

Exhibit C

Pay Scales – Non-Union (2.50% COLA)

Approved FY2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N01	31,765	33,353	35,021	36,772	37,875	39,011	40,181	41,386	42,628
Hourly	15.272	16.035	16.837	17.679	18.209	18.755	19.318	19.897	20.494
Bi-Weekly	1,221.73	1,282.81	1,346.96	1,414.31	1,456.73	1,500.42	1,545.42	1,591.77	1,639.54
N02	33,671	35,355	37,123	38,979	40,148	41,352	42,593	43,871	45,187
Hourly	16.188	16.998	17.848	18.740	19.302	19.881	20.477	21.092	21.725
Bi-Weekly	1,295.04	1,359.81	1,427.81	1,499.19	1,544.15	1,590.46	1,638.19	1,687.35	1,737.96
N03	35,692	37,477	39,351	41,319	42,559	43,836	45,151	46,506	47,901
Hourly	17.160	18.018	18.919	19.865	20.461	21.075	21.707	22.359	23.029
Bi-Weekly	1,372.77	1,441.42	1,513.50	1,589.19	1,636.88	1,686.00	1,736.58	1,788.69	1,842.35
N04	37,833	39,725	41,711	43,797	45,111	46,464	47,858	49,294	50,773
Hourly	18.189	19.099	20.053	21.056	21.688	22.338	23.009	23.699	24.410
Bi-Weekly	1,455.12	1,527.88	1,604.27	1,684.50	1,735.04	1,787.08	1,840.69	1,895.92	1,952.81
N05	40,102	42,107	44,212	46,423	47,816	49,250	50,728	52,250	53,818
Hourly	19.280	20.244	21.256	22.319	22.988	23.678	24.388	25.120	25.874
Bi-Weekly	1,542.38	1,619.50	1,700.46	1,785.50	1,839.08	1,894.23	1,951.08	2,009.62	2,069.92
N06	42,509	44,634	46,866	49,209	50,685	52,206	53,772	55,385	57,047
Hourly	20.437	21.459	22.532	23.658	24.368	25.099	25.852	26.627	27.426
Bi-Weekly	1,634.96	1,716.69	1,802.54	1,892.65	1,949.42	2,007.92	2,068.15	2,130.19	2,194.12
N07	45,059	47,312	49,678	52,162	53,727	55,339	56,999	58,709	60,470
Hourly	21.663	22.746	23.884	25.078	25.830	26.605	27.403	28.225	29.072
Bi-Weekly	1,733.04	1,819.69	1,910.69	2,006.23	2,066.42	2,128.42	2,192.27	2,258.04	2,325.77
N08	47,763	50,151	52,659	55,292	56,951	58,660	60,420	62,233	64,100
Hourly	22.963	24.111	25.317	26.583	27.380	28.202	29.048	29.920	30.817
Bi-Weekly	1,837.04	1,928.88	2,025.35	2,126.62	2,190.42	2,256.15	2,323.85	2,393.58	2,465.38
N09	50,629	53,160	55,818	58,609	60,367	62,178	64,043	65,964	67,943
Hourly	24.341	25.558	26.836	28.177	29.023	29.893	30.790	31.713	32.665
Bi-Weekly	1,947.27	2,044.62	2,146.85	2,254.19	2,321.81	2,391.46	2,463.19	2,537.08	2,613.19
N10	53,666	56,349	59,166	62,124	63,988	65,908	67,885	69,922	72,020
Hourly	25.801	27.091	28.445	29.867	30.763	31.687	32.637	33.616	34.625
Bi-Weekly	2,064.08	2,167.27	2,275.62	2,389.38	2,461.08	2,534.92	2,610.96	2,689.31	2,770.00
N11	56,886	59,730	62,717	65,853	67,829	69,864	71,960	74,119	76,343
Hourly	27.349	28.716	30.152	31.660	32.610	33.588	34.596	35.634	36.703
Bi-Weekly	2,187.92	2,297.31	2,412.19	2,532.81	2,608.81	2,687.08	2,767.69	2,850.73	2,936.27
N12	60,300	63,315	66,481	69,805	71,899	74,056	76,278	78,566	80,923
Hourly	28.990	30.440	31.962	33.560	34.567	35.604	36.672	37.772	38.905
Bi-Weekly	2,319.23	2,435.19	2,556.96	2,684.81	2,765.35	2,848.31	2,933.77	3,021.77	3,112.42
N13	63,917	67,113	70,469	73,992	76,212	78,498	80,853	83,279	85,777
Hourly	30.729	32.266	33.879	35.573	36.640	37.739	38.872	40.038	41.239
Bi-Weekly	2,458.35	2,581.27	2,710.35	2,845.85	2,931.23	3,019.15	3,109.73	3,203.04	3,299.12
N14	67,753	71,141	74,698	78,433	80,786	83,210	85,706	88,277	90,925
Hourly	32.574	34.202	35.913	37.708	38.839	40.005	41.205	42.441	43.714
Bi-Weekly	2,605.88	2,736.19	2,873.00	3,016.65	3,107.15	3,200.38	3,296.38	3,395.27	3,497.12
N15	71,818	75,409	79,179	83,138	85,632	88,201	90,847	93,572	96,379
Hourly	34.528	36.254	38.067	39.970	41.169	42.404	43.676	44.987	46.336
Bi-Weekly	2,762.23	2,900.35	3,045.35	3,197.62	3,293.54	3,392.35	3,494.12	3,598.92	3,706.88
N16	76,127	79,933	83,930	88,127	90,771	93,494	96,299	99,188	102,164
Hourly	36.600	38.429	40.351	42.369	43.640	44.949	46.298	47.687	49.117
Bi-Weekly	2,927.96	3,074.35	3,228.08	3,389.50	3,491.19	3,595.92	3,703.81	3,814.92	3,929.38

