

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ACCOUNTANT	AM	NON	hourly	31.11	32.67	34.30	36.02	37.82	39.71	41.70
			bi-weekly	2,489	2,614	2,744	2,881	3,026	3,177	3,336
			monthly	5,393	5,663	5,946	6,243	6,555	6,883	7,227
			annual	64,717	67,953	71,351	74,918	78,664	82,597	86,727
ACCOUNTING MANAGER	AW	NON	hourly	47.84	50.23	52.74	55.38	58.15	61.06	64.11
			bi-weekly	3,827	4,019	4,219	4,430	4,652	4,885	5,129
			monthly	8,292	8,707	9,142	9,599	10,079	10,583	11,112
			annual	99,506	104,481	109,705	115,191	120,950	126,998	133,348
ACCOUNTING TECHNICIAN	AI	NON	hourly	23.85	25.05	26.30	27.61	28.99	30.44	31.96
			bi-weekly	1,908	2,004	2,104	2,209	2,319	2,435	2,557
			monthly	4,134	4,341	4,558	4,786	5,025	5,277	5,541
			annual	49,614	52,094	54,699	57,434	60,306	63,321	66,487
ADMINISTRATIVE ANALYST I	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			bi-weekly	2,614	2,744	2,881	3,025	3,177	3,336	3,502
			monthly	5,663	5,946	6,243	6,555	6,883	7,227	7,588
			annual	67,951	71,349	74,916	78,662	82,595	86,725	91,061
ADMINISTRATIVE ANALYST II	AP	NON	hourly	36.02	37.82	39.71	41.69	43.78	45.97	48.27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396
ADMINISTRATIVE ASSISTANT	AG	NON	hourly	20.64	21.67	22.76	23.89	25.09	26.34	27.66
			bi-weekly	1,651	1,734	1,820	1,912	2,007	2,107	2,213
			monthly	3,578	3,757	3,944	4,142	4,349	4,566	4,794
			annual	42,932	45,079	47,333	49,700	52,185	54,794	57,533
ADMINISTRATIVE ASSISTANT TO THE CITY COUNCIL	AG	NON	hourly	20.64	21.67	22.76	23.89	25.09	26.34	27.66
			bi-weekly	1,651	1,734	1,820	1,912	2,007	2,107	2,213
			monthly	3,578	3,757	3,944	4,142	4,349	4,566	4,794
			annual	42,932	45,079	47,333	49,700	52,185	54,794	57,533
ANIMAL CARE ASSISTANT	AD	NON	hourly	16.24	17.05	17.90	18.80	19.74	20.72	21.76
			bi-weekly	1,299	1,364	1,432	1,504	1,579	1,658	1,741
			monthly	2,814	2,955	3,103	3,258	3,421	3,592	3,772
			annual	33,773	35,462	37,235	39,097	41,052	43,104	45,260

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ANIMAL CARE SPECIALIST	AF	NON	hourly	19.20	20.16	21.17	22.23	23.34	24.51	25.73
			bi-weekly	1,536	1,613	1,693	1,778	1,867	1,960	2,058
			monthly	3,328	3,494	3,669	3,853	4,045	4,248	4,460
			annual	39,937	41,934	44,031	46,232	48,544	50,971	53,519
ANIMAL SERVICES MANAGER	AW	NON	hourly	47.84	50.23	52.74	55.38	58.15	61.06	64.11
			bi-weekly	3,827	4,019	4,219	4,430	4,652	4,885	5,129
			monthly	8,292	8,707	9,142	9,599	10,079	10,583	11,112
			annual	99,506	104,481	109,705	115,191	120,950	126,998	133,348
ANIMAL SERVICES OFFICER	AGP	POA	hourly	21.59	22.67	23.81	25.00	26.25	27.56	28.94
			bi-weekly	1,727	1,814	1,905	2,000	2,100	2,205	2,315
			monthly	3,743	3,930	4,127	4,333	4,549	4,777	5,016
			annual	44,914	47,160	49,518	51,994	54,594	57,323	60,190
ANIMAL SERVICES SUPERVISOR	APP	POA	hourly	34.36	36.08	37.88	39.77	41.76	43.85	46.04
			bi-weekly	2,749	2,886	3,030	3,182	3,341	3,508	3,683
			monthly	5,955	6,253	6,566	6,894	7,239	7,601	7,981
			annual	71,463	75,036	78,788	82,728	86,864	91,207	95,768
ANIMAL SERVICES VOLUNTEER/EVENTS COORDINATOR	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
ASSISTANT CITY ATTORNEY	BJ	NON	hourly	70.25	73.77	77.46	81.33	85.39	89.66	94.15
			bi-weekly	5,620	5,901	6,196	6,506	6,832	7,173	7,532
			monthly	12,177	12,786	13,426	14,097	14,802	15,542	16,319
			annual	146,129	153,435	161,107	169,162	177,620	186,501	195,826
ASSISTANT CITY CLERK	AQ	NON	hourly	37.82	39.71	41.69	43.78	45.97	48.27	50.68
			bi-weekly	3,025	3,177	3,336	3,502	3,677	3,861	4,054
			monthly	6,555	6,883	7,227	7,588	7,968	8,366	8,785
			annual	78,662	82,596	86,725	91,062	95,615	100,395	105,415
ASSISTANT CITY MANAGER	BM	NON	hourly	76.77	80.61	84.64	88.87	93.31	97.98	102.88
