

Exhibit C

Pay Scales – Non-Union (2.50% COLA)

Approved FY2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N01	33,373	35,042	36,794	38,634	39,793	40,987	42,217	43,484	44,789
Hourly	16.045	16.847	17.689	18.574	19.131	19.705	20.297	20.906	21.533
Bi-Weekly	1,283.58	1,347.77	1,415.15	1,485.92	1,530.50	1,576.42	1,623.73	1,672.46	1,722.65
N02	35,376	37,145	39,002	40,952	42,181	43,446	44,749	46,091	47,474
Hourly	17.008	17.858	18.751	19.688	20.279	20.888	21.514	22.159	22.824
Bi-Weekly	1,360.62	1,428.65	1,500.08	1,575.08	1,622.35	1,671.00	1,721.12	1,772.73	1,825.92
N03	37,499	39,374	41,343	43,410	44,712	46,053	47,435	48,858	50,324
Hourly	18.028	18.930	19.876	20.870	21.496	22.141	22.805	23.489	24.194
Bi-Weekly	1,442.27	1,514.38	1,590.12	1,669.62	1,719.69	1,771.27	1,824.42	1,879.15	1,935.54
N04	39,748	41,735	43,822	46,013	47,393	48,815	50,279	51,787	53,341
Hourly	19.110	20.065	21.068	22.122	22.785	23.469	24.173	24.898	25.645
Bi-Weekly	1,528.77	1,605.19	1,685.46	1,769.73	1,822.81	1,877.50	1,933.81	1,991.81	2,051.58
N05	42,133	44,240	46,452	48,775	50,238	51,745	53,297	54,896	56,543
Hourly	20.256	21.269	22.333	23.450	24.153	24.877	25.624	26.392	27.184
Bi-Weekly	1,620.50	1,701.54	1,786.62	1,875.96	1,932.23	1,990.19	2,049.88	2,111.38	2,174.73
N06	44,661	46,894	49,239	51,701	53,252	54,850	56,496	58,191	59,937
Hourly	21.472	22.545	23.673	24.856	25.602	26.370	27.162	27.976	28.816
Bi-Weekly	1,717.73	1,803.62	1,893.81	1,988.50	2,048.15	2,109.62	2,172.92	2,238.12	2,305.27
N07	47,340	49,707	52,192	54,802	56,446	58,139	59,883	61,679	63,529
Hourly	22.760	23.898	25.092	26.347	27.138	27.951	28.790	29.653	30.543
Bi-Weekly	1,820.77	1,911.81	2,007.38	2,107.77	2,171.00	2,236.12	2,303.19	2,372.27	2,443.42
N08	50,181	52,690	55,325	58,091	59,834	61,629	63,478	65,382	67,343
Hourly	24.125	25.332	26.599	27.928	28.766	29.629	30.518	31.434	32.376
Bi-Weekly	1,930.04	2,026.54	2,127.88	2,234.27	2,301.31	2,370.35	2,441.46	2,514.69	2,590.12
N09	53,192	55,852	58,645	61,577	63,424	65,327	67,287	69,306	71,385
Hourly	25.573	26.852	28.195	29.604	30.492	31.407	32.350	33.320	34.320
Bi-Weekly	2,045.85	2,148.15	2,255.58	2,368.35	2,439.38	2,512.58	2,587.96	2,665.62	2,745.58
N10	56,383	59,202	62,162	65,270	67,228	69,245	71,322	73,462	75,666
Hourly	27.107	28.463	29.886	31.380	32.321	33.291	34.289	35.318	36.378
Bi-Weekly	2,168.58	2,277.00	2,390.85	2,510.38	2,585.69	2,663.27	2,743.15	2,825.46	2,910.23
N11	59,766	62,754	65,892	69,187	71,263	73,401	75,603	77,871	80,207
Hourly	28.734	30.170	31.679	33.263	34.261	35.289	36.348	37.438	38.561
Bi-Weekly	2,298.69	2,413.62	2,534.31	2,661.04	2,740.88	2,823.12	2,907.81	2,995.04	3,084.88
N12	63,353	66,521	69,847	73,339	75,539	77,805	80,139	82,543	85,019
Hourly	30.458	31.981	33.580	35.259	36.317	37.406	38.528	39.684	40.875
Bi-Weekly	2,436.65	2,558.50	2,686.42	2,820.73	2,905.35	2,992.50	3,082.27	3,174.73	3,269.96
N13	67,153	70,511	74,037	77,739	80,071	82,473	84,947	87,495	90,120
Hourly	32.285	33.900	35.595	37.375	38.496	39.650	40.840	42.065	43.327
Bi-Weekly	2,582.81	2,711.96	2,847.58	2,989.96	3,079.65	3,172.04	3,267.19	3,365.19	3,466.15
N14	71,183	74,742	78,479	82,403	84,875	87,421	90,044	92,745	95,527
Hourly	34.223	35.934	37.730	39.617	40.805	42.029	43.290	44.589	45.926
Bi-Weekly	2,737.81	2,874.69	3,018.42	3,169.35	3,264.42	3,362.35	3,463.23	3,567.12	3,674.12
N15	75,453	79,226	83,187	87,346	89,966	92,665	95,445	98,308	101,257
Hourly	36.275	38.089	39.994	41.993	43.253	44.550	45.887	47.263	48.681
Bi-Weekly	2,902.04	3,047.15	3,199.50	3,359.46	3,460.23	3,564.04	3,670.96	3,781.08	3,894.50
N16	79,981	83,980	88,179	92,588	95,366	98,227	101,174	104,209	107,335
Hourly	38.452	40.375	42.394	44.513	45.849	47.225	48.641	50.100	51.603
Bi-Weekly	3,076.19	3,230.00	3,391.50	3,561.08	3,667.92	3,777.96	3,891.31	4,008.04	4,128.27
N17	84,779	89,018	93,469	98,142	101,086	104,119	107,243	110,460	113,774
Hourly	40.759	42.797	44.937	47.184	48.599	50.057	51.559	53.106	54.699
Bi-Weekly	3,260.73	3,423.77	3,594.96	3,774.69	3,887.92	4,004.58	4,124.73	4,248.46	4,375.92

