.04	$2,265.30	$2,321.93	$2,379.98
		Monthly	$3,560	$3,649	$3,741	$3,834	$3,930	$4,028	$4,129	$4,232	$4,338	$4,447	$4,558	$4,672	$4,788	$4,908	$5,031	$5,157
		Annual	$42,726	$43,794	$44,889	$46,011	$47,161	$48,340	$49,549	$50,787	$52,057	$53,358	$54,692	$56,060	$57,461	$58,898	$60,370	$61,879
151		Hourly	$20.7465	$21.2652	$21.7968	$22.3418	$22.9003	$23.4728	$24.0596	$24.6611	$25.2776	$25.9096	$26.5573	$27.2213	$27.9018	$28.5993	$29.3143	$30.0472
		Bi-weekly	$1,659.72	$1,701.22	$1,743.74	$1,787.34	$1,832.02	$1,877.82	$1,924.77	$1,972.89	$2,022.21	$2,072.77	$2,124.58	$2,177.70	$2,232.14	$2,287.94	$2,345.14	$2,403.78
		Monthly	$3,596	$3,686	$3,778	$3,873	$3,969	$4,069	$4,170	$4,275	$4,381	$4,491	$4,603	$4,718	$4,836	$4,957	$5,081	$5,208
		Annual	$43,153	$44,232	$45,337	$46,471	$47,633	$48,823	$50,044	$51,295	$52,577	$53,892	$55,239	$56,620	$58,036	$59,487	$60,974	$62,498
152		Hourly	$20.9540	$21.4779	$22.0148	$22.5652	$23.1293	$23.7075	$24.3002	$24.9077	$25.5304	$26.1687	$26.8229	$27.4935	$28.1808	$28.8853	$29.6075	$30.3476
		Bi-weekly	$1,676.32	$1,718.23	$1,761.18	$1,805.22	$1,850.34	$1,896.60	$1,944.02	$1,992.62	$2,042.43	$2,093.50	$2,145.83	$2,199.48	$2,254.46	$2,310.82	$2,368.60	$2,427.81
		Monthly	$3,632	$3,723	$3,816	$3,911	$4,009	$4,109	$4,212	$4,317	$4,425	$4,536	$4,649	$4,766	$4,885	$5,007	$5,132	$5,260
		Annual	$43,584	$44,674	$45,791	$46,936	$48,109	$49,312	$50,544	$51,808	$53,103	$54,431	$55,792	$57,186	$58,616	$60,081	$61,584	$63,123
153		Hourly	$21.1635	$21.6926	$22.2350	$22.7908	$23.3606	$23.9446	$24.5432	$25.1568	$25.7857	$26.4304	$27.0911	$27.7684	$28.4626	$29.1742	$29.9035	$30.6511
		Bi-weekly	$1,693.08	$1,735.41	$1,778.80	$1,823.26	$1,868.85	$1,915.57	$1,963.46	$2,012.54	$2,062.86	$2,114.43	$2,167.29	$2,221.47	$2,277.01	$2,333.94	$2,392.28	$2,452.09
		Monthly	$3,668	$3,760	$3,854	$3,950	$4,049	$4,150	$4,254	$4,361	$4,470	$4,581	$4,696	$4,813	$4,934	$5,057	$5,183	$5,313
		Annual	$44,020	$45,121	$46,249	$47,405	$48,590	$49,805	$51,050	$52,326	$53,634	$54,975	$56,350	$57,758	$59,202	$60,682	$62,199	$63,754
154		Hourly	$21.3752	$21.9096	$22.4573	$23.0187	$23.5942	$24.1841	$24.7887	$25.4084	$26.0436	$26.6947	$27.3620	$28.0461	$28.7472	$29.4659	$30.2026	$30.9576
		Bi-weekly	$1,710.02	$1,752.77	$1,796.58	$1,841.50	$1,887.54	$1,934.73	$1,983.10	$2,032.67	$2,083.49	$2,135.58	$2,188.96	$2,243.69	$2,299.78	$2,357.27	$2,416.21	$2,476.61
		Monthly	$3,705	$3,798	$3,893	$3,990	$4,090	$4,192	$4,297	$4,404	$4,514	$4,627	$4,743	$4,861	$4,983	$5,107	$5,235	$5,366
		Annual	$44,460	$45,572	$46,711	$47,879	$49,076	$50,303	$51,560	$52,849	$54,171	$55,525	$56,913	$58,336	$59,794	$61,289	$62,821	$64,392

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
155	Suprv Cde Cmplnce Off	Hourly	$21.5889	$22.1287	$22.6819	$23.2489	$23.8301	$24.4259	$25.0365	$25.6625	$26.3040	$26.9616	$27.6357	$28.3266	$29.0347	$29.7606	$30.5046	$31.2672
	Anml Shltr Suprvr	Bi-weekly	$1,727.11	$1,770.30	$1,814.55	$1,859.91	$1,906.41	$1,954.07	$2,002.92	$2,053.00	$2,104.32	$2,156.93	$2,210.86	$2,266.13	$2,322.78	$2,380.85	$2,440.37	$2,501.38
	Eng Tech II	Monthly	$3,742	$3,836	$3,932	$4,030	$4,131	$4,234	$4,340	$4,448	$4,559	$4,673	$4,790	$4,910	$5,033	$5,159	$5,287	$5,420
		Annual	$44,905	$46,028	$47,178	$48,358	$49,567	$50,806	$52,076	$53,378	$54,712	$56,080	$57,482	$58,919	$60,392	$61,902	$63,450	$65,036
156		Hourly	$21.8048	$22.3499	$22.9087	$23.4814	$24.0684	$24.6702	$25.2869	$25.9191	$26.5671	$27.2312	$27.9120	$28.6098	$29.3251	$30.0582	$30.8096	$31.5799
		Bi-weekly	$1,744.38	$1,787.99	$1,832.70	$1,878.51	$1,925.47	$1,973.62	$2,022.95	$2,073.53	$2,125.37	$2,178.50	$2,232.96	$2,288.78	$2,346.01	$2,404.66	$2,464.77	$2,526.39
		Monthly	$3,780	$3,874	$3,971	$4,070	$4,172	$4,276	$4,383	$4,493	$4,605	$4,720	$4,838	$4,959	$5,083	$5,210	$5,340	$5,474
		Annual	$45,354	$46,488	$47,650	$48,841	$50,062	$51,314	$52,597	$53,912	$55,259	$56,641	$58,057	$59,508	$60,996	$62,521	$64,084	$65,686
157		Hourly	$22.0229	$22.5734	$23.1378	$23.7162	$24.3091	$24.9169	$25.5398	$26.1783	$26.8327	$27.5035	$28.1911	$28.8959	$29.6183	$30.3588	$31.1177	$31.8957
		Bi-weekly	$1,761.83	$1,805.87	$1,851.02	$1,897.30	$1,944.73	$1,993.35	$2,043.18	$2,094.26	$2,146.62	$2,200.28	$2,255.29	$2,311.67	$2,369.46	$2,428.70	$2,489.42	$2,551.66
		Monthly	$3,817	$3,913	$4,011	$4,111	$4,214	$4,319	$4,427	$4,538	$4,651	$4,767	$4,886	$5,009	$5,134	$5,262	$5,394	$5,529
		Annual	$45,808	$46,953	$48,127	$49,330	$50,563	$51,827	$53,123	$54,451	$55,812	$57,207	$58,638	$60,104	$61,606	$63,146	$64,725	$66,343
158		Hourly	$22.2431	$22.7992	$23.3692	$23.9534	$24.5522	$25.1660	$25.7952	$26.4401	$27.1011	$27.7786	$28.4730	$29.1849	$29.9145	$30.6624	$31.4289	$32.2146
		Bi-weekly	$1,779.45	$1,823.94	$1,869.54	$1,916.27	$1,964.18	$2,013.28	$2,063.62	$2,115.21	$2,168.09	$2,222.29	$2,277.84	$2,334.79	$2,393.16	$2,452.99	$2,514.31	$2,577.17
		Monthly	$3,855	$3,952	$4,051	$4,152	$4,256	$4,362	$4,471	$4,583	$4,698	$4,815	$4,935	$5,059	$5,185	$5,315	$5,448	$5,584
		Annual	$46,266	$47,422	$48,608	$49,823	$51,069	$52,345	$53,654	$54,995	$56,370	$57,779	$59,224	$60,705	$62,222	$63,778	$65,372	$67,006
159		Hourly	$22.4655	$23.0272	$23.6028	$24.1929	$24.7977	$25.4177	$26.0531	$26.7045	$27.3721	$28.0564	$28.7578	$29.4767	$30.2136	$30.9690	$31.7432	$32.5368
		Bi-weekly	$1,797.24	$1,842.18	$1,888.22	$1,935.43	$1,983.82	$2,033.42	$2,084.25	$2,136.36	$2,189.77	$2,244.51	$2,300.62	$2,358.14	$2,417.09	$2,477.52	$2,539.46	$2,602.94
		Monthly	$3,894	$3,991	$4,091	$4,193	$4,298	$4,406	$4,516	$4,629	$4,744	$4,863	$4,985	$5,109	$5,237	$5,368	$5,502	$5,640
		Annual	$46,728	$47,897	$49,094	$50,321	$51,579	$52,869	$54,191	$55,545	$56,934	$58,357	$59,816	$61,312	$62,844	$64,415	$66,026	$67,677
160	Accountant	Hourly	$22.6902	$23.2574	$23.8389	$24.4348	$25.0457	$25.6719	$26.3137	$26.9715	$27.6458	$28.3369	$29.0454	$29.7715	$30.5158	$31.2787	$32.0606	$32.8622
	Executive Assistant	Bi-weekly	$1,815.22	$1,860.59	$1,907.11	$1,954.78	$2,003.66	$2,053.75	$2,105.10	$2,157.72	$2,211.66	$2,266.95	$2,323.63	$2,381.72	$2,441.26	$2,502.30	$2,564.85	$2,628.98
	Fac. Maint. Supr.	Monthly	$3,933	$4,031	$4,132	$4,235	$4,341	$4,450	$4,561	$4,675	$4,792	$4,912	$5,035	$5,160	$5,289	$5,422	$5,557	$5,696
		Annual	$47,196	$48,375	$49,585	$50,824	$52,095	$53,397	$54,732	$56,101	$57,503	$58,941	$60,414	$61,925	$63,473	$65,060	$66,686	$68,353
161		Hourly	$22.9171	$23.4900	$24.0773	$24.6792	$25.2962	$25.9286	$26.5768	$27.2412	$27.9222	$28.6203	$29.3358	$30.0692	$30.8209	$31.5915	$32.3812	$33.1908
		Bi-weekly	$1,833.37	$1,879.20	$1,926.18	$1,974.34	$2,023.70	$2,074.29	$2,126.14	$2,179.30	$2,233.78	$2,289.62	$2,346.86	$2,405.54	$2,465.67	$2,527.32	$2,590.50	$2,655.26
		Monthly	$3,972	$4,072	$4,173	$4,278	$4,385	$4,494	$4,607	$4,722	$4,840	$4,961	$5,085	$5,212	$5,342	$5,476	$5,613	$5,753
		Annual	$47,668	$48,859	$50,081	$51,333	$52,616	$53,931	$55,280	$56,662	$58,078	$59,530	$61,018	$62,544	$64,108	$65,710	$67,353	$69,037
162		Hourly	$23.1463	$23.7249	$24.3180	$24.9260	$25.5491	$26.1879	$26.8426	$27.5136	$28.2015	$28.9065	$29.6292	$30.3699	$31.1291	$31.9074	$32.7051	$33.5227
		Bi-weekly	$1,851.70	$1,897.99	$1,945.44	$1,994.08	$2,043.93	$2,095.03	$2,147.41	$2,201.09	$2,256.12	$2,312.52	$2,370.34	$2,429.59	$2,490.33	$2,552.59	$2,616.41	$2,681.82
		Monthly	$4,012	$4,112	$4,215	$4,321	$4,429	$4,539	$4,653	$4,769	$4,888	$5,010	$5,136	$5,264	$5,396	$5,531	$5,669	$5,811
		Annual	$48,144	$49,348	$50,582	$51,846	$53,142	$54,471	$55,833	$57,228	$58,659	$60,126	$61,629	$63,169	$64,749	$66,367	$68,027	$69,727
163		Hourly	$23.3777	$23.9622	$24.5612	$25.1752	$25.8046	$26.4497	$27.1110	$27.7888	$28.4835	$29.1956	$29.9255	$30.6736	$31.4404	$32.2264	$33.0321	$33.8579
		Bi-weekly	$1,870.22	$1,916.98	$1,964.90	$2,014.02	$2,064.37	$2,115.98	$2,168.88	$2,223.10	$2,278.68	$2,335.65	$2,394.04	$2,453.89	$2,515.23	$2,578.11	$2,642.57	$2,708.63
		Monthly	$4,052	$4,153	$4,257	$4,364	$4,473	$4,585	$4,699	$4,817	$4,937	$5,061	$5,187	$5,317	$5,450	$5,586	$5,726	$5,869
		Annual	$48,626	$49,841	$51,087	$52,365	$53,674	$55,015	$56,391	$57,801	$59,246	$60,727	$62,245	$63,801	$65,396	$67,031	$68,707	$70,424
164		Hourly	$23.6115	$24.2018	$24.8068	$25.4270	$26.0627	$26.7142	$27.3821	$28.0667	$28.7683	$29.4875	$30.2247	$30.9803	$31.7548	$32.5487	$33.3624	$34.1965
		Bi-weekly	$1,888.92	$1,936.14	$1,984.54	$2,034.16	$2,085.02	$2,137.14	$2,190.57	$2,245.34	$2,301.46	$2,359.00	$2,417.98	$2,478.42	$2,540.38	$2,603.90	$2,668.99	$2,735.72
		Monthly	$4,093	$4,195	$4,300	$4,407	$4,518	$4,630	$4,746	$4,865	$4,987	$5,111	$5,239	$5,370	$5,504	$5,642	$5,783	$5,927
		Annual	$49,112	$50,340	$51,598	$52,888	$54,210	$55,566	$56,955	$58,379	$59,838	$61,334	$62,867	$64,439	$66,050	$67,701	$69,394	$71,129

