

BOARD MEETING DATE: January 5, 2024

AGENDA NO. 15

PROPOSAL: Approve 4-Year Labor Agreement with Teamsters Local 911, Approve Comparable Terms for Non-Represented Employees, and Approve Amendments to Agreements with Executive Officer and General Counsel

SYNOPSIS: South Coast AQMD management and representatives of Teamsters Local 911, representing the Technical & Enforcement and Office Clerical & Maintenance bargaining units, have reached agreement on a successor 4-year MOU. This action is to present the proposed agreement to the Board for approval. This action also requests Board approval to adopt comparable terms for non-represented employees through amendments to the South Coast AQMD *Administrative Code* and *Salary Resolution*, and to adopt amendments to agreements with the Executive Officer and the General Counsel.

COMMITTEE: No Committee Review

RECOMMENDED ACTIONS:

1. Approve a 4-year agreement, January 1, 2024 – December 31, 2027, for a successor Teamsters MOU, representing the Technical & Enforcement and Office Clerical & Maintenance bargaining units. Proposed changes to the current 2022-23 Teamsters MOU are shown in Attachment A. All other provisions remain unchanged in the successor MOU;
2. Approve amendments to the South Coast AQMD *Administrative Code* and *Salary Resolution* to effect comparable terms for non-represented employees. Proposed amendments are shown in Attachments B and C, respectively;
3. Approve amendments to Executive Management Agreements with the Executive Officer and the General Counsel for compensation increases. Proposed amendments are shown in Attachments D and E, respectively; and

4. Appropriate \$3.3M into the FY 2023-24 Budget from the General Fund Undesignated (Unassigned) Fund Balance for the first six months of the 4-year successor MOU and costs related to non-represented employees, Executive Officer, and General Counsel.

Wayne Natri  
Executive Officer

AJO:mm

---

### **Background**

The 2022-23 MOU between South Coast AQMD and Teamsters Local 911 (Teamsters), concerning the Technical & Enforcement and Office Clerical & Maintenance bargaining units, expired December 31, 2023. Management and Teamsters representatives have engaged in bargaining and have reached a tentative agreement for a successor MOU. The Teamsters bargaining unit members have voted to ratify the tentative agreement. A successor MOU requires adoption by the Governing Board to have full force and effect.

Comparable terms are being proposed for non-represented employees. Such employees include Confidential, Management, and Designated Deputies. In addition, amendments to agreements with the General Counsel and the Executive Officer (Executive Management Agreements) are being proposed.

### **Proposal**

This action is to present the proposed 4-year successor Teamsters MOU to the Board for approval. The primary changes for a successor MOU include:

- A 4-year term, from January 1, 2024 to December 31, 2027;
- Across-the-board increases to base salary in each year (6%, 4%, 3%, and 2%), effective as of pay periods encompassing January 1 of 2024, 2025, 2026, and 2027, respectively;
- 2.5% increases to Salary Steps 6, 7, and 8, implemented in phases over the term;
- Increases for tuition reimbursement, bilingual pay, and hazard pay; and
- Changes to vacation sellback eligibility, work day schedule, Bereavement Leave, and recruitment procedures.

All provisions of the 2022-23 Teamsters MOU are incorporated in the proposed successor MOU, unless indicated otherwise herein. The revised provisions for the proposed 2024-2027 Teamsters MOU are shown in Attachment A.

Comparable terms for non-represented employees are also proposed for approval, and these changes, as well as revisions for clarification, are reflected in Attachments B and C. This action also proposes amendments to Executive Management Agreements for increases in salary and benefits, as set forth in Attachments D and E.

**Resource Impacts**

There is sufficient funding of \$3.3M available in the General Fund Undesignated (Unassigned) Fund Balance for the first six months of the 4-year successor MOU, comparable terms for non-represented employees, and the amendments to the Executive Management Agreements. Funding for the remaining term of the labor agreement and for costs related to non-represented employees and Executive Management Agreements will be requested in subsequent fiscal year budgets.

**Attachments**

- A. Proposed Terms for a Successor Teamsters MOU
- B. Proposed Administrative Code Amendments
- C. Proposed Salary Resolution Amendments
- D. Proposed Amendments to Agreement with Executive Officer
- E. Proposed Amendments to Agreement with General Counsel

**ATTACHMENT A**

**SOUTH COAST AIR QUALITY  
MANAGEMENT DISTRICT**

**MEMORANDUM  
OF  
UNDERSTANDING**

**TECHNICAL AND ENFORCEMENT  
AND  
OFFICE CLERICAL AND MAINTENANCE  
UNITS**

**January 1, ~~2022~~2024 – December 31, ~~2023~~2027**

**ARTICLE 3**  
**SALARIES**

Section 1. Salaries during the term of this contract ~~will be those in effect on the start of the pay period encompassing January 1st of 2022 and 2023, as are listed in Appendices A (Technical & Enforcement) and B (Office Clerical & Maintenance).~~ The salaries listed in Appendices A and B apply the following percentage increases and effective dates:

Beginning the pay period encompassing January 1, 2024, a 6% increase shall be applied to Salary Steps 1-8.

Beginning the pay period encompassing July 1, 2024, a 2.5% increase shall be applied to Salary Steps 6-8.

Beginning the pay period encompassing January 1, 2025, a 4% increase shall be applied to Salary Steps 1-8.

Beginning the pay period encompassing January 1, 2026, a 3% increase shall be applied to Salary Steps 1-8.

Beginning the pay period encompassing January 1, 2026, a 2.5% increase shall be applied to Salary Steps 7-8.

Beginning the pay period encompassing January 1, 2027, a 2% increase shall be applied to Salary Steps 1-8.

Beginning the pay period encompassing July 1, 2027, a 2.5% increase shall be applied to Salary Step 8.

## ARTICLE 5

### WORK WEEK

Section 1. The work week shall consist of four 10-hour days within a 7 calendar day period. Work days will be Tuesday through Friday except that management may designate alternative work days for individual employees when operational needs require it. This work schedule shall be applied to all employees unless specifically exempted by management.

Employees may choose, subject to management approval, to start work as early as ~~6:30~~6:00 a.m. and to end work as late as ~~7:00~~7:30 p.m.

Employees shall be entitled to two paid 15-minute rest breaks (one during the first half of the shift and one during the second half of the shift) and a 30- minute unpaid meal period in a work day. The meal period must be scheduled to begin between the fourth hour of the shift and the sixth hour of the shift. Management reserves the right to schedule rest breaks and meal period times within the time frames described above. Rest breaks or meal periods may be scheduled outside of these time frames upon mutual agreement of the employee and management. A 60-minute unpaid meal period may be allowed upon mutual agreement of employee and management.

**ARTICLE 13**  
**HAZARD PAY**

Section 1. With the exceptions noted in Sections 4 and 5 below, employees who are assigned by management to assist in a specific hazardous assignment, as determined by management, shall receive a daily bonus for such work for the number of days actually assigned to the hazardous assignment during a pay period as follows:

	Effective <u>6/25/90</u>
1 day or any portion thereof	<u>\$2040.00</u>
2 days	<u>\$4020.00</u>
3 days	<u>\$6030.00</u>
4 days	<u>\$8040.00</u>
5 days	<u>\$10050.00</u>
6 days	<u>\$12060.00</u>
7 days	<u>\$14070.00</u>
8 days	<u>\$16080.00</u>
9 days	<u>\$18090.00</u>
10 days	<u>\$200400.00</u>

The hazard pay shall not constitute a part of the employee's base rate, but shall be a bonus for performing hazardous duties. Hazard pay shall be considered part of the regular rate for purposes of computing overtime.

Section 2. The bonus in Section 1 will be applied only when inspections or sampling activity occurs in an area where the wearing of ~~breathing apparatus~~ South Coast AQMD-issued half-face or full-face air-purifying respirator is mandatory because concentrations of toxic materials may be at such a high level that there would be adverse health effects experienced by the employee without the use of such equipment.

**ARTICLE 15**  
**VACATIONS**

Section 5. Time of Taking Vacations. Vacations may be taken in the year in which they are earned or in subsequent years. An employee may have more than 360 hours of accrued vacation through the end of the last pay period beginning in December. Employees whose vacation accrual balances exceed 360 hours by the end of the last pay period beginning in December may not accrue additional vacation until balances are lowered to 360 hours. Vacation accrual will resume at the beginning of the pay period immediately following the pay period in which the balance falls to 360 or less. Employees will be paid for all accrued vacation time at termination.

A Technical and Enforcement employee who has 360 hours of current and deferred vacation will be allowed to sell back up to 40 hours of vacation providing the employee has taken off at least 80 hours of vacation in the prior 12 months.

An Office Clerical and Maintenance employee who has 180 hours of current and deferred vacation will be allowed to sell back up to 40 hours of vacation, providing the employee has taken off at least 40 hours in the prior 12 months.

Once an employee has sold back vacation time, ~~he~~the employee may not do so again for another 26 biweekly pay periods. ~~Employees hired after January 1, 2006, are not eligible to sell back vacation.~~

**ARTICLE 16**  
**Fringe Benefit Administration**  
**Section 5.**

Skill-Based Pay. Employees hired after January 1, 2006, are not eligible to receive monthly skill-based pay. They are, however, eligible for bilingual pay in accordance with prevailing policy.

---

Bilingual pay is a flat-rate of \$25 per pay period, not part of the base pay, if there was use of a language skill at least once by the employee during the pay period. Eligibility and approval for bilingual pay is set forth in the South Coast AQMD Skill-Based Pay Plan.



**ARTICLE 17**  
**GROUP INSURANCE**

(Health, Dental, Life and  
Vision Insurance)

Section 2. The total monthly contribution to be paid by South Coast AQMD for health, dental, life and vision insurance for employees shall be an amount not to exceed \$1,401,912.00.

~~Section 3. SCAQMD shall pay an additional amount of \$385.00 per month on behalf of each bargaining unit member directly to the health insurance providers, resulting in a reduction of premiums paid by employees.~~

Section 7. No earlier than ~~September 10, 2022~~August 1, 2024,  
August 1, 2025, August 1, 2026, and September 10, 2023August 1,  
2027, the parties agree to a reopener of Article 17, Sections 2 ~~and 3~~  
of the MOU for purposes of discussing potential health insurance  
premium increases effective January 1, ~~2023~~2025, January 1, 2026,  
January 1, 2027, and January 1, ~~2024~~2028, respectively.

**ARTICLE 20**

**IRS SECTION 125**  
**PROGRAM**

IRS Section 125.

AQMD will establish an IRS Section 125 Program, which permits employees, under existing law, to use pre-tax dollars for premium conversion, medical reimbursements, and/or dependent care expenses. ~~Effective calendar year 2013, the maximum amount of pay that can be redirected, tax free, to a flexible spending account for health care reimbursement is \$2,500; this amount is subject to change pursuant to federal law in calendar year 2014.~~The maximum amount of pay that can be redirected, tax free, to a flexible spending account for health care reimbursement is the maximum allowed by federal law for each calendar year.

## ARTICLE 23

### BEREAVEMENT LEAVE

Section 1. Apart from full-pay sick leave provisions, any employee employed in a full-time permanent position who is compelled to be absent from duty because of the death of his or her father, mother, stepfather, stepmother, stepsiblings, mother-in-law, father-in-law, ~~Chapter I—Page 27~~ sister or sister-in-law, brother or brother-in-law, spouse, children or stepchildren, grandmother or grandmother-in-law, grandfather or grandfather-in-law, grandchildren, or domestic partner (subject to South Coast AQMD domestic partner certification requirements) shall in any fiscal year, for each occurrence, be allowed ~~the time necessary to be absent from work~~ for up to five (5) working days of bereavement leave, of which three (3) working days shall be paid at regular pay. If out of town travel is required, up to four (4) working days shall be paid at regular pay. Any remaining bereavement leave taken for a family member shall be unpaid; however, the employee may choose to use any available leave hours for this time off.:

Employees are not required to take bereavement leave on consecutive days. Any bereavement leave taken shall be completed within six (6) months of the family member's date of death.

South Coast AQMD may require ~~reasonable proof, documentation,~~ satisfactory to South Coast AQMD, of such absence ~~upon return and before payment is made~~ within ninety (90) days of the first day of bereavement leave, ~~that the absence was due to such cause.~~ South Coast AQMD shall maintain the confidentiality of any documentation of a family member's death.

## ARTICLE 26

(Administrative Code, Section 162, "Employee Parking")

### EMPLOYEE PARKING

~~Section 1.~~ South Coast AQMD shall, consistent with its present practice, provide free employee parking as far as practicable at South Coast AQMD District owned and leased facilities.

~~Section 2.~~ ~~Once a month, bargaining unit employees who rideshare and who qualify under rules in effect in the 1988-1991 MOU, except those designated by management as ineligible because of their SCAQMD vehicle assignments, will be paid \$25. All employees are eligible to receive either this payment or rideshare incentive payments~~

## ARTICLE 27 TRAINING

Section 2. Tuition Reimbursement. The objective of the program is to aid employees in career development within the scope of South Coast AQMD service. The Executive Officer, or designee, shall administer South Coast AQMD's Tuition Reimbursement Program. Tuition reimbursement will apply to any class taken to qualify for a degree, if that degree is pursued to meet the minimum requirements for another classification for which the employee plans to apply. Classes that are job related or of benefit to South Coast AQMD will be reimbursed whether or not they apply to a degree. Applications for tuition reimbursement must be reviewed and approved by the employee's director. An employee of South Coast AQMD, who has been appointed to a full-time permanent position, is eligible to apply for tuition reimbursement. Employees must successfully pass courses with a grade of "C" or better (or a "pass", if a "pass/no pass" system) in order to be reimbursed. ~~Effective for classes beginning February 14, 1997 to December 31, 2017, employees eligible for tuition reimbursement shall be entitled to receive a maximum of \$1,250 per calendar year. Under no condition will the amount exceed \$1,250 per calendar year. Effective for classes beginning January 1, 2018, or later, e~~Employees eligible for tuition reimbursement shall be entitled to receive a maximum of \$2,250,000 per calendar year. Under no condition will the amount exceed \$2,250,000 per calendar year. The necessary financing for reimbursement of employees shall be determined by South Coast AQMD's Board in the annual budget.

**ARTICLE 42**  
**RENEGOTIATION**

~~Section 1.~~ The parties shall commence renegotiations under the terms of this Agreement, no later than September 1, ~~2023~~2027.

**ARTICLE 44**  
**TERM OF MOU**

Section 1. The term of this MOU shall commence on January 1, ~~2022~~2024, and shall continue for the period through December 31, ~~2023~~2027.

Section 2. All contract changes except salary adjustments are to be effective the beginning of the first pay period following the adoption of this Agreement by South Coast AQMD's Governing Board, unless otherwise stated.

## ARTICLE 45

### Section 7. Certification Procedures—Rule of Five.

Certification of candidates from an Eligible List to the appointing authority will be made as follows:

a. Rule of Five. To establish an Eligible List, candidates are ranked according to score from an examination procedure. Certification will be made on the basis of the top five names on the Eligible List for the first vacancy, plus one additional name for each additional vacancy. If there are multiple vacancies, the appointing authority will make selections for each successive position from the five names currently at the top of the list.

b. Banding Method. To establish an Eligible List, candidates are banded into groups according to score. Certification will be made from bands on the Eligible List, starting with Band 1. Additional band(s) may be certified for additional vacancies.

Certification using the Banding Method may only be applied to entry-level recruitment processes.

c. If a certified candidate referred to the appointing authority declines a request for an interview for a specific vacancy, the appointing authority will be referred a replacement candidate(s), in accordance with the applicable certification process.