Exhibit C

Pay Scales – Non-Union (continued)

Approved FY2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N17	80,694	84,729	88,965	93,413	96,215	99,101	102,074	105,136	108,290
Hourly	38.795	40.735	42.772	44.910	46.257	47.645	49.074	50.546	52.063
Bi-Weekly	3,103.62	3,258.81	3,421.73	3,592.81	3,700.58	3,811.58	3,925.92	4,043.69	4,165.00
N18	85,536	89,813	94,304	99,019	101,990	105,050	108,202	111,448	114,791
Hourly	41.123	43.179	45.338	47.605	49.034	50.505	52.020	53.581	55.188
Bi-Weekly	3,289.85	3,454.35	3,627.08	3,808.42	3,922.69	4,040.38	4,161.62	4,286.46	4,415.04
N19	90,667	95,200	99,960	104,958	108,107	111,350	114,691	118,132	121,676
Hourly	43.590	45.769	48.058	50.461	51.975	53.534	55.140	56.794	58.498
Bi-Weekly	3,487.19	3,661.54	3,844.62	4,036.85	4,157.96	4,282.69	4,411.19	4,543.54	4,679.85
N20	96,108	100,913	105,959	111,257	114,595	118,033	121,574	125,221	128,978
Hourly	46.206	48.516	50.942	53.489	55.094	56.747	58.449	60.202	62.009
Bi-Weekly	3,696.46	3,881.27	4,075.35	4,279.12	4,407.50	4,539.73	4,675.92	4,816.19	4,960.69
N21	101,875	106,969	112,317	117,933	121,471	125,115	128,868	132,734	136,716
Hourly	48.978	51.427	53.999	56.699	58.400	60.151	61.956	63.814	65.729
Bi-Weekly	3,918.27	4,114.19	4,319.88	4,535.88	4,671.96	4,812.12	4,956.46	5,105.15	5,258.31
N22	107,987	113,386	119,055	125,008	128,758	132,621	136,600	140,698	144,919
Hourly	51.917	54.513	57.238	60.100	61.903	63.760	65.673	67.643	69.673
Bi-Weekly	4,153.35	4,361.00	4,579.04	4,808.00	4,952.23	5,100.81	5,253.85	5,411.46	5,573.81
N23	114,466	120,189	126,198	132,508	136,483	140,577	144,794	149,138	153,612
Hourly	55.032	57.783	60.672	63.706	65.617	67.585	69.613	71.701	73.852
Bi-Weekly	4,402.54	4,622.65	4,853.77	5,096.46	5,249.35	5,406.81	5,569.00	5,736.08	5,908.15