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
165		Hourly	$23.8476	$24.4438	$25.0549	$25.6813	$26.3233	$26.9814	$27.6559	$28.3473	$29.0560	$29.7824	$30.5270	$31.2901	$32.0724	$32.8742	$33.6961	$34.5385
		Bi-weekly	$1,907.81	$1,955.50	$2,004.39	$2,054.50	$2,105.86	$2,158.51	$2,212.47	$2,267.78	$2,324.48	$2,382.59	$2,442.16	$2,503.21	$2,565.79	$2,629.94	$2,695.69	$2,763.08
		Monthly	$4,134	$4,237	$4,343	$4,451	$4,563	$4,677	$4,794	$4,914	$5,036	$5,162	$5,291	$5,424	$5,559	$5,698	$5,841	$5,987
		Annual	$49,603	$50,843	$52,114	$53,417	$54,752	$56,121	$57,524	$58,962	$60,436	$61,947	$63,496	$65,083	$66,711	$68,378	$70,088	$71,840
166		Hourly	$24.0861	$24.6882	$25.3054	$25.9381	$26.5865	$27.2512	$27.9325	$28.6308	$29.3466	$30.0802	$30.8322	$31.6030	$32.3931	$33.2029	$34.0330	$34.8838
		Bi-weekly	$1,926.89	$1,975.06	$2,024.43	$2,075.05	$2,126.92	$2,180.10	$2,234.60	$2,290.46	$2,347.73	$2,406.42	$2,466.58	$2,528.24	$2,591.45	$2,656.23	$2,722.64	$2,790.70
		Monthly	$4,175	$4,279	$4,386	$4,496	$4,608	$4,724	$4,842	$4,963	$5,087	$5,214	$5,344	$5,478	$5,615	$5,755	$5,899	$6,047
		Annual	$50,099	$51,352	$52,635	$53,951	$55,300	$56,682	$58,100	$59,552	$61,041	$62,567	$64,131	$65,734	$67,378	$69,062	$70,789	$72,558
167		Hourly	$24.3270	$24.9351	$25.5585	$26.1975	$26.8524	$27.5237	$28.2118	$28.9171	$29.6400	$30.3810	$31.1406	$31.9191	$32.7170	$33.5350	$34.3733	$35.2327
		Bi-weekly	$1,946.16	$1,994.81	$2,044.68	$2,095.80	$2,148.19	$2,201.90	$2,256.94	$2,313.37	$2,371.20	$2,430.48	$2,491.25	$2,553.53	$2,617.36	$2,682.80	$2,749.86	$2,818.62
		Monthly	$4,217	$4,322	$4,430	$4,541	$4,654	$4,771	$4,890	$5,012	$5,138	$5,266	$5,398	$5,533	$5,671	$5,813	$5,958	$6,107
		Annual	$50,600	$51,865	$53,162	$54,491	$55,853	$57,249	$58,681	$60,148	$61,651	$63,193	$64,772	$66,392	$68,051	$69,753	$71,497	$73,284
168		Hourly	$24.5702	$25.1845	$25.8141	$26.4594	$27.1209	$27.7989	$28.4939	$29.2063	$29.9364	$30.6848	$31.4520	$32.2383	$33.0442	$33.8703	$34.7171	$35.5850
		Bi-weekly	$1,965.62	$2,014.76	$2,065.13	$2,116.75	$2,169.67	$2,223.91	$2,279.51	$2,336.50	$2,394.91	$2,454.78	$2,516.16	$2,579.06	$2,643.54	$2,709.62	$2,777.37	$2,846.80
		Monthly	$4,259	$4,365	$4,474	$4,586	$4,701	$4,818	$4,939	$5,062	$5,189	$5,319	$5,452	$5,588	$5,728	$5,871	$6,018	$6,168
		Annual	$51,106	$52,384	$53,693	$55,036	$56,412	$57,822	$59,267	$60,749	$62,268	$63,824	$65,420	$67,056	$68,732	$70,450	$72,212	$74,017
169		Hourly	$24.8159	$25.4363	$26.0722	$26.7240	$27.3921	$28.0769	$28.7789	$29.4983	$30.2358	$30.9917	$31.7665	$32.5606	$33.3747	$34.2090	$35.0642	$35.9409
		Bi-weekly	$1,985.27	$2,034.90	$2,085.78	$2,137.92	$2,191.37	$2,246.15	$2,302.31	$2,359.86	$2,418.86	$2,479.34	$2,541.32	$2,604.85	$2,669.98	$2,736.72	$2,805.14	$2,875.27
		Monthly	$4,301	$4,409	$4,519	$4,632	$4,748	$4,867	$4,988	$5,113	$5,241	$5,372	$5,506	$5,644	$5,785	$5,930	$6,078	$6,230
		Annual	$51,617	$52,908	$54,230	$55,586	$56,976	$58,400	$59,860	$61,357	$62,890	$64,463	$66,074	$67,726	$69,419	$71,155	$72,934	$74,757
170	Pub Wrk Supv Rec Supr Mus Supr	Hourly	$25.0641	$25.6907	$26.3330	$26.9913	$27.6661	$28.3577	$29.0667	$29.7933	$30.5381	$31.3016	$32.0841	$32.8862	$33.7084	$34.5511	$35.4149	$36.3003
		Bi-weekly	$2,005.13	$2,055.26	$2,106.64	$2,159.30	$2,213.29	$2,268.62	$2,325.34	$2,383.46	$2,443.05	$2,504.13	$2,566.73	$2,630.90	$2,696.67	$2,764.09	$2,833.19	$2,904.02
		Monthly	$4,344	$4,453	$4,564	$4,678	$4,795	$4,915	$5,038	$5,164	$5,293	$5,426	$5,561	$5,700	$5,843	$5,989	$6,139	$6,292
		Annual	$52,133	$53,437	$54,773	$56,142	$57,545	$58,984	$60,459	$61,970	$63,519	$65,107	$66,735	$68,403	$70,113	$71,866	$73,663	$75,505
171		Hourly	$25.3147	$25.9476	$26.5963	$27.2612	$27.9427	$28.6413	$29.3573	$30.0913	$30.8435	$31.6146	$32.4050	$33.2151	$34.0455	$34.8966	$35.7690	$36.6633
		Bi-weekly	$2,025.18	$2,075.81	$2,127.70	$2,180.90	$2,235.42	$2,291.30	$2,348.58	$2,407.30	$2,467.48	$2,529.17	$2,592.40	$2,657.21	$2,723.64	$2,791.73	$2,861.52	$2,933.06
		Monthly	$4,388	$4,498	$4,610	$4,725	$4,843	$4,964	$5,089	$5,216	$5,346	$5,480	$5,617	$5,757	$5,901	$6,049	$6,200	$6,355
		Annual	$52,655	$53,971	$55,320	$56,703	$58,121	$59,574	$61,063	$62,590	$64,155	$65,758	$67,402	$69,087	$70,815	$72,585	$74,400	$76,260
172		Hourly	$25.5679	$26.2071	$26.8622	$27.5338	$28.2221	$28.9277	$29.6509	$30.3922	$31.1520	$31.9308	$32.7290	$33.5473	$34.3859	$35.2456	$36.1267	$37.0299
		Bi-weekly	$2,045.43	$2,096.57	$2,148.98	$2,202.70	$2,257.77	$2,314.22	$2,372.07	$2,431.38	$2,492.16	$2,554.46	$2,618.32	$2,683.78	$2,750.87	$2,819.65	$2,890.14	$2,962.39
		Monthly	$4,432	$4,543	$4,656	$4,773	$4,892	$5,014	$5,139	$5,268	$5,400	$5,535	$5,673	$5,815	$5,960	$6,109	$6,262	$6,419
		Annual	$53,181	$54,511	$55,873	$57,270	$58,702	$60,170	$61,674	$63,216	$64,796	$66,416	$68,076	$69,778	$71,523	$73,311	$75,144	$77,022
173		Hourly	$25.8235	$26.4691	$27.1309	$27.8091	$28.5044	$29.2170	$29.9474	$30.6961	$31.4635	$32.2501	$33.0563	$33.8827	$34.7298	$35.5980	$36.4880	$37.4002
		Bi-weekly	$2,065.88	$2,117.53	$2,170.47	$2,224.73	$2,280.35	$2,337.36	$2,395.79	$2,455.69	$2,517.08	$2,580.01	$2,644.50	$2,710.62	$2,778.38	$2,847.84	$2,919.04	$2,992.02
		Monthly	$4,476	$4,588	$4,703	$4,820	$4,941	$5,064	$5,191	$5,321	$5,454	$5,590	$5,730	$5,873	$6,020	$6,170	$6,325	$6,483
		Annual	$53,713	$55,056	$56,432	$57,843	$59,289	$60,771	$62,291	$63,848	$65,444	$67,080	$68,757	$70,476	$72,238	$74,044	$75,895	$77,792
174		Hourly	$26.0818	$26.7338	$27.4022	$28.0872	$28.7894	$29.5091	$30.2469	$31.0030	$31.7781	$32.5726	$33.3869	$34.2216	$35.0771	$35.9540	$36.8529	$37.7742
		Bi-weekly	$2,086.54	$2,138.70	$2,192.18	$2,246.98	$2,303.15	$2,360.73	$2,419.75	$2,480.24	$2,542.25	$2,605.81	$2,670.95	$2,737.73	$2,806.17	$2,876.32	$2,948.23	$3,021.94
		Monthly	$4,521	$4,634	$4,750	$4,868	$4,990	$5,115	$5,243	$5,374	$5,508	$5,646	$5,787	$5,932	$6,080	$6,232	$6,388	$6,548
		Annual	$54,250	$55,606	$56,997	$58,421	$59,882	$61,379	$62,913	$64,486	$66,098	$67,751	$69,445	$71,181	$72,960	$74,784	$76,654	$78,570

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
175	Town Clerk	Hourly	$26.3426	$27.0012	$27.6762	$28.3681	$29.0773	$29.8042	$30.5493	$31.3131	$32.0959	$32.8983	$33.7208	$34.5638	$35.4279	$36.3136	$37.2214	$38.1519
	Asso Plnnr	Bi-weekly	$2,107.41	$2,160.10	$2,214.10	$2,269.45	$2,326.18	$2,384.34	$2,443.94	$2,505.05	$2,567.67	$2,631.86	$2,697.66	$2,765.10	$2,834.23	$2,905.09	$2,977.71	$3,052.15
	Pub Wrk Insp	Monthly	$4,566	$4,680	$4,797	$4,917	$5,040	$5,166	$5,295	$5,428	$5,563	$5,702	$5,845	$5,991	$6,141	$6,294	$6,452	$6,613
		Annual	$54,793	$56,162	$57,566	$59,006	$60,481	$61,993	$63,543	$65,131	$66,759	$68,428	$70,139	$71,893	$73,690	$75,532	$77,421	$79,356
176		Hourly	$26.6060	$27.2712	$27.9530	$28.6518	$29.3681	$30.1023	$30.8548	$31.6262	$32.4169	$33.2273	$34.0580	$34.9094	$35.7821	$36.6767	$37.5936	$38.5335
		Bi-weekly	$2,128.48	$2,181.70	$2,236.24	$2,292.14	$2,349.45	$2,408.18	$2,468.38	$2,530.10	$2,593.35	$2,658.18	$2,724.64	$2,792.75	$2,862.57	$2,934.14	$3,007.49	$3,082.68
		Monthly	$4,612	$4,727	$4,845	$4,966	$5,090	$5,218	$5,348	$5,482	$5,619	$5,759	$5,903	$6,051	$6,202	$6,357	$6,516	$6,679
		Annual	$55,341	$56,724	$58,142	$59,596	$61,086	$62,613	$64,178	$65,783	$67,427	$69,113	$70,841	$72,612	$74,427	$76,288	$78,195	$80,150
177		Hourly	$26.8721	$27.5439	$28.2325	$28.9383	$29.6618	$30.4033	$31.1634	$31.9425	$32.7410	$33.5596	$34.3985	$35.2585	$36.1400	$37.0435	$37.9696	$38.9188
		Bi-weekly	$2,149.77	$2,203.51	$2,258.60	$2,315.06	$2,372.94	$2,432.26	$2,493.07	$2,555.40	$2,619.28	$2,684.77	$2,751.88	$2,820.68	$2,891.20	$2,963.48	$3,037.57	$3,113.50
		Monthly	$4,658	$4,774	$4,894	$5,016	$5,141	$5,270	$5,402	$5,537	$5,675	$5,817	$5,962	$6,111	$6,264	$6,421	$6,581	$6,746
		Annual	$55,894	$57,291	$58,724	$60,192	$61,696	$63,239	$64,820	$66,440	$68,101	$69,804	$71,549	$73,338	$75,171	$77,050	$78,977	$80,951
178		Hourly	$27.1408	$27.8193	$28.5148	$29.2277	$29.9584	$30.7073	$31.4750	$32.2619	$33.0684	$33.8952	$34.7425	$35.6111	$36.5014	$37.4139	$38.3493	$39.3080
		Bi-weekly	$2,171.26	$2,225.54	$2,281.18	$2,338.22	$2,396.67	$2,456.58	$2,518.00	$2,580.95	$2,645.47	$2,711.62	$2,779.40	$2,848.89	$2,920.11	$2,993.11	$3,067.94	$3,144.64
		Monthly	$4,704	$4,822	$4,943	$5,066	$5,193	$5,323	$5,456	$5,592	$5,732	$5,875	$6,022	$6,173	$6,327	$6,485	$6,647	$6,813
		Annual	$56,453	$57,864	$59,311	$60,794	$62,313	$63,871	$65,468	$67,105	$68,782	$70,502	$72,264	$74,071	$75,923	$77,821	$79,766	$81,761
179		Hourly	$27.4122	$28.0975	$28.8000	$29.5200	$30.2580	$31.0144	$31.7898	$32.5845	$33.3991	$34.2341	$35.0900	$35.9672	$36.8664	$37.7880	$38.7327	$39.7011
		Bi-weekly	$2,192.98	$2,247.80	$2,304.00	$2,361.60	$2,420.64	$2,481.15	$2,543.18	$2,606.76	$2,671.93	$2,738.73	$2,807.20	$2,877.38	$2,949.31	$3,023.04	$3,098.62	$3,176.09
		Monthly	$4,751	$4,870	$4,992	$5,117	$5,245	$5,376	$5,510	$5,648	$5,789	$5,934	$6,082	$6,234	$6,390	$6,550	$6,714	$6,882
		Annual	$57,017	$58,443	$59,904	$61,402	$62,937	$64,510	$66,123	$67,776	$69,470	$71,207	$72,987	$74,812	$76,682	$78,599	$80,564	$82,578
180	Sr. Mngmt Analyst	Hourly	$27.6863	$28.3785	$29.0880	$29.8152	$30.5605	$31.3246	$32.1077	$32.9104	$33.7331	$34.5764	$35.4409	$36.3269	$37.2350	$38.1659	$39.1201	$40.0981
	Sr. Accountant	Bi-weekly	$2,214.90	$2,270.28	$2,327.04	$2,385.22	$2,444.84	$2,505.97	$2,568.62	$2,632.83	$2,698.65	$2,766.11	$2,835.27	$2,906.15	$2,978.80	$3,053.27	$3,129.61	$3,207.85
		Monthly	$4,799	$4,919	$5,042	$5,168	$5,297	$5,430	$5,565	$5,704	$5,847	$5,993	$6,143	$6,297	$6,454	$6,615	$6,781	$6,950
		Annual	$57,588	$59,027	$60,503	$62,016	$63,566	$65,155	$66,784	$68,454	$70,165	$71,919	$73,717	$75,560	$77,449	$79,385	$81,370	$83,404
181		Hourly	$27.9632	$28.6623	$29.3788	$30.1133	$30.8661	$31.6378	$32.4287	$33.2395	$34.0704	$34.9222	$35.7953	$36.6901	$37.6074	$38.5476	$39.5113	$40.4991
		Bi-weekly	$2,237.06	$2,292.98	$2,350.30	$2,409.06	$2,469.29	$2,531.02	$2,594.30	$2,659.16	$2,725.63	$2,793.78	$2,863.62	$2,935.21	$3,008.59	$3,083.81	$3,160.90	$3,239.93
		Monthly	$4,847	$4,968	$5,092	$5,220	$5,350	$5,484	$5,621	$5,762	$5,906	$6,053	$6,205	$6,360	$6,519	$6,682	$6,849	$7,020
		Annual	$58,163	$59,618	$61,108	$62,636	$64,202	$65,807	$67,452	$69,138	$70,867	$72,638	$74,454	$76,316	$78,223	$80,179	$82,183	$84,238
182		Hourly	$28.2428	$28.9489	$29.6726	$30.4144	$31.1748	$31.9542	$32.7530	$33.5719	$34.4112	$35.2714	$36.1532	$37.0570	$37.9835	$38.9331	$39.9064	$40.9040
		Bi-weekly	$2,259.42	$2,315.91	$2,373.81	$2,433.15	$2,493.98	$2,556.34	$2,620.24	$2,685.75	$2,752.90	$2,821.71	$2,892.26	$2,964.56	$3,038.68	$3,114.65	$3,192.51	$3,272.32
		Monthly	$4,895	$5,018	$5,143	$5,272	$5,404	$5,539	$5,677	$5,819	$5,965	$6,114	$6,267	$6,423	$6,584	$6,748	$6,917	$7,090
		Annual	$58,745	$60,214	$61,719	$63,262	$64,844	$66,465	$68,126	$69,829	$71,575	$73,365	$75,199	$77,079	$79,006	$80,981	$83,005	$85,080
183		Hourly	$28.5253	$29.2384	$29.9694	$30.7186	$31.4866	$32.2737	$33.0806	$33.9076	$34.7553	$35.6241	$36.5147	$37.4276	$38.3633	$39.3224	$40.3055	$41.3131
		Bi-weekly	$2,282.02	$2,339.07	$2,397.55	$2,457.49	$2,518.93	$2,581.90	$2,646.45	$2,712.61	$2,780.42	$2,849.93	$2,921.18	$2,994.21	$3,069.06	$3,145.79	$3,224.44	$3,305.05
		Monthly	$4,944	$5,068	$5,195	$5,325	$5,458	$5,594	$5,734	$5,877	$6,024	$6,175	$6,329	$6,487	$6,650	$6,816	$6,986	$7,161
		Annual	$59,333	$60,816	$62,336	$63,895	$65,492	$67,129	$68,808	$70,528	$72,291	$74,098	$75,951	$77,849	$79,796	$81,791	$83,835	$85,931
184		Hourly	$28.8105	$29.5308	$30.2690	$31.0258	$31.8014	$32.5965	$33.4114	$34.2466	$35.1028	$35.9804	$36.8799	$37.8019	$38.7469	$39.7156	$40.7085	$41.7262
		Bi-weekly	$2,304.84	$2,362.46	$2,421.52	$2,482.06	$2,544.11	$2,607.72	$2,672.91	$2,739.73	$2,808.22	$2,878.43	$2,950.39	$3,024.15	$3,099.75	$3,177.25	$3,256.68	$3,338.10
		Monthly	$4,994	$5,119	$5,247	$5,378	$5,512	$5,650	$5,791	$5,936	$6,084	$6,237	$6,393	$6,552	$6,716	$6,884	$7,056	$7,233
		Annual	$59,926	$61,424	$62,960	$64,534	$66,147	$67,801	$69,496	$71,233	$73,014	$74,839	$76,710	$78,628	$80,594	$82,608	$84,674	$86,791