~~Section 10. Recruitment Committee. A committee will be established to discuss recruitment issues and to provide recommendations to the Executive Officer. The committee shall consist of two representatives of each of the Teamster bargaining units, the Human Resources manager over recruitment, and two management representatives. Recommendations will be given to the Executive Officer no later than February, 1, 2006.~~

### Recruiting and Development Committee

The Recruitment and Development Committee will continue to meet on at least on a quarterly basis to discuss various matters relating to recruitment and professional development, including but

not limited to: testing methods, training programs, reclassification studies, and personnel system procedures. The Committee consists of up to 2 members from each Teamsters bargaining unit, the union's business representative, and HR staff from the Recruitment and Labor Relations/Benefits units.

## **ARTICLE 48**

TELECOMMUTING ——— A joint labor management teleworking committee has been  
SUBCOMMITTEE ——— established. A teleworking program was established on January 1, 2019 by the Executive Officer. Beginning the first quarter of 2021, the committee will meet to discuss potential changes to the Telework Program. The committee will make a recommendation to the Executive Officer on proposed changes to the Telework Program's requirements and procedures.

TELEWORK PROGRAM Employees in the OCM and T&E Units are eligible to participate in the South Coast AQMD Telework Program set forth in Administrative Policy & Procedure No. 46. The Union is entitled to representation (2 per Unit and the Union Business Agent) on the joint labor/management Telework Committee established to review the Program's effectiveness and to consider changes to the Program.

Field Staff in these Units are subject to the South Coast AQMD Telework Policy for Field Staff, in effect as of October 18, 2022, or may be eligible to participate in Administrative Policy & Procedure No. 46.

All bargaining unit employees are eligible for the telework rideshare stipend under the South Coast AQMD Rideshare Program.

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**EFFECTIVE JANUARY 1, 2022**

<b><u>Title</u></b>	<b><u>Approximate Annual 1<sup>st</sup> Step</u></b>	<b><u>Approximate Annual 2<sup>nd</sup> Step</u></b>	<b><u>Approximate Annual 3<sup>rd</sup> Step</u></b>	<b><u>Approximate Annual 4<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 5<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 6<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 7<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 8<sup>th</sup> Step</u></b>
AQ Inspector	\$50,367	\$53,145	\$56,075	\$59,158	\$62,425	\$64,297	\$66,226	\$68,213
AQ Inspector I	\$52,962	\$55,892	\$58,945	\$62,180	\$65,599	\$67,568	\$69,595	\$71,683
AQ Inspector II	\$66,759	\$70,422	\$74,299	\$78,389	\$82,694	\$85,174	\$87,730	\$90,361
AQ Inspector III	\$73,048	\$77,046	\$81,289	\$85,746	\$90,447	\$93,161	\$95,956	\$98,834
AQ Instrument Specialist I	\$61,326	\$64,714	\$68,255	\$72,010	\$75,978	\$78,257	\$80,605	\$83,023
AQ Instrument Specialist II	\$66,759	\$70,422	\$74,299	\$78,389	\$82,694	\$85,174	\$87,730	\$90,361
Asst. AQ Instrument Specialist	\$50,367	\$53,145	\$56,075	\$59,158	\$62,425	\$64,297	\$66,226	\$68,213
Asst. Computer Operator	\$43,682	\$46,094	\$48,627	\$51,313	\$54,122	\$55,745	\$57,417	\$59,140
Asst. Info. Tech. Specialist	\$48,047	\$50,703	\$53,481	\$56,411	\$59,525	\$61,311	\$63,150	\$65,044
Asst. Programmer	\$55,098	\$58,120	\$61,326	\$64,684	\$68,255	\$70,303	\$72,412	\$74,584
Graphic Arts Illustrator I	\$46,826	\$49,421	\$52,138	\$55,007	\$58,029	\$59,770	\$61,563	\$63,410
Graphic Arts Illustrator II	\$52,290	\$55,190	\$58,212	\$61,417	\$64,806	\$66,750	\$68,752	\$70,815
Info. Tech. Supervisor	\$92,261	\$96,885	\$101,724	\$106,810	\$112,174	\$115,539	\$119,006	\$122,576
Information Tech. Specialist I	\$51,130	\$53,939	\$56,930	\$60,044	\$63,340	\$65,241	\$67,198	\$69,214
Information Tech. Specialist II	\$62,547	\$65,996	\$69,598	\$73,444	\$77,474	\$79,798	\$82,192	\$84,657
Investigator	\$77,962	\$82,236	\$86,753	\$91,546	\$96,552	\$99,449	\$102,432	\$105,505
Laboratory Technician	\$53,206	\$56,136	\$59,219	\$62,486	\$65,935	\$67,914	\$69,951	\$72,049
Meteorologist Technician	\$71,765	\$75,703	\$79,885	\$84,281	\$88,921	\$91,589	\$94,336	\$97,166
Paralegal	\$62,241	\$65,660	\$69,262	\$73,078	\$77,107	\$79,421	\$81,804	\$84,258
Prin. AQ Instrument Specialist	\$81,137	\$85,594	\$90,325	\$95,270	\$100,520	\$103,536	\$106,642	\$109,842
Programmer	\$65,782	\$69,415	\$73,231	\$77,260	\$81,503	\$83,948	\$86,466	\$89,060
Programmer Analyst	\$77,535	\$81,808	\$86,296	\$91,057	\$96,064	\$98,946	\$101,914	\$104,972

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**EFFECTIVE JANUARY 1, 2022**

<b><u>Title</u></b>	<b><u>Approximate Annual 1<sup>st</sup> Step</u></b>	<b><u>Approximate Annual 2<sup>nd</sup> Step</u></b>	<b><u>Approximate Annual 3<sup>rd</sup> Step</u></b>	<b><u>Approximate Annual 4<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 5<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 6<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 7<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 8<sup>th</sup> Step</u></b>
Sr. AQ Instrument Specialist	\$73,048	\$77,046	\$81,289	\$85,746	\$90,447	\$93,161	\$95,956	\$98,834
Sr. Information Tech. Specialist	\$77,535	\$81,808	\$86,296	\$91,057	\$96,064	\$98,946	\$101,914	\$104,972
Sr. Paralegal	\$67,614	\$71,338	\$75,245	\$79,397	\$83,762	\$86,275	\$88,863	\$91,529
Sr. Public Affairs Specialist	\$74,813	\$78,913	\$83,260	\$87,822	\$92,630	\$95,178	\$97,796	\$100,485
Supv. AQ Inspector	\$81,137	\$85,594	\$90,325	\$95,270	\$100,520	\$103,536	\$106,642	\$109,842
Supv. Investigator	\$82,968	\$87,547	\$92,340	\$97,437	\$102,779	\$105,863	\$109,039	\$112,310
Transportation Plan Reviewer	\$57,937	\$61,112	\$64,470	\$68,011	\$71,765	\$73,918	\$76,136	\$78,420



**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**EFFECTIVE JANUARY 1, 2023**

<b><u>Title</u></b>	<b><u>Approximate Annual 1<sup>st</sup> Step</u></b>	<b><u>Approximate Annual 2<sup>nd</sup> Step</u></b>	<b><u>Approximate Annual 3<sup>rd</sup> Step</u></b>	<b><u>Approximate Annual 4<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 5<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 6<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 7<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 8<sup>th</sup> Step</u></b>
AQ Inspector	\$51,878	\$54,739	\$57,758	\$60,933	\$64,297	\$66,226	\$68,213	\$70,259
AQ Inspector I	\$54,551	\$57,569	\$60,713	\$64,046	\$67,567	\$69,595	\$71,683	\$73,833
AQ Inspector II	\$68,762	\$72,535	\$76,528	\$80,741	\$85,174	\$87,729	\$90,361	\$93,072
AQ Inspector III	\$75,239	\$79,358	\$83,728	\$88,318	\$93,160	\$95,956	\$98,834	\$101,799
AQ Instrument Specialist I	\$63,165	\$66,655	\$70,303	\$74,170	\$78,257	\$80,605	\$83,023	\$85,514
AQ Instrument Specialist II	\$68,762	\$72,535	\$76,528	\$80,741	\$85,174	\$87,729	\$90,361	\$93,072
Asst. AQ Instrument Specialist	\$51,878	\$54,739	\$57,758	\$60,933	\$64,297	\$66,226	\$68,213	\$70,259
Asst. Computer Operator	\$44,992	\$47,476	\$50,086	\$52,853	\$55,745	\$57,417	\$59,140	\$60,914
Asst. Info. Tech. Specialist	\$49,488	\$52,224	\$55,085	\$58,104	\$61,310	\$63,150	\$65,044	\$66,996
Asst. Programmer	\$56,752	\$59,864	\$63,165	\$66,624	\$70,303	\$72,412	\$74,584	\$76,822
Graphic Arts Illustrator I	\$48,231	\$50,903	\$53,702	\$56,657	\$59,770	\$61,563	\$63,410	\$65,312
Graphic Arts Illustrator II	\$53,859	\$56,846	\$59,958	\$63,260	\$66,750	\$68,752	\$70,815	\$72,939
Info. Tech. Supervisor	\$95,028	\$99,791	\$104,776	\$110,015	\$115,539	\$119,006	\$122,576	\$126,253
Information Tech. Specialist I	\$52,664	\$55,557	\$58,638	\$61,845	\$65,241	\$67,198	\$69,214	\$71,291
Information Tech. Specialist II	\$64,423	\$67,976	\$71,686	\$75,648	\$79,798	\$82,192	\$84,657	\$87,197
Investigator	\$80,301	\$84,703	\$89,356	\$94,292	\$99,449	\$102,432	\$105,505	\$108,670
Laboratory Technician	\$54,802	\$57,820	\$60,996	\$64,360	\$67,913	\$69,951	\$72,049	\$74,211
Meteorologist Technician	\$73,918	\$77,974	\$82,282	\$86,809	\$91,588	\$94,336	\$97,166	\$100,081
Paralegal	\$64,109	\$67,630	\$71,340	\$75,270	\$79,421	\$81,804	\$84,258	\$86,786
Prin. AQ Instrument Specialist	\$83,571	\$88,161	\$93,035	\$98,128	\$103,536	\$106,642	\$109,842	\$113,137
Programmer	\$67,756	\$71,497	\$75,428	\$79,578	\$83,948	\$86,466	\$89,060	\$91,732
Programmer Analyst	\$79,861	\$84,263	\$88,884	\$93,789	\$98,946	\$101,914	\$104,972	\$108,121

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**EFFECTIVE JANUARY 1, 2023**

<b><u>Title</u></b>	<b>Approximate Annual <u>1<sup>st</sup> Step</u></b>	<b>Approximate Annual <u>2<sup>nd</sup> Step</u></b>	<b>Approximate Annual <u>3<sup>rd</sup> Step</u></b>	<b>Approximate Annual <u>4<sup>th</sup> Step</u></b>	<b>Approximate Annual <u>5<sup>th</sup> Step</u></b>	<b>Approximate Annual <u>6<sup>th</sup> Step</u></b>	<b>Approximate Annual <u>7<sup>th</sup> Step</u></b>	<b>Approximate Annual <u>8<sup>th</sup> Step</u></b>
Sr. AQ Instrument Specialist	\$75,239	\$79,358	\$83,728	\$88,318	\$93,160	\$95,956	\$98,834	\$101,799
Sr. Information Tech. Specialist	\$79,861	\$84,263	\$88,884	\$93,789	\$98,946	\$101,914	\$104,972	\$108,121
Sr. Paralegal	\$69,642	\$73,478	\$77,503	\$81,779	\$86,275	\$88,863	\$91,529	\$94,274
Sr. Public Affairs Specialist	\$77,058	\$81,281	\$85,757	\$90,456	\$95,410	\$98,034	\$100,730	\$103,500
Supv. AQ Inspector	\$83,571	\$88,161	\$93,035	\$98,128	\$103,536	\$106,642	\$109,842	\$113,137
Supv. Investigator	\$85,457	\$90,173	\$95,110	\$100,361	\$105,863	\$109,039	\$112,310	\$115,679
Transportation Plan Reviewer	\$59,675	\$62,945	\$66,404	\$70,051	\$73,918	\$76,136	\$78,420	\$80,772

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**EFFECTIVE JANUARY 1, 2022**

<b>Title</b>	<b>Approximate Annual 1<sup>st</sup> Step</b>	<b>Approximate Annual 2<sup>nd</sup> Step</b>	<b>Approximate Annual 3<sup>rd</sup> Step</b>	<b>Approximate Annual 4<sup>th</sup> Step</b>	<b>Approximate Annual 5<sup>th</sup> Step</b>	<b>Approximate Annual 6<sup>th</sup> Step</b>	<b>Approximate Annual 7<sup>th</sup> Step</b>	<b>Approximate Annual 8<sup>th</sup> Step</b>
Accounting Technician	\$48,124	\$50,779	\$53,578	\$56,524	\$59,645	\$61,435	\$63,278	\$65,176
Administrative Assistant I	\$43,341	\$45,733	\$48,241	\$50,895	\$53,695	\$55,306	\$56,965	\$58,674
Administrative Assistant II	\$56,195	\$59,277	\$62,545	\$65,966	\$69,573	\$71,487	\$73,453	\$75,473
Building Supervisor	\$60,666	\$64,020	\$67,549	\$71,253	\$75,161	\$77,416	\$79,738	\$82,131
Career Development Intern	\$34,278	\$35,874	\$37,470	—	—	—	—	—
Contracts Assistant	\$43,341	\$45,733	\$48,241	\$50,895	\$53,695	\$55,306	\$56,965	\$58,674
Data Technician	\$45,674	\$48,183	\$50,837	\$53,608	\$56,583	\$58,280	\$60,028	\$61,829
Deputy Clerk	\$44,070	\$46,491	\$49,058	\$51,741	\$54,599	\$56,237	\$57,924	\$59,662
Deputy Clerk/Transcriber	\$48,474	\$51,128	\$53,958	\$56,932	\$60,053	\$61,855	\$63,710	\$65,622
District Storekeeper	\$46,433	\$48,999	\$51,683	\$54,541	\$57,545	\$59,271	\$61,050	\$62,881
Facilities Services Specialist	\$48,853	\$51,537	\$54,395	\$57,370	\$60,520	\$62,335	\$64,205	\$66,132
Facilities Services Technician	\$53,403	\$56,349	\$59,441	\$62,707	\$66,178	\$68,164	\$70,209	\$72,315
Fiscal Assistant	\$38,995	\$41,124	\$43,399	\$45,762	\$48,299	\$49,748	\$51,240	\$52,777
Fleet Services Supervisor	\$49,962	\$52,732	\$55,620	\$58,683	\$61,920	\$63,777	\$65,690	\$67,661
Fleet Services Worker I	\$37,478	\$39,549	\$41,708	\$44,012	\$46,433	\$47,825	\$49,260	\$50,738
Fleet Services Worker II	\$42,816	\$45,178	\$47,657	\$50,282	\$53,024	\$54,615	\$56,254	\$57,941
General Maintenance Helper	\$37,916	\$40,016	\$42,203	\$44,537	\$46,987	\$48,396	\$49,848	\$51,344
General Maintenance Worker	\$56,174	\$59,266	\$62,532	\$65,974	\$69,591	\$71,679	\$73,829	\$76,044
Legislative Assistant	\$60,788	\$64,148	\$67,662	\$71,392	\$75,245	\$77,314	\$79,440	\$81,625
Mail / Subscription Services Clerk	\$37,478	\$39,549	\$41,708	\$44,012	\$46,433	\$47,825	\$49,260	\$50,738
Mail / Subscription Services Supv.	\$46,345	\$48,883	\$51,595	\$54,424	\$57,399	\$59,121	\$60,894	\$62,721
Office Assistant	\$37,478	\$39,549	\$41,708	\$44,012	\$46,433	\$47,825	\$49,260	\$50,738
Offset Press Operator	\$44,741	\$47,220	\$49,816	\$52,557	\$55,445	\$57,108	\$58,822	\$60,586
Payroll Technician	\$44,420	\$46,841	\$49,437	\$52,149	\$55,007	\$56,657	\$58,357	\$60,108
Prin. Office Assistant	\$51,099	\$53,899	\$56,874	\$59,995	\$63,291	\$65,189	\$67,145	\$69,159
Print Shop Duplicator	\$38,995	\$41,124	\$43,399	\$45,762	\$48,299	\$49,748	\$51,240	\$52,777
Print Shop Supervisor	\$53,024	\$55,941	\$59,032	\$62,270	\$65,682	\$67,653	\$69,682	\$71,772