Grade	Department	Job Title
N04	City Clerk's Office	Administrative Clerk
N04	Finance/Utilities	Administrative Clerk
N04	Fire	Administrative Clerk
N04	Library	Library Associate
N06	Finance	Customer Service Representative-Utilities
N06	Planning and Building	Permits Clerk
N06	Police	Police Records Clerk
N06	City Clerk's Office	Records Clerk
N07	Finance	Accounting Clerk
N07	Economic Development	Administrative Assistant
N07	Parks and Recreation	Administrative Assistant
N07	Planning and Building	Administrative Assistant
N07	Police	Administrative Assistant
N07	Public Works	Administrative Assistant
N07	Human Resources	Human Resources Coordinator
N08	Police	Community Service Officer
N09	City Clerk's Office	Deputy City Clerk
N09	Human Resources	Human Resources Specialist
N09	Finance	Purchasing Coordinator
N10	City Manager's Office	Budget Analyst
N10	Library	Children's Librarian
N10	Library	Collection Development Librarian
N10	Planning and Building	Permit Specialist
N10	Planning and Building	Planner
N10	Library	Public Services Librarian

Exhibit C

Pay Scales - Non-Union (continued)

Grade	Department	Job Title
N11	Library	Circulation Manager/Technology Librarian
N11	Police	Civilian Supervisor
N11	Planning and Building	Code Enforcement Officer I
N11	Planning and Building	Combination Inspector I
N11	Finance	Customer Service Supervisor-Utilities
N11	Public Works	Engineering Technician I
N11	Parks and Recreation	Food and Beverage Manager
N11	IT	Network Technician
N11	Fire	Office Manager
N11	Parks and Recreation	Recreation Supervisor
N11	Public Works	Storm Water Coordinator
N12	Planning and Building	Associate Planner
N12	Municipal Utilities	Civil Engineer I
N12	Public Works	Civil Engineer I
N12	Planning and Building	Code Enforcement Officer II
N12	Planning and Building	Combination Inspector II
N12	Communications	Communications Specialist
N12	Public Works	Engineering Technician II
N12	IT	GIS Coordinator
N13	Planning and Building	Combination Inspector III
N13	Municipal Utilities	Engineering Technician III
N13	Public Works	Engineering Traffic Specialist
N13	Parks and Recreation	Golf Course Superintendent
N13	Parks and Recreation	Head Golf Professional
N13	Planning and Building	Plans Examiner
N13	Police	Police Technician
N13	Parks and Recreation	Sports Facilities Superintendent
N14	Public Works	Central Garage Foreman
N14	Public Works	Public Works Supervisor
N15	IT	Network Management Specialist
N16	Municipal Utilities	Civil Engineer II
N16	Public Works	Civil Engineer II
N16	Parks and Recreation	Recreation Superintendent
N16	Municipal Utilities	Utilities Superintendent - Wastewater
N16	Municipal Utilities	Utilities Superintendent - Water
N17	Parks and Recreation	Parks and Facilities Administrator
N17	Planning and Building	Principal Planner
N18	Planning and Building	Chief Building Official
N18	Municipal Utilities	Development Engineering Manager
N18	Public Works	Engineering Manager-Public Works
N18	Public Works	Operations Manager-Public Works
N18	Public Works	Traffic Engineering Manager

Exhibit C

Pay Scales – Management (2.50% COLA)

Approved FY2019	Minimum	Midpoint	Maximum
MG1	80,694	94,493	108,292
Hourly	38.795	45.429	52.063
Bi-Weekly	3,103.62	3,634.35	4,165.08
MG2	96,108	112,543	128,978
Hourly	46.206	54.107	62.009
Bi-Weekly	3,696.46	4,328.58	4,960.69
MG3	101,875	119,296	136,716
Hourly	48.978	57.354	65.729
Bi-Weekly	3,918.27	4,588.31	5,258.31
MG4	107,987	126,453	144,919
Hourly	51.917	60.795	69.673
Bi-Weekly	4,153.35	4,863.58	5,573.81
MG5	114,466	134,040	153,614
Hourly	55.032	64.442	73.853
Bi-Weekly	4,402.54	5,155.38	5,908.23
MGR	201,112	-	-
Hourly	96.688	-	-
Bi-Weekly	7,735.08	-	-

