

Pay Scales – Non-Union (2.50% COLA)

Approved FY2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N01	32,559	34,187	35,896	37,691	38,822	39,987	41,187	42,423	43,696
Hourly	15.653	16.436	17.258	18.121	18.664	19.225	19.801	20.396	21.008
Bi-Weekly	1,252.27	1,314.88	1,380.62	1,449.65	1,493.15	1,537.96	1,584.12	1,631.65	1,680.62
N02	34,513	36,239	38,051	39,954	41,153	42,388	43,660	44,970	46,319
Hourly	16.593	17.423	18.294	19.209	19.785	20.379	20.990	21.620	22.269
Bi-Weekly	1,327.42	1,393.81	1,463.50	1,536.69	1,582.81	1,630.31	1,679.23	1,729.62	1,781.50
N03	36,584	38,413	40,334	42,351	43,622	44,931	46,279	47,667	49,097
Hourly	17.588	18.468	19.391	20.361	20.972	21.601	22.250	22.917	23.604
Bi-Weekly	1,407.08	1,477.42	1,551.31	1,628.88	1,677.77	1,728.12	1,779.96	1,833.35	1,888.35
N04	38,779	40,718	42,754	44,892	46,239	47,626	49,055	50,527	52,043
Hourly	18.644	19.576	20.555	21.583	22.230	22.897	23.584	24.292	25.021
Bi-Weekly	1,491.50	1,566.08	1,644.38	1,726.62	1,778.42	1,831.77	1,886.73	1,943.35	2,001.65
N05	41,105	43,160	45,318	47,584	49,012	50,482	51,996	53,556	55,163
Hourly	19.762	20.750	21.788	22.877	23.563	24.270	24.998	25.748	26.521
Bi-Weekly	1,580.96	1,660.00	1,743.00	1,830.15	1,885.08	1,941.62	1,999.85	2,059.85	2,121.65
N06	43,572	45,751	48,039	50,441	51,954	53,513	55,118	56,772	58,475
Hourly	20.948	21.996	23.096	24.250	24.978	25.727	26.499	27.294	28.113
Bi-Weekly	1,675.85	1,759.65	1,847.65	1,940.04	1,998.23	2,058.19	2,119.92	2,183.54	2,249.04
N07	46,185	48,494	50,919	53,465	55,069	56,721	58,423	60,176	61,981
Hourly	22.204	23.314	24.480	25.704	26.475	27.270	28.088	28.931	29.799
Bi-Weekly	1,776.35	1,865.15	1,958.42	2,056.35	2,118.04	2,181.58	2,247.04	2,314.46	2,383.88
N08	48,957	51,405	53,975	56,674	58,374	60,125	61,929	63,787	65,701
Hourly	23.537	24.714	25.950	27.247	28.064	28.906	29.774	30.667	31.587
Bi-Weekly	1,882.96	1,977.12	2,075.96	2,179.77	2,245.15	2,312.50	2,381.88	2,453.35	2,526.96
N09	51,895	54,490	57,215	60,076	61,878	63,734	65,646	67,615	69,643
Hourly	24.950	26.197	27.507	28.883	29.749	30.641	31.561	32.507	33.482
Bi-Weekly	1,995.96	2,095.77	2,200.58	2,310.62	2,379.92	2,451.31	2,524.85	2,600.58	2,678.58
N10	55,008	57,758	60,646	63,678	65,588	67,556	69,583	71,670	73,820
Hourly	26.446	27.768	29.157	30.614	31.533	32.479	33.453	34.457	35.490
Bi-Weekly	2,115.69	2,221.46	2,332.54	2,449.15	2,522.62	2,598.31	2,676.27	2,756.54	2,839.23
N11	58,308	61,223	64,284	67,498	69,523	71,609	73,757	75,970	78,249
Hourly	28.033	29.434	30.906	32.451	33.425	34.427	35.460	36.524	37.620
Bi-Weekly	2,242.62	2,354.73	2,472.46	2,596.08	2,673.96	2,754.19	2,836.81	2,921.92	3,009.58
N12	61,808	64,898	68,143	71,550	73,697	75,908	78,185	80,531	82,947
Hourly	29.715	31.201	32.761	34.399	35.431	36.494	37.589	38.717	39.878
Bi-Weekly	2,377.23	2,496.08	2,620.88	2,751.92	2,834.50	2,919.54	3,007.12	3,097.35	3,190.27
N13	65,515	68,791	72,231	75,843	78,118	80,462	82,876	85,362	87,923
Hourly	31.498	33.073	34.726	36.463	37.557	38.684	39.844	41.039	42.271
Bi-Weekly	2,519.81	2,645.81	2,778.12	2,917.04	3,004.54	3,094.69	3,187.54	3,283.15	3,381.65
N14	69,447	72,919	76,565	80,393	82,805	85,289	87,848	90,483	93,197
Hourly	33.388	35.057	36.810	38.650	39.810	41.004	42.235	43.501	44.806
Bi-Weekly	2,671.04	2,804.58	2,944.81	3,092.04	3,184.81	3,280.35	3,378.77	3,480.12	3,584.50
N15	73,613	77,294	81,159	85,217	87,774	90,407	93,119	95,913	98,790
Hourly	35.391	37.161	39.019	40.970	42.199	43.465	44.769	46.112	47.495
Bi-Weekly	2,831.27	2,972.85	3,121.50	3,277.58	3,375.92	3,477.19	3,581.50	3,688.96	3,799.62
N16	78,030	81,932	86,029	90,330	93,040	95,831	98,706	101,667	104,717
Hourly	37.514	39.390	41.360	43.428	44.731	46.073	47.455	48.878	50.345
Bi-Weekly	3,001.15	3,151.23	3,308.81	3,474.23	3,578.46	3,685.81	3,796.38	3,910.27	4,027.58
N17	82,711	86,847	91,189	95,748	98,620	101,579	104,626	107,765	110,998
Hourly	39.765	41.753	43.841	46.033	47.413	48.836	50.301	51.810	53.364
Bi-Weekly	3,181.19	3,340.27	3,507.27	3,682.62	3,793.08	3,906.88	4,024.08	4,144.81	4,269.15