Pay Scales – Non-Union (continued)

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Approved FY2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
N18	89,866	94,359	99,077	104,031	107,152	110,367	113,678	117,088	120,601
Hourly	43.205	45.365	47.633	50.015	51.515	53.061	54.653	56.292	57.981
Bi-Weekly	3,456.38	3,629.19	3,810.65	4,001.19	4,121.23	4,244.88	4,372.23	4,503.38	4,638.50
N19	95,257	100,020	105,021	110,272	113,580	116,987	120,497	124,112	127,835
Hourly	45.797	48.087	50.491	53.015	54.606	56.244	57.931	59.669	61.459
Bi-Weekly	3,663.73	3,846.92	4,039.27	4,241.23	4,368.46	4,499.50	4,634.50	4,773.54	4,916.73
N20	100,974	106,023	111,324	116,890	120,397	124,009	127,729	131,561	135,508
Hourly	48.545	50.973	53.521	56.197	57.883	59.620	61.408	63.250	65.148
Bi-Weekly	3,883.62	4,077.81	4,281.69	4,495.77	4,630.65	4,769.58	4,912.65	5,060.04	5,211.85
N21	107,033	112,385	118,004	123,904	127,621	131,450	135,394	139,456	143,640
Hourly	51.458	54.031	56.733	59.569	61.356	63.197	65.093	67.046	69.058
Bi-Weekly	4,116.65	4,322.50	4,538.62	4,765.54	4,908.50	5,055.77	5,207.46	5,363.69	5,524.62
N22	113,454	119,127	125,083	131,337	135,277	139,335	143,515	147,820	152,255
Hourly	54.545	57.273	60.136	63.143	65.037	66.988	68.998	71.067	73.200
Bi-Weekly	4,363.62	4,581.81	4,810.88	5,051.42	5,202.96	5,359.04	5,519.81	5,685.38	5,855.96
N23	120,261	126,274	132,588	139,217	143,394	147,696	152,127	156,691	161,392
Hourly	57.818	60.709	63.744	66.931	68.939	71.008	73.138	75.332	77.592
Bi-Weekly	4,625.42	4,856.69	5,099.54	5,354.50	5,515.15	5,680.62	5,851.04	6,026.58	6,207.38