			bi-weekly	6,141	6,449	6,771	7,110	7,465	7,838	8,230
			monthly	13,307	13,972	14,670	15,404	16,174	16,983	17,832
			annual	159,679	167,663	176,046	184,848	194,091	203,795	213,985

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ASSISTANT DEVELOPMENT SERVICES DIRECTOR	AY	NON	hourly	50.75	53.29	55.95	58.75	61.69	64.77	68.01
			bi-weekly	4,060	4,263	4,476	4,700	4,935	5,182	5,441
			monthly	8,797	9,237	9,699	10,184	10,693	11,228	11,789
			annual	105,566	110,844	116,386	122,206	128,316	134,732	141,468
ASSISTANT PLANNER	AL	NON	hourly	29.63	31.11	32.67	34.30	36.02	37.82	39.71
			bi-weekly	2,371	2,489	2,614	2,744	2,881	3,026	3,177
			monthly	5,136	5,393	5,663	5,946	6,243	6,555	6,883
			annual	61,635	64,717	67,952	71,350	74,917	78,663	82,597
ASSISTANT TO THE CITY MANAGER	AX	NON	hourly	49.27	51.74	54.33	57.04	59.89	62.89	66.03
			bi-weekly	3,942	4,139	4,346	4,563	4,791	5,031	5,283
			monthly	8,541	8,968	9,416	9,887	10,382	10,901	11,446
			annual	102,491	107,615	112,996	118,646	124,578	130,807	137,348
ASSOCIATE PLANNER	AO	NON	hourly	34.30	36.02	37.82	39.71	41.70	43.78	45.97
			bi-weekly	2,744	2,881	3,026	3,177	3,336	3,502	3,678
			monthly	5,946	6,243	6,555	6,883	7,227	7,589	7,968
			annual	71,350	74,918	78,664	82,597	86,727	91,063	95,616
BUDGET MANAGER	AX	NON	hourly	49.27	51.74	54.33	57.04	59.89	62.89	66.03
			bi-weekly	3,942	4,139	4,346	4,563	4,791	5,031	5,283
			monthly	8,541	8,968	9,416	9,887	10,382	10,901	11,446
			annual	102,491	107,615	112,996	118,646	124,578	130,807	137,348
CITY ATTORNEY	CONTRACT	annual	267,030.00							
CITY CLERK	CONTRACT	annual	131,900.58							
CITY COUNCIL MEMBER/MAYOR	ELECTED	monthly	800.00							
CITY MANAGER	CONTRACT	annual	VACANT							
CIVIL ENGINEER	AR	NON	hourly	39.71	41.69	43.78	45.97	48.27	50.68	53.21
			bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257
			monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224
			annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CODE ENFORCEMENT OFFICER	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
CODE ENFORCEMENT SUPERVISOR	AP	NON	hourly	36.02	37.82	39.71	41.69	43.78	45.97	48.27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396
COMMUNITY CENTER COORDINATOR	AM	NON	hourly	31.11	32.67	34.30	36.02	37.82	39.71	41.70
			bi-weekly	2,489	2,614	2,744	2,881	3,026	3,177	3,336
			monthly	5,393	5,663	5,946	6,243	6,555	6,883	7,227
			annual	64,717	67,953	71,351	74,918	78,664	82,597	86,727
COMMUNITY EVENTS AND PROJECTS COORDINATOR	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			bi-weekly	2,614	2,744	2,881	3,025	3,177	3,336	3,502
			monthly	5,663	5,946	6,243	6,555	6,883	7,227	7,588
			annual	67,951	71,349	74,916	78,662	82,595	86,725	91,061
COMMUNITY EVENT CENTER MANAGER	AV	NON	hourly	46.45	48.77	51.21	53.77	56.46	59.28	62.24
			bi-weekly	3,716	3,901	4,097	4,301	4,516	4,742	4,979
			monthly	8,051	8,453	8,876	9,320	9,786	10,275	10,789
			annual	96,608	101,439	106,511	111,836	117,428	123,299	129,464
COMMUNITY SERVICES OFFICER	PC	POA	hourly	23.83	25.02	26.27	27.59	28.97	30.42	31.94
			bi-weekly	1,907	2,002	2,102	2,207	2,317	2,433	2,555
			monthly	4,131	4,337	4,554	4,782	5,021	5,272	5,536
			annual	49,570	52,048	54,651	57,383	60,253	63,265	66,428
COMMUNITY SERVICES OFFICER (Y-RATED)	PC	POA	hourly	33.79						
			bi-weekly	2,703						
			monthly	5,856						
			annual	70,275						
CRIME ANALYST	PA	POA	hourly	35.01	36.77	38.60	40.53	42.56	44.69	46.92
			bi-weekly	2,801	2,941	3,088	3,243	3,405	3,575	3,754
			monthly	6,069	6,373	6,691	7,026	7,377	7,746	8,133
			annual	72,831	76,472	80,296	84,311	88,526	92,952	97,600

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
CUSTOMER SERVICE SPECIALIST	AF	NON	hourly	19.20	20.16	21.17	22.23	23.34	24.51	25.73