Pay Scales – Non-Union (continued)

Approved FY2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N18	87,674	92,058	96,661	101,494	104,539	107,675	110,905	114,232	117,659
Hourly	42.151	44.259	46.472	48.795	50.259	51.767	53.320	54.919	56.567
Bi-Weekly	3,372.08	3,540.69	3,717.73	3,903.62	4,020.73	4,141.35	4,265.58	4,393.54	4,525.35
N19	92,934	97,581	102,460	107,583	110,810	114,134	117,558	121,085	124,718
Hourly	44.680	46.914	49.260	51.723	53.274	54.872	56.518	58.214	59.961
Bi-Weekly	3,574.38	3,753.12	3,940.77	4,137.81	4,261.92	4,389.77	4,521.46	4,657.12	4,796.85
N20	98,511	103,437	108,609	114,039	117,460	120,984	124,614	128,352	132,203
Hourly	47.361	49.729	52.216	54.826	56.471	58.165	59.911	61.708	63.559
Bi-Weekly	3,788.88	3,978.35	4,177.27	4,386.12	4,517.69	4,653.23	4,792.85	4,936.62	5,084.73
N21	104,422	109,643	115,125	120,881	124,507	128,242	132,089	136,052	140,134
Hourly	50.203	52.713	55.349	58.116	59.859	61.655	63.504	65.410	67.372
Bi-Weekly	4,016.23	4,217.04	4,427.88	4,649.27	4,788.73	4,932.38	5,080.35	5,232.77	5,389.77
N22	110,687	116,221	122,032	128,134	131,978	135,937	140,015	144,215	148,541
Hourly	53.215	55.875	58.669	61.603	63.451	65.354	67.315	69.334	71.414
Bi-Weekly	4,257.19	4,470.04	4,693.54	4,928.23	5,076.08	5,228.35	5,385.19	5,546.73	5,713.12
N23	117,328	123,194	129,354	135,822	139,897	144,094	148,417	152,870	157,456
Hourly	56.408	59.228	62.189	65.299	67.258	69.276	71.354	73.495	75.700
Bi-Weekly	4,512.62	4,738.23	4,975.15	5,223.92	5,380.65	5,542.08	5,708.35	5,879.62	6,056.00

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
N09	Police	Criminal Intelligence Analyst
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
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

Pay Scales – Non-Union (continued)

Grade	Department	Job Title
N11	Finance	Customer Service Supervisor-Utilities
N11	Municipal Utilities	Engineering Technician I
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
N12	Library	Public Services Manager
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

Pay Scales – Management (2.50% COLA)