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**EFFECTIVE JANUARY 1, 2022**

<b><u>Title</u></b>	<b><u>Approximate Annual 1<sup>st</sup> Step</u></b>	<b><u>Approximate Annual 2<sup>nd</sup> Step</u></b>	<b><u>Approximate Annual 3<sup>rd</sup> Step</u></b>	<b><u>Approximate Annual 4<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 5<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 6<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 7<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 8<sup>th</sup> Step</u></b>
Purchasing Assistant	\$50,078	\$52,820	\$55,737	\$58,799	\$62,037	\$63,898	\$65,815	\$67,789
Purchasing Supervisor	\$64,603	\$68,161	\$71,895	\$75,861	\$80,032	\$82,433	\$84,906	\$87,453
Sr. Deputy Clerk	\$53,170	\$56,087	\$59,178	\$62,445	\$65,857	\$67,833	\$69,868	\$71,964
Sr. Fiscal Assistant	\$43,341	\$45,733	\$48,241	\$50,895	\$53,695	\$55,306	\$56,965	\$58,674
Sr. Office Assistant	\$41,737	\$44,041	\$46,462	\$49,028	\$51,712	\$53,264	\$54,862	\$56,507
Staff Assistant	\$44,887	\$47,366	\$49,962	\$52,703	\$55,620	\$57,289	\$59,007	\$60,778
Stock Clerk	\$37,478	\$39,549	\$41,708	\$44,012	\$46,433	\$47,825	\$49,260	\$50,738
Supv. Office Assistant	\$46,345	\$48,883	\$51,595	\$54,424	\$57,399	\$59,121	\$60,894	\$62,721
Technical Writer	\$57,282	\$60,432	\$63,757	\$67,257	\$70,961	\$73,088	\$75,281	\$77,538

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**EFFECTIVE JANUARY 1, 2023**

<b><u>Title</u></b>	<b><u>Approximate Annual 1<sup>st</sup> Step</u></b>	<b><u>Approximate Annual 2<sup>nd</sup> Step</u></b>	<b><u>Approximate Annual 3<sup>rd</sup> Step</u></b>	<b><u>Approximate Annual 4<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 5<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 6<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 7<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 8<sup>th</sup> Step</u></b>
Accounting Technician	\$49,568	\$52,302	\$55,186	\$58,220	\$61,434	\$63,278	\$65,176	\$67,131
Administrative Assistant I	\$44,641	\$47,105	\$49,688	\$52,422	\$55,306	\$56,965	\$58,674	\$60,434
Administrative Assistant II	\$57,881	\$61,056	\$64,421	\$67,946	\$71,660	\$73,631	\$75,656	\$77,737
Building Supervisor	\$62,486	\$65,940	\$69,575	\$73,391	\$77,416	\$79,738	\$82,131	\$84,595
Career Development Intern	\$35,307	\$36,951	\$38,594	---	---	---	---	---
Contracts Assistant	\$44,641	\$47,105	\$49,688	\$52,422	\$55,306	\$56,965	\$58,674	\$60,434
Data Technician	\$47,045	\$49,628	\$52,362	\$55,216	\$58,280	\$60,028	\$61,829	\$63,684
Deputy Clerk	\$45,392	\$47,886	\$50,529	\$53,293	\$56,237	\$57,924	\$59,662	\$61,452
Deputy Clerk/Transcriber	\$49,929	\$52,662	\$55,576	\$58,640	\$61,855	\$63,710	\$65,622	\$67,590
District Storekeeper	\$47,826	\$50,469	\$53,233	\$56,177	\$59,271	\$61,050	\$62,881	\$64,768
Facilities Services Specialist	\$50,319	\$53,083	\$56,027	\$59,091	\$62,336	\$64,205	\$66,132	\$68,116
Facilities Services Technician	\$55,005	\$58,040	\$61,224	\$64,589	\$68,163	\$70,209	\$72,315	\$74,485
Fiscal Assistant	\$40,165	\$42,358	\$44,701	\$47,135	\$49,748	\$51,240	\$52,777	\$54,361
Fleet Services Supervisor	\$51,461	\$54,315	\$57,289	\$60,443	\$63,777	\$65,690	\$67,661	\$69,691
Fleet Services Worker I	\$38,603	\$40,736	\$42,959	\$45,332	\$47,826	\$49,260	\$50,738	\$52,260
Fleet Services Worker II	\$44,100	\$46,534	\$49,087	\$51,791	\$54,615	\$56,254	\$57,941	\$59,679
General Maintenance Helper	\$39,054	\$41,217	\$43,470	\$45,873	\$48,396	\$49,848	\$51,344	\$52,884
General Maintenance Worker	\$57,859	\$61,044	\$64,408	\$67,953	\$71,678	\$73,829	\$76,044	\$78,325
Legislative Assistant	\$62,611	\$66,072	\$69,692	\$73,533	\$77,502	\$79,633	\$81,823	\$84,073
Mail / Subscription Services Clerk	\$38,603	\$40,736	\$42,959	\$45,332	\$47,826	\$49,260	\$50,738	\$52,260
Mail / Subscription Services Supv.	\$47,735	\$50,349	\$53,143	\$56,057	\$59,121	\$60,894	\$62,721	\$64,603
Office Assistant	\$38,603	\$40,736	\$42,959	\$45,332	\$47,826	\$49,260	\$50,738	\$52,260
Offset Press Operator	\$46,083	\$48,637	\$51,310	\$54,134	\$57,108	\$58,822	\$60,586	\$62,404
Payroll Technician	\$45,753	\$48,246	\$50,920	\$53,714	\$56,658	\$58,357	\$60,108	\$61,911
Prin. Office Assistant	\$52,632	\$55,516	\$58,580	\$61,795	\$65,190	\$67,145	\$69,159	\$71,234
Print Shop Duplicator	\$40,165	\$42,358	\$44,701	\$47,135	\$49,748	\$51,240	\$52,777	\$54,361
Print Shop Supervisor	\$54,615	\$57,619	\$60,803	\$64,138	\$67,653	\$69,682	\$71,772	\$73,926

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**EFFECTIVE JANUARY 1, 2023**

<b><u>Title</u></b>	<b><u>Approximate Annual 1<sup>st</sup> Step</u></b>	<b><u>Approximate Annual 2<sup>nd</sup> Step</u></b>	<b><u>Approximate Annual 3<sup>rd</sup> Step</u></b>	<b><u>Approximate Annual 4<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 5<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 6<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 7<sup>th</sup> Step</u></b>	<b><u>Approximate Annual 8<sup>th</sup> Step</u></b>
Purchasing Assistant	\$51,581	\$54,405	\$57,409	\$60,563	\$63,898	\$65,815	\$67,789	\$69,823
Purchasing Supervisor	\$66,541	\$70,206	\$74,052	\$78,137	\$82,433	\$84,906	\$87,453	\$90,077
Sr. Deputy Clerk	\$54,765	\$57,769	\$60,954	\$64,318	\$67,833	\$69,868	\$71,964	\$74,123
Sr. Fiscal Assistant	\$44,641	\$47,105	\$49,688	\$52,422	\$55,306	\$56,965	\$58,674	\$60,434
Sr. Office Assistant	\$42,989	\$45,362	\$47,856	\$50,499	\$53,263	\$54,862	\$56,507	\$58,203
Staff Assistant	\$46,233	\$48,787	\$51,461	\$54,284	\$57,289	\$59,007	\$60,778	\$62,601
Stock Clerk	\$38,603	\$40,736	\$42,959	\$45,332	\$47,826	\$49,260	\$50,738	\$52,260
Supv. Office Assistant	\$47,735	\$50,349	\$53,143	\$56,057	\$59,121	\$60,894	\$62,721	\$64,603
Technical Writer	\$59,001	\$62,245	\$65,670	\$69,275	\$73,090	\$75,280	\$77,539	\$79,864

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2024**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Air Quality Inspector</u>	<u>\$54,991</u>	<u>\$58,024</u>	<u>\$61,223</u>	<u>\$64,589</u>	<u>\$68,155</u>	<u>\$70,199</u>	<u>\$72,305</u>	<u>\$74,475</u>
<u>Air Quality Inspector I</u>	<u>\$57,824</u>	<u>\$61,023</u>	<u>\$64,356</u>	<u>\$67,889</u>	<u>\$71,621</u>	<u>\$73,770</u>	<u>\$75,983</u>	<u>\$78,263</u>
<u>Air Quality Inspector II</u>	<u>\$72,888</u>	<u>\$76,887</u>	<u>\$81,120</u>	<u>\$85,586</u>	<u>\$90,285</u>	<u>\$92,993</u>	<u>\$95,783</u>	<u>\$98,657</u>
<u>Air Quality Inspector III</u>	<u>\$79,753</u>	<u>\$84,119</u>	<u>\$88,752</u>	<u>\$93,618</u>	<u>\$98,750</u>	<u>\$101,713</u>	<u>\$104,764</u>	<u>\$107,907</u>
<u>Air Quality Instrument Specialist I</u>	<u>\$66,955</u>	<u>\$70,655</u>	<u>\$74,521</u>	<u>\$78,620</u>	<u>\$82,953</u>	<u>\$85,441</u>	<u>\$88,005</u>	<u>\$90,645</u>
<u>Air Quality Instrument Specialist II</u>	<u>\$72,888</u>	<u>\$76,887</u>	<u>\$81,120</u>	<u>\$85,586</u>	<u>\$90,285</u>	<u>\$92,993</u>	<u>\$95,783</u>	<u>\$98,657</u>
<u>Assistant AQ Inst Specialist</u>	<u>\$54,991</u>	<u>\$58,024</u>	<u>\$61,223</u>	<u>\$64,589</u>	<u>\$68,155</u>	<u>\$70,199</u>	<u>\$72,305</u>	<u>\$74,475</u>
<u>Assistant Computer Operator</u>	<u>\$47,692</u>	<u>\$50,325</u>	<u>\$53,091</u>	<u>\$56,024</u>	<u>\$59,090</u>	<u>\$60,862</u>	<u>\$62,688</u>	<u>\$64,569</u>
<u>Assistant Info Tech Specialist</u>	<u>\$52,458</u>	<u>\$55,357</u>	<u>\$58,390</u>	<u>\$61,590</u>	<u>\$64,989</u>	<u>\$66,939</u>	<u>\$68,947</u>	<u>\$71,015</u>
<u>Assistant Programmer</u>	<u>\$60,157</u>	<u>\$63,456</u>	<u>\$66,955</u>	<u>\$70,621</u>	<u>\$74,521</u>	<u>\$76,756</u>	<u>\$79,059</u>	<u>\$81,431</u>
<u>Assistant Telecommunications Tech</u>	<u>\$55,824</u>	<u>\$58,890</u>	<u>\$62,156</u>	<u>\$65,556</u>	<u>\$69,155</u>	<u>\$71,230</u>	<u>\$73,367</u>	<u>\$75,568</u>
<u>Audio Visual Specialist</u>	<u>\$65,456</u>	<u>\$69,055</u>	<u>\$72,854</u>	<u>\$76,854</u>	<u>\$81,086</u>	<u>\$83,519</u>	<u>\$86,024</u>	<u>\$88,605</u>
<u>Computer Operations Supervisor</u>	<u>\$58,923</u>	<u>\$62,190</u>	<u>\$65,589</u>	<u>\$69,188</u>	<u>\$73,021</u>	<u>\$75,211</u>	<u>\$77,468</u>	<u>\$79,792</u>
<u>Graphic Arts Illustrator I</u>	<u>\$51,125</u>	<u>\$53,958</u>	<u>\$56,924</u>	<u>\$60,057</u>	<u>\$63,356</u>	<u>\$65,257</u>	<u>\$67,215</u>	<u>\$69,231</u>
<u>Graphic Arts Illustrator II</u>	<u>\$57,090</u>	<u>\$60,257</u>	<u>\$63,556</u>	<u>\$67,055</u>	<u>\$70,755</u>	<u>\$72,877</u>	<u>\$75,064</u>	<u>\$77,316</u>
<u>Information Tech Specialist I</u>	<u>\$55,824</u>	<u>\$58,890</u>	<u>\$62,156</u>	<u>\$65,556</u>	<u>\$69,155</u>	<u>\$71,230</u>	<u>\$73,367</u>	<u>\$75,568</u>
<u>Information Tech Specialist II</u>	<u>\$68,289</u>	<u>\$72,055</u>	<u>\$75,987</u>	<u>\$80,187</u>	<u>\$84,586</u>	<u>\$87,123</u>	<u>\$89,737</u>	<u>\$92,429</u>
<u>Information Tech Supervisor</u>	<u>\$100,730</u>	<u>\$105,779</u>	<u>\$111,062</u>	<u>\$116,616</u>	<u>\$122,472</u>	<u>\$126,146</u>	<u>\$129,930</u>	<u>\$133,828</u>
<u>Investigator</u>	<u>\$85,119</u>	<u>\$89,785</u>	<u>\$94,717</u>	<u>\$99,950</u>	<u>\$105,416</u>	<u>\$108,578</u>	<u>\$111,836</u>	<u>\$115,191</u>
<u>Laboratory Technician</u>	<u>\$58,090</u>	<u>\$61,290</u>	<u>\$64,656</u>	<u>\$68,222</u>	<u>\$71,988</u>	<u>\$74,148</u>	<u>\$76,372</u>	<u>\$78,664</u>
<u>Meteorologist Technician</u>	<u>\$78,353</u>	<u>\$82,653</u>	<u>\$87,219</u>	<u>\$92,018</u>	<u>\$97,084</u>	<u>\$99,996</u>	<u>\$102,996</u>	<u>\$106,086</u>
<u>Paralegal</u>	<u>\$85,119</u>	<u>\$89,785</u>	<u>\$94,717</u>	<u>\$99,950</u>	<u>\$105,416</u>	<u>\$108,578</u>	<u>\$111,835</u>	<u>\$115,191</u>
<u>Principal AQ Instrument Specialist</u>	<u>\$88,585</u>	<u>\$93,451</u>	<u>\$98,617</u>	<u>\$104,016</u>	<u>\$109,748</u>	<u>\$113,041</u>	<u>\$116,432</u>	<u>\$119,925</u>
<u>Programmer</u>	<u>\$71,821</u>	<u>\$75,787</u>	<u>\$79,953</u>	<u>\$84,352</u>	<u>\$88,985</u>	<u>\$91,654</u>	<u>\$94,404</u>	<u>\$97,236</u>
<u>Programmer Analyst</u>	<u>\$84,652</u>	<u>\$89,318</u>	<u>\$94,217</u>	<u>\$99,417</u>	<u>\$104,882</u>	<u>\$108,029</u>	<u>\$111,270</u>	<u>\$114,608</u>
<u>Senior AQ Instrument Specialist</u>	<u>\$79,753</u>	<u>\$84,119</u>	<u>\$88,752</u>	<u>\$93,618</u>	<u>\$98,750</u>	<u>\$101,713</u>	<u>\$104,764</u>	<u>\$107,907</u>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2024**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Senior Information Tech Specialist</u>	<u>\$84,652</u>	<u>\$89,318</u>	<u>\$94,217</u>	<u>\$99,417</u>	<u>\$104,882</u>	<u>\$108,029</u>	<u>\$111,270</u>	<u>\$114,608</u>
<u>Senior Paralegal</u>	<u>\$90,585</u>	<u>\$95,584</u>	<u>\$100,816</u>	<u>\$106,382</u>	<u>\$112,214</u>	<u>\$115,581</u>	<u>\$119,049</u>	<u>\$122,620</u>
<u>Senior Public Affairs Specialist</u>	<u>\$81,681</u>	<u>\$86,157</u>	<u>\$90,903</u>	<u>\$95,884</u>	<u>\$101,134</u>	<u>\$103,916</u>	<u>\$106,773</u>	<u>\$109,710</u>
<u>Supervising Air Quality Inspector</u>	<u>\$90,585</u>	<u>\$95,584</u>	<u>\$100,816</u>	<u>\$106,382</u>	<u>\$112,214</u>	<u>\$115,581</u>	<u>\$119,049</u>	<u>\$122,620</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$70,534</u>	<u>\$74,419</u>	<u>\$78,495</u>	<u>\$82,825</u>	<u>\$87,379</u>	<u>\$90,000</u>	<u>\$92,700</u>	<u>\$95,481</u>
<u>Supervising Investigator</u>	<u>\$90,585</u>	<u>\$95,584</u>	<u>\$100,816</u>	<u>\$106,382</u>	<u>\$112,214</u>	<u>\$115,581</u>	<u>\$119,049</u>	<u>\$122,620</u>
<u>Telecommunications Tech I</u>	<u>\$68,289</u>	<u>\$72,055</u>	<u>\$75,987</u>	<u>\$80,187</u>	<u>\$84,586</u>	<u>\$87,123</u>	<u>\$89,737</u>	<u>\$92,429</u>
<u>Telecommunications Tech II</u>	<u>\$72,888</u>	<u>\$76,887</u>	<u>\$81,120</u>	<u>\$85,586</u>	<u>\$90,285</u>	<u>\$92,993</u>	<u>\$95,783</u>	<u>\$98,657</u>
<u>Transportation Plan Reviewer</u>	<u>\$63,256</u>	<u>\$66,722</u>	<u>\$70,388</u>	<u>\$74,254</u>	<u>\$78,353</u>	<u>\$80,704</u>	<u>\$83,125</u>	<u>\$85,619</u>