			bi-weekly	1,536	1,613	1,693	1,778	1,867	1,960	2,058
			monthly	3,328	3,494	3,669	3,853	4,045	4,248	4,460
			annual	39,937	41,934	44,031	46,232	48,544	50,971	53,519
CUSTOMER SERVICE SUPERVISOR	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
DEPUTY CITY ATTORNEY I	AV	NON	hourly	46.45	48.77	51.21	53.77	56.46	59.28	62.24
			bi-weekly	3,716	3,901	4,097	4,301	4,516	4,742	4,979
			monthly	8,051	8,453	8,876	9,320	9,786	10,275	10,789
			annual	96,608	101,439	106,511	111,836	117,428	123,299	129,464
DEPUTY CITY ATTORNEY II	BD	NON	hourly	58.84	61.78	64.87	68.11	71.52	75.09	78.85
			bi-weekly	4,707	4,942	5,189	5,449	5,721	6,007	6,308
			monthly	10,198	10,708	11,244	11,806	12,396	13,016	13,667
			annual	122,380	128,499	134,924	141,670	148,753	156,191	164,001
DEPUTY CITY CLERK/RECORDS MANAGER	AL	NON	hourly	29.63	31.11	32.67	34.30	36.02	37.82	39.71
			bi-weekly	2,371	2,489	2,614	2,744	2,881	3,026	3,177
			monthly	5,136	5,393	5,663	5,946	6,243	6,555	6,883
			annual	61,635	64,717	67,952	71,350	74,917	78,663	82,597
DEPUTY CITY MANAGER	BJ	NON	hourly	70.25	73.77	77.46	81.33	85.39	89.66	94.15
			bi-weekly	5,620	5,901	6,196	6,506	6,832	7,173	7,532
			monthly	12,177	12,786	13,426	14,097	14,802	15,542	16,319
			annual	146,129	153,435	161,107	169,162	177,620	186,501	195,826
DEVELOPMENT SERVICES DIRECTOR	BI	NON	hourly	68.21	71.62	75.20	78.96	82.91	87.05	91.41
			bi-weekly	5,457	5,729	6,016	6,317	6,633	6,964	7,312
			monthly	11,823	12,414	13,035	13,686	14,371	15,089	15,844
			annual	141,872	148,966	156,414	164,235	172,447	181,069	190,123
DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES	BI	NON	hourly	68.21	71.62	75.20	78.96	82.91	87.05	91.41
			bi-weekly	5,457	5,729	6,016	6,317	6,633	6,964	7,312
			monthly	11,823	12,414	13,035	13,686	14,371	15,089	15,844
			annual	141,872	148,966	156,414	164,235	172,447	181,069	190,123

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
DIRECTOR OF STRATEGIC PLANNING AND INNOVATION	BF	NON	hourly	62.42	65.54	68.82	72.26	75.87	79.66	83.65
			bi-weekly	4,994	5,243	5,505	5,781	6,070	6,373	6,692
			monthly	10,819	11,360	11,928	12,525	13,151	13,809	14,499
			annual	129,832	136,324	143,140	150,297	157,812	165,703	173,988
DISPATCHER	PE	POA	hourly	26.97	28.32	29.73	31.22	32.78	34.42	36.14
			bi-weekly	2,158	2,266	2,379	2,498	2,623	2,754	2,891
			monthly	4,675	4,909	5,154	5,412	5,682	5,966	6,265
			annual	56,098	58,903	61,849	64,941	68,188	71,597	75,177
DISPATCH MANAGER	AT	NON	hourly	43.78	45.97	48.27	50.68	53.22	55.88	58.67
			bi-weekly	3,502	3,678	3,861	4,054	4,257	4,470	4,694
			monthly	7,589	7,968	8,366	8,785	9,224	9,685	10,169
			annual	91,063	95,616	100,397	105,417	110,688	116,222	122,033
DISPATCH SUPERVISOR	PD	POA	hourly	32.65	34.28	35.99	37.79	39.68	41.67	43.75
			bi-weekly	2,612	2,742	2,879	3,023	3,175	3,333	3,500
			monthly	5,659	5,942	6,239	6,551	6,878	7,222	7,583
			annual	67,905	71,301	74,866	78,609	82,539	86,666	91,000
ECONOMIC DEVELOPMENT DIRECTOR	BG	NON	hourly	64.29	67.51	70.88	74.43	78.15	82.06	86.16
			bi-weekly	5,143	5,401	5,671	5,954	6,252	6,564	6,893
			monthly	11,144	11,701	12,286	12,901	13,546	14,223	14,934
			annual	133,728	140,414	147,435	154,807	162,547	170,675	179,208
ECONOMIC DEVELOPMENT PROGRAM MANAGER	AU	NON	hourly	45.09	47.35	49.72	52.20	54.81	57.55	60.43
			bi-weekly	3,607	3,788	3,977	4,176	4,385	4,604	4,834
			monthly	7,816	8,207	8,617	9,048	9,501	9,976	10,474
			annual	93,794	98,484	103,408	108,579	114,007	119,708	125,693
ECONOMIC DEVELOPMENT SPECIALIST	AL	NON	hourly	29.63	31.11	32.67	34.30	36.02	37.82	39.71
			bi-weekly	2,371	2,489	2,614	2,744	2,881	3,026	3,177
			monthly	5,136	5,393	5,663	5,946	6,243	6,555	6,883
			annual	61,635	64,717	67,952	71,350	74,917	78,663	82,597