Approved FY2020	Minimum	Midpoint	Maximum
MG1	82,711	96,855	110,999
Hourly	39.765	46.565	53.365
Bi-Weekly	3,181.19	3,725.19	4,269.19
MG2	98,511	115,357	132,202
Hourly	47.361	55.460	63.559
Bi-Weekly	3,788.88	4,436.81	5,084.69
MG3	104,422	122,278	140,134
Hourly	50.203	58.788	67.372
Bi-Weekly	4,016.23	4,703.00	5,389.77
MG4	110,687	129,615	148,542
Hourly	53.215	62.315	71.414
Bi-Weekly	4,257.19	4,985.19	5,713.15
MG5	117,328	137,391	157,454
Hourly	56.408	66.053	75.699
Bi-Weekly	4,512.62	5,284.27	6,055.92
MGR	209,156	-	-
Hourly	100.556	-	-
Bi-Weekly	8,044.46	-	-

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

Pay Scales – AFSCME Union (2.50% COLA)

Approved FY2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
A06	43,683	45,867	48,160	50,568	52,085	53,648
Hourly	21.001	22.051	23.154	24.312	25.041	25.792
Bi-Weekly	1,680.12	1,764.12	1,852.31	1,944.92	2,003.27	2,063.38
A07	46,113	48,419	50,840	53,382	54,983	56,632
Hourly	22.170	23.278	24.442	25.664	26.434	27.227
Bi-Weekly	1,773.58	1,862.27	1,955.38	2,053.15	2,114.73	2,178.15
A08	48,536	50,963	53,511	56,187	57,873	59,609
Hourly	23.335	24.501	25.726	27.013	27.824	28.658
Bi-Weekly	1,866.77	1,960.12	2,058.12	2,161.04	2,225.88	2,292.65
A09	50,958	53,506	56,181	58,990	60,760	62,583
Hourly	24.499	25.724	27.010	28.361	29.212	30.088
Bi-Weekly	1,959.92	2,057.92	2,160.81	2,268.85	2,336.92	2,407.04
A10	53,383	56,052	58,855	61,798	63,652	65,562
Hourly	25.665	26.948	28.296	29.711	30.602	31.520
Bi-Weekly	2,053.19	2,155.85	2,263.65	2,376.85	2,448.15	2,521.62
A11	55,807	58,597	61,527	64,603	66,541	68,537
Hourly	26.830	28.172	29.580	31.059	31.991	32.950
Bi-Weekly	2,146.42	2,253.73	2,366.42	2,484.73	2,559.27	2,636.04
A13	61,175	64,234	67,446	70,818	72,943	75,131
Hourly	29.411	30.882	32.426	34.047	35.069	36.121
Bi-Weekly	2,352.88	2,470.54	2,594.08	2,723.77	2,805.50	2,889.65

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

Pay Scales – Teamsters Police Department Union (2.50% COLA)

Annual salary estimate based on working 2,053 hours per year.

Approved FY2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PON	50,389	-	-	-	-	-	-	-	-
Hourly	24.544	-	-	-	-	-	-	-	-
Bi-Weekly	1,938.04	-	-	-	-	-	-	-	-
PO	55,988	58,785	61,724	64,811	66,755	68,757	70,821	72,946	75,134
Hourly	27.271	28.634	30.065	31.569	32.516	33.491	34.496	35.531	36.597
Bi-Weekly	2,153.38	2,260.96	2,374.00	2,492.73	2,567.50	2,644.50	2,723.88	2,805.62	2,889.77

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

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

Approved FY2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PS8	77,668	81,551	85,629	89,910	92,607	95,385	-	-
Hourly	37.340	39.207	41.168	43.226	44.523	45.858	-	-
Bi-Weekly	2,987.23	3,136.58	3,293.42	3,458.08	3,561.81	3,668.65	-	-
PS*	77,668	81,551	85,629	89,910	92,607	95,385	-	-
Hourly	37.831	39.723	41.709	43.794	45.108	46.461	-	-
Bi-Weekly	2,987.23	3,136.58	3,293.42	3,458.08	3,561.81	3,668.65	-	-
PL	80,964	85,012	89,263	93,726	96,538	99,434	102,417	105,490
Hourly	38.925	40.871	42.915	45.061	46.413	47.805	49.239	50.716
Bi-Weekly	3,114.00	3,269.69	3,433.19	3,604.85	3,713.00	3,824.38	3,939.12	4,057.31
PC	92,360	96,978	101,827	106,918	110,126	113,430	116,833	120,338
Hourly	44.404	46.624	48.955	51.403	52.945	54.534	56.170	57.855
Bi-Weekly	3,552.31	3,729.92	3,916.42	4,112.23	4,235.62	4,362.69	4,493.58	4,628.38

* Hourly rate based on working 2,053 hours per year.