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
185		Hourly	$29.0986	$29.8261	$30.5717	$31.3360	$32.1194	$32.9224	$33.7455	$34.5891	$35.4538	$36.3402	$37.2487	$38.1799	$39.1344	$40.1128	$41.1156	$42.1435
		Bi-weekly	$2,327.89	$2,386.09	$2,445.74	$2,506.88	$2,569.55	$2,633.79	$2,699.64	$2,767.13	$2,836.30	$2,907.22	$2,979.90	$3,054.39	$3,130.75	$3,209.02	$3,289.25	$3,371.48
		Monthly	$5,044	$5,170	$5,299	$5,432	$5,567	$5,707	$5,849	$5,995	$6,145	$6,299	$6,456	$6,618	$6,783	$6,953	$7,127	$7,305
		Annual	$60,525	$62,038	$63,589	$65,179	$66,808	$68,479	$70,191	$71,945	$73,744	$75,588	$77,477	$79,414	$81,400	$83,435	$85,520	$87,658
186		Hourly	$29.3896	$30.1243	$30.8775	$31.6494	$32.4406	$33.2516	$34.0829	$34.9350	$35.8084	$36.7036	$37.6212	$38.5617	$39.5258	$40.5139	$41.5267	$42.5649
		Bi-weekly	$2,351.17	$2,409.94	$2,470.20	$2,531.95	$2,595.25	$2,660.13	$2,726.63	$2,794.80	$2,864.67	$2,936.29	$3,009.70	$3,084.94	$3,162.06	$3,241.11	$3,322.14	$3,405.19
		Monthly	$5,094	$5,222	$5,352	$5,486	$5,623	$5,764	$5,908	$6,055	$6,207	$6,362	$6,521	$6,684	$6,851	$7,022	$7,198	$7,378
		Annual	$61,130	$62,659	$64,225	$65,831	$67,477	$69,163	$70,893	$72,665	$74,481	$76,343	$78,252	$80,208	$82,214	$84,269	$86,376	$88,535
187		Hourly	$29.6835	$30.4256	$31.1862	$31.9659	$32.7650	$33.5842	$34.4238	$35.2844	$36.1665	$37.0706	$37.9974	$38.9473	$39.9210	$40.9190	$41.9420	$42.9906
		Bi-weekly	$2,374.68	$2,434.05	$2,494.90	$2,557.27	$2,621.20	$2,686.74	$2,753.90	$2,822.75	$2,893.32	$2,965.65	$3,039.79	$3,115.78	$3,193.68	$3,273.52	$3,355.36	$3,439.25
		Monthly	$5,145	$5,274	$5,406	$5,541	$5,679	$5,821	$5,967	$6,116	$6,269	$6,426	$6,586	$6,751	$6,920	$7,093	$7,270	$7,452
		Annual	$61,742	$63,285	$64,867	$66,489	$68,151	$69,855	$71,601	$73,391	$75,226	$77,107	$79,035	$81,010	$83,036	$85,112	$87,239	$89,420
188		Hourly	$29.9803	$30.7298	$31.4981	$32.2855	$33.0927	$33.9200	$34.7680	$35.6372	$36.5281	$37.4413	$38.3774	$39.3368	$40.3202	$41.3282	$42.3614	$43.4205
		Bi-weekly	$2,398.42	$2,458.38	$2,519.85	$2,582.84	$2,647.42	$2,713.60	$2,781.44	$2,850.98	$2,922.25	$2,995.30	$3,070.19	$3,146.94	$3,225.62	$3,306.26	$3,388.91	$3,473.64
		Monthly	$5,197	$5,327	$5,460	$5,596	$5,736	$5,879	$6,026	$6,177	$6,332	$6,490	$6,652	$6,818	$6,989	$7,164	$7,343	$7,526
		Annual	$62,359	$63,918	$65,516	$67,154	$68,833	$70,554	$72,317	$74,125	$75,979	$77,878	$79,825	$81,821	$83,866	$85,963	$88,112	$90,315
189		Hourly	$30.2801	$31.0371	$31.8131	$32.6084	$33.4236	$34.2592	$35.1157	$35.9936	$36.8934	$37.8157	$38.7611	$39.7302	$40.7234	$41.7415	$42.7850	$43.8547
		Bi-weekly	$2,422.41	$2,482.97	$2,545.05	$2,608.67	$2,673.89	$2,740.74	$2,809.26	$2,879.49	$2,951.47	$3,025.26	$3,100.89	$3,178.42	$3,257.87	$3,339.32	$3,422.80	$3,508.38
		Monthly	$5,249	$5,380	$5,514	$5,652	$5,793	$5,938	$6,087	$6,239	$6,395	$6,555	$6,719	$6,887	$7,059	$7,235	$7,416	$7,601
		Annual	$62,983	$64,557	$66,171	$67,825	$69,521	$71,259	$73,041	$74,867	$76,738	$78,657	$80,623	$82,639	$84,705	$86,822	$88,993	$91,218
190	Anml Care & Cntrl Mgr	Hourly	$30.5829	$31.3475	$32.1312	$32.9345	$33.7578	$34.6018	$35.4668	$36.3535	$37.2623	$38.1939	$39.1488	$40.1275	$41.1307	$42.1589	$43.2129	$44.2932
		Bi-weekly	$2,446.63	$2,507.80	$2,570.50	$2,634.76	$2,700.62	$2,768.14	$2,837.34	$2,908.28	$2,980.98	$3,055.51	$3,131.90	$3,210.20	$3,290.46	$3,372.71	$3,457.03	$3,543.46
		Monthly	$5,301	$5,434	$5,569	$5,709	$5,851	$5,998	$6,148	$6,301	$6,459	$6,620	$6,786	$6,955	$7,129	$7,308	$7,490	$7,677
		Annual	$63,613	$65,203	$66,833	$68,504	$70,216	$71,972	$73,771	$75,615	$77,506	$79,443	$81,429	$83,465	$85,552	$87,691	$89,883	$92,130
191		Hourly	$30.8888	$31.6610	$32.4525	$33.2638	$34.0954	$34.9478	$35.8215	$36.7170	$37.6350	$38.5758	$39.5402	$40.5287	$41.5420	$42.5805	$43.6450	$44.7362
		Bi-weekly	$2,471.10	$2,532.88	$2,596.20	$2,661.10	$2,727.63	$2,795.82	$2,865.72	$2,937.36	$3,010.80	$3,086.06	$3,163.22	$3,242.30	$3,323.36	$3,406.44	$3,491.60	$3,578.90
		Monthly	$5,354	$5,488	$5,625	$5,766	$5,910	$6,058	$6,209	$6,364	$6,523	$6,686	$6,854	$7,025	$7,201	$7,381	$7,565	$7,754
		Annual	$64,249	$65,855	$67,501	$69,189	$70,918	$72,691	$74,509	$76,371	$78,281	$80,238	$82,244	$84,300	$86,407	$88,567	$90,782	$93,051
192		Hourly	$31.1977	$31.9776	$32.7770	$33.5965	$34.4364	$35.2973	$36.1797	$37.0842	$38.0113	$38.9616	$39.9356	$40.9340	$41.9574	$43.0063	$44.0815	$45.1835
		Bi-weekly	$2,495.82	$2,558.21	$2,622.16	$2,687.72	$2,754.91	$2,823.78	$2,894.38	$2,966.74	$3,040.90	$3,116.93	$3,194.85	$3,274.72	$3,356.59	$3,440.50	$3,526.52	$3,614.68
		Monthly	$5,408	$5,543	$5,681	$5,823	$5,969	$6,118	$6,271	$6,428	$6,589	$6,753	$6,922	$7,095	$7,273	$7,454	$7,641	$7,832
		Annual	$64,891	$66,513	$68,176	$69,881	$71,628	$73,418	$75,254	$77,135	$79,064	$81,040	$83,066	$85,143	$87,271	$89,453	$91,689	$93,982
193		Hourly	$31.5096	$32.2974	$33.1048	$33.9324	$34.7807	$35.6503	$36.5415	$37.4551	$38.3914	$39.3512	$40.3350	$41.3434	$42.3770	$43.4364	$44.5223	$45.6353
		Bi-weekly	$2,520.77	$2,583.79	$2,648.38	$2,714.59	$2,782.46	$2,852.02	$2,923.32	$2,996.41	$3,071.31	$3,148.10	$3,226.80	$3,307.47	$3,390.16	$3,474.91	$3,561.78	$3,650.82
		Monthly	$5,462	$5,598	$5,738	$5,882	$6,029	$6,179	$6,334	$6,492	$6,655	$6,821	$6,991	$7,166	$7,345	$7,529	$7,717	$7,910
		Annual	$65,540	$67,179	$68,858	$70,579	$72,344	$74,153	$76,006	$77,907	$79,854	$81,851	$83,897	$85,994	$88,144	$90,348	$92,606	$94,922
194		Hourly	$31.8247	$32.6204	$33.4359	$34.2718	$35.1286	$36.0068	$36.9069	$37.8296	$38.7753	$39.7447	$40.7383	$41.7568	$42.8007	$43.8707	$44.9675	$46.0917
		Bi-weekly	$2,545.98	$2,609.63	$2,674.87	$2,741.74	$2,810.29	$2,880.54	$2,952.55	$3,026.37	$3,102.02	$3,179.58	$3,259.06	$3,340.54	$3,424.06	$3,509.66	$3,597.40	$3,687.34
		Monthly	$5,516	$5,654	$5,796	$5,940	$6,089	$6,241	$6,397	$6,557	$6,721	$6,889	$7,061	$7,238	$7,419	$7,604	$7,794	$7,989
		Annual	$66,195	$67,850	$69,547	$71,285	$73,067	$74,894	$76,766	$78,686	$80,653	$82,669	$84,736	$86,854	$89,026	$91,251	$93,532	$95,871