ENVIRONMENTAL SPECIALIST	AM	NON	hourly	31.11	32.67	34.30	36.02	37.82	39.71	41.70
			bi-weekly	2,489	2,614	2,744	2,881	3,026	3,177	3,336
			monthly	5,393	5,663	5,946	6,243	6,555	6,883	7,227
			annual	64,717	67,953	71,351	74,918	78,664	82,597	86,727

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
EXECUTIVE ADMINISTRATIVE ASSISTANT	AL	NON	hourly	29.63	31.11	32.67	34.30	36.02	37.82	39.71
			bi-weekly	2,371	2,489	2,614	2,744	2,881	3,026	3,177
			monthly	5,136	5,393	5,663	5,946	6,243	6,555	6,883
			annual	61,635	64,717	67,952	71,350	74,917	78,663	82,597
FACILITIES & FLEET MANAGER	AV	NON	hourly	46.45	48.77	51.21	53.77	56.46	59.28	62.24
			bi-weekly	3,716	3,901	4,097	4,301	4,516	4,742	4,979
			monthly	8,051	8,453	8,876	9,320	9,786	10,275	10,789
			annual	96,608	101,439	106,511	111,836	117,428	123,299	129,464
FACILITIES TECHNICIAN	AH	NON	hourly	22.19	23.30	24.46	25.69	26.97	28.32	29.73
			bi-weekly	1,775	1,864	1,957	2,055	2,158	2,265	2,379
			monthly	3,846	4,038	4,240	4,452	4,675	4,909	5,154
			annual	46,152	48,460	50,883	53,427	56,098	58,903	61,848
FINANCE ANALYST I	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			bi-weekly	2,614	2,744	2,881	3,025	3,177	3,336	3,502
			monthly	5,663	5,946	6,243	6,555	6,883	7,227	7,588
			annual	67,951	71,349	74,916	78,662	82,595	86,725	91,061
FINANCE ANALYST II	AP	NON	hourly	36.02	37.82	39.71	41.69	43.78	45.97	48.27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396
FORENSIC INVESTIGATOR	PG	POA	hourly	28.09	29.49	30.97	32.52	34.14	35.85	37.64
			bi-weekly	2,247	2,359	2,477	2,601	2,731	2,868	3,011
			monthly	4,869	5,112	5,368	5,636	5,918	6,214	6,524
			annual	58,424	61,345	64,412	67,633	71,014	74,565	78,293
GIS ANALYST	AM	NON	hourly	31.11	32.67	34.30	36.02	37.82	39.71	41.70
			bi-weekly	2,489	2,614	2,744	2,881	3,026	3,177	3,336
			monthly	5,393	5,663	5,946	6,243	6,555	6,883	7,227
			annual	64,717	67,953	71,351	74,918	78,664	82,597	86,727
GIS SYSTEM ADMINISTRATOR	AP	NON	hourly	36.02	37.82	39.71	41.69	43.78	45.97	48.27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
GRAPHIC DESIGNER	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
GRAPHICS AND MULTIMEDIA PROGRAM MANAGER	AT	NON	hourly	43.78	45.97	48.27	50.68	53.22	55.88	58.67
			bi-weekly	3,502	3,678	3,861	4,054	4,257	4,470	4,694
			monthly	7,589	7,968	8,366	8,785	9,224	9,685	10,169
			annual	91,063	95,616	100,397	105,417	110,688	116,222	122,033
HOUSING AND PUBLIC SERVICE PROGRAM MANAGER	AT	NON	hourly	43.78	45.97	48.27	50.68	53.22	55.88	58.67
			bi-weekly	3,502	3,678	3,861	4,054	4,257	4,470	4,694
			monthly	7,589	7,968	8,366	8,785	9,224	9,685	10,169
			annual	91,063	95,616	100,397	105,417	110,688	116,222	122,033
HUMAN RESOURCES ANALYST	AP	NON	hourly	36.02	37.82	39.71	41.69	43.78	45.97	48.27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396
HUMAN RESOURCES MANAGER	BE	NON	hourly	60.60	63.63	66.81	70.15	73.66	77.34	81.21
			bi-weekly	4,848	5,091	5,345	5,612	5,893	6,188	6,497
			monthly	10,504	11,029	11,581	12,160	12,768	13,406	14,077
			annual	126,051	132,354	138,971	145,920	153,216	160,877	168,920
HUMAN RESOURCES SPECIALIST	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
IT ADMINISTRATOR	AZ	NON	hourly	52.28	54.89	57.63	60.52	63.54	66.72	70.05
			bi-weekly	4,182	4,391	4,611	4,841	5,083	5,337	5,604
			monthly	9,061	9,514	9,990	10,489	11,014	11,565	12,143
			annual	108,733	114,170	119,878	125,872	132,166	138,774	145,713
IT ANALYST	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			bi-weekly	2,614	2,744	2,881	3,025	3,177	3,336	3,502
			monthly	5,663	5,946	6,243	6,555	6,883	7,227	7,588
			annual	67,951	71,349	74,916	78,662	82,595	86,725	91,061



CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