**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2024**  
*(Increases to steps 6-8)*

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<u>Air Quality Inspector</u>	\$54,991	\$58,024	\$61,223	\$64,589	\$68,155	<b>\$71,954</b>	<b>\$74,113</b>	<b>\$76,336</b>
<u>Air Quality Inspector I</u>	\$57,824	\$61,023	\$64,356	\$67,889	\$71,621	<b>\$75,615</b>	<b>\$77,883</b>	<b>\$80,220</b>
<u>Air Quality Inspector II</u>	\$72,888	\$76,887	\$81,120	\$85,586	\$90,285	<b>\$95,318</b>	<b>\$98,178</b>	<b>\$101,123</b>
<u>Air Quality Inspector III</u>	\$79,753	\$84,119	\$88,752	\$93,618	\$98,750	<b>\$104,256</b>	<b>\$107,383</b>	<b>\$110,605</b>
<u>Air Quality Instrument Specialist I</u>	\$66,955	\$70,655	\$74,521	\$78,620	\$82,953	<b>\$87,577</b>	<b>\$90,205</b>	<b>\$92,911</b>
<u>Air Quality Instrument Specialist II</u>	\$72,888	\$76,887	\$81,120	\$85,586	\$90,285	<b>\$95,318</b>	<b>\$98,178</b>	<b>\$101,123</b>
<u>Assistant AQ Inst Specialist</u>	\$54,991	\$58,024	\$61,223	\$64,589	\$68,155	<b>\$71,954</b>	<b>\$74,113</b>	<b>\$76,336</b>
<u>Assistant Computer Operator</u>	\$47,692	\$50,325	\$53,091	\$56,024	\$59,090	<b>\$62,384</b>	<b>\$64,255</b>	<b>\$66,183</b>
<u>Assistant Info Tech Specialist</u>	\$52,458	\$55,357	\$58,390	\$61,590	\$64,989	<b>\$68,612</b>	<b>\$70,671</b>	<b>\$72,791</b>
<u>Assistant Programmer</u>	\$60,157	\$63,456	\$66,955	\$70,621	\$74,521	<b>\$78,675</b>	<b>\$81,036</b>	<b>\$83,467</b>
<u>Assistant Telecommunications Tech</u>	\$55,824	\$58,890	\$62,156	\$65,556	\$69,155	<b>\$73,011</b>	<b>\$75,201</b>	<b>\$77,457</b>
<u>Audio Visual Specialist</u>	\$65,456	\$69,055	\$72,854	\$76,854	\$81,086	<b>\$85,607</b>	<b>\$88,175</b>	<b>\$90,820</b>
<u>Computer Operations Supervisor</u>	\$58,923	\$62,190	\$65,589	\$69,188	\$73,021	<b>\$77,092</b>	<b>\$79,404</b>	<b>\$81,786</b>
<u>Graphic Arts Illustrator I</u>	\$51,125	\$53,958	\$56,924	\$60,057	\$63,356	<b>\$66,888</b>	<b>\$68,895</b>	<b>\$70,962</b>
<u>Graphic Arts Illustrator II</u>	\$57,090	\$60,257	\$63,556	\$67,055	\$70,755	<b>\$74,699</b>	<b>\$76,940</b>	<b>\$79,248</b>
<u>Information Tech Specialist I</u>	\$55,824	\$58,890	\$62,156	\$65,556	\$69,155	<b>\$73,011</b>	<b>\$75,201</b>	<b>\$77,457</b>
<u>Information Tech Specialist II</u>	\$68,289	\$72,055	\$75,987	\$80,187	\$84,586	<b>\$89,301</b>	<b>\$91,980</b>	<b>\$94,740</b>
<u>Information Tech Supervisor</u>	\$100,730	\$105,779	\$111,062	\$116,616	\$122,472	<b>\$129,300</b>	<b>\$133,179</b>	<b>\$137,174</b>
<u>Investigator</u>	\$85,119	\$89,785	\$94,717	\$99,950	\$105,416	<b>\$111,293</b>	<b>\$114,631</b>	<b>\$118,070</b>
<u>Laboratory Technician</u>	\$58,090	\$61,290	\$64,656	\$68,222	\$71,988	<b>\$76,002</b>	<b>\$78,282</b>	<b>\$80,630</b>
<u>Meteorologist Technician</u>	\$78,353	\$82,653	\$87,219	\$92,018	\$97,084	<b>\$102,496</b>	<b>\$105,571</b>	<b>\$108,738</b>
<u>Paralegal</u>	\$85,119	\$89,785	\$94,717	\$99,950	\$105,416	<b>\$111,293</b>	<b>\$114,631</b>	<b>\$118,070</b>
<u>Principal AQ Instrument Specialist</u>	\$88,585	\$93,451	\$98,617	\$104,016	\$109,748	<b>\$115,867</b>	<b>\$119,343</b>	<b>\$122,923</b>
<u>Programmer</u>	\$71,821	\$75,787	\$79,953	\$84,352	\$88,985	<b>\$93,946</b>	<b>\$96,764</b>	<b>\$99,667</b>
<u>Programmer Analyst</u>	\$84,652	\$89,318	\$94,217	\$99,417	\$104,882	<b>\$110,730</b>	<b>\$114,052</b>	<b>\$117,473</b>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2024**  
*(Increases to steps 6-8)*

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Senior AQ Instrument Specialist</u>	<u>\$79,753</u>	<u>\$84,119</u>	<u>\$88,752</u>	<u>\$93,618</u>	<u>\$98,750</u>	<b><u>\$104,256</u></b>	<b><u>\$107,383</u></b>	<b><u>\$110,605</u></b>
<u>Senior Information Tech Specialist</u>	<u>\$84,652</u>	<u>\$89,318</u>	<u>\$94,217</u>	<u>\$99,417</u>	<u>\$104,882</u>	<b><u>\$110,730</u></b>	<b><u>\$114,052</u></b>	<b><u>\$117,473</u></b>
<u>Senior Paralegal</u>	<u>\$90,585</u>	<u>\$95,584</u>	<u>\$100,816</u>	<u>\$106,382</u>	<u>\$112,214</u>	<b><u>\$118,471</u></b>	<b><u>\$122,025</u></b>	<b><u>\$125,685</u></b>
<u>Senior Public Affairs Specialist</u>	<u>\$81,681</u>	<u>\$86,157</u>	<u>\$90,903</u>	<u>\$95,884</u>	<u>\$101,134</u>	<b><u>\$106,514</u></b>	<b><u>\$109,443</u></b>	<b><u>\$112,452</u></b>
<u>Supervising Air Quality Inspector</u>	<u>\$90,585</u>	<u>\$95,584</u>	<u>\$100,816</u>	<u>\$106,382</u>	<u>\$112,214</u>	<b><u>\$118,471</u></b>	<b><u>\$122,025</u></b>	<b><u>\$125,686</u></b>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$70,534</u>	<u>\$74,419</u>	<u>\$78,495</u>	<u>\$82,825</u>	<u>\$87,379</u>	<b><u>\$92,250</u></b>	<b><u>\$95,018</u></b>	<b><u>\$97,868</u></b>
<u>Supervising Investigator</u>	<u>\$90,585</u>	<u>\$95,584</u>	<u>\$100,816</u>	<u>\$106,382</u>	<u>\$112,214</u>	<b><u>\$118,471</u></b>	<b><u>\$122,025</u></b>	<b><u>\$125,686</u></b>
<u>Telecommunications Tech I</u>	<u>\$68,289</u>	<u>\$72,055</u>	<u>\$75,987</u>	<u>\$80,187</u>	<u>\$84,586</u>	<b><u>\$89,301</u></b>	<b><u>\$91,980</u></b>	<b><u>\$94,740</u></b>
<u>Telecommunications Tech II</u>	<u>\$72,888</u>	<u>\$76,887</u>	<u>\$81,120</u>	<u>\$85,586</u>	<u>\$90,285</u>	<b><u>\$95,318</u></b>	<b><u>\$98,178</u></b>	<b><u>\$101,123</u></b>
<u>Transportation Plan Reviewer</u>	<u>\$63,256</u>	<u>\$66,722</u>	<u>\$70,388</u>	<u>\$74,254</u>	<u>\$78,353</u>	<b><u>\$82,722</u></b>	<b><u>\$85,203</u></b>	<b><u>\$87,759</u></b>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2025**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Air Quality Inspector</u>	\$57,190	\$60,345	\$63,672	\$67,173	\$70,881	\$74,833	\$77,078	\$79,390
<u>Air Quality Inspector I</u>	\$60,137	\$63,464	\$66,930	\$70,604	\$74,486	\$78,639	\$80,998	\$83,428
<u>Air Quality Inspector II</u>	\$75,803	\$79,963	\$84,364	\$89,009	\$93,896	\$99,131	\$102,105	\$105,168
<u>Air Quality Inspector III</u>	\$82,943	\$87,484	\$92,302	\$97,362	\$102,700	\$108,426	\$111,679	\$115,029
<u>Air Quality Instrument Specialist I</u>	\$69,634	\$73,481	\$77,502	\$81,765	\$86,271	\$91,080	\$93,813	\$96,627
<u>Air Quality Instrument Specialist II</u>	\$75,803	\$79,963	\$84,364	\$89,009	\$93,896	\$99,131	\$102,105	\$105,168
<u>Assistant AQ Inst Specialist</u>	\$57,190	\$60,345	\$63,672	\$67,173	\$70,881	\$74,833	\$77,078	\$79,390
<u>Assistant Computer Operator</u>	\$49,600	\$52,338	\$55,215	\$58,265	\$61,454	\$64,879	\$66,826	\$68,830
<u>Assistant Info Tech Specialist</u>	\$54,556	\$57,572	\$60,726	\$64,053	\$67,589	\$71,357	\$73,497	\$75,702
<u>Assistant Programmer</u>	\$62,563	\$65,994	\$69,634	\$73,446	\$77,502	\$81,822	\$84,277	\$86,805
<u>Assistant Telecommunications Tech</u>	\$58,057	\$61,246	\$64,642	\$68,178	\$71,921	\$75,931	\$78,209	\$80,556
<u>Audio Visual Specialist</u>	\$68,074	\$71,817	\$75,769	\$79,928	\$84,330	\$89,031	\$91,702	\$94,453
<u>Computer Operations Supervisor</u>	\$61,280	\$64,677	\$68,213	\$71,956	\$75,942	\$80,175	\$82,580	\$85,058
<u>Graphic Arts Illustrator I</u>	\$53,170	\$56,116	\$59,201	\$62,459	\$65,890	\$69,564	\$71,651	\$73,800
<u>Graphic Arts Illustrator II</u>	\$59,374	\$62,667	\$66,098	\$69,738	\$73,585	\$77,687	\$80,018	\$82,418
<u>Information Tech Specialist I</u>	\$58,057	\$61,246	\$64,642	\$68,178	\$71,921	\$75,931	\$78,209	\$80,556
<u>Information Tech Specialist II</u>	\$71,020	\$74,937	\$79,027	\$83,394	\$87,969	\$92,873	\$95,659	\$98,529
<u>Information Tech Supervisor</u>	\$104,759	\$110,010	\$115,505	\$121,280	\$127,370	\$134,472	\$138,506	\$142,661
<u>Investigator</u>	\$88,524	\$93,376	\$98,506	\$103,948	\$109,632	\$115,744	\$119,217	\$122,793
<u>Laboratory Technician</u>	\$60,414	\$63,741	\$67,242	\$70,951	\$74,867	\$79,042	\$81,413	\$83,855
<u>Meteorologist Technician</u>	\$81,488	\$85,959	\$90,707	\$95,699	\$100,967	\$106,596	\$109,794	\$113,088
<u>Paralegal</u>	\$88,524	\$93,376	\$98,506	\$103,948	\$109,632	\$115,744	\$119,217	\$122,793
<u>Principal AQ Instrument Specialist</u>	\$92,128	\$97,189	\$102,561	\$108,176	\$114,138	\$120,502	\$124,117	\$127,840
<u>Programmer</u>	\$74,694	\$78,819	\$83,151	\$87,727	\$92,544	\$97,704	\$100,635	\$103,654
<u>Programmer Analyst</u>	\$88,039	\$92,891	\$97,986	\$103,393	\$109,078	\$115,159	\$118,614	\$122,172
<u>Senior AQ Instrument Specialist</u>	\$82,943	\$87,484	\$92,302	\$97,362	\$102,700	\$108,426	\$111,679	\$115,029