Grade	Department	Job Title
N04	City Clerk's Office	Administrative Clerk
N04	Finance/Utilities	Administrative Clerk
N04	Public Services Bldg	Administrative Clerk
N04	Fire	Administrative Clerk
N04	Library	Library Associate
N06	Finance	Customer Service Representative-Utilities
N06	Community Development	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	Community Development	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	Finance	Accountant
N10	Library	Children's Librarian
N10	Library	Teen Librarian
N10	Library	Adult Services Librarian
N10	Library	Collection Development Librarian
N10	Community Development	Permits Specialist
N10	Community Development	Planner
N11	Library	Circulation Manager/Technology Librarian
N11	Police	Civilian Supervisor
N11	Community Development	Code Enforcement Officer I
N11	Community Development	Combination Inspector I

Exhibit C

Pay Scales – Non-Union (continued)

Grade	Department	Job Title
N11	Finance	Customer Service Supervisor-Utilities
N11	Public Works/Utilities	Engineering Technician I
N11	Parks and Recreation	Food and Beverage Manager
N11	IT	IT Technician
N11	Fire	Office Manager
N11	Parks and Recreation	Recreation Supervisor
N11	IT	GIS Specialist
N11	Police	Evidence Assistant
N12	Community Development	Associate Planner
N12	Public Works/Utilities	Civil Engineer I
N12	Community Development	Code Enforcement Officer II
N12	Community Development	Combination Inspector II
N12	Communications	Communications Specialist
N12	Public Works/Utilities	Engineering Technician II
N12	IT	GIS Coordinator
N12	Library	Public Services Manager
N13	Public Works	Storm Water Coordinator
N13	Community Development	Building Inspections Supervisor
N13	Community Development	Code Enforcement Supervisor
N13	Public Works/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	Community Development	Plans Examiner
N13	Police	Police Technician
N13	Parks and Recreation	Sports Facilities Superintendent
N13	City Manager's Office	Assistant to the City Manager
N13	Community Development	Floodplain Coordinator
N14	Public Works	Fleet Supervisor
N14	Public Works	Street Supervisor
N15	IT	Network Management Specialist
N16	Public Works/Utilities	Civil Engineer II
N16	Public Works	Civil/Environmental Engineer
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	Community Development	Principal Planner
N18	Community Development	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 FY2021	Minimum	Midpoint	Maximum
MG1	84,779	99,277	113,774
Hourly	40.759	47.729	54.699
Bi-Weekly	3,260.73	3,818.35	4,375.92
MG2	100,974	118,241	135,507
Hourly	48.545	56.847	65.148
Bi-Weekly	3,883.62	4,547.73	5,211.81
MG3	107,033	125,335	143,637
Hourly	51.458	60.257	69.056
Bi-Weekly	4,116.65	4,820.58	5,524.50
MG4	113,454	132,855	152,256
Hourly	54.545	63.873	73.200
Bi-Weekly	4,363.62	5,109.81	5,856.00
MG5	120,261	140,826	161,390
Hourly	57.818	67.705	77.591
Bi-Weekly	4,625.42	5,416.38	6,207.31
MGR	215,431	-	-
Hourly	103.573	-	-
Bi-Weekly	8,285.81	-	-

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
MG4	Community Development	Community Development 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 (2.50% COLA)