IT TECHNICIAN	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
INTEGRATED WASTE COORDINATOR	AM	NON	hourly	31.11	32.67	34.30	36.02	37.82	39.71	41.70
			bi-weekly	2,489	2,614	2,744	2,881	3,026	3,177	3,336
			monthly	5,393	5,663	5,946	6,243	6,555	6,883	7,227
			annual	64,717	67,953	71,351	74,918	78,664	82,597	86,727
INTEGRATED WASTE MANAGER	AX	NON	hourly	49.27	51.74	54.33	57.04	59.89	62.89	66.03
			bi-weekly	3,942	4,139	4,346	4,563	4,791	5,031	5,283
			monthly	8,541	8,968	9,416	9,887	10,382	10,901	11,446
			annual	102,491	107,615	112,996	118,646	124,578	130,807	137,348
KENNEL SUPERVISOR	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
LEGAL EXECUTIVE ADMINISTRATIVE ASSISTANT	AL	NON	hourly	29.63	31.11	32.67	34.30	36.02	37.82	39.71
			bi-weekly	2,371	2,489	2,614	2,744	2,881	3,026	3,177
			monthly	5,136	5,393	5,663	5,946	6,243	6,555	6,883
			annual	61,635	64,717	67,952	71,350	74,917	78,663	82,597
MANAGEMENT & BUDGET ANALYST I	AP	NON	hourly	36.02	37.82	39.71	41.69	43.78	45.97	48.27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396
MANAGEMENT & BUDGET ANALYST II	AR	NON	hourly	39.71	41.69	43.78	45.97	48.27	50.68	53.21
			bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257
			monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224
			annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686
MULTIMEDIA SPECIALIST	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
NETWORK ENGINEER	AR	NON	hourly	39.71	41.69	43.78	45.97	48.27	50.68	53.21
			bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257
			monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224
			annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686
PARALEGAL	AL	NON	hourly	29.63	31.11	32.67	34.30	36.02	37.82	39.71
			bi-weekly	2,371	2,489	2,614	2,744	2,881	3,026	3,177
			monthly	5,136	5,393	5,663	5,946	6,243	6,555	6,883
			annual	61,635	64,717	67,952	71,350	74,917	78,663	82,597
PAYROLL TECHNICIAN	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
PERMIT PROCESSING COORDINATOR	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			bi-weekly	2,614	2,744	2,881	3,025	3,177	3,336	3,502
			monthly	5,663	5,946	6,243	6,555	6,883	7,227	7,588
			annual	67,951	71,349	74,916	78,662	82,595	86,725	91,061
PLANNING MANAGER	AX	NON	hourly	49.27	51.74	54.33	57.04	59.89	62.89	66.03
			bi-weekly	3,942	4,139	4,346	4,563	4,791	5,031	5,283
			monthly	8,541	8,968	9,416	9,887	10,382	10,901	11,446
			annual	102,491	107,615	112,996	118,646	124,578	130,807	137,348
POLICE ADMINISTRATIVE MANAGER	AT	NON	hourly	43.78	45.97	48.27	50.68	53.22	55.88	58.67
			bi-weekly	3,502	3,678	3,861	4,054	4,257	4,470	4,694
			monthly	7,589	7,968	8,366	8,785	9,224	9,685	10,169
			annual	91,063	95,616	100,397	105,417	110,688	116,222	122,033
POLICE ADMINISTRATIVE MANAGER (Y-RATED)	AT	NON	hourly	59.95						
			bi-weekly	4,796						
			monthly	10,392						
			annual	124,705						
POLICE CAPTAIN	BFA	PMA	hourly	73.17	76.83	80.67	84.71	88.94	93.39	98.06
			bi-weekly	5,854	6,147	6,454	6,777	7,116	7,471	7,845
			monthly	12,684	13,318	13,984	14,683	15,417	16,188	16,997
			annual	152,203	159,813	167,804	176,194	185,004	194,254	203,967

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
POLICE CHIEF	BO	NON	hourly	81.44	85.52	89.79	94.28	99.00	103.94	109.14
			bi-weekly	6,515	6,841	7,183	7,542	7,920	8,316	8,731
			monthly	14,117	14,823	15,564	16,342	17,159	18,017	18,918
			annual	169,403	177,873	186,766	196,105	205,910	216,205	227,016
POLICE EQUIPMENT/SUPPLY TECH	PH	POA	hourly	21.36	22.43	23.55	24.73	25.97	27.27	28.63
			bi-weekly	1,709	1,794	1,884	1,978	2,077	2,181	2,290
			monthly	3,703	3,888	4,082	4,287	4,501	4,726	4,962
			annual	44,435	46,657	48,989	51,439	54,011	56,711	59,547