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
195		Hourly	$32.1430	$32.9466	$33.7702	$34.6145	$35.4798	$36.3668	$37.2760	$38.2079	$39.1631	$40.1422	$41.1457	$42.1744	$43.2287	$44.3095	$45.4172	$46.5526
		Bi-weekly	$2,571.44	$2,635.73	$2,701.62	$2,769.16	$2,838.38	$2,909.34	$2,982.08	$3,056.63	$3,133.05	$3,211.38	$3,291.66	$3,373.95	$3,458.30	$3,544.76	$3,633.38	$3,724.21
		Monthly	$5,571	$5,711	$5,854	$6,000	$6,150	$6,304	$6,461	$6,623	$6,788	$6,958	$7,132	$7,310	$7,493	$7,680	$7,872	$8,069
		Annual	$66,857	$68,529	$70,242	$71,998	$73,798	$75,643	$77,534	$79,472	$81,459	$83,496	$85,583	$87,723	$89,916	$92,164	$94,468	$96,829
196		Hourly	$32.4644	$33.2760	$34.1079	$34.9606	$35.8346	$36.7305	$37.6488	$38.5900	$39.5547	$40.5436	$41.5572	$42.5961	$43.6610	$44.7525	$45.8714	$47.0181
		Bi-weekly	$2,597.15	$2,662.08	$2,728.63	$2,796.85	$2,866.77	$2,938.44	$3,011.90	$3,087.20	$3,164.38	$3,243.49	$3,324.58	$3,407.69	$3,492.88	$3,580.20	$3,669.71	$3,761.45
		Monthly	$5,627	$5,768	$5,912	$6,060	$6,211	$6,367	$6,526	$6,689	$6,856	$7,028	$7,203	$7,383	$7,568	$7,757	$7,951	$8,150
		Annual	$67,526	$69,214	$70,944	$72,718	$74,536	$76,399	$78,309	$80,267	$82,274	$84,331	$86,439	$88,600	$90,815	$93,085	$95,412	$97,798
197		Hourly	$32.7891	$33.6088	$34.4490	$35.3102	$36.1930	$37.0978	$38.0252	$38.9759	$39.9503	$40.9490	$41.9728	$43.0221	$44.0976	$45.2001	$46.3301	$47.4883
		Bi-weekly	$2,623.13	$2,688.70	$2,755.92	$2,824.82	$2,895.44	$2,967.82	$3,042.02	$3,118.07	$3,196.02	$3,275.92	$3,357.82	$3,441.77	$3,527.81	$3,616.01	$3,706.41	$3,799.06
		Monthly	$5,683	$5,826	$5,971	$6,120	$6,273	$6,430	$6,591	$6,756	$6,925	$7,098	$7,275	$7,457	$7,644	$7,835	$8,031	$8,231
		Annual	$68,201	$69,906	$71,654	$73,445	$75,281	$77,163	$79,093	$81,070	$83,097	$85,174	$87,303	$89,486	$91,723	$94,016	$96,367	$98,776
198		Hourly	$33.1169	$33.9449	$34.7935	$35.6633	$36.5549	$37.4688	$38.4055	$39.3656	$40.3498	$41.3585	$42.3925	$43.4523	$44.5386	$45.6521	$46.7934	$47.9632
		Bi-weekly	$2,649.35	$2,715.59	$2,783.48	$2,853.06	$2,924.39	$2,997.50	$3,072.44	$3,149.25	$3,227.98	$3,308.68	$3,391.40	$3,476.18	$3,563.09	$3,652.17	$3,743.47	$3,837.06
		Monthly	$5,740	$5,884	$6,031	$6,182	$6,336	$6,495	$6,657	$6,823	$6,994	$7,169	$7,348	$7,532	$7,720	$7,913	$8,111	$8,314
		Annual	$68,883	$70,605	$72,370	$74,180	$76,034	$77,935	$79,883	$81,881	$83,928	$86,026	$88,176	$90,381	$92,640	$94,956	$97,330	$99,763
199		Hourly	$33.4481	$34.2843	$35.1414	$36.0200	$36.9205	$37.8435	$38.7896	$39.7593	$40.7533	$41.7721	$42.8164	$43.8868	$44.9840	$46.1086	$47.2613	$48.4428
		Bi-weekly	$2,675.85	$2,742.74	$2,811.31	$2,881.60	$2,953.64	$3,027.48	$3,103.17	$3,180.74	$3,260.26	$3,341.77	$3,425.31	$3,510.94	$3,598.72	$3,688.69	$3,780.90	$3,875.42
		Monthly	$5,798	$5,943	$6,091	$6,243	$6,400	$6,560	$6,724	$6,892	$7,064	$7,240	$7,422	$7,607	$7,797	$7,992	$8,192	$8,397
		Annual	$69,572	$71,311	$73,094	$74,922	$76,795	$78,714	$80,682	$82,699	$84,767	$86,886	$89,058	$91,285	$93,567	$95,906	$98,304	$100,761
200		Hourly	$33.7826	$34.6272	$35.4928	$36.3802	$37.2897	$38.2219	$39.1775	$40.1569	$41.1608	$42.1898	$43.2446	$44.3257	$45.4338	$46.5697	$47.7339	$48.9273
		Bi-weekly	$2,702.61	$2,770.18	$2,839.42	$2,910.42	$2,983.18	$3,057.75	$3,134.20	$3,212.55	$3,292.86	$3,375.18	$3,459.57	$3,546.06	$3,634.70	$3,725.58	$3,818.71	$3,914.18
		Monthly	$5,856	$6,002	$6,152	$6,306	$6,464	$6,625	$6,791	$6,961	$7,135	$7,313	$7,496	$7,683	$7,875	$8,072	$8,274	$8,481
		Annual	$70,268	$72,024	$73,825	$75,671	$77,563	$79,502	$81,489	$83,526	$85,614	$87,755	$89,949	$92,197	$94,502	$96,865	$99,287	$101,769
201		Hourly	$34.1204	$34.9734	$35.8478	$36.7440	$37.6626	$38.6041	$39.5692	$40.5585	$41.5724	$42.6117	$43.6770	$44.7689	$45.8882	$47.0354	$48.2113	$49.4165
		Bi-weekly	$2,729.63	$2,797.87	$2,867.82	$2,939.52	$3,013.01	$3,088.33	$3,165.54	$3,244.68	$3,325.79	$3,408.94	$3,494.16	$3,581.51	$3,671.06	$3,762.83	$3,856.90	$3,953.32
		Monthly	$5,914	$6,062	$6,214	$6,369	$6,528	$6,691	$6,859	$7,030	$7,206	$7,386	$7,571	$7,760	$7,954	$8,153	$8,357	$8,566
		Annual	$70,970	$72,745	$74,563	$76,427	$78,338	$80,297	$82,304	$84,362	$86,471	$88,632	$90,848	$93,119	$95,447	$97,834	$100,279	$102,786
202		Hourly	$34.4616	$35.3232	$36.2062	$37.1114	$38.0392	$38.9902	$39.9649	$40.9640	$41.9881	$43.0378	$44.1138	$45.2166	$46.3471	$47.5057	$48.6934	$49.9107
		Bi-weekly	$2,756.93	$2,825.86	$2,896.50	$2,968.91	$3,043.14	$3,119.22	$3,197.19	$3,277.12	$3,359.05	$3,443.02	$3,529.10	$3,617.33	$3,707.77	$3,800.46	$3,895.47	$3,992.86
		Monthly	$5,973	$6,123	$6,276	$6,433	$6,593	$6,758	$6,927	$7,100	$7,278	$7,460	$7,646	$7,838	$8,033	$8,234	$8,440	$8,651
		Annual	$71,680	$73,472	$75,309	$77,192	$79,122	$81,100	$83,127	$85,205	$87,335	$89,519	$91,757	$94,051	$96,402	$98,812	$101,282	$103,814
203		Hourly	$34.8062	$35.6764	$36.5683	$37.4825	$38.4196	$39.3801	$40.3646	$41.3737	$42.4080	$43.4682	$44.5549	$45.6688	$46.8105	$47.9808	$49.1803	$50.4098
		Bi-weekly	$2,784.50	$2,854.11	$2,925.46	$2,998.60	$3,073.57	$3,150.41	$3,229.17	$3,309.90	$3,392.64	$3,477.46	$3,564.39	$3,653.50	$3,744.84	$3,838.46	$3,934.42	$4,032.78
		Monthly	$6,033	$6,184	$6,339	$6,497	$6,659	$6,826	$6,997	$7,171	$7,351	$7,534	$7,723	$7,916	$8,114	$8,317	$8,525	$8,738
		Annual	$72,397	$74,207	$76,062	$77,964	$79,913	$81,911	$83,958	$86,057	$88,209	$90,414	$92,674	$94,991	$97,366	$99,800	$102,295	$104,852
204		Hourly	$35.1543	$36.0332	$36.9340	$37.8573	$38.8038	$39.7739	$40.7682	$41.7874	$42.8321	$43.9029	$45.0005	$46.1255	$47.2786	$48.4606	$49.6721	$50.9139
		Bi-weekly	$2,812.34	$2,882.66	$2,954.72	$3,028.58	$3,104.30	$3,181.91	$3,261.46	$3,342.99	$3,426.57	$3,512.23	$3,600.04	$3,690.04	$3,782.29	$3,876.85	$3,973.77	$4,073.11
		Monthly	$6,093	$6,246	$6,402	$6,562	$6,726	$6,894	$7,066	$7,243	$7,424	$7,610	$7,800	$7,995	$8,195	$8,400	$8,610	$8,825
		Annual	$73,121	$74,949	$76,823	$78,743	$80,712	$82,730	$84,798	$86,918	$89,091	$91,318	$93,601	$95,941	$98,340	$100,798	$103,318	$105,901

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
205	HR & Risk Mgr	Hourly	$35.5058	$36.3935	$37.3033	$38.2359	$39.1918	$40.1716	$41.1759	$42.2053	$43.2604	$44.3419	$45.4505	$46.5867	$47.7514	$48.9452	$50.1688	$51.4231
		Bi-weekly	$2,840.46	$2,911.48	$2,984.26	$3,058.87	$3,135.34	$3,213.73	$3,294.07	$3,376.42	$3,460.83	$3,547.35	$3,636.04	$3,726.94	$3,820.11	$3,915.62	$4,013.50	$4,113.85
		Monthly	$6,154	$6,308	$6,466	$6,628	$6,793	$6,963	$7,137	$7,316	$7,498	$7,686	$7,878	$8,075	$8,277	$8,484	$8,696	$8,913
		Annual	$73,852	$75,698	$77,591	$79,531	$81,519	$83,557	$85,646	$87,787	$89,982	$92,231	$94,537	$96,900	$99,323	$101,806	$104,351	$106,960
206		Hourly	$35.8609	$36.7574	$37.6764	$38.6183	$39.5837	$40.5733	$41.5877	$42.6273	$43.6930	$44.7854	$45.9050	$47.0526	$48.2289	$49.4347	$50.6705	$51.9373
		Bi-weekly	$2,868.87	$2,940.59	$3,014.11	$3,089.46	$3,166.70	$3,245.86	$3,327.02	$3,410.18	$3,495.44	$3,582.83	$3,672.40	$3,764.21	$3,858.31	$3,954.78	$4,053.64	$4,154.98
		Monthly	$6,216	$6,371	$6,531	$6,694	$6,861	$7,033	$7,209	$7,389	$7,573	$7,763	$7,957	$8,156	$8,360	$8,569	$8,783	$9,002
		Annual	$74,591	$76,455	$78,367	$80,326	$82,334	$84,393	$86,502	$88,665	$90,882	$93,154	$95,482	$97,869	$100,316	$102,824	$105,395	$108,030
207		Hourly	$36.2195	$37.1250	$38.0531	$39.0045	$39.9796	$40.9791	$42.0035	$43.0536	$44.1300	$45.2332	$46.3640	$47.5231	$48.7112	$49.9290	$51.1772	$52.4567
		Bi-weekly	$2,897.56	$2,970.00	$3,044.25	$3,120.36	$3,198.37	$3,278.33	$3,360.28	$3,444.29	$3,530.40	$3,618.66	$3,709.12	$3,801.85	$3,896.90	$3,994.32	$4,094.18	$4,196.54
		Monthly	$6,278	$6,435	$6,596	$6,761	$6,930	$7,103	$7,281	$7,463	$7,649	$7,840	$8,036	$8,237	$8,443	$8,654	$8,871	$9,092
		Annual	$75,337	$77,220	$79,151	$81,129	$83,157	$85,236	$87,367	$89,552	$91,790	$94,085	$96,437	$98,848	$101,319	$103,852	$106,449	$109,110
208		Hourly	$36.5817	$37.4963	$38.4337	$39.3945	$40.3794	$41.3888	$42.4236	$43.4842	$44.5713	$45.6855	$46.8277	$47.9984	$49.1983	$50.4283	$51.6890	$52.9812
		Bi-weekly	$2,926.54	$2,999.70	$3,074.70	$3,151.56	$3,230.35	$3,311.10	$3,393.89	$3,478.74	$3,565.70	$3,654.84	$3,746.22	$3,839.87	$3,935.86	$4,034.26	$4,135.12	$4,238.50
		Monthly	$6,341	$6,499	$6,662	$6,828	$6,999	$7,174	$7,353	$7,537	$7,726	$7,919	$8,117	$8,320	$8,528	$8,741	$8,959	$9,183
		Annual	$76,090	$77,992	$79,942	$81,941	$83,989	$86,089	$88,241	$90,447	$92,708	$95,026	$97,402	$99,837	$102,333	$104,891	$107,513	$110,201
209		Hourly	$36.9475	$37.8712	$38.8180	$39.7884	$40.7832	$41.8027	$42.8478	$43.9190	$45.0170	$46.1424	$47.2960	$48.4784	$49.6903	$50.9326	$52.2059	$53.5110
		Bi-weekly	$2,955.80	$3,029.70	$3,105.44	$3,183.07	$3,262.66	$3,344.22	$3,427.82	$3,513.52	$3,601.36	$3,691.39	$3,783.68	$3,878.27	$3,975.22	$4,074.61	$4,176.47	$4,280.88
		Monthly	$6,404	$6,564	$6,728	$6,897	$7,069	$7,246	$7,427	$7,613	$7,803	$7,998	$8,198	$8,403	$8,613	$8,828	$9,049	$9,275
		Annual	$76,851	$78,772	$80,741	$82,760	$84,829	$86,950	$89,123	$91,352	$93,635	$95,976	$98,376	$100,835	$103,356	$105,940	$108,588	$111,303
210		Hourly	$37.3170	$38.2499	$39.2062	$40.1863	$41.1910	$42.2208	$43.2763	$44.3582	$45.4671	$46.6038	$47.7689	$48.9631	$50.1872	$51.4419	$52.7279	$54.0461
		Bi-weekly	$2,985.36	$3,059.99	$3,136.50	$3,214.90	$3,295.28	$3,377.66	$3,462.10	$3,548.66	$3,637.37	$3,728.30	$3,821.51	$3,917.05	$4,014.98	$4,115.35	$4,218.23	$4,323.69
		Monthly	$6,468	$6,630	$6,796	$6,966	$7,140	$7,318	$7,501	$7,689	$7,881	$8,078	$8,280	$8,487	$8,699	$8,917	$9,140	$9,368
		Annual	$77,619	$79,560	$81,549	$83,588	$85,677	$87,819	$90,015	$92,265	$94,572	$96,936	$99,359	$101,843	$104,389	$106,999	$109,674	$112,416
211		Hourly	$37.6902	$38.6324	$39.5982	$40.5882	$41.6029	$42.6430	$43.7090	$44.8018	$45.9218	$47.0699	$48.2466	$49.4528	$50.6891	$51.9563	$53.2552	$54.5866
		Bi-weekly	$3,015.22	$3,090.59	$3,167.86	$3,247.06	$3,328.23	$3,411.44	$3,496.72	$3,584.14	$3,673.74	$3,765.59	$3,859.73	$3,956.22	$4,055.13	$4,156.50	$4,260.42	$4,366.93
		Monthly	$6,533	$6,696	$6,864	$7,035	$7,211	$7,391	$7,576	$7,766	$7,960	$8,159	$8,363	$8,572	$8,786	$9,006	$9,231	$9,462
		Annual	$78,396	$80,355	$82,364	$84,423	$86,534	$88,697	$90,915	$93,188	$95,517	$97,905	$100,353	$102,862	$105,433	$108,069	$110,771	$113,540
212		Hourly	$38.0671	$39.0188	$39.9942	$40.9941	$42.0189	$43.0694	$44.1461	$45.2498	$46.3810	$47.5406	$48.7291	$49.9473	$51.1960	$52.4759	$53.7878	$55.1325
		Bi-weekly	$3,045.37	$3,121.50	$3,199.54	$3,279.53	$3,361.51	$3,445.55	$3,531.69	$3,619.98	$3,710.48	$3,803.25	$3,898.33	$3,995.78	$4,095.68	$4,198.07	$4,303.02	$4,410.60
		Monthly	$6,598	$6,763	$6,932	$7,106	$7,283	$7,465	$7,652	$7,843	$8,039	$8,240	$8,446	$8,658	$8,874	$9,096	$9,323	$9,556
		Annual	$79,180	$81,159	$83,188	$85,268	$87,399	$89,584	$91,824	$94,120	$96,473	$98,884	$101,356	$103,890	$106,488	$109,150	$111,879	$114,676
213		Hourly	$38.4477	$39.4089	$40.3942	$41.4040	$42.4391	$43.5001	$44.5876	$45.7023	$46.8448	$48.0160	$49.2164	$50.4468	$51.7079	$53.0006	$54.3257	$55.6838
		Bi-weekly	$3,075.82	$3,152.71	$3,231.54	$3,312.32	$3,395.13	$3,480.01	$3,567.01	$3,656.18	$3,747.58	$3,841.28	$3,937.31	$4,035.74	$4,136.63	$4,240.05	$4,346.06	$4,454.70
		Monthly	$6,664	$6,831	$7,002	$7,177	$7,356	$7,540	$7,729	$7,922	$8,120	$8,323	$8,531	$8,744	$8,963	$9,187	$9,416	$9,652
		Annual	$79,971	$81,971	$84,020	$86,120	$88,273	$90,480	$92,742	$95,061	$97,437	$99,873	$102,370	$104,929	$107,553	$110,241	$112,997	$115,822
214		Hourly	$38.8322	$39.8030	$40.7981	$41.8181	$42.8635	$43.9351	$45.0335	$46.1593	$47.3133	$48.4961	$49.7085	$50.9512	$52.2250	$53.5306	$54.8689	$56.2406
		Bi-weekly	$3,106.58	$3,184.24	$3,263.85	$3,345.45	$3,429.08	$3,514.81	$3,602.68	$3,692.74	$3,785.06	$3,879.69	$3,976.68	$4,076.10	$4,178.00	$4,282.45	$4,389.51	$4,499.25
		Monthly	$6,731	$6,899	$7,072	$7,248	$7,430	$7,615	$7,806	$8,001	$8,201	$8,406	$8,616	$8,832	$9,052	$9,279	$9,511	$9,748
		Annual	$80,771	$82,790	$84,860	$86,982	$89,156	$91,385	$93,670	$96,011	$98,412	$100,872	$103,394	$105,979	$108,628	$111,344	$114,127	$116,981