Grade	Department	Job Title
PS8	Police	Police Sergeant (8-hour)
PS9	Police	Police Sergeant (9-hour)
PL	Police	Police Lieutenant
PC	Police	Police Captain

Pay Scales – Fire Department Union (2.50% COLA)
Annual salary estimate based on working 2,912 hours per year.

Approved FY2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F09	47,750	50,138	52,645	55,277	56,935	58,643	60,402	62,214	64,080
Hourly	16.398	17.218	18.079	18.982	19.552	20.138	20.742	21.365	22.005
Bi-Weekly	1,836.54	1,928.38	2,024.81	2,126.04	2,189.81	2,255.50	2,323.15	2,392.85	2,464.62
F10	52,682	55,316	58,082	60,986	62,816	64,700	66,641	68,640	-
Hourly	18.091	18.996	19.946	20.943	21.571	22.218	22.885	23.571	-
Bi-Weekly	2,026.23	2,127.54	2,233.92	2,345.62	2,416.00	2,488.46	2,563.12	2,640.00	-
F11	53,654	56,337	59,154	62,112	63,975	65,894	67,871	69,907	72,004
Hourly	18.425	19.346	20.314	21.330	21.969	22.628	23.307	24.007	24.727
Bi-Weekly	2,063.62	2,166.81	2,275.15	2,388.92	2,460.58	2,534.38	2,610.42	2,688.73	2,769.38
F12	58,901	61,846	64,938	68,185	70,231	72,338	74,508	76,743	-
Hourly	20.227	21.238	22.300	23.415	24.118	24.841	25.587	26.354	-
Bi-Weekly	2,265.42	2,378.69	2,497.62	2,622.50	2,701.19	2,782.23	2,865.69	2,951.65	-
F14	62,140	65,247	68,509	71,934	74,092	76,315	78,604	-	-
Hourly	21.339	22.406	23.526	24.703	25.444	26.207	26.993	-	-
Bi-Weekly	2,390.00	2,509.50	2,634.96	2,766.69	2,849.69	2,935.19	3,023.23	-	-
F15	63,930	67,127	70,483	74,007	76,227	78,514	80,869	-	-
Hourly	21.954	23.052	24.204	25.414	26.177	26.962	27.771	-	-
Bi-Weekly	2,458.85	2,581.81	2,710.88	2,846.42	2,931.81	3,019.77	3,110.35	-	-

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

Approved FY2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F08*	42,975	45,124	47,380	49,749	51,241	52,778	54,361	55,992	57,672
Hourly	14.758	15.496	16.271	17.084	17.596	18.124	18.668	19.228	19.805
Bi-Weekly	1,652.88	1,735.54	1,822.31	1,913.42	1,970.81	2,029.92	2,090.81	2,153.54	2,218.15

* Rate for Part Time (Non-Union) Recruit and EMT Only employees. Employee will be moved off of recruit status when clearance program is passed and FFI and EMT certifications are obtained. 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)

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

Approved FY2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CPT	75,135	78,892	82,837	86,979	89,588	-	-	-
Hourly	25.802	27.092	28.447	29.869	30.765	-	-	-
Bi-Weekly	2,889.81	3,034.31	3,186.04	3,345.35	3,445.69	-	-	-
DIV	82,807	86,947	91,294	95,859	98,735	101,697	-	-
Hourly	39.811	41.801	43.891	46.086	47.469	48.893	-	-
Bi-Weekly	3,184.88	3,344.12	3,511.31	3,686.88	3,797.50	3,911.42	-	-
DC	90,481	95,005	99,755	104,743	107,885	111,122	114,456	117,890
Hourly	43.500	45.675	47.959	50.357	51.868	53.424	55.027	56.678
Bi-Weekly	3,480.04	3,654.04	3,836.73	4,028.58	4,149.42	4,273.92	4,402.15	4,534.23

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

Pay Scales – Seasonal (0.00% COLA)

Approved FY2020	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	9.25	9.50	9.75	10.00	Hawkeye Park Concessions
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	8/9/10 Month Laborer
INT	12.00	-	-	-	Interns
INT-E	14.00	-	-	-	Intern-Engineering
SCH	13.75	-	-	-	Crossing Guards

* Step movement is based on returning from season to season

* AQU pay scales effective April 1, 2019