POLICE LIEUTENANT	BAA	PMA	hourly	63.12	66.28	69.59	73.07	76.72	80.56	84.59
			bi-weekly	5,050	5,302	5,567	5,846	6,138	6,445	6,767
			monthly	10,941	11,488	12,062	12,666	13,299	13,964	14,662
			annual	131,292	137,857	144,749	151,987	159,586	167,566	175,944
POLICE OFFICER	PI	POA	hourly	33.53	35.20	36.96	38.81	40.75	42.79	44.93
			bi-weekly	2,682	2,816	2,957	3,105	3,260	3,423	3,594
			monthly	5,812	6,102	6,407	6,728	7,064	7,417	7,788
			annual	69,738	73,225	76,886	80,731	84,767	89,006	93,456
POLICE RECORDS MANAGER	AQ	NON	hourly	37.82	39.71	41.69	43.78	45.97	48.27	50.68
			bi-weekly	3,025	3,177	3,336	3,502	3,677	3,861	4,054
			monthly	6,555	6,883	7,227	7,588	7,968	8,366	8,785
			annual	78,662	82,596	86,725	91,062	95,615	100,395	105,415
POLICE RECORDS SUPERVISOR	PK	POA	hourly	27.37	28.74	30.18	31.68	33.27	34.93	36.68
			bi-weekly	2,190	2,299	2,414	2,535	2,662	2,795	2,934
			monthly	4,744	4,981	5,230	5,492	5,767	6,055	6,358
			annual	56,930	59,777	62,766	65,904	69,199	72,659	76,292
POLICE RECORDS TECHNICIAN I	PL	POA	hourly	20.35	21.36	22.43	23.55	24.73	25.97	27.26
			bi-weekly	1,628	1,709	1,794	1,884	1,978	2,077	2,181
			monthly	3,527	3,703	3,888	4,082	4,287	4,501	4,726
			annual	42,318	44,434	46,656	48,989	51,438	54,010	56,710
POLICE RECORDS TECHNICIAN II	PN	POA	hourly	23.96	25.16	26.42	27.74	29.13	30.58	32.11
			bi-weekly	1,917	2,013	2,114	2,219	2,330	2,447	2,569
			monthly	4,154	4,361	4,579	4,808	5,049	5,301	5,566
			annual	49,844	52,336	54,953	57,700	60,585	63,615	66,795

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
POLICE SERGEANT	PJ	POA	hourly	40.81	42.85	44.99	47.24	49.60	52.08	54.69
			bi-weekly	3,265	3,428	3,599	3,779	3,968	4,166	4,375
			monthly	7,073	7,427	7,798	8,188	8,597	9,027	9,479
			annual	84,878	89,122	93,578	98,257	103,170	108,328	113,745
POLICE SERVICES ANALYST	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			bi-weekly	2,614	2,744	2,881	3,025	3,177	3,336	3,502
			monthly	5,663	5,946	6,243	6,555	6,883	7,227	7,588
			annual	67,951	71,349	74,916	78,662	82,595	86,725	91,061
POLICE VOLUNTEER COORDINATOR	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
PROPERTY AND EVIDENCE MANAGER	AQ	NON	hourly	37.82	39.71	41.69	43.78	45.97	48.27	50.68
			bi-weekly	3,025	3,177	3,336	3,502	3,677	3,861	4,054
			monthly	6,555	6,883	7,227	7,588	7,968	8,366	8,785
			annual	78,662	82,596	86,725	91,062	95,615	100,395	105,415
PROPERTY AND EVIDENCE TECHNICIAN I	PN	POA	hourly	23.96	25.16	26.42	27.74	29.13	30.58	32.11
			bi-weekly	1,917	2,013	2,114	2,219	2,330	2,447	2,569
			monthly	4,154	4,361	4,579	4,808	5,049	5,301	5,566
			annual	49,844	52,336	54,953	57,700	60,585	63,615	66,795
PROPERTY AND EVIDENCE TECHNICIAN II	PP	POA	hourly	26.11	27.41	28.79	30.22	31.74	33.32	34.99
			bi-weekly	2,089	2,193	2,303	2,418	2,539	2,666	2,799
			monthly	4,526	4,752	4,989	5,239	5,501	5,776	6,065
			annual	54,307	57,022	59,873	62,867	66,011	69,311	72,777
PUBLIC AFFAIRS MANAGER	AV	NON	hourly	46.45	48.77	51.21	53.77	56.46	59.28	62.24
			bi-weekly	3,716	3,901	4,097	4,301	4,516	4,742	4,979
			monthly	8,051	8,453	8,876	9,320	9,786	10,275	10,789
			annual	96,608	101,439	106,511	111,836	117,428	123,299	129,464
PUBLIC WORKS DIRECTOR/CITY ENGINEER	BJ	NON	hourly	70.25	73.77	77.46	81.33	85.39	89.66	94.15
			bi-weekly	5,620	5,901	6,196	6,506	6,832	7,173	7,532
			monthly	12,177	12,786	13,426	14,097	14,802	15,542	16,319
			annual	146,129	153,435	161,107	169,162	177,620	186,501	195,826

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PUBLIC WORKS DIVISION MANAGER-ENGINEERING	AY	NON	hourly	50.75	53.29	55.95	58.75	61.69	64.77	68.01
			bi-weekly	4,060	4,263	4,476	4,700	4,935	5,182	5,441
			monthly	8,797	9,237	9,699	10,184	10,693	11,228	11,789