Grade	Department	Job Title
MG1	City Clerk's Office	City Clerk
MG1	Communications	Communications Director
MG1	Finance	Finance Officer
MG2	Human Resources	Human Resources Director
MG2	IT	IT Director
MG2	Library	Library Director
MG2	Parks and Recreation	Parks and Recreation Director
MG3	Economic Development	Economic Development Director
MG3	Planning and Building	Planning and Building Director
MG4	City Manager's Office	Administrative Services Director
MG4	Police	Chief of Police
MG4	Fire	Fire Chief
MG4	Municipal Utilities	Municipal Utilities Director
MG4	Public Works	Public Works Director
MG5	City Manager's Office	Assistant City Manager
MGR	City Manager's Office	City Manager

Exhibit C

Pay Scales – AFSCME Union (New contract)

Approved FY2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
A06	42,618	44,749	46,986	49,335	50,815	52,339
Hourly	20.489	21.514	22.589	23.719	24.430	25.163
Bi-Weekly	1,639.15	1,721.12	1,807.15	1,897.50	1,954.42	2,013.04
A07	44,988	47,237	49,599	52,079	53,641	55,250
Hourly	21.629	22.710	23.846	25.038	25.789	26.563
Bi-Weekly	1,730.31	1,816.81	1,907.65	2,003.04	2,063.12	2,125.00
A08	47,352	49,720	52,206	54,816	56,460	58,154
Hourly	22.765	23.904	25.099	26.354	27.144	27.959
Bi-Weekly	1,821.23	1,912.31	2,007.92	2,108.31	2,171.54	2,236.69
A09	49,715	52,201	54,811	57,552	59,279	61,057
Hourly	23.901	25.097	26.351	27.669	28.500	29.354
Bi-Weekly	1,912.12	2,007.73	2,108.12	2,213.54	2,279.96	2,348.35
A10	52,081	54,685	57,419	60,290	62,099	63,962
Hourly	25.039	26.291	27.605	28.986	29.855	30.751
Bi-Weekly	2,003.12	2,103.27	2,208.42	2,318.85	2,388.42	2,460.08
A11	54,446	57,168	60,026	63,027	64,918	66,866
Hourly	26.176	27.485	28.859	30.301	31.211	32.147
Bi-Weekly	2,094.08	2,198.77	2,308.69	2,424.12	2,496.85	2,571.77
A13	59,683	62,667	65,800	69,090	71,163	73,298
Hourly	28.694	30.128	31.635	33.216	34.213	35.239
Bi-Weekly	2,295.50	2,410.27	2,530.77	2,657.31	2,737.04	2,819.15

Grade	Department	Job Title
A06	Municipal Utilities	Utilities Operator Assistant
A07	Public Works	Equipment Operator
A07	Parks and Recreation	Groundskeeper
A07	Parks and Recreation	Park Maintenance Technician I
A08	Parks and Recreation	Mechanic--Golf Course
A08	Municipal Utilities	Utilities Operator I
A09	Parks and Recreation	Facilities Maintenance Technician
A09	Public Works	Mechanic
A09	Parks and Recreation	Park Maintenance Technician II
A09	Public Works	Traffic Technician
A10	Municipal Utilities	Utilities Operator II
A11	Public Works	Lead Equipment Operator
A11	Public Works	Lead Mechanic
A11	Parks and Recreation	Lead Park Maintenance Technician
A11	Municipal Utilities	Utilities Operator III
A13	Public Works	Lead Traffic Technician

Exhibit C

Pay Scales – Teamsters Police Department Union (New contract)

Approved FY2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PON	49,567	-	-	-	-	-	-	-	-
Hourly	23.945	-	-	-	-	-	-	-	-
Bi-Weekly	1,906.42	-	-	-	-	-	-	-	-
PO	54,621	57,352	60,219	63,230	65,127	67,081	69,094	71,166	73,301
Hourly	26.605	27.936	29.332	30.799	31.723	32.675	33.655	34.664	35.704
Bi-Weekly	2,100.81	2,205.85	2,316.12	2,431.92	2,504.88	2,580.04	2,657.46	2,737.15	2,819.27