Approved FY2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
A06	44,775	47,014	49,365	51,833	53,388	54,990
Hourly	21.526	22.603	23.733	24.920	25.667	26.438
Bi-Weekly	1,722.12	1,808.23	1,898.65	1,993.58	2,053.38	2,115.00
A07	47,266	49,629	52,110	54,716	56,357	58,048
Hourly	22.724	23.860	25.053	26.306	27.095	27.908
Bi-Weekly	1,817.92	1,908.81	2,004.23	2,104.46	2,167.58	2,232.62
A08	49,749	52,236	54,848	57,590	59,318	61,098
Hourly	23.918	25.113	26.369	27.688	28.518	29.374
Bi-Weekly	1,913.42	2,009.08	2,109.54	2,215.00	2,281.46	2,349.92
A09	52,232	54,844	57,586	60,465	62,279	64,147
Hourly	25.112	26.367	27.686	29.070	29.942	30.840
Bi-Weekly	2,008.92	2,109.38	2,214.85	2,325.58	2,395.35	2,467.19
A10	54,718	57,454	60,327	63,343	65,243	67,200
Hourly	26.307	27.622	29.003	30.453	31.367	32.308
Bi-Weekly	2,104.54	2,209.77	2,320.27	2,436.27	2,509.35	2,584.62
A11	57,202	60,062	63,065	66,218	68,205	70,251
Hourly	27.501	28.876	30.320	31.836	32.791	33.775
Bi-Weekly	2,200.08	2,310.08	2,425.58	2,546.85	2,623.27	2,701.96
A13	62,704	65,839	69,131	72,588	74,766	77,009
Hourly	30.146	31.653	33.236	34.898	35.945	37.024
Bi-Weekly	2,411.69	2,532.27	2,658.88	2,791.85	2,875.62	2,961.88

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	Utilities Operator IV
A13	Public Works	Lead Traffic Technician

Exhibit C

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

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

Approved FY2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
PON	51,650	-	-	-	-	-	-	-	-
Hourly	25.158	-	-	-	-	-	-	-	-
Bi-Weekly	1,986.54	-	-	-	-	-	-	-	-
PO	57,388	60,255	63,268	66,431	68,424	70,477	72,593	74,769	77,013
Hourly	27.953	29.350	30.817	32.358	33.329	34.329	35.359	36.419	37.512
Bi-Weekly	2,207.23	2,317.50	2,433.38	2,555.04	2,631.69	2,710.65	2,792.04	2,875.73	2,962.04

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

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

Approved FY2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
PS8	79,610	83,591	87,771	92,160	94,925	97,773	-	-
Hourly	38.274	40.188	42.198	44.308	45.637	47.006	-	-
Bi-Weekly	3,061.92	3,215.04	3,375.81	3,544.62	3,650.96	3,760.50	-	-
PS*	79,610	83,591	87,771	92,160	94,925	97,773	-	-
Hourly	38.777	40.717	42.753	44.890	46.237	47.624	-	-
Bi-Weekly	3,061.92	3,215.04	3,375.81	3,544.62	3,650.96	3,760.50	-	-
PL	82,988	87,137	91,494	96,069	98,951	101,920	104,978	108,127
Hourly	39.898	41.893	43.988	46.187	47.573	49.000	50.470	51.984
Bi-Weekly	3,191.85	3,351.42	3,519.00	3,694.96	3,805.81	3,920.00	4,037.62	4,158.73
PC	94,669	99,402	104,372	109,591	112,879	116,265	119,753	123,346
Hourly	45.514	47.789	50.179	52.688	54.269	55.897	57.574	59.301
Bi-Weekly	3,641.12	3,823.15	4,014.31	4,215.04	4,341.50	4,471.73	4,605.88	4,744.08