			annual	105,566	110,844	116,386	122,206	128,316	134,732	141,468
PUBLIC WORKS DIVISION MANAGER-OPERATIONS	AX	NON	hourly	49.27	51.74	54.33	57.04	59.89	62.89	66.03
			bi-weekly	3,942	4,139	4,346	4,563	4,791	5,031	5,283
			monthly	8,541	8,968	9,416	9,887	10,382	10,901	11,446
			annual	102,491	107,615	112,996	118,646	124,578	130,807	137,348
PURCHASING AGENT	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
PURCHASING AND CONTRACTS MANAGER	AV	NON	hourly	46.45	48.77	51.21	53.77	56.46	59.28	62.24
			bi-weekly	3,716	3,901	4,097	4,301	4,516	4,742	4,979
			monthly	8,051	8,453	8,876	9,320	9,786	10,275	10,789
			annual	96,608	101,439	106,511	111,836	117,428	123,299	129,464
REGISTERED VETERINARY TECHNICIAN	AI	NON	hourly	23.85	25.05	26.30	27.61	28.99	30.44	31.96
			bi-weekly	1,908	2,004	2,104	2,209	2,319	2,435	2,557
			monthly	4,134	4,341	4,558	4,786	5,025	5,277	5,541
			annual	49,614	52,094	54,699	57,434	60,306	63,321	66,487
REVENUE MANAGER	AR	NON	hourly	39.71	41.69	43.78	45.97	48.27	50.68	53.21
			bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257
			monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224
			annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686
RISK ANALYST	AP	NON	hourly	36.02	37.82	39.71	41.69	43.78	45.97	48.27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396
SECURITY OFFICER	PO	POA	hourly	23.83	25.02	26.27	27.59	28.97	30.42	31.94
			bi-weekly	1,907	2,002	2,102	2,207	2,317	2,433	2554.944
			monthly	4,131	4,337	4,554	4,782	5,021	5,272	5535.712
			annual	49,570	52,049	54,651	57,383	60,253	63,265	66,429

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SECURITY OFFICER (Y-RATED)	PO	POA	hourly	35.65						
			bi-weekly	2,852						
			monthly	6,180						
			annual	74,160						
SR. ACCOUNTANT	AO	NON	hourly	34.30	36.02	37.82	39.71	41.70	43.78	45.97
			bi-weekly	2,744	2,881	3,026	3,177	3,336	3,502	3,678
			monthly	5,946	6,243	6,555	6,883	7,227	7,589	7,968
			annual	71,350	74,918	78,664	82,597	86,727	91,063	95,616
SR. ADMINISTRATIVE ANALYST	AR	NON	hourly	39.71	41.69	43.78	45.97	48.27	50.68	53.21
			bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257
			monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224
			annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686
SR. ADMINISTRATIVE ASSISTANT	AJ	NON	hourly	25.64	26.92	28.27	29.68	31.17	32.73	34.36
			bi-weekly	2,051	2,154	2,262	2,375	2,493	2,618	2,749
			monthly	4,445	4,667	4,900	5,145	5,402	5,672	5,956
			annual	53,334	56,001	58,801	61,741	64,828	68,069	71,473
SR. ANIMAL CARE SPECIALIST	AH	NON	hourly	22.19	23.30	24.46	25.69	26.97	28.32	29.73
			bi-weekly	1,775	1,864	1,957	2,055	2,158	2,265	2,379
			monthly	3,846	4,038	4,240	4,452	4,675	4,909	5,154
			annual	46,152	48,460	50,883	53,427	56,098	58,903	61,848
SR. ANIMAL SERVICES OFFICER	PC	POA	hourly	23.83	25.02	26.27	27.59	28.97	30.42	31.94
			bi-weekly	1,907	2,002	2,102	2,207	2,317	2,433	2,555
			monthly	4,131	4,337	4,554	4,782	5,021	5,272	5,536
			annual	49,570	52,048	54,651	57,383	60,253	63,265	66,428
SR. CIVIL ENGINEER	AU	NON	hourly	45.09	47.35	49.72	52.20	54.81	57.55	60.43
			bi-weekly	3,607	3,788	3,977	4,176	4,385	4,604	4,834
			monthly	7,816	8,207	8,617	9,048	9,501	9,976	10,474
			annual	93,794	98,484	103,408	108,579	114,007	119,708	125,693
SR. CODE ENFORCEMENT OFFICER	AK	NON	hourly	27.56	28.94	30.39	31.91	33.50	35.18	36.94
			bi-weekly	2,205	2,315	2,431	2,553	2,680	2,814	2,955
			monthly	4,778	5,017	5,268	5,531	5,807	6,098	6,403
			annual	57,334	60,200	63,210	66,371	69,689	73,174	76,832

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. FACILITIES TECHNICIAN	AK	NON	hourly	27.56	28.94	30.39	31.91	33.50	35.18	36.94
			bi-weekly	2,205	2,315	2,431	2,553	2,680	2,814	2,955