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2025**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Senior Information Tech Specialist</u>	<u>\$88,039</u>	<u>\$92,891</u>	<u>\$97,986</u>	<u>\$103,393</u>	<u>\$109,078</u>	<u>\$115,159</u>	<u>\$118,614</u>	<u>\$122,172</u>
<u>Senior Paralegal</u>	<u>\$94,208</u>	<u>\$99,407</u>	<u>\$104,849</u>	<u>\$110,637</u>	<u>\$116,703</u>	<u>\$123,209</u>	<u>\$126,906</u>	<u>\$130,713</u>
<u>Senior Public Affairs Specialist</u>	<u>\$84,949</u>	<u>\$89,604</u>	<u>\$94,539</u>	<u>\$99,719</u>	<u>\$105,179</u>	<u>\$110,774</u>	<u>\$113,820</u>	<u>\$116,951</u>
<u>Supervising Air Quality Inspector</u>	<u>\$94,208</u>	<u>\$99,407</u>	<u>\$104,849</u>	<u>\$110,637</u>	<u>\$116,703</u>	<u>\$123,210</u>	<u>\$126,906</u>	<u>\$130,713</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$73,355</u>	<u>\$77,395</u>	<u>\$81,634</u>	<u>\$86,138</u>	<u>\$90,874</u>	<u>\$95,940</u>	<u>\$98,819</u>	<u>\$101,783</u>
<u>Supervising Investigator</u>	<u>\$94,208</u>	<u>\$99,407</u>	<u>\$104,849</u>	<u>\$110,637</u>	<u>\$116,703</u>	<u>\$123,210</u>	<u>\$126,906</u>	<u>\$130,713</u>
<u>Telecommunications Tech I</u>	<u>\$71,020</u>	<u>\$74,937</u>	<u>\$79,027</u>	<u>\$83,394</u>	<u>\$87,969</u>	<u>\$92,873</u>	<u>\$95,659</u>	<u>\$98,529</u>
<u>Telecommunications Tech II</u>	<u>\$75,803</u>	<u>\$79,963</u>	<u>\$84,364</u>	<u>\$89,009</u>	<u>\$93,896</u>	<u>\$99,131</u>	<u>\$102,105</u>	<u>\$105,168</u>
<u>Transportation Plan Reviewer</u>	<u>\$65,786</u>	<u>\$69,391</u>	<u>\$73,204</u>	<u>\$77,224</u>	<u>\$81,488</u>	<u>\$86,030</u>	<u>\$88,611</u>	<u>\$91,270</u>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Air Quality Inspector</u>	<u>\$58,906</u>	<u>\$62,155</u>	<u>\$65,582</u>	<u>\$69,188</u>	<u>\$73,008</u>	<u>\$77,077</u>	<u>\$79,390</u>	<u>\$81,772</u>
<u>Air Quality Inspector I</u>	<u>\$61,941</u>	<u>\$65,368</u>	<u>\$68,938</u>	<u>\$72,722</u>	<u>\$76,721</u>	<u>\$80,998</u>	<u>\$83,428</u>	<u>\$85,931</u>
<u>Air Quality Inspector II</u>	<u>\$78,077</u>	<u>\$82,361</u>	<u>\$86,895</u>	<u>\$91,679</u>	<u>\$96,713</u>	<u>\$102,105</u>	<u>\$105,168</u>	<u>\$108,323</u>
<u>Air Quality Inspector III</u>	<u>\$85,432</u>	<u>\$90,108</u>	<u>\$95,071</u>	<u>\$100,283</u>	<u>\$105,781</u>	<u>\$111,679</u>	<u>\$115,029</u>	<u>\$118,480</u>
<u>Air Quality Instrument Specialist I</u>	<u>\$71,723</u>	<u>\$75,685</u>	<u>\$79,827</u>	<u>\$84,218</u>	<u>\$88,859</u>	<u>\$93,813</u>	<u>\$96,627</u>	<u>\$99,526</u>
<u>Air Quality Instrument Specialist II</u>	<u>\$78,077</u>	<u>\$82,361</u>	<u>\$86,895</u>	<u>\$91,679</u>	<u>\$96,713</u>	<u>\$102,105</u>	<u>\$105,168</u>	<u>\$108,323</u>
<u>Assistant AQ Inst Specialist</u>	<u>\$58,906</u>	<u>\$62,155</u>	<u>\$65,582</u>	<u>\$69,188</u>	<u>\$73,008</u>	<u>\$77,077</u>	<u>\$79,390</u>	<u>\$81,772</u>
<u>Assistant Computer Operator</u>	<u>\$51,088</u>	<u>\$53,908</u>	<u>\$56,871</u>	<u>\$60,013</u>	<u>\$63,297</u>	<u>\$66,826</u>	<u>\$68,830</u>	<u>\$70,895</u>
<u>Assistant Info Tech Specialist</u>	<u>\$56,193</u>	<u>\$59,299</u>	<u>\$62,548</u>	<u>\$65,975</u>	<u>\$69,616</u>	<u>\$73,497</u>	<u>\$75,702</u>	<u>\$77,973</u>
<u>Assistant Programmer</u>	<u>\$64,440</u>	<u>\$67,974</u>	<u>\$71,723</u>	<u>\$75,650</u>	<u>\$79,827</u>	<u>\$84,277</u>	<u>\$86,805</u>	<u>\$89,410</u>
<u>Assistant Telecommunications Tech</u>	<u>\$59,799</u>	<u>\$63,083</u>	<u>\$66,582</u>	<u>\$70,223</u>	<u>\$74,079</u>	<u>\$78,209</u>	<u>\$80,556</u>	<u>\$82,972</u>
<u>Audio Visual Specialist</u>	<u>\$70,116</u>	<u>\$73,972</u>	<u>\$78,042</u>	<u>\$82,326</u>	<u>\$86,860</u>	<u>\$91,702</u>	<u>\$94,453</u>	<u>\$97,286</u>
<u>Computer Operations Supervisor</u>	<u>\$63,119</u>	<u>\$66,617</u>	<u>\$70,259</u>	<u>\$74,115</u>	<u>\$78,220</u>	<u>\$82,580</u>	<u>\$85,058</u>	<u>\$87,610</u>
<u>Graphic Arts Illustrator I</u>	<u>\$54,765</u>	<u>\$57,799</u>	<u>\$60,977</u>	<u>\$64,333</u>	<u>\$67,867</u>	<u>\$71,651</u>	<u>\$73,800</u>	<u>\$76,014</u>
<u>Graphic Arts Illustrator II</u>	<u>\$61,155</u>	<u>\$64,547</u>	<u>\$68,081</u>	<u>\$71,830</u>	<u>\$75,792</u>	<u>\$80,018</u>	<u>\$82,418</u>	<u>\$84,891</u>
<u>Information Tech Specialist I</u>	<u>\$59,799</u>	<u>\$63,083</u>	<u>\$66,582</u>	<u>\$70,223</u>	<u>\$74,079</u>	<u>\$78,209</u>	<u>\$80,556</u>	<u>\$82,972</u>
<u>Information Tech Specialist II</u>	<u>\$73,151</u>	<u>\$77,185</u>	<u>\$81,398</u>	<u>\$85,896</u>	<u>\$90,608</u>	<u>\$95,659</u>	<u>\$98,529</u>	<u>\$101,485</u>
<u>Information Tech Supervisor</u>	<u>\$107,902</u>	<u>\$113,310</u>	<u>\$118,970</u>	<u>\$124,919</u>	<u>\$131,191</u>	<u>\$138,506</u>	<u>\$142,661</u>	<u>\$146,941</u>
<u>Investigator</u>	<u>\$91,179</u>	<u>\$96,178</u>	<u>\$101,461</u>	<u>\$107,066</u>	<u>\$112,921</u>	<u>\$119,217</u>	<u>\$122,793</u>	<u>\$126,477</u>
<u>Laboratory Technician</u>	<u>\$62,226</u>	<u>\$65,654</u>	<u>\$69,259</u>	<u>\$73,079</u>	<u>\$77,113</u>	<u>\$81,413</u>	<u>\$83,855</u>	<u>\$86,371</u>
<u>Meteorologist Technician</u>	<u>\$83,932</u>	<u>\$88,538</u>	<u>\$93,429</u>	<u>\$98,570</u>	<u>\$103,996</u>	<u>\$109,794</u>	<u>\$113,088</u>	<u>\$116,480</u>
<u>Paralegal</u>	<u>\$91,180</u>	<u>\$96,178</u>	<u>\$101,461</u>	<u>\$107,066</u>	<u>\$112,921</u>	<u>\$119,217</u>	<u>\$122,793</u>	<u>\$126,477</u>
<u>Principal AQ Instrument Specialist</u>	<u>\$94,892</u>	<u>\$100,105</u>	<u>\$105,638</u>	<u>\$111,422</u>	<u>\$117,562</u>	<u>\$124,117</u>	<u>\$127,840</u>	<u>\$131,676</u>
<u>Programmer</u>	<u>\$76,935</u>	<u>\$81,183</u>	<u>\$85,646</u>	<u>\$90,358</u>	<u>\$95,321</u>	<u>\$100,635</u>	<u>\$103,654</u>	<u>\$106,763</u>
<u>Programmer Analyst</u>	<u>\$90,680</u>	<u>\$95,678</u>	<u>\$100,926</u>	<u>\$106,495</u>	<u>\$112,350</u>	<u>\$118,614</u>	<u>\$122,172</u>	<u>\$125,837</u>
<u>Senior AQ Instrument Specialist</u>	<u>\$85,432</u>	<u>\$90,108</u>	<u>\$95,071</u>	<u>\$100,283</u>	<u>\$105,781</u>	<u>\$111,679</u>	<u>\$115,029</u>	<u>\$118,480</u>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Senior Information Tech Specialist</u>	<u>\$90,680</u>	<u>\$95,678</u>	<u>\$100,926</u>	<u>\$106,495</u>	<u>\$112,350</u>	<u>\$118,614</u>	<u>\$122,172</u>	<u>\$125,837</u>
<u>Senior Paralegal</u>	<u>\$97,034</u>	<u>\$102,389</u>	<u>\$107,995</u>	<u>\$113,957</u>	<u>\$120,204</u>	<u>\$126,906</u>	<u>\$130,713</u>	<u>\$134,634</u>
<u>Senior Public Affairs Specialist</u>	<u>\$87,497</u>	<u>\$92,292</u>	<u>\$97,375</u>	<u>\$102,711</u>	<u>\$108,335</u>	<u>\$114,097</u>	<u>\$117,235</u>	<u>\$120,459</u>
<u>Supervising AQ Inspector</u>	<u>\$97,034</u>	<u>\$102,389</u>	<u>\$107,994</u>	<u>\$113,957</u>	<u>\$120,204</u>	<u>\$126,906</u>	<u>\$130,713</u>	<u>\$134,634</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$75,556</u>	<u>\$79,717</u>	<u>\$84,084</u>	<u>\$88,723</u>	<u>\$93,600</u>	<u>\$98,819</u>	<u>\$101,783</u>	<u>\$104,837</u>
<u>Supervising Investigator</u>	<u>\$97,034</u>	<u>\$102,389</u>	<u>\$107,994</u>	<u>\$113,957</u>	<u>\$120,204</u>	<u>\$126,906</u>	<u>\$130,713</u>	<u>\$134,634</u>
<u>Telecommunications Tech I</u>	<u>\$73,151</u>	<u>\$77,185</u>	<u>\$81,398</u>	<u>\$85,896</u>	<u>\$90,608</u>	<u>\$95,659</u>	<u>\$98,529</u>	<u>\$101,485</u>
<u>Telecommunications Tech II</u>	<u>\$78,077</u>	<u>\$82,361</u>	<u>\$86,895</u>	<u>\$91,679</u>	<u>\$96,713</u>	<u>\$102,105</u>	<u>\$105,168</u>	<u>\$108,323</u>
<u>Transportation Plan Reviewer</u>	<u>\$67,760</u>	<u>\$71,473</u>	<u>\$75,400</u>	<u>\$79,541</u>	<u>\$83,932</u>	<u>\$88,611</u>	<u>\$91,270</u>	<u>\$94,008</u>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026**  
*(Increases to steps 7-8)*

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<u>Air Quality Inspector</u>	<u>\$58,906</u>	<u>\$62,155</u>	<u>\$65,582</u>	<u>\$69,188</u>	<u>\$73,008</u>	<u>\$77,077</u>	<u>\$81,375</u>	<u>\$83,816</u>
<u>Air Quality Inspector I</u>	<u>\$61,941</u>	<u>\$65,368</u>	<u>\$68,938</u>	<u>\$72,722</u>	<u>\$76,721</u>	<u>\$80,998</u>	<u>\$85,514</u>	<u>\$88,079</u>
<u>Air Quality Inspector II</u>	<u>\$78,077</u>	<u>\$82,361</u>	<u>\$86,895</u>	<u>\$91,679</u>	<u>\$96,713</u>	<u>\$102,105</u>	<u>\$107,797</u>	<u>\$111,031</u>
<u>Air Quality Inspector III</u>	<u>\$85,432</u>	<u>\$90,108</u>	<u>\$95,071</u>	<u>\$100,283</u>	<u>\$105,781</u>	<u>\$111,679</u>	<u>\$117,905</u>	<u>\$121,442</u>
<u>Air Quality Instrument Specialist I</u>	<u>\$71,723</u>	<u>\$75,685</u>	<u>\$79,827</u>	<u>\$84,218</u>	<u>\$88,859</u>	<u>\$93,813</u>	<u>\$99,043</u>	<u>\$102,014</u>
<u>Air Quality Instrument Specialist II</u>	<u>\$78,077</u>	<u>\$82,361</u>	<u>\$86,895</u>	<u>\$91,679</u>	<u>\$96,713</u>	<u>\$102,105</u>	<u>\$107,797</u>	<u>\$111,031</u>
<u>Assistant AQ Inst Specialist</u>	<u>\$58,906</u>	<u>\$62,155</u>	<u>\$65,582</u>	<u>\$69,188</u>	<u>\$73,008</u>	<u>\$77,077</u>	<u>\$81,375</u>	<u>\$83,816</u>
<u>Assistant Computer Operator</u>	<u>\$51,088</u>	<u>\$53,908</u>	<u>\$56,871</u>	<u>\$60,013</u>	<u>\$63,297</u>	<u>\$66,826</u>	<u>\$70,551</u>	<u>\$72,668</u>
<u>Assistant Info Tech Specialist</u>	<u>\$56,193</u>	<u>\$59,299</u>	<u>\$62,548</u>	<u>\$65,975</u>	<u>\$69,616</u>	<u>\$73,497</u>	<u>\$77,595</u>	<u>\$79,923</u>
<u>Assistant Programmer</u>	<u>\$64,440</u>	<u>\$67,974</u>	<u>\$71,723</u>	<u>\$75,650</u>	<u>\$79,827</u>	<u>\$84,277</u>	<u>\$88,975</u>	<u>\$91,645</u>
<u>Assistant Telecommunications Tech</u>	<u>\$59,799</u>	<u>\$63,083</u>	<u>\$66,582</u>	<u>\$70,223</u>	<u>\$74,079</u>	<u>\$78,209</u>	<u>\$82,570</u>	<u>\$85,047</u>
<u>Audio Visual Specialist</u>	<u>\$70,116</u>	<u>\$73,972</u>	<u>\$78,042</u>	<u>\$82,326</u>	<u>\$86,860</u>	<u>\$91,702</u>	<u>\$96,814</u>	<u>\$99,718</u>
<u>Computer Operations Supervisor</u>	<u>\$63,119</u>	<u>\$66,617</u>	<u>\$70,259</u>	<u>\$74,115</u>	<u>\$78,220</u>	<u>\$82,580</u>	<u>\$87,184</u>	<u>\$89,800</u>
<u>Graphic Arts Illustrator I</u>	<u>\$54,765</u>	<u>\$57,799</u>	<u>\$60,977</u>	<u>\$64,333</u>	<u>\$67,867</u>	<u>\$71,651</u>	<u>\$75,645</u>	<u>\$77,915</u>
<u>Graphic Arts Illustrator II</u>	<u>\$61,155</u>	<u>\$64,547</u>	<u>\$68,081</u>	<u>\$71,830</u>	<u>\$75,792</u>	<u>\$80,018</u>	<u>\$84,479</u>	<u>\$87,013</u>
<u>Information Tech Specialist I</u>	<u>\$59,799</u>	<u>\$63,083</u>	<u>\$66,582</u>	<u>\$70,223</u>	<u>\$74,079</u>	<u>\$78,209</u>	<u>\$82,570</u>	<u>\$85,047</u>
<u>Information Tech Specialist II</u>	<u>\$73,151</u>	<u>\$77,185</u>	<u>\$81,398</u>	<u>\$85,896</u>	<u>\$90,608</u>	<u>\$95,659</u>	<u>\$100,992</u>	<u>\$104,022</u>
<u>Information Tech Supervisor</u>	<u>\$107,902</u>	<u>\$113,310</u>	<u>\$118,970</u>	<u>\$124,919</u>	<u>\$131,191</u>	<u>\$138,506</u>	<u>\$146,227</u>	<u>\$150,614</u>
<u>Investigator</u>	<u>\$91,179</u>	<u>\$96,178</u>	<u>\$101,461</u>	<u>\$107,066</u>	<u>\$112,921</u>	<u>\$119,217</u>	<u>\$125,863</u>	<u>\$129,639</u>
<u>Laboratory Technician</u>	<u>\$62,226</u>	<u>\$65,654</u>	<u>\$69,259</u>	<u>\$73,079</u>	<u>\$77,113</u>	<u>\$81,413</u>	<u>\$85,952</u>	<u>\$88,530</u>
<u>Meteorologist Technician</u>	<u>\$83,932</u>	<u>\$88,538</u>	<u>\$93,429</u>	<u>\$98,570</u>	<u>\$103,996</u>	<u>\$109,794</u>	<u>\$115,915</u>	<u>\$119,393</u>
<u>Paralegal</u>	<u>\$91,180</u>	<u>\$96,178</u>	<u>\$101,461</u>	<u>\$107,066</u>	<u>\$112,921</u>	<u>\$119,217</u>	<u>\$125,863</u>	<u>\$129,639</u>
<u>Principal AQ Instrument Specialist</u>	<u>\$94,892</u>	<u>\$100,105</u>	<u>\$105,638</u>	<u>\$111,422</u>	<u>\$117,562</u>	<u>\$124,117</u>	<u>\$131,036</u>	<u>\$134,967</u>
<u>Programmer</u>	<u>\$76,935</u>	<u>\$81,183</u>	<u>\$85,646</u>	<u>\$90,358</u>	<u>\$95,321</u>	<u>\$100,635</u>	<u>\$106,245</u>	<u>\$109,432</u>
<u>Programmer Analyst</u>	<u>\$90,680</u>	<u>\$95,678</u>	<u>\$100,926</u>	<u>\$106,495</u>	<u>\$112,350</u>	<u>\$118,614</u>	<u>\$125,227</u>	<u>\$128,983</u>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026**  
*(Increases to steps 7-8)*