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
215		Hourly	$39.2205	$40.2011	$41.2061	$42.2362	$43.2921	$44.3744	$45.4838	$46.6209	$47.7864	$48.9811	$50.2056	$51.4608	$52.7473	$54.0660	$55.4176	$56.8030
		Bi-weekly	$3,137.64	$3,216.09	$3,296.49	$3,378.90	$3,463.37	$3,549.95	$3,638.70	$3,729.67	$3,822.91	$3,918.49	$4,016.45	$4,116.86	$4,219.78	$4,325.28	$4,433.41	$4,544.24
		Monthly	$6,798	$6,968	$7,142	$7,321	$7,504	$7,692	$7,884	$8,081	$8,283	$8,490	$8,702	$8,920	$9,143	$9,371	$9,606	$9,846
		Annual	$81,579	$83,618	$85,709	$87,851	$90,048	$92,299	$94,606	$96,971	$99,396	$101,881	$104,428	$107,038	$109,714	$112,457	$115,269	$118,150
216		Hourly	$39.6128	$40.6031	$41.6181	$42.6586	$43.7251	$44.8182	$45.9386	$47.0871	$48.2643	$49.4709	$50.7077	$51.9754	$53.2747	$54.6066	$55.9718	$57.3711
		Bi-weekly	$3,169.02	$3,248.25	$3,329.45	$3,412.69	$3,498.01	$3,585.46	$3,675.09	$3,766.97	$3,861.14	$3,957.67	$4,056.62	$4,158.03	$4,261.98	$4,368.53	$4,477.74	$4,589.69
		Monthly	$6,866	$7,038	$7,214	$7,394	$7,579	$7,768	$7,963	$8,162	$8,366	$8,575	$8,789	$9,009	$9,234	$9,465	$9,702	$9,944
		Annual	$82,395	$84,454	$86,566	$88,730	$90,948	$93,222	$95,552	$97,941	$100,390	$102,899	$105,472	$108,109	$110,811	$113,582	$116,421	$119,332
217		Hourly	$40.0089	$41.0091	$42.0343	$43.0852	$44.1623	$45.2664	$46.3980	$47.5580	$48.7469	$49.9656	$51.2147	$52.4951	$53.8075	$55.1527	$56.5315	$57.9448
		Bi-weekly	$3,200.71	$3,280.73	$3,362.74	$3,446.82	$3,532.98	$3,621.31	$3,711.84	$3,804.64	$3,899.75	$3,997.25	$4,097.18	$4,199.61	$4,304.60	$4,412.22	$4,522.52	$4,635.58
		Monthly	$6,935	$7,108	$7,286	$7,468	$7,655	$7,846	$8,042	$8,243	$8,449	$8,661	$8,877	$9,099	$9,327	$9,560	$9,799	$10,044
		Annual	$83,218	$85,299	$87,431	$89,617	$91,858	$94,154	$96,508	$98,921	$101,394	$103,928	$106,527	$109,190	$111,920	$114,718	$117,586	$120,525
218		Hourly	$40.4090	$41.4192	$42.4547	$43.5160	$44.6039	$45.7190	$46.8620	$48.0336	$49.2344	$50.4653	$51.7269	$53.0201	$54.3456	$55.7042	$57.0968	$58.5242
		Bi-weekly	$3,232.72	$3,313.54	$3,396.38	$3,481.28	$3,568.31	$3,657.52	$3,748.96	$3,842.69	$3,938.75	$4,037.22	$4,138.15	$4,241.61	$4,347.65	$4,456.34	$4,567.74	$4,681.94
		Monthly	$7,004	$7,179	$7,359	$7,543	$7,731	$7,925	$8,123	$8,326	$8,534	$8,747	$8,966	$9,190	$9,420	$9,655	$9,897	$10,144
		Annual	$84,051	$86,152	$88,306	$90,513	$92,776	$95,096	$97,473	$99,910	$102,408	$104,968	$107,592	$110,282	$113,039	$115,865	$118,761	$121,730
219		Hourly	$40.8131	$41.8334	$42.8792	$43.9512	$45.0500	$46.1762	$47.3306	$48.5139	$49.7267	$50.9699	$52.2442	$53.5503	$54.8890	$56.2612	$57.6678	$59.1095
		Bi-weekly	$3,265.05	$3,346.67	$3,430.34	$3,516.10	$3,604.00	$3,694.10	$3,786.45	$3,881.11	$3,978.14	$4,077.59	$4,179.54	$4,284.02	$4,391.12	$4,500.90	$4,613.42	$4,728.76
		Monthly	$7,074	$7,251	$7,432	$7,618	$7,809	$8,004	$8,204	$8,409	$8,619	$8,835	$9,056	$9,282	$9,514	$9,752	$9,996	$10,246
		Annual	$84,891	$87,013	$89,189	$91,418	$93,704	$96,047	$98,448	$100,909	$103,432	$106,017	$108,668	$111,385	$114,169	$117,023	$119,949	$122,948
220		Hourly	$41.2212	$42.2517	$43.3080	$44.3907	$45.5005	$46.6380	$47.8039	$48.9990	$50.2240	$51.4796	$52.7666	$54.0858	$55.4379	$56.8239	$58.2445	$59.7006
		Bi-weekly	$3,297.70	$3,380.14	$3,464.64	$3,551.26	$3,640.04	$3,731.04	$3,824.31	$3,919.92	$4,017.92	$4,118.37	$4,221.33	$4,326.86	$4,435.03	$4,545.91	$4,659.56	$4,776.05
		Monthly	$7,145	$7,324	$7,507	$7,694	$7,887	$8,084	$8,286	$8,493	$8,705	$8,923	$9,146	$9,375	$9,609	$9,849	$10,096	$10,348
		Annual	$85,740	$87,884	$90,081	$92,333	$94,641	$97,007	$99,432	$101,918	$104,466	$107,078	$109,755	$112,498	$115,311	$118,194	$121,148	$124,177
221		Hourly	$41.6334	$42.6742	$43.7411	$44.8346	$45.9555	$47.1044	$48.2820	$49.4890	$50.7263	$51.9944	$53.2943	$54.6266	$55.9923	$57.3921	$58.8269	$60.2976
		Bi-weekly	$3,330.67	$3,413.94	$3,499.29	$3,586.77	$3,676.44	$3,768.35	$3,862.56	$3,959.12	$4,058.10	$4,159.55	$4,263.54	$4,370.13	$4,479.38	$4,591.37	$4,706.15	$4,823.81
		Monthly	$7,216	$7,397	$7,582	$7,771	$7,966	$8,165	$8,369	$8,578	$8,793	$9,012	$9,238	$9,469	$9,705	$9,948	$10,197	$10,452
		Annual	$86,597	$88,762	$90,981	$93,256	$95,587	$97,977	$100,427	$102,937	$105,511	$108,148	$110,852	$113,623	$116,464	$119,376	$122,360	$125,419
222		Hourly	$42.0497	$43.1010	$44.1785	$45.2830	$46.4150	$47.5754	$48.7648	$49.9839	$51.2335	$52.5144	$53.8272	$55.1729	$56.5522	$57.9660	$59.4152	$60.9006
		Bi-weekly	$3,363.98	$3,448.08	$3,534.28	$3,622.64	$3,713.20	$3,806.03	$3,901.18	$3,998.71	$4,098.68	$4,201.15	$4,306.18	$4,413.83	$4,524.18	$4,637.28	$4,753.22	$4,872.05
		Monthly	$7,289	$7,471	$7,658	$7,849	$8,045	$8,246	$8,453	$8,664	$8,880	$9,102	$9,330	$9,563	$9,802	$10,047	$10,299	$10,556
		Annual	$87,463	$89,650	$91,891	$94,189	$96,543	$98,957	$101,431	$103,967	$106,566	$109,230	$111,961	$114,760	$117,629	$120,569	$123,584	$126,673
223		Hourly	$42.4702	$43.5320	$44.6203	$45.7358	$46.8792	$48.0512	$49.2524	$50.4838	$51.7459	$53.0395	$54.3655	$55.7246	$57.1177	$58.5457	$60.0093	$61.5096
		Bi-weekly	$3,397.62	$3,482.56	$3,569.62	$3,658.86	$3,750.34	$3,844.10	$3,940.19	$4,038.70	$4,139.67	$4,243.16	$4,349.24	$4,457.97	$4,569.42	$4,683.66	$4,800.74	$4,920.77
		Monthly	$7,362	$7,546	$7,734	$7,928	$8,126	$8,329	$8,537	$8,751	$8,969	$9,194	$9,423	$9,659	$9,900	$10,148	$10,402	$10,662
		Annual	$88,338	$90,547	$92,810	$95,130	$97,509	$99,946	$102,445	$105,006	$107,631	$110,322	$113,080	$115,907	$118,805	$121,775	$124,819	$127,940
224		Hourly	$42.8949	$43.9673	$45.0665	$46.1932	$47.3480	$48.5317	$49.7450	$50.9886	$52.2633	$53.5699	$54.9091	$56.2819	$57.6889	$59.1311	$60.6094	$62.1247
		Bi-weekly	$3,431.59	$3,517.38	$3,605.32	$3,695.46	$3,787.84	$3,882.54	$3,979.60	$4,079.09	$4,181.06	$4,285.59	$4,392.73	$4,502.55	$4,615.11	$4,730.49	$4,848.75	$4,969.98
		Monthly	$7,435	$7,621	$7,812	$8,007	$8,207	$8,412	$8,622	$8,838	$9,059	$9,285	$9,518	$9,756	$9,999	$10,249	$10,506	$10,768
		Annual	$89,221	$91,452	$93,738	$96,082	$98,484	$100,946	$103,470	$106,056	$108,708	$111,425	$114,211	$117,066	$119,993	$122,993	$126,068	$129,219