			monthly	4,778	5,017	5,268	5,531	5,807	6,098	6,403
			annual	57,334	60,200	63,210	66,371	69,689	73,174	76,832
SR. HUMAN RESOURCES SPECIALIST	AN	NON	hourly	32.67	34.30	36.02	37.82	39.71	41.69	43.78
			bi-weekly	2,614	2,744	2,881	3,025	3,177	3,336	3,502
			monthly	5,663	5,946	6,243	6,555	6,883	7,227	7,588
			annual	67,951	71,349	74,916	78,662	82,595	86,725	91,061
SR. IT ANALYST	AQ	NON	hourly	37.82	39.71	41.69	43.78	45.97	48.27	50.68
			bi-weekly	3,025	3,177	3,336	3,502	3,677	3,861	4,054
			monthly	6,555	6,883	7,227	7,588	7,968	8,366	8,785
			annual	78,662	82,596	86,725	91,062	95,615	100,395	105,415
SR. MANAGEMENT ANALYST	AT	NON	hourly	43.78	45.97	48.27	50.68	53.22	55.88	58.67
			bi-weekly	3,502	3,678	3,861	4,054	4,257	4,470	4,694
			monthly	7,589	7,968	8,366	8,785	9,224	9,685	10,169
			annual	91,063	95,616	100,397	105,417	110,688	116,222	122,033
SR. MANAGEMENT AND BUDGET ANALYST	AU	NON	hourly	45.09	47.35	49.72	52.20	54.81	57.55	60.43
			bi-weekly	3,607	3,788	3,977	4,176	4,385	4,604	4,834
			monthly	7,816	8,207	8,617	9,048	9,501	9,976	10,474
			annual	93,794	98,484	103,408	108,579	114,007	119,708	125,693
SR. PLANNER	AR	NON	hourly	39.71	41.69	43.78	45.97	48.27	50.68	53.21
			bi-weekly	3,177	3,336	3,502	3,677	3,861	4,054	4,257
			monthly	6,883	7,227	7,588	7,968	8,366	8,785	9,224
			annual	82,596	86,726	91,062	95,615	100,396	105,415	110,686
SR. SYSTEMS ANALYST	AQ	NON	hourly	37.82	39.71	41.69	43.78	45.97	48.27	50.68
			bi-weekly	3,025	3,177	3,336	3,502	3,677	3,861	4,054
			monthly	6,555	6,883	7,227	7,588	7,968	8,366	8,785
			annual	78,662	82,596	86,725	91,062	95,615	100,395	105,415
SR. TRANSIT PLANNER	AS	NON	hourly	41.70	43.78	45.97	48.27	50.68	53.21	55.88
			bi-weekly	3,336	3,502	3,678	3,861	4,054	4,257	4,470
			monthly	7,227	7,589	7,968	8,366	8,785	9,224	9,685
			annual	86,726	91,062	95,616	100,396	105,416	110,687	116,221

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
STRATEGIC PLANNING & INNOVATION PROGRAM MANAGER	AU	NON	hourly	45.09	47.35	49.72	52.20	54.81	57.55	60.43
			bi-weekly	3,607	3,788	3,977	4,176	4,385	4,604	4,834
			monthly	7,816	8,207	8,617	9,048	9,501	9,976	10,474
			annual	93,794	98,484	103,408	108,579	114,007	119,708	125,693
SUPERVISING FORENSIC INVESTIGATOR	PD	POA	hourly	32.65	34.28	35.99	37.79	39.68	41.67	43.75
			bi-weekly	2,612	2,742	2,879	3,023	3,175	3,333	3,500
			monthly	5,659	5,942	6,239	6,551	6,878	7,222	7,583
			annual	67,905	71,301	74,866	78,609	82,539	86,666	91,000
TRAFFIC ENGINEER	AW	NON	hourly	47.84	50.23	52.74	55.38	58.15	61.06	64.11
			bi-weekly	3,827	4,019	4,219	4,430	4,652	4,885	5,129
			monthly	8,292	8,707	9,142	9,599	10,079	10,583	11,112
			annual	99,506	104,481	109,705	115,191	120,950	126,998	133,348
TRANSIT PLANNER	AP	NON	hourly	36.02	37.82	39.71	41.69	43.78	45.97	48.27
			bi-weekly	2,881	3,025	3,177	3,336	3,502	3,677	3,861
			monthly	6,243	6,555	6,883	7,227	7,588	7,968	8,366
			annual	74,917	78,663	82,596	86,725	91,062	95,615	100,396
TRANSIT SYSTEM MANAGER	AX	NON	hourly	49.27	51.74	54.33	57.04	59.89	62.89	66.03
			bi-weekly	3,942	4,139	4,346	4,563	4,791	5,031	5,283
			monthly	8,541	8,968	9,416	9,887	10,382	10,901	11,446
			annual	102,491	107,615	112,996	118,646	124,578	130,807	137,348
VETERINARIAN	AT	NON	hourly	43.78	45.97	48.27	50.68	53.22	55.88	58.67
			bi-weekly	3,502	3,678	3,861	4,054	4,257	4,470	4,694
			monthly	7,589	7,968	8,366	8,785	9,224	9,685	10,169
			annual	91,063	95,616	100,397	105,417	110,688	116,222	122,033
VETERINARY ASSISTANT	AF	NON	hourly	19.20	20.16	21.17	22.23	23.34	24.51	25.73
			bi-weekly	1,536	1,613	1,693	1,778	1,867	1,960	2,058
			monthly	3,328	3,494	3,669	3,853	4,045	4,248	4,460
			annual	39,937	41,934	44,031	46,232	48,544	50,971	53,519