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Senior Paralegal</u>	<u>\$97,034</u>	<u>\$102,389</u>	<u>\$107,995</u>	<u>\$113,957</u>	<u>\$120,204</u>	<u>\$126,906</u>	<b><u>\$133,981</u></b>	<b><u>\$138,000</u></b>
<u>Sr AQ Instrument Specialist</u>	<u>\$85,432</u>	<u>\$90,108</u>	<u>\$95,071</u>	<u>\$100,283</u>	<u>\$105,781</u>	<u>\$111,679</u>	<b><u>\$117,905</u></b>	<b><u>\$121,442</u></b>
<u>Sr Information Tech Specialist</u>	<u>\$90,680</u>	<u>\$95,678</u>	<u>\$100,926</u>	<u>\$106,495</u>	<u>\$112,350</u>	<u>\$118,614</u>	<b><u>\$125,227</u></b>	<b><u>\$128,983</u></b>
<u>Sr Public Affairs Specialist</u>	<u>\$87,497</u>	<u>\$92,292</u>	<u>\$97,375</u>	<u>\$102,711</u>	<u>\$108,335</u>	<u>\$114,097</u>	<b><u>\$120,166</u></b>	<b><u>\$123,471</u></b>
<u>Supervising Air Quality Inspector</u>	<u>\$97,034</u>	<u>\$102,389</u>	<u>\$107,994</u>	<u>\$113,957</u>	<u>\$120,204</u>	<u>\$126,906</u>	<b><u>\$133,981</u></b>	<b><u>\$138,000</u></b>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$75,556</u>	<u>\$79,717</u>	<u>\$84,084</u>	<u>\$88,723</u>	<u>\$93,600</u>	<u>\$98,819</u>	<b><u>\$104,328</u></b>	<b><u>\$107,458</u></b>
<u>Supervising Investigator</u>	<u>\$97,034</u>	<u>\$102,389</u>	<u>\$107,994</u>	<u>\$113,957</u>	<u>\$120,204</u>	<u>\$126,906</u>	<b><u>\$133,981</u></b>	<b><u>\$138,000</u></b>
<u>Telecommunications Tech I</u>	<u>\$73,151</u>	<u>\$77,185</u>	<u>\$81,398</u>	<u>\$85,896</u>	<u>\$90,608</u>	<u>\$95,659</u>	<b><u>\$100,992</u></b>	<b><u>\$104,022</u></b>
<u>Telecommunications Tech II</u>	<u>\$78,077</u>	<u>\$82,361</u>	<u>\$86,895</u>	<u>\$91,679</u>	<u>\$96,713</u>	<u>\$102,105</u>	<b><u>\$107,797</u></b>	<b><u>\$111,031</u></b>
<u>Transportation Plan Reviewer</u>	<u>\$67,760</u>	<u>\$71,473</u>	<u>\$75,400</u>	<u>\$79,541</u>	<u>\$83,932</u>	<u>\$88,611</u>	<b><u>\$93,551</u></b>	<b><u>\$96,358</u></b>



**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2027**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Air Quality Inspector</u>	<u>\$60,084</u>	<u>\$63,398</u>	<u>\$66,894</u>	<u>\$70,572</u>	<u>\$74,468</u>	<u>\$78,619</u>	<u>\$83,002</u>	<u>\$85,492</u>
<u>Air Quality Inspector I</u>	<u>\$63,179</u>	<u>\$66,675</u>	<u>\$70,317</u>	<u>\$74,177</u>	<u>\$78,255</u>	<u>\$82,618</u>	<u>\$87,224</u>	<u>\$89,841</u>
<u>Air Quality Inspector II</u>	<u>\$79,639</u>	<u>\$84,009</u>	<u>\$88,633</u>	<u>\$93,513</u>	<u>\$98,647</u>	<u>\$104,147</u>	<u>\$109,953</u>	<u>\$113,252</u>
<u>Air Quality Inspector III</u>	<u>\$87,140</u>	<u>\$91,911</u>	<u>\$96,972</u>	<u>\$102,289</u>	<u>\$107,897</u>	<u>\$113,912</u>	<u>\$120,263</u>	<u>\$123,871</u>
<u>Air Quality Instrument Specialist I</u>	<u>\$73,157</u>	<u>\$77,199</u>	<u>\$81,423</u>	<u>\$85,902</u>	<u>\$90,636</u>	<u>\$95,689</u>	<u>\$101,024</u>	<u>\$104,054</u>
<u>Air Quality Instrument Specialist II</u>	<u>\$79,639</u>	<u>\$84,009</u>	<u>\$88,633</u>	<u>\$93,513</u>	<u>\$98,647</u>	<u>\$104,147</u>	<u>\$109,953</u>	<u>\$113,252</u>
<u>Assistant AQ Inst Specialist</u>	<u>\$60,084</u>	<u>\$63,398</u>	<u>\$66,894</u>	<u>\$70,572</u>	<u>\$74,468</u>	<u>\$78,619</u>	<u>\$83,002</u>	<u>\$85,492</u>
<u>Assistant Computer Operator</u>	<u>\$52,109</u>	<u>\$54,986</u>	<u>\$58,009</u>	<u>\$61,213</u>	<u>\$64,563</u>	<u>\$68,162</u>	<u>\$71,962</u>	<u>\$74,121</u>
<u>Assistant Info Tech Specialist</u>	<u>\$57,317</u>	<u>\$60,485</u>	<u>\$63,799</u>	<u>\$67,294</u>	<u>\$71,009</u>	<u>\$74,967</u>	<u>\$79,147</u>	<u>\$81,521</u>
<u>Assistant Programmer</u>	<u>\$65,728</u>	<u>\$69,334</u>	<u>\$73,157</u>	<u>\$77,163</u>	<u>\$81,423</u>	<u>\$85,963</u>	<u>\$90,755</u>	<u>\$93,478</u>
<u>Assistant Telecommunications Tech</u>	<u>\$60,995</u>	<u>\$64,345</u>	<u>\$67,913</u>	<u>\$71,628</u>	<u>\$75,560</u>	<u>\$79,774</u>	<u>\$84,221</u>	<u>\$86,748</u>
<u>Audio Visual Specialist</u>	<u>\$71,518</u>	<u>\$75,451</u>	<u>\$79,602</u>	<u>\$83,972</u>	<u>\$88,597</u>	<u>\$93,536</u>	<u>\$98,750</u>	<u>\$101,713</u>
<u>Computer Operations Supervisor</u>	<u>\$64,381</u>	<u>\$67,950</u>	<u>\$71,664</u>	<u>\$75,597</u>	<u>\$79,785</u>	<u>\$84,232</u>	<u>\$88,928</u>	<u>\$91,596</u>
<u>Graphic Arts Illustrator I</u>	<u>\$55,860</u>	<u>\$58,955</u>	<u>\$62,196</u>	<u>\$65,619</u>	<u>\$69,224</u>	<u>\$73,084</u>	<u>\$77,158</u>	<u>\$79,473</u>
<u>Graphic Arts Illustrator II</u>	<u>\$62,378</u>	<u>\$65,838</u>	<u>\$69,443</u>	<u>\$73,266</u>	<u>\$77,308</u>	<u>\$81,618</u>	<u>\$86,168</u>	<u>\$88,753</u>
<u>Information Tech Specialist I</u>	<u>\$60,995</u>	<u>\$64,345</u>	<u>\$67,913</u>	<u>\$71,628</u>	<u>\$75,560</u>	<u>\$79,774</u>	<u>\$84,221</u>	<u>\$86,748</u>
<u>Information Tech Specialist II</u>	<u>\$74,614</u>	<u>\$78,729</u>	<u>\$83,025</u>	<u>\$87,614</u>	<u>\$92,420</u>	<u>\$97,573</u>	<u>\$103,012</u>	<u>\$106,103</u>
<u>Information Tech Supervisor</u>	<u>\$110,060</u>	<u>\$115,576</u>	<u>\$121,349</u>	<u>\$127,417</u>	<u>\$133,815</u>	<u>\$141,276</u>	<u>\$149,152</u>	<u>\$153,627</u>
<u>Investigator</u>	<u>\$93,003</u>	<u>\$98,101</u>	<u>\$103,490</u>	<u>\$109,208</u>	<u>\$115,180</u>	<u>\$121,601</u>	<u>\$128,380</u>	<u>\$132,232</u>
<u>Laboratory Technician</u>	<u>\$63,471</u>	<u>\$66,967</u>	<u>\$70,644</u>	<u>\$74,541</u>	<u>\$78,656</u>	<u>\$83,041</u>	<u>\$87,671</u>	<u>\$90,301</u>
<u>Meteorologist Technician</u>	<u>\$85,611</u>	<u>\$90,308</u>	<u>\$95,297</u>	<u>\$100,541</u>	<u>\$106,076</u>	<u>\$111,990</u>	<u>\$118,233</u>	<u>\$121,780</u>
<u>Paralegal</u>	<u>\$93,003</u>	<u>\$98,101</u>	<u>\$103,490</u>	<u>\$109,208</u>	<u>\$115,180</u>	<u>\$121,601</u>	<u>\$128,380</u>	<u>\$132,232</u>
<u>Principal AQ Instrument Specialist</u>	<u>\$96,790</u>	<u>\$102,107</u>	<u>\$107,751</u>	<u>\$113,650</u>	<u>\$119,914</u>	<u>\$126,599</u>	<u>\$133,657</u>	<u>\$137,667</u>
<u>Programmer</u>	<u>\$78,474</u>	<u>\$82,807</u>	<u>\$87,359</u>	<u>\$92,166</u>	<u>\$97,227</u>	<u>\$102,647</u>	<u>\$108,370</u>	<u>\$111,621</u>
<u>Programmer Analyst</u>	<u>\$92,493</u>	<u>\$97,591</u>	<u>\$102,944</u>	<u>\$108,625</u>	<u>\$114,597</u>	<u>\$120,986</u>	<u>\$127,731</u>	<u>\$131,563</u>
<u>Senior AQ Instrument Specialist</u>	<u>\$87,140</u>	<u>\$91,911</u>	<u>\$96,972</u>	<u>\$102,289</u>	<u>\$107,897</u>	<u>\$113,912</u>	<u>\$120,263</u>	<u>\$123,871</u>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2027**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Senior Information Tech Specialist</u>	<u>\$92,493</u>	<u>\$97,591</u>	<u>\$102,944</u>	<u>\$108,625</u>	<u>\$114,597</u>	<u>\$120,986</u>	<u>\$127,731</u>	<u>\$131,563</u>
<u>Senior Paralegal</u>	<u>\$98,975</u>	<u>\$104,437</u>	<u>\$110,154</u>	<u>\$116,236</u>	<u>\$122,608</u>	<u>\$129,444</u>	<u>\$136,661</u>	<u>\$140,760</u>
<u>Senior Public Affairs Specialist</u>	<u>\$89,247</u>	<u>\$94,138</u>	<u>\$99,323</u>	<u>\$104,765</u>	<u>\$110,502</u>	<u>\$116,379</u>	<u>\$122,569</u>	<u>\$125,940</u>
<u>Supervising Air Quality Inspector</u>	<u>\$98,975</u>	<u>\$104,437</u>	<u>\$110,154</u>	<u>\$116,236</u>	<u>\$122,608</u>	<u>\$129,444</u>	<u>\$136,660</u>	<u>\$140,760</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$77,067</u>	<u>\$81,312</u>	<u>\$85,765</u>	<u>\$90,497</u>	<u>\$95,472</u>	<u>\$100,795</u>	<u>\$106,414</u>	<u>\$109,607</u>
<u>Supervising Investigator</u>	<u>\$98,975</u>	<u>\$104,437</u>	<u>\$110,154</u>	<u>\$116,236</u>	<u>\$122,608</u>	<u>\$129,444</u>	<u>\$136,660</u>	<u>\$140,760</u>
<u>Telecommunications Tech I</u>	<u>\$74,614</u>	<u>\$78,729</u>	<u>\$83,025</u>	<u>\$87,614</u>	<u>\$92,420</u>	<u>\$97,573</u>	<u>\$103,012</u>	<u>\$106,103</u>
<u>Telecommunications Tech II</u>	<u>\$79,639</u>	<u>\$84,009</u>	<u>\$88,633</u>	<u>\$93,513</u>	<u>\$98,647</u>	<u>\$104,147</u>	<u>\$109,953</u>	<u>\$113,252</u>
<u>Transportation Plan Reviewer</u>	<u>\$69,115</u>	<u>\$72,902</u>	<u>\$76,908</u>	<u>\$81,132</u>	<u>\$85,611</u>	<u>\$90,383</u>	<u>\$95,422</u>	<u>\$98,285</u>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2027**  
*(Increase to step 8)*