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
225		Hourly	$43.3239	$44.4070	$45.5172	$46.6551	$47.8215	$49.0170	$50.2424	$51.4985	$52.7859	$54.1056	$55.4582	$56.8447	$58.2658	$59.7224	$61.2155	$62.7459
		Bi-weekly	$3,465.91	$3,552.56	$3,641.38	$3,732.41	$3,825.72	$3,921.36	$4,019.39	$4,119.88	$4,222.87	$4,328.45	$4,436.66	$4,547.58	$4,661.26	$4,777.79	$4,897.24	$5,019.67
		Monthly	$7,509	$7,697	$7,890	$8,087	$8,289	$8,496	$8,709	$8,926	$9,150	$9,378	$9,613	$9,853	$10,099	$10,352	$10,611	$10,876
		Annual	$90,114	$92,367	$94,676	$97,043	$99,469	$101,955	$104,504	$107,117	$109,795	$112,540	$115,353	$118,237	$121,193	$124,223	$127,328	$130,511
226		Hourly	$43.7571	$44.8510	$45.9723	$47.1216	$48.2997	$49.5072	$50.7448	$52.0135	$53.3138	$54.6466	$56.0128	$57.4131	$58.8485	$60.3197	$61.8277	$63.3734
		Bi-weekly	$3,500.57	$3,588.08	$3,677.78	$3,769.73	$3,863.98	$3,960.58	$4,059.58	$4,161.08	$4,265.10	$4,371.73	$4,481.02	$4,593.05	$4,707.88	$4,825.58	$4,946.22	$5,069.87
		Monthly	$7,585	$7,774	$7,969	$8,168	$8,372	$8,581	$8,796	$9,016	$9,241	$9,472	$9,709	$9,952	$10,200	$10,455	$10,717	$10,985
		Annual	$91,015	$93,290	$95,622	$98,013	$100,463	$102,975	$105,549	$108,188	$110,893	$113,665	$116,507	$119,419	$122,405	$125,465	$128,602	$131,817
227		Hourly	$44.1947	$45.2996	$46.4320	$47.5928	$48.7827	$50.0022	$51.2523	$52.5336	$53.8469	$55.1931	$56.5729	$57.9873	$59.4369	$60.9229	$62.4459	$64.0071
		Bi-weekly	$3,535.58	$3,623.97	$3,714.56	$3,807.42	$3,902.62	$4,000.18	$4,100.18	$4,202.69	$4,307.75	$4,415.45	$4,525.83	$4,638.98	$4,754.95	$4,873.83	$4,995.67	$5,120.57
		Monthly	$7,660	$7,852	$8,048	$8,249	$8,456	$8,667	$8,884	$9,106	$9,333	$9,567	$9,806	$10,051	$10,302	$10,560	$10,824	$11,095
		Annual	$91,925	$94,223	$96,579	$98,993	$101,468	$104,005	$106,605	$109,270	$112,002	$114,802	$117,672	$120,614	$123,629	$126,720	$129,888	$133,135
228		Hourly	$44.6366	$45.7526	$46.8964	$48.0688	$49.2705	$50.5023	$51.7648	$53.0589	$54.3854	$55.7450	$57.1387	$58.5671	$60.0313	$61.5321	$63.0704	$64.6472
		Bi-weekly	$3,570.93	$3,660.21	$3,751.71	$3,845.50	$3,941.64	$4,040.18	$4,141.18	$4,244.71	$4,350.83	$4,459.60	$4,571.10	$4,685.37	$4,802.50	$4,922.57	$5,045.63	$5,171.78
		Monthly	$7,737	$7,930	$8,129	$8,332	$8,540	$8,754	$8,973	$9,197	$9,427	$9,662	$9,904	$10,152	$10,405	$10,666	$10,932	$11,206
		Annual	$92,844	$95,165	$97,544	$99,983	$102,483	$105,045	$107,671	$110,363	$113,122	$115,950	$118,848	$121,820	$124,865	$127,987	$131,186	$134,466
229	Dir. Adm Srvs Dir Comm Dev Dir Comm Srvs Dir Pub Wrks/Twn Eng	Hourly	$45.0830	$46.2101	$47.3653	$48.5495	$49.7632	$51.0073	$52.2825	$53.5895	$54.9293	$56.3025	$57.7101	$59.1528	$60.6316	$62.1474	$63.7011	$65.2936
		Bi-weekly	$3,606.64	$3,696.81	$3,789.22	$3,883.96	$3,981.06	$4,080.58	$4,182.60	$4,287.16	$4,394.34	$4,504.20	$4,616.81	$4,732.22	$4,850.53	$4,971.79	$5,096.09	$5,223.49
		Monthly	$7,814	$8,010	$8,210	$8,415	$8,626	$8,841	$9,062	$9,289	$9,521	$9,759	$10,003	$10,253	$10,509	$10,772	$11,042	$11,318
		Annual	$93,773	$96,117	$98,520	$100,983	$103,507	$106,095	$108,748	$111,466	$114,253	$117,109	$120,037	$123,038	$126,114	$129,267	$132,498	$135,811
230		Hourly	$45.5338	$46.6722	$47.8390	$49.0350	$50.2608	$51.5174	$52.8053	$54.1254	$55.4786	$56.8655	$58.2872	$59.7443	$61.2379	$62.7689	$64.3381	$65.9466
		Bi-weekly	$3,642.70	$3,733.78	$3,827.12	$3,922.80	$4,020.86	$4,121.39	$4,224.42	$4,330.03	$4,438.29	$4,549.24	$4,662.98	$4,779.54	$4,899.03	$5,021.51	$5,147.05	$5,275.73
		Monthly	$7,893	$8,090	$8,292	$8,499	$8,712	$8,930	$9,153	$9,382	$9,616	$9,857	$10,103	$10,356	$10,615	$10,880	$11,152	$11,431
		Annual	$94,710	$97,078	$99,505	$101,993	$104,543	$107,156	$109,835	$112,581	$115,395	$118,280	$121,237	$124,268	$127,375	$130,559	$133,823	$137,169
231		Hourly	$45.9892	$47.1389	$48.3174	$49.5253	$50.7634	$52.0325	$53.3333	$54.6667	$56.0333	$57.4342	$58.8700	$60.3418	$61.8503	$63.3966	$64.9815	$66.6060
		Bi-weekly	$3,679.14	$3,771.11	$3,865.39	$3,962.02	$4,061.07	$4,162.60	$4,266.66	$4,373.34	$4,482.66	$4,594.74	$4,709.60	$4,827.34	$4,948.02	$5,071.73	$5,198.52	$5,328.48
		Monthly	$7,971	$8,171	$8,375	$8,584	$8,799	$9,019	$9,244	$9,476	$9,712	$9,955	$10,204	$10,459	$10,721	$10,989	$11,263	$11,545
		Annual	$95,657	$98,049	$100,500	$103,013	$105,588	$108,228	$110,933	$113,707	$116,549	$119,463	$122,450	$125,511	$128,649	$131,865	$135,162	$138,541
232		Hourly	$46.4491	$47.6103	$48.8005	$50.0206	$51.2711	$52.5529	$53.8667	$55.2133	$56.5937	$58.0085	$59.4587	$60.9452	$62.4688	$64.0305	$65.6313	$67.2721
		Bi-weekly	$3,715.93	$3,808.82	$3,904.04	$4,001.65	$4,101.69	$4,204.23	$4,309.34	$4,417.06	$4,527.50	$4,640.68	$4,756.70	$4,875.62	$4,997.50	$5,122.44	$5,250.50	$5,381.77
		Monthly	$8,051	$8,252	$8,459	$8,670	$8,887	$9,109	$9,337	$9,570	$9,810	$10,055	$10,306	$10,564	$10,828	$11,099	$11,376	$11,660
		Annual	$96,614	$99,029	$101,505	$104,043	$106,644	$109,310	$112,043	$114,844	$117,715	$120,658	$123,674	$126,766	$129,935	$133,184	$136,513	$139,926
233		Hourly	$46.9136	$48.0864	$49.2886	$50.5208	$51.7838	$53.0784	$54.4053	$55.7655	$57.1596	$58.5886	$60.0533	$61.5547	$63.0935	$64.6709	$66.2876	$67.9448
		Bi-weekly	$3,753.09	$3,846.91	$3,943.09	$4,041.66	$4,142.70	$4,246.27	$4,352.42	$4,461.24	$4,572.77	$4,687.09	$4,804.26	$4,924.38	$5,047.48	$5,173.67	$5,303.01	$5,435.58
		Monthly	$8,132	$8,335	$8,543	$8,757	$8,976	$9,200	$9,430	$9,666	$9,908	$10,155	$10,409	$10,669	$10,936	$11,210	$11,490	$11,777
		Annual	$97,580	$100,020	$102,520	$105,083	$107,710	$110,403	$113,163	$115,992	$118,892	$121,864	$124,911	$128,034	$131,235	$134,515	$137,878	$141,325
234		Hourly	$47.3827	$48.5673	$49.7814	$51.0260	$52.3016	$53.6092	$54.9494	$56.3231	$57.7312	$59.1745	$60.6539	$62.1702	$63.7245	$65.3176	$66.9505	$68.6243
		Bi-weekly	$3,790.62	$3,885.38	$3,982.51	$4,082.08	$4,184.13	$4,288.74	$4,395.95	$4,505.85	$4,618.50	$4,733.96	$4,852.31	$4,973.62	$5,097.96	$5,225.41	$5,356.04	$5,489.94
		Monthly	$8,213	$8,418	$8,629	$8,845	$9,066	$9,292	$9,525	$9,763	$10,007	$10,257	$10,513	$10,776	$11,046	$11,322	$11,605	$11,895
		Annual	$98,556	$101,020	$103,545	$106,134	$108,787	$111,507	$114,295	$117,152	$120,081	$123,083	$126,160	$129,314	$132,547	$135,861	$139,257	$142,738

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
235		Hourly	$47.8565	$49.0529	$50.2793	$51.5362	$52.8246	$54.1453	$55.4989	$56.8864	$58.3085	$59.7662	$61.2604	$62.7919	$64.3617	$65.9707	$67.6200	$69.3105
		Bi-weekly	$3,828.52	$3,924.23	$4,022.34	$4,122.90	$4,225.97	$4,331.62	$4,439.91	$4,550.91	$4,664.68	$4,781.30	$4,900.83	$5,023.35	$5,148.94	$5,277.66	$5,409.60	$5,544.84
		Monthly	$8,295	$8,503	$8,715	$8,933	$9,156	$9,385	$9,620	$9,860	$10,107	$10,359	$10,618	$10,884	$11,156	$11,435	$11,721	$12,014
		Annual	$99,542	$102,030	$104,581	$107,195	$109,875	$112,622	$115,438	$118,324	$121,282	$124,314	$127,422	$130,607	$133,872	$137,219	$140,650	$144,166
236		Hourly	$48.3351	$49.5435	$50.7820	$52.0516	$53.3529	$54.6867	$56.0539	$57.4552	$58.8916	$60.3639	$61.8730	$63.4198	$65.0053	$66.6304	$68.2962	$70.0036
		Bi-weekly	$3,866.81	$3,963.48	$4,062.56	$4,164.13	$4,268.23	$4,374.94	$4,484.31	$4,596.42	$4,711.33	$4,829.11	$4,949.84	$5,073.58	$5,200.42	$5,330.43	$5,463.70	$5,600.29
		Monthly	$8,378	$8,588	$8,802	$9,022	$9,248	$9,479	$9,716	$9,959	$10,208	$10,463	$10,725	$10,993	$11,268	$11,549	$11,838	$12,134
		Annual	$100,537	$103,050	$105,627	$108,267	$110,974	$113,748	$116,592	$119,507	$122,495	$125,557	$128,696	$131,913	$135,211	$138,591	$142,056	$145,608
237		Hourly	$48.8184	$50.0389	$51.2899	$52.5721	$53.8864	$55.2336	$56.6144	$58.0298	$59.4805	$60.9675	$62.4917	$64.0540	$65.6554	$67.2968	$68.9792	$70.7036
		Bi-weekly	$3,905.47	$4,003.11	$4,103.19	$4,205.77	$4,310.91	$4,418.69	$4,529.15	$4,642.38	$4,758.44	$4,877.40	$4,999.34	$5,124.32	$5,252.43	$5,383.74	$5,518.34	$5,656.29
		Monthly	$8,462	$8,673	$8,890	$9,112	$9,340	$9,574	$9,813	$10,058	$10,310	$10,568	$10,832	$11,103	$11,380	$11,665	$11,956	$12,255
		Annual	$101,542	$104,081	$106,683	$109,350	$112,084	$114,886	$117,758	$120,702	$123,719	$126,812	$129,983	$133,232	$136,563	$139,977	$143,477	$147,064
238		Hourly	$49.3066	$50.5393	$51.8028	$53.0978	$54.4253	$55.7859	$57.1806	$58.6101	$60.0753	$61.5772	$63.1166	$64.6946	$66.3119	$67.9697	$69.6690	$71.4107
		Bi-weekly	$3,944.53	$4,043.14	$4,144.22	$4,247.82	$4,354.02	$4,462.87	$4,574.45	$4,688.81	$4,806.02	$4,926.18	$5,049.33	$5,175.57	$5,304.95	$5,437.58	$5,573.52	$5,712.86
		Monthly	$8,546	$8,760	$8,979	$9,204	$9,434	$9,670	$9,911	$10,159	$10,413	$10,673	$10,940	$11,214	$11,494	$11,781	$12,076	$12,378
		Annual	$102,558	$105,122	$107,750	$110,443	$113,205	$116,035	$118,936	$121,909	$124,957	$128,081	$131,283	$134,565	$137,929	$141,377	$144,911	$148,534
239	Dep Twn Mgr	Hourly	$49.7997	$51.0447	$52.3208	$53.6288	$54.9695	$56.3438	$57.7524	$59.1962	$60.6761	$62.1930	$63.7478	$65.3415	$66.9750	$68.6494	$70.3657	$72.1248
		Bi-weekly	$3,983.98	$4,083.58	$4,185.66	$4,290.30	$4,397.56	$4,507.50	$4,620.19	$4,735.70	$4,854.09	$4,975.44	$5,099.82	$5,227.32	$5,358.00	$5,491.95	$5,629.26	$5,769.98
		Monthly	$8,632	$8,848	$9,069	$9,296	$9,528	$9,766	$10,010	$10,261	$10,517	$10,780	$11,050	$11,326	$11,609	$11,899	$12,197	$12,502
		Annual	$103,583	$106,173	$108,827	$111,548	$114,337	$117,195	$120,125	$123,128	$126,206	$129,361	$132,595	$135,910	$139,308	$142,791	$146,361	$150,020
240		Hourly	$50.2977	$51.5551	$52.8440	$54.1651	$55.5192	$56.9072	$58.3299	$59.7881	$61.2828	$62.8149	$64.3853	$65.9949	$67.6448	$69.3359	$71.0693	$72.8460
		Bi-weekly	$4,023.82	$4,124.41	$4,227.52	$4,333.21	$4,441.54	$4,552.58	$4,666.39	$4,783.05	$4,902.62	$5,025.19	$5,150.82	$5,279.59	$5,411.58	$5,546.87	$5,685.54	$5,827.68
		Monthly	$8,718	$8,936	$9,160	$9,389	$9,623	$9,864	$10,111	$10,363	$10,622	$10,888	$11,160	$11,439	$11,725	$12,018	$12,319	$12,627
		Annual	$104,619	$107,235	$109,916	$112,663	$115,480	$118,367	$121,326	$124,359	$127,468	$130,655	$133,921	$137,269	$140,701	$144,219	$147,824	$151,520
241		Hourly	$50.8007	$52.0707	$53.3724	$54.7068	$56.0744	$57.4763	$58.9132	$60.3860	$61.8957	$63.4431	$65.0291	$66.6549	$68.3212	$70.0293	$71.7800	$73.5745
		Bi-weekly	$4,064.06	$4,165.66	$4,269.79	$4,376.54	$4,485.95	$4,598.10	$4,713.06	$4,830.88	$4,951.66	$5,075.45	$5,202.33	$5,332.39	$5,465.70	$5,602.34	$5,742.40	$5,885.96
		Monthly	$8,805	$9,026	$9,251	$9,483	$9,720	$9,963	$10,212	$10,467	$10,729	$10,997	$11,272	$11,554	$11,842	$12,138	$12,442	$12,753
		Annual	$105,665	$108,307	$111,015	$113,790	$116,635	$119,551	$122,539	$125,603	$128,743	$131,962	$135,261	$138,642	$142,108	$145,661	$149,302	$153,035
242		Hourly	$51.3087	$52.5914	$53.9062	$55.2538	$56.6352	$58.0510	$59.5023	$60.9899	$62.5146	$64.0775	$65.6794	$67.3214	$69.0045	$70.7296	$72.4978	$74.3102
		Bi-weekly	$4,104.70	$4,207.31	$4,312.50	$4,420.30	$4,530.82	$4,644.08	$4,760.18	$4,879.19	$5,001.17	$5,126.20	$5,254.35	$5,385.71	$5,520.36	$5,658.37	$5,799.82	$5,944.82
		Monthly	$8,894	$9,116	$9,344	$9,577	$9,817	$10,062	$10,314	$10,572	$10,836	$11,107	$11,384	$11,669	$11,961	$12,260	$12,566	$12,880
		Annual	$106,722	$109,390	$112,125	$114,928	$117,801	$120,746	$123,765	$126,859	$130,030	$133,281	$136,613	$140,029	$143,529	$147,117	$150,795	$154,565
243		Hourly	$51.8218	$53.1173	$54.4452	$55.8064	$57.2015	$58.6316	$60.0973	$61.5998	$63.1398	$64.7183	$66.3362	$67.9946	$69.6945	$71.4369	$73.2228	$75.0533
		Bi-weekly	$4,145.74	$4,249.38	$4,355.62	$4,464.51	$4,576.12	$4,690.53	$4,807.78	$4,927.98	$5,051.18	$5,177.46	$5,306.90	$5,439.57	$5,575.56	$5,714.95	$5,857.82	$6,004.26
		Monthly	$8,982	$9,207	$9,437	$9,673	$9,915	$10,163	$10,417	$10,677	$10,944	$11,218	$11,498	$11,786	$12,080	$12,382	$12,692	$13,009
		Annual	$107,789	$110,484	$113,246	$116,077	$118,979	$121,954	$125,002	$128,128	$131,331	$134,614	$137,979	$141,429	$144,965	$148,589	$152,303	$156,111
244		Hourly	$52.3400	$53.6485	$54.9897	$56.3644	$57.7735	$59.2179	$60.6983	$62.2158	$63.7712	$65.3654	$66.9996	$68.6746	$70.3914	$72.1512	$73.9550	$75.8039
		Bi-weekly	$4,187.20	$4,291.88	$4,399.18	$4,509.15	$4,621.88	$4,737.43	$4,855.86	$4,977.26	$5,101.70	$5,229.23	$5,359.97	$5,493.97	$5,631.31	$5,772.10	$5,916.40	$6,064.31
		Monthly	$9,072	$9,299	$9,532	$9,770	$10,014	$10,264	$10,521	$10,784	$11,054	$11,330	$11,613	$11,904	$12,201	$12,506	$12,819	$13,139
		Annual	$108,867	$111,589	$114,379	$117,238	$120,169	$123,173	$126,253	$129,409	$132,644	$135,960	$139,359	$142,843	$146,414	$150,075	$153,826	$157,672