Grade	Department	Job Title
PON	Police	Police Officer Recruit
PO	Police	Police Officer

Pay Scales – Police Department Command Staff (2.50% COLA)

Approved FY2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PS	75,774	79,563	83,541	87,718	90,350	93,061	-	-
Hourly	36.430	38.251	40.164	42.172	43.438	44.741	-	-
Bi-Weekly	2,914.38	3,060.12	3,213.12	3,373.77	3,475.00	3,579.27	-	-
PL	78,989	82,938	87,085	91,439	94,182	97,007	99,917	102,915
Hourly	37.975	39.874	41.868	43.961	45.280	46.638	48.037	49.478
Bi-Weekly	3,038.04	3,189.92	3,349.42	3,516.88	3,622.38	3,731.04	3,842.96	3,958.27
PC	90,107	94,612	99,343	104,310	107,439	110,662	113,982	117,401
Hourly	43.321	45.487	47.761	50.149	51.653	53.203	54.799	56.443
Bi-Weekly	3,465.65	3,638.92	3,820.88	4,011.92	4,132.27	4,256.23	4,383.92	4,515.42

Grade	Department	Job Title
PS	Police	Police Sergeant
PL	Police	Police Lieutenant
PC	Police	Police Captain

Exhibit C

Pay Scales – Fire Department Union (New contract)

Approved FY2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F09	46,585	48,914	51,360	53,928	55,546	57,212	58,928	60,696	62,517
Hourly	15.998	16.797	17.637	18.519	19.075	19.647	20.236	20.843	21.469
Bi-Weekly	1,791.73	1,881.31	1,975.38	2,074.15	2,136.38	2,200.46	2,266.46	2,334.46	2,404.50
F10	51,397	53,967	56,665	59,498	61,283	63,121	65,015	66,965	-
Hourly	17.650	18.533	19.459	20.432	21.045	21.676	22.327	22.996	-
Bi-Weekly	1,976.81	2,075.65	2,179.42	2,288.38	2,357.04	2,427.73	2,500.58	2,575.58	-
F11	52,345	54,962	57,710	60,596	62,414	64,286	66,215	68,201	70,247
Hourly	17.976	18.874	19.818	20.809	21.433	22.076	22.739	23.421	24.123
Bi-Weekly	2,013.27	2,113.92	2,219.62	2,330.62	2,400.54	2,472.54	2,546.73	2,623.12	2,701.81
F12	57,464	60,337	63,354	66,522	68,518	70,574	72,691	74,872	-
Hourly	19.734	20.720	21.756	22.844	23.530	24.236	24.963	25.712	-
Bi-Weekly	2,210.15	2,320.65	2,436.69	2,558.54	2,635.31	2,714.38	2,795.81	2,879.69	-
F14	60,624	63,655	66,838	70,180	72,285	74,454	76,688	-	-
Hourly	20.819	21.860	22.953	24.100	24.823	25.568	26.335	-	-
Bi-Weekly	2,331.69	2,448.27	2,570.69	2,699.23	2,780.19	2,863.62	2,949.54	-	-
F15	62,371	65,490	68,765	72,203	74,369	76,600	78,898	-	-
Hourly	21.419	22.490	23.614	24.795	25.539	26.305	27.094	-	-
Bi-Weekly	2,398.88	2,518.85	2,644.81	2,777.04	2,860.35	2,946.15	3,034.54	-	-

Pay Scales – Fire Department Part Time (Non-Union) Duty Crew

Approved FY2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F08*	41,927	44,023	46,224	48,535	49,991	51,491	53,036	54,627	56,266
Hourly	14.398	15.118	15.874	16.667	17.167	17.682	18.213	18.759	19.322
Bi-Weekly	1,612.58	1,693.19	1,777.85	1,866.73	1,922.73	1,980.42	2,039.85	2,101.04	2,164.08

* Rate for Part Time (Non-Union) Probationary and EMT Only employees. All other Part Time (Non-Union) Duty Crew positions follow the Union Contract pay scales (F09 – F15 above) for like positions.