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Air Quality Inspector</u>	<u>\$60,084</u>	<u>\$63,398</u>	<u>\$66,894</u>	<u>\$70,572</u>	<u>\$74,468</u>	<u>\$78,619</u>	<u>\$83,002</u>	<b><u>\$87,629</u></b>
<u>Air Quality Inspector I</u>	<u>\$63,179</u>	<u>\$66,675</u>	<u>\$70,317</u>	<u>\$74,177</u>	<u>\$78,255</u>	<u>\$82,618</u>	<u>\$87,224</u>	<b><u>\$92,087</u></b>
<u>Air Quality Inspector II</u>	<u>\$79,639</u>	<u>\$84,009</u>	<u>\$88,633</u>	<u>\$93,513</u>	<u>\$98,647</u>	<u>\$104,147</u>	<u>\$109,953</u>	<b><u>\$116,083</u></b>
<u>Air Quality Inspector III</u>	<u>\$87,140</u>	<u>\$91,911</u>	<u>\$96,972</u>	<u>\$102,289</u>	<u>\$107,897</u>	<u>\$113,912</u>	<u>\$120,263</u>	<b><u>\$126,968</u></b>
<u>Air Quality Instrument Specialist I</u>	<u>\$73,157</u>	<u>\$77,199</u>	<u>\$81,423</u>	<u>\$85,902</u>	<u>\$90,636</u>	<u>\$95,689</u>	<u>\$101,024</u>	<b><u>\$106,656</u></b>
<u>Air Quality Instrument Specialist II</u>	<u>\$79,639</u>	<u>\$84,009</u>	<u>\$88,633</u>	<u>\$93,513</u>	<u>\$98,647</u>	<u>\$104,147</u>	<u>\$109,953</u>	<b><u>\$116,083</u></b>
<u>Assistant AQ Inst Specialist</u>	<u>\$60,084</u>	<u>\$63,398</u>	<u>\$66,894</u>	<u>\$70,572</u>	<u>\$74,468</u>	<u>\$78,619</u>	<u>\$83,002</u>	<b><u>\$87,629</u></b>
<u>Assistant Computer Operator</u>	<u>\$52,109</u>	<u>\$54,986</u>	<u>\$58,009</u>	<u>\$61,213</u>	<u>\$64,563</u>	<u>\$68,162</u>	<u>\$71,962</u>	<b><u>\$75,974</u></b>
<u>Assistant Info Tech Specialist</u>	<u>\$57,317</u>	<u>\$60,485</u>	<u>\$63,799</u>	<u>\$67,294</u>	<u>\$71,009</u>	<u>\$74,967</u>	<u>\$79,147</u>	<b><u>\$83,559</u></b>
<u>Assistant Programmer</u>	<u>\$65,728</u>	<u>\$69,334</u>	<u>\$73,157</u>	<u>\$77,163</u>	<u>\$81,423</u>	<u>\$85,963</u>	<u>\$90,755</u>	<b><u>\$95,815</u></b>
<u>Assistant Telecommunications Tech</u>	<u>\$60,995</u>	<u>\$64,345</u>	<u>\$67,913</u>	<u>\$71,628</u>	<u>\$75,560</u>	<u>\$79,774</u>	<u>\$84,221</u>	<b><u>\$88,916</u></b>
<u>Audio Visual Specialist</u>	<u>\$71,518</u>	<u>\$75,451</u>	<u>\$79,602</u>	<u>\$83,972</u>	<u>\$88,597</u>	<u>\$93,536</u>	<u>\$98,750</u>	<b><u>\$104,256</u></b>
<u>Computer Operations Supervisor</u>	<u>\$64,381</u>	<u>\$67,950</u>	<u>\$71,664</u>	<u>\$75,597</u>	<u>\$79,785</u>	<u>\$84,232</u>	<u>\$88,928</u>	<b><u>\$93,886</u></b>
<u>Graphic Arts Illustrator I</u>	<u>\$55,860</u>	<u>\$58,955</u>	<u>\$62,196</u>	<u>\$65,619</u>	<u>\$69,224</u>	<u>\$73,084</u>	<u>\$77,158</u>	<b><u>\$81,460</u></b>
<u>Graphic Arts Illustrator II</u>	<u>\$62,378</u>	<u>\$65,838</u>	<u>\$69,443</u>	<u>\$73,266</u>	<u>\$77,308</u>	<u>\$81,618</u>	<u>\$86,168</u>	<b><u>\$90,972</u></b>
<u>Information Tech Specialist I</u>	<u>\$60,995</u>	<u>\$64,345</u>	<u>\$67,913</u>	<u>\$71,628</u>	<u>\$75,560</u>	<u>\$79,774</u>	<u>\$84,221</u>	<b><u>\$88,916</u></b>
<u>Information Tech Specialist II</u>	<u>\$74,614</u>	<u>\$78,729</u>	<u>\$83,025</u>	<u>\$87,614</u>	<u>\$92,420</u>	<u>\$97,573</u>	<u>\$103,012</u>	<b><u>\$108,755</u></b>
<u>Information Tech Supervisor</u>	<u>\$110,060</u>	<u>\$115,576</u>	<u>\$121,349</u>	<u>\$127,417</u>	<u>\$133,815</u>	<u>\$141,276</u>	<u>\$149,152</u>	<b><u>\$157,467</u></b>
<u>Investigator</u>	<u>\$93,003</u>	<u>\$98,101</u>	<u>\$103,490</u>	<u>\$109,208</u>	<u>\$115,180</u>	<u>\$121,601</u>	<u>\$128,380</u>	<b><u>\$135,537</u></b>
<u>Laboratory Technician</u>	<u>\$63,471</u>	<u>\$66,967</u>	<u>\$70,644</u>	<u>\$74,541</u>	<u>\$78,656</u>	<u>\$83,041</u>	<u>\$87,671</u>	<b><u>\$92,558</u></b>
<u>Meteorologist Technician</u>	<u>\$85,611</u>	<u>\$90,308</u>	<u>\$95,297</u>	<u>\$100,541</u>	<u>\$106,076</u>	<u>\$111,990</u>	<u>\$118,233</u>	<b><u>\$124,825</u></b>
<u>Paralegal</u>	<u>\$93,003</u>	<u>\$98,101</u>	<u>\$103,490</u>	<u>\$109,208</u>	<u>\$115,180</u>	<u>\$121,601</u>	<u>\$128,380</u>	<b><u>\$135,538</u></b>
<u>Principal AQ Instrument Specialist</u>	<u>\$96,790</u>	<u>\$102,107</u>	<u>\$107,751</u>	<u>\$113,650</u>	<u>\$119,914</u>	<u>\$126,599</u>	<u>\$133,657</u>	<b><u>\$141,108</u></b>
<u>Programmer</u>	<u>\$78,474</u>	<u>\$82,807</u>	<u>\$87,359</u>	<u>\$92,166</u>	<u>\$97,227</u>	<u>\$102,647</u>	<u>\$108,370</u>	<b><u>\$114,412</u></b>
<u>Programmer Analyst</u>	<u>\$92,493</u>	<u>\$97,591</u>	<u>\$102,944</u>	<u>\$108,625</u>	<u>\$114,597</u>	<u>\$120,986</u>	<u>\$127,731</u>	<b><u>\$134,852</u></b>

**APPENDIX A**  
**TECHNICAL & ENFORCEMENT**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2027**  
*(Increase to step 8)*

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<b><u>Senior AQ Instrument Specialist</u></b>	<b><u>\$87,140</u></b>	<b><u>\$91,911</u></b>	<b><u>\$96,972</u></b>	<b><u>\$102,289</u></b>	<b><u>\$107,897</u></b>	<b><u>\$113,912</u></b>	<b><u>\$120,263</u></b>	<b><u>\$126,968</u></b>
<b><u>Senior Information Tech Specialist</u></b>	<b><u>\$92,493</u></b>	<b><u>\$97,591</u></b>	<b><u>\$102,944</u></b>	<b><u>\$108,625</u></b>	<b><u>\$114,597</u></b>	<b><u>\$120,986</u></b>	<b><u>\$127,731</u></b>	<b><u>\$134,852</u></b>
<b><u>Senior Paralegal</u></b>	<b><u>\$98,975</u></b>	<b><u>\$104,437</u></b>	<b><u>\$110,154</u></b>	<b><u>\$116,236</u></b>	<b><u>\$122,608</u></b>	<b><u>\$129,444</u></b>	<b><u>\$136,661</u></b>	<b><u>\$144,279</u></b>
<b><u>Senior Public Affairs Specialist</u></b>	<b><u>\$89,247</u></b>	<b><u>\$94,138</u></b>	<b><u>\$99,323</u></b>	<b><u>\$104,765</u></b>	<b><u>\$110,502</u></b>	<b><u>\$116,379</u></b>	<b><u>\$122,569</u></b>	<b><u>\$129,088</u></b>
<b><u>Supervising Air Quality Inspector</u></b>	<b><u>\$98,975</u></b>	<b><u>\$104,437</u></b>	<b><u>\$110,154</u></b>	<b><u>\$116,236</u></b>	<b><u>\$122,608</u></b>	<b><u>\$129,444</u></b>	<b><u>\$136,660</u></b>	<b><u>\$144,279</u></b>
<b><u>Supervising Graphic Arts Illustrator</u></b>	<b><u>\$77,067</u></b>	<b><u>\$81,312</u></b>	<b><u>\$85,765</u></b>	<b><u>\$90,497</u></b>	<b><u>\$95,472</u></b>	<b><u>\$100,795</u></b>	<b><u>\$106,414</u></b>	<b><u>\$112,347</u></b>
<b><u>Supervising Investigator</u></b>	<b><u>\$98,975</u></b>	<b><u>\$104,437</u></b>	<b><u>\$110,154</u></b>	<b><u>\$116,236</u></b>	<b><u>\$122,608</u></b>	<b><u>\$129,444</u></b>	<b><u>\$136,660</u></b>	<b><u>\$144,279</u></b>
<b><u>Telecommunications Tech I</u></b>	<b><u>\$74,614</u></b>	<b><u>\$78,729</u></b>	<b><u>\$83,025</u></b>	<b><u>\$87,614</u></b>	<b><u>\$92,420</u></b>	<b><u>\$97,573</u></b>	<b><u>\$103,012</u></b>	<b><u>\$108,755</u></b>
<b><u>Telecommunications Tech II</u></b>	<b><u>\$79,639</u></b>	<b><u>\$84,009</u></b>	<b><u>\$88,633</u></b>	<b><u>\$93,513</u></b>	<b><u>\$98,647</u></b>	<b><u>\$104,147</u></b>	<b><u>\$109,953</u></b>	<b><u>\$116,083</u></b>
<b><u>Transportation Plan Reviewer</u></b>	<b><u>\$69,115</u></b>	<b><u>\$72,902</u></b>	<b><u>\$76,908</u></b>	<b><u>\$81,132</u></b>	<b><u>\$85,611</u></b>	<b><u>\$90,383</u></b>	<b><u>\$95,422</u></b>	<b><u>\$100,742</u></b>

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2024**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Accounting Technician</u>	\$52,542	\$55,440	\$58,497	\$61,713	\$65,120	\$67,074	\$69,087	\$71,159
<u>Administrative Assistant I</u>	\$47,320	\$49,931	\$52,669	\$55,567	\$58,624	\$60,383	\$62,194	\$64,060
<u>Administrative Assistant II</u>	\$61,354	\$64,719	\$68,287	\$72,022	\$75,960	\$78,049	\$80,196	\$82,401
<u>Air Quality Data Translator</u>	\$43,371	\$45,728	\$48,243	\$50,918	\$53,720	\$55,332	\$56,991	\$58,701
<u>Building Supervisor</u>	\$66,235	\$69,897	\$73,750	\$77,794	\$82,061	\$84,523	\$87,058	\$89,670
<u>Career Development Intern</u>	\$37,425	\$39,168	\$40,910	-	-	-	-	-
<u>Contracts Assistant</u>	\$47,320	\$49,931	\$52,669	\$55,567	\$58,624	\$60,383	\$62,194	\$64,060
<u>Data Technician</u>	\$49,867	\$52,606	\$55,504	\$58,529	\$61,777	\$63,630	\$65,538	\$67,505
<u>Deputy Board Clerk I</u>	\$48,116	\$50,759	\$53,561	\$56,491	\$59,611	\$61,400	\$63,242	\$65,139
<u>Deputy Board Clerk II</u>	\$57,158	\$60,288	\$63,624	\$67,132	\$70,811	\$72,936	\$75,124	\$77,377
<u>District Storekeeper</u>	\$50,695	\$53,497	\$56,427	\$59,548	\$62,828	\$64,713	\$66,654	\$68,654
<u>Facilities Services Specialist</u>	\$53,338	\$56,268	\$59,388	\$62,637	\$66,076	\$68,058	\$70,099	\$72,202
<u>Facilities Services Tech</u>	\$58,306	\$61,522	\$64,897	\$68,464	\$72,253	\$74,421	\$76,654	\$78,954
<u>Fiscal Assistant</u>	\$42,575	\$44,900	\$47,383	\$49,963	\$52,733	\$54,315	\$55,944	\$57,622
<u>Fleet Services Supervisor</u>	\$54,548	\$57,573	\$60,726	\$64,069	\$67,604	\$69,632	\$71,721	\$73,872
<u>Fleet Services Worker I</u>	\$40,919	\$43,180	\$45,536	\$48,052	\$50,695	\$52,216	\$53,782	\$55,396
<u>Fleet Services Worker II</u>	\$46,747	\$49,326	\$52,033	\$54,899	\$57,892	\$59,629	\$61,418	\$63,260
<u>General Maintenance Helper</u>	\$41,397	\$43,690	\$46,078	\$48,625	\$51,300	\$52,839	\$54,424	\$56,057
<u>General Maintenance Worker</u>	\$61,331	\$64,706	\$68,273	\$72,030	\$75,979	\$78,259	\$80,607	\$83,025
<u>Legislative Assistant</u>	\$66,368	\$70,037	\$73,873	\$77,946	\$82,153	\$84,411	\$86,733	\$89,118
<u>Mail / Subsc Serv Clerk</u>	\$40,919	\$43,180	\$45,536	\$48,052	\$50,695	\$52,216	\$53,782	\$55,396
<u>Mail / Subsc Serv Supervisor</u>	\$50,600	\$53,370	\$56,331	\$59,420	\$62,668	\$64,548	\$66,485	\$68,479
<u>Office Assistant</u>	\$40,919	\$43,180	\$45,536	\$48,052	\$50,695	\$52,216	\$53,782	\$55,396
<u>Offset Press Operator</u>	\$48,848	\$51,555	\$54,389	\$57,382	\$60,535	\$62,351	\$64,221	\$66,148
<u>Payroll Technician</u>	\$48,498	\$51,141	\$53,975	\$56,937	\$60,057	\$61,859	\$63,714	\$65,626
<u>Principal Office Assistant</u>	\$55,790	\$58,847	\$62,095	\$65,502	\$69,101	\$71,173	\$73,309	\$75,508