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
245		Hourly	$52.8634	$54.1850	$55.5396	$56.9281	$58.3513	$59.8100	$61.3053	$62.8379	$64.4089	$66.0191	$67.6696	$69.3613	$71.0954	$72.8727	$74.6946	$76.5619
		Bi-weekly	$4,229.07	$4,334.80	$4,443.17	$4,554.25	$4,668.10	$4,784.80	$4,904.42	$5,027.03	$5,152.71	$5,281.53	$5,413.57	$5,548.90	$5,687.63	$5,829.82	$5,975.57	$6,124.95
		Monthly	$9,163	$9,392	$9,627	$9,868	$10,114	$10,367	$10,626	$10,892	$11,164	$11,443	$11,729	$12,023	$12,323	$12,631	$12,947	$13,271
		Annual	$109,956	$112,705	$115,522	$118,410	$121,371	$124,405	$127,515	$130,703	$133,970	$137,320	$140,753	$144,272	$147,878	$151,575	$155,365	$159,249
246		Hourly	$53.3920	$54.7268	$56.0950	$57.4973	$58.9348	$60.4082	$61.9184	$63.4663	$65.0530	$66.6793	$68.3463	$70.0549	$71.8063	$73.6015	$75.4415	$77.3275
		Bi-weekly	$4,271.36	$4,378.14	$4,487.60	$4,599.78	$4,714.78	$4,832.66	$4,953.47	$5,077.30	$5,204.24	$5,334.34	$5,467.70	$5,604.39	$5,744.50	$5,888.12	$6,035.32	$6,186.20
		Monthly	$9,255	$9,486	$9,723	$9,966	$10,215	$10,471	$10,733	$11,001	$11,276	$11,558	$11,847	$12,143	$12,446	$12,758	$13,077	$13,403
		Annual	$111,055	$113,832	$116,678	$119,594	$122,584	$125,649	$128,790	$132,010	$135,310	$138,693	$142,160	$145,714	$149,357	$153,091	$156,918	$160,841
247		Hourly	$53.9259	$55.2741	$56.6559	$58.0723	$59.5241	$61.0122	$62.5375	$64.1010	$65.7035	$67.3461	$69.0297	$70.7555	$72.5244	$74.3375	$76.1959	$78.1008
		Bi-weekly	$4,314.07	$4,421.93	$4,532.47	$4,645.78	$4,761.93	$4,880.98	$5,003.00	$5,128.08	$5,256.28	$5,387.69	$5,522.38	$5,660.44	$5,801.95	$5,947.00	$6,095.67	$6,248.06
		Monthly	$9,347	$9,581	$9,820	$10,066	$10,318	$10,575	$10,840	$11,111	$11,389	$11,673	$11,965	$12,264	$12,571	$12,885	$13,207	$13,537
		Annual	$112,166	$114,970	$117,844	$120,790	$123,810	$126,905	$130,078	$133,330	$136,663	$140,080	$143,582	$147,171	$150,851	$154,622	$158,488	$162,450
248		Hourly	$54.4652	$55.8268	$57.2225	$58.6530	$60.1194	$61.6224	$63.1629	$64.7420	$66.3605	$68.0195	$69.7200	$71.4630	$73.2496	$75.0809	$76.9579	$78.8818
		Bi-weekly	$4,357.22	$4,466.14	$4,577.80	$4,692.24	$4,809.55	$4,929.79	$5,053.03	$5,179.36	$5,308.84	$5,441.56	$5,577.60	$5,717.04	$5,859.97	$6,006.47	$6,156.63	$6,310.54
		Monthly	$9,441	$9,677	$9,919	$10,167	$10,421	$10,681	$10,948	$11,222	$11,502	$11,790	$12,085	$12,387	$12,697	$13,014	$13,339	$13,673
		Annual	$113,288	$116,120	$119,023	$121,998	$125,048	$128,174	$131,379	$134,663	$138,030	$141,481	$145,018	$148,643	$152,359	$156,168	$160,072	$164,074
249		Hourly	$55.0098	$56.3851	$57.7947	$59.2396	$60.7206	$62.2386	$63.7945	$65.3894	$67.0241	$68.6997	$70.4172	$72.1777	$73.9821	$75.8317	$77.7275	$79.6706
		Bi-weekly	$4,400.78	$4,510.81	$4,623.58	$4,739.17	$4,857.65	$4,979.09	$5,103.56	$5,231.15	$5,361.93	$5,495.98	$5,633.38	$5,774.22	$5,918.57	$6,066.54	$6,218.20	$6,373.65
		Monthly	$9,535	$9,773	$10,018	$10,268	$10,525	$10,788	$11,058	$11,334	$11,618	$11,908	$12,206	$12,511	$12,824	$13,144	$13,473	$13,810
		Annual	$114,420	$117,281	$120,213	$123,218	$126,299	$129,456	$132,693	$136,010	$139,410	$142,895	$146,468	$150,130	$153,883	$157,730	$161,673	$165,715
250		Hourly	$55.5599	$56.9489	$58.3727	$59.8320	$61.3278	$62.8610	$64.4325	$66.0433	$67.6944	$69.3867	$71.1214	$72.8994	$74.7219	$76.5900	$78.5047	$80.4673
		Bi-weekly	$4,444.79	$4,555.91	$4,669.82	$4,786.56	$4,906.22	$5,028.88	$5,154.60	$5,283.46	$5,415.55	$5,550.94	$5,689.71	$5,831.95	$5,977.75	$6,127.20	$6,280.38	$6,437.38
		Monthly	$9,630	$9,871	$10,118	$10,371	$10,630	$10,896	$11,168	$11,448	$11,734	$12,027	$12,328	$12,636	$12,952	$13,276	$13,607	$13,948
		Annual	$115,565	$118,454	$121,415	$124,450	$127,562	$130,751	$134,020	$137,370	$140,804	$144,324	$147,933	$151,631	$155,422	$159,307	$163,290	$167,372
251		Hourly	$56.1155	$57.5184	$58.9564	$60.4303	$61.9410	$63.4896	$65.0768	$66.7037	$68.3713	$70.0806	$71.8326	$73.6284	$75.4692	$77.3559	$79.2898	$81.2720
		Bi-weekly	$4,489.24	$4,601.47	$4,716.51	$4,834.42	$4,955.28	$5,079.17	$5,206.14	$5,336.30	$5,469.70	$5,606.45	$5,746.61	$5,890.27	$6,037.54	$6,188.47	$6,343.18	$6,501.76
		Monthly	$9,727	$9,970	$10,219	$10,475	$10,736	$11,005	$11,280	$11,562	$11,851	$12,147	$12,451	$12,762	$13,081	$13,408	$13,744	$14,087
		Annual	$116,720	$119,638	$122,629	$125,695	$128,837	$132,058	$135,360	$138,744	$142,212	$145,768	$149,412	$153,147	$156,976	$160,900	$164,923	$169,046
252		Hourly	$56.6767	$58.0936	$59.5459	$61.0346	$62.5605	$64.1245	$65.7276	$67.3708	$69.0550	$70.7814	$72.5510	$74.3647	$76.2238	$78.1294	$80.0827	$82.0847
		Bi-weekly	$4,534.14	$4,647.49	$4,763.67	$4,882.77	$5,004.84	$5,129.96	$5,258.21	$5,389.66	$5,524.40	$5,662.51	$5,804.08	$5,949.18	$6,097.90	$6,250.35	$6,406.62	$6,566.78
		Monthly	$9,824	$10,070	$10,321	$10,579	$10,844	$11,115	$11,393	$11,678	$11,970	$12,269	$12,575	$12,890	$13,212	$13,542	$13,881	$14,228
		Annual	$117,888	$120,835	$123,856	$126,952	$130,126	$133,379	$136,713	$140,131	$143,634	$147,225	$150,906	$154,679	$158,546	$162,509	$166,572	$170,736
253		Hourly	$57.2435	$58.6745	$60.1414	$61.6449	$63.1861	$64.7657	$66.3849	$68.0445	$69.7456	$71.4892	$73.2765	$75.1084	$76.9861	$78.9107	$80.8835	$82.9056
		Bi-weekly	$4,579.48	$4,693.96	$4,811.31	$4,931.59	$5,054.89	$5,181.26	$5,310.79	$5,443.56	$5,579.65	$5,719.14	$5,862.12	$6,008.67	$6,158.89	$6,312.86	$6,470.68	$6,632.45
		Monthly	$9,922	$10,170	$10,425	$10,685	$10,952	$11,226	$11,507	$11,794	$12,089	$12,391	$12,701	$13,019	$13,344	$13,678	$14,020	$14,370
		Annual	$119,066	$122,043	$125,094	$128,221	$131,427	$134,713	$138,081	$141,533	$145,071	$148,698	$152,415	$156,225	$160,131	$164,134	$168,238	$172,444
254		Hourly	$57.8159	$59.2613	$60.7428	$62.2614	$63.8179	$65.4134	$67.0487	$68.7249	$70.4430	$72.2041	$74.0092	$75.8595	$77.7559	$79.6998	$81.6923	$83.7346
		Bi-weekly	$4,625.27	$4,740.90	$4,859.42	$4,980.91	$5,105.43	$5,233.07	$5,363.90	$5,497.99	$5,635.44	$5,776.33	$5,920.74	$6,068.76	$6,220.47	$6,375.98	$6,535.38	$6,698.77
		Monthly	$10,021	$10,272	$10,529	$10,792	$11,062	$11,338	$11,622	$11,912	$12,210	$12,515	$12,828	$13,149	$13,478	$13,815	$14,160	$14,514
		Annual	$120,257	$123,263	$126,345	$129,504	$132,741	$136,060	$139,461	$142,948	$146,522	$150,185	$153,939	$157,788	$161,732	$165,776	$169,920	$174,168