Grade	Department	Job Title
F08	Fire	EMT only (part-time only)
F08	Fire	Firefighter recruit (part-time only)
F09	Fire	Firefighter EMT
F10	Fire	Fire Engineer EMT
F11	Fire	Firefighter Paramedic
F12	Fire	Fire Engineer Paramedic
F14	Fire	Fire Lieutenant EMT
F15	Fire	Fire Lieutenant Paramedic
F15	Fire	Public Education Coordinator (part-time only)

Exhibit C

Pay Scales – Fire Department Command Staff (2.50% COLA)

Approved FY2019	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CPT	73,302	76,967	80,815	84,856	87,402	-	-	-
Hourly	25.172	26.431	27.752	29.140	30.014	-	-	-
Bi-Weekly	2,819.31	2,960.27	3,108.27	3,263.69	3,361.62	-	-	-
DIV	80,787	84,826	89,067	93,520	96,326	99,216	-	-
Hourly	38.840	40.782	42.821	44.962	46.311	47.700	-	-
Bi-Weekly	3,107.19	3,262.54	3,425.65	3,596.92	3,704.85	3,816.00	-	-
DC	88,274	92,688	97,322	102,188	105,254	108,412	111,664	115,014
Hourly	42.439	44.562	46.789	49.129	50.603	52.121	53.685	55.295
Bi-Weekly	3,395.15	3,564.92	3,743.15	3,930.31	4,048.23	4,169.69	4,294.77	4,423.62

Grade	Department	Job Title
CPT	Fire	Fire Captain
DIV	Fire	Fire Division Chief - Community Risk Reduction
DIV	Fire	Fire Division Chief - Training & Safety
DC	Fire	Fire Deputy Chief-EMS
DC	Fire	Fire Deputy Chief-Fire

Exhibit C

Pay Scales – Seasonal (0.00% COLA, Steps 2-4 added)

Approved FY2019	Step 1	Step 2	Step 3	Step 4	Job Title
REC1	7.75	8.00	8.25	8.50	Gym Supervisor, Program Assistant
REC2	9.25	9.50	9.75	10.00	Non-Certified Program Instructor
REC3	9.75	10.00	10.25	10.50	Non-Certified Official
REC4	12.75	13.00	13.25	13.50	Certified Official, Certified Program Instructor
HWK1	6.25	6.50	6.75	7.00	Hawkeye Park Concessions (plus tips)
AQU1	7.75	8.00	8.25	8.50	Aquatic Admissions/Concessions
AQU2	8.25	8.50	8.75	9.00	Aquatic Water Slide Attendant
AQU3	9.00	9.25	9.50	9.75	Aquatic Maintenance
AQU4	9.25	9.50	9.75	10.00	Aquatic Life Guard, Admissions/Concessions Lead
AQU5	10.25	10.50	10.75	11.00	Aquatic Safety Instructor
AQU6	11.25	11.50	11.75	12.00	Aquatic Head Guard
AQU7	11.75	12.00	12.25	12.50	Aquatic Lesson Coordinator
AQU8	14.50	14.75	15.00	15.25	Aquatic Center Manager
AQU9	15.00	15.25	15.50	15.75	Aquatic Private Lesson Instructor
OC1	6.25	6.50	6.75	7.00	Tin Cup/Beverage Cart (plus tips)
OC2	8.00	8.25	8.50	8.75	Clubhouse Services
OC3	8.25	8.50	8.75	9.00	Banquet Bartender
OC4	8.75	9.00	9.25	9.50	Starter Supervisor
OC5	9.50	9.75	10.00	10.25	Tin Cup Cook
OC6	9.75	10.00	10.25	10.50	Banquet Server
OC7	10.50	10.75	11.00	11.25	Pro Shop Associate
OC8	11.00	11.25	11.50	11.75	Banquet Cook
OC9	17.75	18.00	18.25	18.50	Asst Food & Beverage Mgr, Asst Pro Shop Mgr, Asst Greenskeeper
SL1	10.50	10.75	11.00	11.25	Summer Seasonal Labor
SL2	14.00	14.25	14.50	14.75	8/10 Month Laborer
INT	12.00	-	-	-	Interns
INT-E	14.00	-	-	-	Intern-Engineering
SCH	13.75	-	-	-	Crossing Guards