* 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

Exhibit C

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

Approved FY2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F09	48,944	51,391	53,961	56,659	58,359	60,110	61,913	63,770	65,683
Hourly	16.808	17.648	18.531	19.457	20.041	20.642	21.261	21.899	22.556
Bi-Weekly	1,882.46	1,976.58	2,075.42	2,179.19	2,244.58	2,311.92	2,381.27	2,452.69	2,526.27
F10	53,999	56,699	59,534	62,511	64,386	66,318	68,308	70,357	-
Hourly	18.544	19.471	20.444	21.467	22.111	22.774	23.457	24.161	-
Bi-Weekly	2,076.88	2,180.73	2,289.77	2,404.27	2,476.38	2,550.69	2,627.23	2,706.04	-
F11	54,995	57,745	60,632	63,664	65,574	67,541	69,567	71,654	73,804
Hourly	18.886	19.830	20.821	21.863	22.519	23.194	23.890	24.606	25.345
Bi-Weekly	2,115.19	2,220.96	2,332.00	2,448.62	2,522.08	2,597.73	2,675.65	2,755.92	2,838.62
F12	60,374	63,393	66,563	69,891	71,988	74,148	76,372	78,663	-
Hourly	20.733	21.770	22.858	24.001	24.721	25.463	26.227	27.013	-
Bi-Weekly	2,322.08	2,438.19	2,560.12	2,688.12	2,768.77	2,851.85	2,937.38	3,025.50	-
F14	63,694	66,879	70,223	73,734	75,946	78,224	80,571	-	-
Hourly	21.873	22.967	24.115	25.321	26.080	26.863	27.669	-	-
Bi-Weekly	2,449.77	2,572.27	2,700.88	2,835.92	2,921.00	3,008.62	3,098.88	-	-
F15	65,528	68,804	72,244	75,856	78,132	80,476	82,890	-	-
Hourly	22.503	23.628	24.809	26.049	26.831	27.636	28.465	-	-
Bi-Weekly	2,520.31	2,646.31	2,778.62	2,917.54	3,005.08	3,095.23	3,188.08	-	-

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

Approved FY2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
F08*	44,050	46,253	48,566	50,994	52,524	54,100	55,723	57,395	59,117
Hourly	15.127	15.884	16.678	17.512	18.037	18.578	19.136	19.710	20.301
Bi-Weekly	1,694.23	1,778.96	1,867.92	1,961.31	2,020.15	2,080.77	2,143.19	2,207.50	2,273.73

* 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)

Exhibit C

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

Approved FY2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
CPT	77,013	80,864	84,907	89,152	91,827	-	-	-
Hourly	26.447	27.769	29.158	30.615	31.534	-	-	-
Bi-Weekly	2,962.04	3,110.15	3,265.65	3,428.92	3,531.81	-	-	-
DIV	84,877	89,121	93,577	98,256	101,204	104,240	-	-
Hourly	40.806	42.847	44.989	47.238	48.656	50.115	-	-
Bi-Weekly	3,264.50	3,427.73	3,599.12	3,779.08	3,892.46	4,009.23	-	-
DC	92,743	97,380	102,249	107,361	110,582	113,899	117,316	120,835
Hourly	44.588	46.817	49.158	51.616	53.164	54.759	56.402	58.094
Bi-Weekly	3,567.04	3,745.38	3,932.65	4,129.27	4,253.15	4,380.73	4,512.15	4,647.50

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

Approved FY2021	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	8.50	8.75	9.00	9.25	Aquatic Admissions/Concessions
AQU2	9.00	9.25	9.50	9.75	Aquatic Water Slide Attendant
AQU3	10.00	10.25	10.50	10.75	Aquatic Maintenance
AQU4	10.50	10.75	11.00	11.25	Aquatic Life Guard, Admissions/Concessions Lead
AQU5	11.50	11.75	12.00	12.25	Aquatic Safety Instructor
AQU6	12.50	12.75	13.00	13.25	Aquatic Head Guard
AQU7	13.00	13.25	13.50	13.75	Aquatic Lesson Coordinator
AQU8	15.75	16.00	16.25	16.50	Aquatic Center Manager
AQU9	16.25	16.50	16.75	17.00	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	14.00	-	-	-	Interns
INT-E	16.00	-	-	-	Intern-Engineering
SCH	16.00	-	-	-	Crossing Guards

* Step movement is based on returning from season to season

* AQU pay scales effective April 1, 2020

* INT intern pay scales effective for the summer session May 2020