Range	Title	Pay Period	Step A	Step B	Step C	Step D	Step E	Step F	Step G	Step H	Step I	Step J	Step K	Step L	Step M	Step M-1	Step M-2	Step M-3
255		Hourly	$58.3940	$59.8539	$61.3502	$62.8840	$64.4561	$66.0675	$67.7192	$69.4122	$71.1475	$72.9262	$74.7493	$76.6181	$78.5335	$80.4968	$82.5093	$84.5720
		Bi-weekly	$4,671.52	$4,788.31	$4,908.02	$5,030.72	$5,156.49	$5,285.40	$5,417.54	$5,552.98	$5,691.80	$5,834.10	$5,979.94	$6,129.45	$6,282.68	$6,439.74	$6,600.74	$6,765.76
		Monthly	$10,122	$10,375	$10,634	$10,900	$11,172	$11,452	$11,738	$12,031	$12,332	$12,641	$12,957	$13,280	$13,612	$13,953	$14,302	$14,659
		Annual	$121,460	$124,496	$127,609	$130,799	$134,069	$137,420	$140,856	$144,377	$147,987	$151,686	$155,479	$159,366	$163,350	$167,433	$171,619	$175,910
256		Hourly	$58.9780	$60.4524	$61.9637	$63.5128	$65.1007	$66.7282	$68.3964	$70.1063	$71.8590	$73.6554	$75.4968	$77.3842	$79.3188	$81.3018	$83.3344	$85.4177
		Bi-weekly	$4,718.24	$4,836.19	$4,957.10	$5,081.02	$5,208.06	$5,338.26	$5,471.71	$5,608.50	$5,748.72	$5,892.43	$6,039.74	$6,190.74	$6,345.50	$6,504.14	$6,666.75	$6,833.42
		Monthly	$10,223	$10,478	$10,740	$11,009	$11,284	$11,566	$11,855	$12,152	$12,456	$12,767	$13,086	$13,413	$13,749	$14,092	$14,445	$14,806
		Annual	$122,674	$125,741	$128,885	$132,107	$135,409	$138,795	$142,264	$145,821	$149,467	$153,203	$157,033	$160,959	$164,983	$169,108	$173,335	$177,669
257		Hourly	$59.5678	$61.0570	$62.5834	$64.1480	$65.7517	$67.3955	$69.0803	$70.8074	$72.5775	$74.3920	$76.2518	$78.1581	$80.1120	$82.1148	$84.1677	$86.2719
		Bi-weekly	$4,765.42	$4,884.56	$5,006.67	$5,131.84	$5,260.14	$5,391.64	$5,526.42	$5,664.59	$5,806.20	$5,951.36	$6,100.14	$6,252.65	$6,408.96	$6,569.18	$6,733.42	$6,901.75
		Monthly	$10,325	$10,583	$10,848	$11,119	$11,397	$11,682	$11,974	$12,273	$12,580	$12,895	$13,217	$13,547	$13,886	$14,233	$14,589	$14,954
		Annual	$123,901	$126,998	$130,173	$133,428	$136,763	$140,183	$143,687	$147,279	$150,961	$154,735	$158,604	$162,569	$166,633	$170,799	$175,069	$179,446
258		Hourly	$60.1634	$61.6675	$63.2092	$64.7895	$66.4092	$68.0694	$69.7712	$71.5154	$73.3033	$75.1359	$77.0143	$78.9397	$80.9131	$82.9360	$85.0094	$87.1346
		Bi-weekly	$4,813.07	$4,933.40	$5,056.74	$5,183.16	$5,312.74	$5,445.55	$5,581.70	$5,721.23	$5,864.26	$6,010.87	$6,161.14	$6,315.18	$6,473.05	$6,634.88	$6,800.75	$6,970.77
		Monthly	$10,428	$10,689	$10,956	$11,230	$11,511	$11,799	$12,094	$12,396	$12,706	$13,024	$13,349	$13,683	$14,025	$14,376	$14,735	$15,103
		Annual	$125,140	$128,268	$131,475	$134,762	$138,131	$141,584	$145,124	$148,752	$152,471	$156,283	$160,190	$164,194	$168,299	$172,507	$176,819	$181,240
259		Hourly	$60.7651	$62.2842	$63.8413	$65.4373	$67.0733	$68.7501	$70.4689	$72.2306	$74.0363	$75.8873	$77.7844	$79.7291	$81.7223	$83.7653	$85.8595	$88.0060
		Bi-weekly	$4,861.21	$4,982.74	$5,107.30	$5,234.98	$5,365.86	$5,500.01	$5,637.51	$5,778.45	$5,922.90	$6,070.98	$6,222.75	$6,378.33	$6,537.78	$6,701.22	$6,868.76	$7,040.48
		Monthly	$10,533	$10,796	$11,066	$11,342	$11,626	$11,917	$12,215	$12,520	$12,833	$13,154	$13,483	$13,820	$14,165	$14,519	$14,882	$15,254
		Annual	$126,391	$129,551	$132,790	$136,110	$139,512	$143,000	$146,575	$150,240	$153,996	$157,845	$161,792	$165,836	$169,982	$174,232	$178,588	$183,052
260		Hourly	$61.3727	$62.9070	$64.4797	$66.0917	$67.7440	$69.4376	$71.1736	$72.9529	$74.7767	$76.6461	$78.5623	$80.5263	$82.5395	$84.6030	$86.7181	$88.8860
		Bi-weekly	$4,909.82	$5,032.56	$5,158.38	$5,287.34	$5,419.52	$5,555.01	$5,693.89	$5,836.23	$5,982.14	$6,131.69	$6,284.98	$6,442.10	$6,603.16	$6,768.24	$6,937.45	$7,110.88
		Monthly	$10,638	$10,904	$11,176	$11,456	$11,742	$12,036	$12,337	$12,645	$12,961	$13,285	$13,617	$13,958	$14,307	$14,665	$15,031	$15,407
		Annual	$127,655	$130,847	$134,118	$137,471	$140,908	$144,430	$148,041	$151,742	$155,536	$159,424	$163,410	$167,495	$171,682	$175,974	$180,374	$184,883
261		Hourly	$61.9865	$63.5361	$65.1245	$66.7526	$68.4215	$70.1320	$71.8853	$73.6824	$75.5245	$77.4126	$79.3479	$81.3316	$83.3649	$85.4490	$87.5852	$89.7749
		Bi-weekly	$4,958.92	$5,082.89	$5,209.96	$5,340.21	$5,473.72	$5,610.56	$5,750.82	$5,894.59	$6,041.96	$6,193.01	$6,347.83	$6,506.53	$6,669.19	$6,835.92	$7,006.82	$7,181.99
		Monthly	$10,744	$11,013	$11,288	$11,570	$11,860	$12,156	$12,460	$12,772	$13,091	$13,418	$13,754	$14,097	$14,450	$14,811	$15,181	$15,561
		Annual	$128,932	$132,155	$135,459	$138,845	$142,317	$145,875	$149,521	$153,259	$157,091	$161,018	$165,044	$169,170	$173,399	$177,734	$182,177	$186,732
262		Hourly	$62.6063	$64.1715	$65.7758	$67.4202	$69.1057	$70.8333	$72.6041	$74.4192	$76.2797	$78.1867	$80.1414	$82.1449	$84.1985	$86.3035	$88.4611	$90.6726
		Bi-weekly	$5,008.50	$5,133.72	$5,262.06	$5,393.62	$5,528.46	$5,666.66	$5,808.33	$5,953.54	$6,102.38	$6,254.94	$6,411.31	$6,571.59	$6,735.88	$6,904.28	$7,076.89	$7,253.81
		Monthly	$10,852	$11,123	$11,401	$11,686	$11,978	$12,278	$12,585	$12,899	$13,222	$13,552	$13,891	$14,238	$14,594	$14,959	$15,333	$15,717
		Annual	$130,221	$133,477	$136,814	$140,234	$143,740	$147,333	$151,017	$154,792	$158,662	$162,628	$166,694	$170,861	$175,133	$179,511	$183,999	$188,599
263		Hourly	$63.2324	$64.8132	$66.4335	$68.0944	$69.7967	$71.5416	$73.3302	$75.1634	$77.0425	$78.9686	$80.9428	$82.9664	$85.0405	$87.1665	$89.3457	$91.5793
		Bi-weekly	$5,058.59	$5,185.06	$5,314.68	$5,447.55	$5,583.74	$5,723.33	$5,866.42	$6,013.07	$6,163.40	$6,317.49	$6,475.42	$6,637.31	$6,803.24	$6,973.32	$7,147.66	$7,326.34
		Monthly	$10,960	$11,234	$11,515	$11,803	$12,098	$12,401	$12,711	$13,028	$13,354	$13,688	$14,030	$14,381	$14,740	$15,109	$15,487	$15,874
		Annual	$131,523	$134,811	$138,182	$141,636	$145,177	$148,807	$152,527	$156,340	$160,248	$164,255	$168,361	$172,570	$176,884	$181,306	$185,839	$190,485
264		Hourly	$63.8647	$65.4613	$67.0979	$68.7753	$70.4947	$72.2571	$74.0635	$75.9151	$77.8129	$79.7583	$81.7522	$83.7960	$85.8909	$88.0382	$90.2392	$92.4951
		Bi-weekly	$5,109.18	$5,236.90	$5,367.83	$5,502.02	$5,639.58	$5,780.57	$5,925.08	$6,073.21	$6,225.03	$6,380.66	$6,540.18	$6,703.68	$6,871.27	$7,043.06	$7,219.14	$7,399.61
		Monthly	$11,070	$11,347	$11,630	$11,921	$12,219	$12,525	$12,838	$13,159	$13,488	$13,825	$14,170	$14,525	$14,888	$15,260	$15,641	$16,032
		Annual	$132,839	$136,160	$139,564	$143,053	$146,629	$150,295	$154,052	$157,903	$161,851	$165,897	$170,045	$174,296	$178,653	$183,119	$187,697	$192,390
265		Hourly	$64.5034	$66.1159	$67.7688	$69.4631	$71.1996	$72.9796	$74.8041	$76.6742	$78.5911	$80.5559	$82.5698	$84.6340	$86.7498	$88.9186	$91.1416	$93.4201
		Bi-weekly	$5,160.27	$5,289.27	$5,421.50	$5,557.05	$5,695.97	$5,838.37	$5,984.33	$6,133.94	$6,287.29	$6,444.47	$6,605.58	$6,770.72	$6,939.98	$7,113.49	$7,291.33	$7,473.61
		Monthly	$11,181	$11,460	$11,747	$12,040	$12,341	$12,650	$12,966	$13,290	$13,622	$13,963	$14,312	$14,670	$15,037	$15,413	$15,798	$16,193
		Annual	$134,167	$137,521	$140,959	$144,483	$148,095	$151,798	$155,593	$159,482	$163,469	$167,556	$171,745	$176,039	$180,440	$184,951	$189,574	$194,314

Town of Yucca Valley

Operating Budget

FY 2011-12

Glossary

Acronyms

Glossary of Finance and Budget Terms

AB2928 – A State of California Assembly Bill entitled "Traffic Congestion Relief Act" that provides funding for street and highway pavement maintenance, rehabilitation, and reconstruction of necessary associated facilities.

Accounting System – The collective set of records and procedures used to record, classify and report information on the financial status and operations of the Town.

Accounts Payable – A short-term liability account reflecting amounts owed by the Town to external entities for goods and services furnished.

Accounts Receivable – An asset account reflecting amounts due to the Town from private persons or organizations for goods and services furnished by a government.

Adopted Budget – The title of the budget following its formal adoption by resolution of the Town Council.

Amended Budget – The title of the budget version that includes all amendments to the Adopted Budget approved by Council throughout the fiscal year.

Appropriation – A legislative act by the Town Council authorizing the expenditure of a designated amount of public funds for a specific purpose.

Assessed Valuation – A valuation set upon real estate or other property by a government as a basis for levying taxes.

Audit – An examination of Town records and accounts by an external source to check their validity and accuracy.

Benefits – Those benefits paid by the Town as conditions of employment. Examples include insurance and retirement benefits.

Bond – A certificate of debt issued by a government or corporation guaranteeing payment of the original investment plus interest by a specified future date.

Budget – A spending plan and policy guide comprised of an itemized summary of the Town's probable expenditures and revenues for a given fiscal year.

CALPERS – Public Employees Retirement System provides retirement benefits for the employees of Public Agencies in the State of California.

Capital Expenditures – Expenditures related to the acquisition, replacement, or improvement of a section of the Town's infrastructure.

Capital Improvement Program – The long-range construction plan designed to foresee and address the Town's future capital needs.

Capital Project – Any major construction, acquisition, or renovation that increases the useful life of the Town's physical assets or adds to their value.

Carryover – An unspent appropriation of one fiscal period re-authorized for a subsequent period.

Community Development Block Grants (CDBG) – Federal funds distributed from the U.S. Department of Housing and Urban Development that are passed through to the Town's CDBG 9special revenue) fund. The Town primarily uses these funds for public improvements and local social programs.

Citizens' Option for Public Safety (COPS) – A state funded program that provides supplemental funding to local jurisdictions for front-line municipal police services.

Comprehensive Annual Financial Report (CAFR) – The official financial report of the Town. It includes an audit opinion as well as basic financial statements and supporting schedules necessary to demonstrate compliance with finance-related legal and contractual provisions.

COBRA – Congress passed the landmark Consolidated Omnibus Budget Reconciliation Act (COBRA) health benefit provisions in 1986. The law amends the Employee Retirement Income Security Act (ERISA), the Internal Revenue Code and the Public health services Act to provide continuation of group health coverage that otherwise would be terminated.

Debt Service – Payment of interest and repayment of principal to holders of the Town's various debt instruments.

Depreciation – The expense incurred with the expiration of a capital asset.

Direct Costs – Operational expenditures exclusive to a specific service or program.

Discretionary Revenue – Revenues that are generated by general or specific taxing authority such as Property or Sales Taxes.

Encumbrance – The designation of appropriated funds to buy an item or service.

Expenditures – Decreases in net financial resources. Expenditures include current operating expenses requiring the present or future use of net current assets, debt service and capital outlays, and intergovernmental grants entitlement and shared revenues.

Fiscal – Of, or pertaining to the finances of the Town.

Fiscal Year – The twelve-month period beginning July 1st and ending June 30th of the subsequent calendar year.

Fixed Assets – Assets of a long-term character which are intended to be held or used, such as land, buildings, machinery, furniture, and other equipment.

Full-time Equivalent Positions – The conversion of a part-time, temporary, or volunteer positions to a decimal equivalent of a full-time position based on an annual amount of 2,080 hours worked.

Fund Accounting – System, particularly used by governments. Since there is no profit motive, accountability is measured instead of profitability. The main purpose is stewardship of financial resources received and expended in compliance with legal requirements.

Generally Accepted Accounting Principles – A uniform set of minimum standards for external financial accounting and reporting.

Gann Appropriation Limit – A State of California mandated appropriation limit imposed on local jurisdictions.

General Fund – *See* Operating Budget.

General Plan – The fundamental policy document that guides the Town's future growth and development.

General Revenue – *See* Discretionary Revenues.

Governmental Accounting Standards Board (GASB) – The authoritative accounting and financial reporting standard-setting body for government entities.

Grants – A contribution by a government or other organization to provide funding for a specific project. Grants can either be classified as capital projects or operational, depending on the grantee.

Indirect Cost – Costs that are essential to the operation of the Town but not exclusive to any specific service or program. Indirect costs are primarily associated with support departments such as Town Clerk, Town Attorney, Administration, IT, Human Resources, and Finance.

Infrastructure – Basic physical assets such as buildings, streets, sewers, and parks.

Interest Expense – Interest costs paid by the Town on loans and bonds.

Levy – The total amount of taxes, special assessments, or service charges imposed by a government.

Liability – Debt or other legal obligations arising out of past transactions that will be liquidated, renewed, or refunded at some future date.

Municipal Code – A collection of ordinances approved by the Town Council.

Operating Budget – Costs associated with the on-going, day-to-day operation of the Town.

Ordinance – A formal legislative enactment by the Town Council.

Other Expenditures – All budgeted expenditures that do not fall into one of the three primary expenditure categories: Personnel, Supplies and Services, and Capital.

Personnel Services Expenditures – Salaries, wages, and benefits paid for services performed by Town employees.

Program Revenue – Revenues generated by a given activity.

Proposed Budget – The title of the budget prior to its formal adoption by resolution of the Town Council.

Redevelopment Agency (RDA) – Purpose of the Yucca Valley Redevelopment Agency is to eliminate urban blight in the Town of Yucca Valley. Agency is a component unit of the Town of Yucca Valley; it is controlled by the Town, which appoints Agency's Board of Directors. Town employees perform all the duties and functions required of the Agency.

Reserves – The portion of the General Fund balance set aside for contingencies.

Resolution – A special order of the Town Council that requires less legal formality than an Ordinance.

Spending Plan – A preliminary budget approved by Council contingent upon subsequent adoption of appropriations.

Supplies and Services Expenditures – Expenditures for supplies required for the daily operation of the Town and for contractual and professional services.

Yield – The rate of return on an investment based on the price paid.

List Of Acronyms

ADA	Americans with Disabilities Act
CAFR	Comprehensive Annual Financial Report
CALTRANS	California Department of Transportation
CEQA	California Environmental Quality Act
CDBG	Community Development Block Grant
CHP	California Highway Patrol
CIP	Capital Improvement Plan/Project/Program
CMAQ	Congestion Mitigation and Air Quality
CMP	Congestion Management Program
CNG	Compressed Natural Gas
COP	Certificates of Participation
COP	Community Oriented Policing
CPI	Consumer Price Index
ED	Economic Development
EECBG	Energy Efficiency and Conservation Block Grant
EIR	Environmental Impact Report (pursuant to CEQA)
FTE	Full Time Equivalent
FY	Fiscal Year
GAAP	Generally Accepted Accounting Procedures
GASB	Governmental Accounting Standards Board
GFOA	Government Finance Officers of America
HSIP	Highway Safety Improvement Program
IEEP	Inland Empire Economic Partnership
IIPP	Injury and Illness Prevention Plan
IRC	Internal Revenue Code
JPA	Joint Powers Authority
LAIF	Local Agency Investment Fund
LLEGB	Local Law Enforcement Block Grant
LTF	Local Transportation Fund
MBTA	Morongo Basin Transit Authority
MBYSA	Morongo Basin Youth Soccer Association
MDAQMD	Mojave Desert Air Quality Management District
MOU	Memorandum of Understanding
MUSD	Morongo Unified School District
PARSAC	Public Agency Risk Sharing Authority of California
PERS	California Public Employees Retirement System
PPA	Prior Period Adjustment

List Of Acronyms

RDA	Redevelopment Agency
RFP	Request for Proposal
RSA	Regional Statistical Area
RTP	Regional Transportation Plan
SANBAG	San Bernardino Associated Governments
SCAG	Southern California Association of Governments
STIP	State Transportation Improvement Plan
STP	Surface Transportation Program
TEA-21	Transportation Enhancement Act for the 21st Century
TOT	Transient Occupancy Tax