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2024**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Print Shop Duplicator</u>	<u>\$42,575</u>	<u>\$44,900</u>	<u>\$47,383</u>	<u>\$49,963</u>	<u>\$52,733</u>	<u>\$54,315</u>	<u>\$55,944</u>	<u>\$57,622</u>
<u>Print Shop Supervisor</u>	<u>\$57,892</u>	<u>\$61,076</u>	<u>\$64,452</u>	<u>\$67,986</u>	<u>\$71,712</u>	<u>\$73,863</u>	<u>\$76,079</u>	<u>\$78,361</u>
<u>Purchasing Assistant</u>	<u>\$54,676</u>	<u>\$57,669</u>	<u>\$60,853</u>	<u>\$64,197</u>	<u>\$67,732</u>	<u>\$69,764</u>	<u>\$71,857</u>	<u>\$74,012</u>
<u>Purchasing Supervisor</u>	<u>\$70,534</u>	<u>\$74,419</u>	<u>\$78,495</u>	<u>\$82,825</u>	<u>\$87,379</u>	<u>\$90,000</u>	<u>\$92,700</u>	<u>\$95,481</u>
<u>Senior Deputy Board Clerk</u>	<u>\$62,695</u>	<u>\$66,134</u>	<u>\$69,780</u>	<u>\$73,632</u>	<u>\$77,655</u>	<u>\$79,985</u>	<u>\$82,384</u>	<u>\$84,856</u>
<u>Senior Fiscal Assistant</u>	<u>\$47,320</u>	<u>\$49,931</u>	<u>\$52,669</u>	<u>\$55,567</u>	<u>\$58,624</u>	<u>\$60,383</u>	<u>\$62,194</u>	<u>\$64,060</u>
<u>Senior Office Assistant</u>	<u>\$45,568</u>	<u>\$48,084</u>	<u>\$50,727</u>	<u>\$53,529</u>	<u>\$56,459</u>	<u>\$58,153</u>	<u>\$59,898</u>	<u>\$61,695</u>
<u>Staff Assistant</u>	<u>\$49,007</u>	<u>\$51,714</u>	<u>\$54,548</u>	<u>\$57,542</u>	<u>\$60,726</u>	<u>\$62,548</u>	<u>\$64,424</u>	<u>\$66,357</u>
<u>Stock Clerk</u>	<u>\$40,919</u>	<u>\$43,180</u>	<u>\$45,536</u>	<u>\$48,052</u>	<u>\$50,695</u>	<u>\$52,216</u>	<u>\$53,782</u>	<u>\$55,396</u>
<u>Supervising Office Assistant</u>	<u>\$50,600</u>	<u>\$53,370</u>	<u>\$56,331</u>	<u>\$59,420</u>	<u>\$62,668</u>	<u>\$64,548</u>	<u>\$66,485</u>	<u>\$68,479</u>

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2024**  
*(Increases to steps 6-8)*

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<u>Accounting Technician</u>	\$52,542	\$55,440	\$58,497	\$61,713	\$65,120	\$68,751	\$70,814	\$72,938
<u>Administrative Assistant I</u>	\$47,320	\$49,931	\$52,669	\$55,567	\$58,624	\$61,892	\$63,749	\$65,662
<u>Administrative Assistant II</u>	\$61,354	\$64,719	\$68,287	\$72,022	\$75,960	\$80,000	\$82,200	\$84,461
<u>Air Quality Data Translator</u>	\$43,371	\$45,728	\$48,243	\$50,918	\$53,720	\$56,715	\$58,416	\$60,169
<u>Building Supervisor</u>	\$66,235	\$69,897	\$73,750	\$77,794	\$82,061	\$86,636	\$89,235	\$91,912
<u>Career Development Intern</u>	\$37,425	\$39,168	\$40,910					
<u>Contracts Assistant</u>	\$47,320	\$49,931	\$52,669	\$55,567	\$58,624	\$61,892	\$63,749	\$65,662
<u>Data Technician</u>	\$49,867	\$52,606	\$55,504	\$58,529	\$61,777	\$65,220	\$67,177	\$69,192
<u>Deputy Board Clerk I</u>	\$48,116	\$50,759	\$53,561	\$56,491	\$59,611	\$62,935	\$64,823	\$66,768
<u>Deputy Board Clerk II</u>	\$57,158	\$60,288	\$63,624	\$67,132	\$70,811	\$74,759	\$77,002	\$79,312
<u>District Storekeeper</u>	\$50,695	\$53,497	\$56,427	\$59,548	\$62,828	\$66,330	\$68,320	\$70,370
<u>Facilities Services Specialist</u>	\$53,338	\$56,268	\$59,388	\$62,637	\$66,076	\$69,759	\$71,852	\$74,007
<u>Facilities Services Tech</u>	\$58,306	\$61,522	\$64,897	\$68,464	\$72,253	\$76,282	\$78,570	\$80,927
<u>Fiscal Assistant</u>	\$42,575	\$44,900	\$47,383	\$49,963	\$52,733	\$55,672	\$57,343	\$59,063
<u>Fleet Services Supervisor</u>	\$54,548	\$57,573	\$60,726	\$64,069	\$67,604	\$71,373	\$73,514	\$75,719
<u>Fleet Services Worker I</u>	\$40,919	\$43,180	\$45,536	\$48,052	\$50,695	\$53,521	\$55,127	\$56,781
<u>Fleet Services Worker II</u>	\$46,747	\$49,326	\$52,033	\$54,899	\$57,892	\$61,120	\$62,953	\$64,842
<u>General Maintenance Helper</u>	\$41,397	\$43,690	\$46,078	\$48,625	\$51,300	\$54,160	\$55,785	\$57,458
<u>General Maintenance Worker</u>	\$61,331	\$64,706	\$68,273	\$72,030	\$75,979	\$80,215	\$82,622	\$85,100
<u>Legislative Assistant</u>	\$66,368	\$70,037	\$73,873	\$77,946	\$82,153	\$86,522	\$88,901	\$91,346
<u>Mail / Subsc Services Clerk</u>	\$40,919	\$43,180	\$45,536	\$48,052	\$50,695	\$53,521	\$55,127	\$56,781
<u>Mail / Subsc Serv Supervisor</u>	\$50,600	\$53,370	\$56,331	\$59,420	\$62,668	\$66,162	\$68,147	\$70,191
<u>Office Assistant</u>	\$40,919	\$43,180	\$45,536	\$48,052	\$50,695	\$53,521	\$55,127	\$56,781
<u>Offset Press Operator</u>	\$48,848	\$51,555	\$54,389	\$57,382	\$60,535	\$63,910	\$65,827	\$67,802
<u>Payroll Technician</u>	\$48,498	\$51,141	\$53,975	\$56,937	\$60,057	\$63,405	\$65,307	\$67,266

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2024**  
*(Increases to steps 6-8)*

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Principal Office Assistant</u>	\$55,790	\$58,847	\$62,095	\$65,502	\$69,101	<b>\$72,953</b>	<b>\$75,141</b>	<b>\$77,396</b>
<u>Print Shop Duplicator</u>	\$42,575	\$44,900	\$47,383	\$49,963	\$52,733	<b>\$55,672</b>	<b>\$57,343</b>	<b>\$59,063</b>
<u>Print Shop Supervisor</u>	\$57,892	\$61,076	\$64,452	\$67,986	\$71,712	<b>\$75,710</b>	<b>\$77,981</b>	<b>\$80,320</b>
<u>Purchasing Assistant</u>	\$54,676	\$57,669	\$60,853	\$64,197	\$67,732	<b>\$71,508</b>	<b>\$73,653</b>	<b>\$75,863</b>
<u>Purchasing Supervisor</u>	\$70,534	\$74,419	\$78,495	\$82,825	\$87,379	<b>\$92,250</b>	<b>\$95,018</b>	<b>\$97,868</b>
<u>Senior Deputy Board Clerk</u>	\$62,695	\$66,134	\$69,780	\$73,632	\$77,655	<b>\$81,984</b>	<b>\$84,444</b>	<b>\$86,977</b>
<u>Senior Fiscal Assistant</u>	\$47,320	\$49,931	\$52,669	\$55,567	\$58,624	<b>\$61,892</b>	<b>\$63,749</b>	<b>\$65,662</b>
<u>Senior Office Assistant</u>	\$45,568	\$48,084	\$50,727	\$53,529	\$56,459	<b>\$59,607</b>	<b>\$61,395</b>	<b>\$63,237</b>
<u>Staff Assistant</u>	\$49,007	\$51,714	\$54,548	\$57,542	\$60,726	<b>\$64,111</b>	<b>\$66,035</b>	<b>\$68,016</b>
<u>Stock Clerk</u>	\$40,919	\$43,180	\$45,536	\$48,052	\$50,695	<b>\$53,521</b>	<b>\$55,127</b>	<b>\$56,781</b>
<u>Supervising Office Assistant</u>	\$50,600	\$53,370	\$56,331	\$59,420	\$62,668	<b>\$66,162</b>	<b>\$68,147</b>	<b>\$70,191</b>



**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2025**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Accounting Technician</u>	\$54,644	\$57,657	\$60,837	\$64,182	\$67,725	\$71,501	\$73,646	\$75,856
<u>Administrative Assistant I</u>	\$49,213	\$51,928	\$54,776	\$57,790	\$60,969	\$64,368	\$66,299	\$68,288
<u>Administrative Assistant II</u>	\$63,808	\$67,308	\$71,018	\$74,903	\$78,998	\$83,200	\$85,488	\$87,839
<u>Air Quality Data Translator</u>	\$45,106	\$47,557	\$50,173	\$52,955	\$55,869	\$58,983	\$60,753	\$62,576
<u>Building Supervisor</u>	\$68,884	\$72,693	\$76,700	\$80,906	\$85,344	\$90,101	\$92,804	\$95,588
<u>Career Development Intern</u>	\$38,922	\$40,734	\$42,547	-	-	-	-	-
<u>Contracts Assistant</u>	\$49,213	\$51,928	\$54,776	\$57,790	\$60,969	\$64,368	\$66,299	\$68,288
<u>Data Technician</u>	\$51,862	\$54,710	\$57,724	\$60,870	\$64,248	\$67,829	\$69,864	\$71,960
<u>Deputy Board Clerk I</u>	\$50,040	\$52,789	\$55,704	\$58,750	\$61,996	\$65,452	\$67,416	\$69,438
<u>Deputy Board Clerk II</u>	\$59,445	\$62,699	\$66,169	\$69,817	\$73,644	\$77,749	\$80,082	\$82,484
<u>District Storekeeper</u>	\$52,723	\$55,637	\$58,684	\$61,930	\$65,341	\$68,984	\$71,053	\$73,185
<u>Facilities Services Specialist</u>	\$55,472	\$58,519	\$61,764	\$65,142	\$68,719	\$72,549	\$74,726	\$76,968
<u>Facilities Services Tech</u>	\$60,638	\$63,983	\$67,493	\$71,202	\$75,143	\$79,333	\$81,713	\$84,165
<u>Fiscal Assistant</u>	\$44,278	\$46,696	\$49,279	\$51,961	\$54,842	\$57,899	\$59,636	\$61,425
<u>Fleet Services Supervisor</u>	\$56,730	\$59,876	\$63,155	\$66,632	\$70,308	\$74,228	\$76,454	\$78,748
<u>Fleet Services Worker I</u>	\$42,556	\$44,907	\$47,358	\$49,974	\$52,723	\$55,662	\$57,332	\$59,052
<u>Fleet Services Worker II</u>	\$48,616	\$51,299	\$54,114	\$57,094	\$60,207	\$63,564	\$65,471	\$67,435
<u>General Maintenance Helper</u>	\$43,053	\$45,437	\$47,921	\$50,570	\$53,352	\$56,326	\$58,016	\$59,757
<u>General Maintenance Worker</u>	\$63,784	\$67,295	\$71,004	\$74,912	\$79,018	\$83,424	\$85,927	\$88,504
<u>Legislative Assistant</u>	\$69,023	\$72,838	\$76,828	\$81,063	\$85,439	\$89,982	\$92,457	\$94,999
<u>Mail / Subsc Serv Clerk</u>	\$42,556	\$44,907	\$47,358	\$49,974	\$52,723	\$55,662	\$57,332	\$59,052
<u>Mail / Subsc Serv Supervisor</u>	\$52,624	\$55,505	\$58,585	\$61,797	\$65,175	\$68,808	\$70,872	\$72,999
<u>Office Assistant</u>	\$42,556	\$44,907	\$47,358	\$49,974	\$52,723	\$55,662	\$57,332	\$59,052
<u>Offset Press Operator</u>	\$50,802	\$53,617	\$56,565	\$59,678	\$62,956	\$66,466	\$68,460	\$70,514
<u>Payroll Technician</u>	\$50,438	\$53,187	\$56,134	\$59,214	\$62,459	\$65,941	\$67,919	\$69,957
<u>Principal Office Assistant</u>	\$58,022	\$61,201	\$64,579	\$68,123	\$71,865	\$75,871	\$78,147	\$80,491

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2025**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Print Shop Duplicator</u>	<u>\$44,278</u>	<u>\$46,696</u>	<u>\$49,279</u>	<u>\$51,961</u>	<u>\$54,842</u>	<u>\$57,899</u>	<u>\$59,636</u>	<u>\$61,425</u>
<u>Print Shop Supervisor</u>	<u>\$60,207</u>	<u>\$63,519</u>	<u>\$67,030</u>	<u>\$70,706</u>	<u>\$74,580</u>	<u>\$78,738</u>	<u>\$81,100</u>	<u>\$83,533</u>
<u>Purchasing Assistant</u>	<u>\$56,863</u>	<u>\$59,976</u>	<u>\$63,287</u>	<u>\$66,765</u>	<u>\$70,441</u>	<u>\$74,368</u>	<u>\$76,599</u>	<u>\$78,897</u>
<u>Purchasing Supervisor</u>	<u>\$73,355</u>	<u>\$77,395</u>	<u>\$81,634</u>	<u>\$86,138</u>	<u>\$90,874</u>	<u>\$95,940</u>	<u>\$98,819</u>	<u>\$101,783</u>
<u>Senior Deputy Board Clerk</u>	<u>\$65,203</u>	<u>\$68,779</u>	<u>\$72,571</u>	<u>\$76,577</u>	<u>\$80,761</u>	<u>\$85,264</u>	<u>\$87,822</u>	<u>\$90,456</u>
<u>Senior Fiscal Assistant</u>	<u>\$49,213</u>	<u>\$51,928</u>	<u>\$54,776</u>	<u>\$57,790</u>	<u>\$60,969</u>	<u>\$64,368</u>	<u>\$66,299</u>	<u>\$68,288</u>
<u>Senior Office Assistant</u>	<u>\$47,391</u>	<u>\$50,007</u>	<u>\$52,756</u>	<u>\$55,670</u>	<u>\$58,717</u>	<u>\$61,991</u>	<u>\$63,851</u>	<u>\$65,767</u>
<u>Staff Assistant</u>	<u>\$50,968</u>	<u>\$53,783</u>	<u>\$56,730</u>	<u>\$59,843</u>	<u>\$63,155</u>	<u>\$66,676</u>	<u>\$68,676</u>	<u>\$70,736</u>
<u>Stock Clerk</u>	<u>\$42,556</u>	<u>\$44,907</u>	<u>\$47,358</u>	<u>\$49,974</u>	<u>\$52,723</u>	<u>\$55,662</u>	<u>\$57,332</u>	<u>\$59,052</u>
<u>Supervising Office Assistant</u>	<u>\$52,624</u>	<u>\$55,505</u>	<u>\$58,585</u>	<u>\$61,797</u>	<u>\$65,175</u>	<u>\$68,808</u>	<u>\$70,872</u>	<u>\$72,999</u>

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Accounting Technician</u>	\$56,283	\$59,387	\$62,662	\$66,107	\$69,757	\$73,646	\$75,856	\$78,131
<u>Administrative Assistant I</u>	\$50,689	\$53,486	\$56,420	\$59,524	\$62,798	\$66,299	\$68,288	\$70,337
<u>Administrative Assistant II</u>	\$65,722	\$69,327	\$73,149	\$77,150	\$81,368	\$85,696	\$88,053	\$90,475
<u>Air Quality Data Translator</u>	\$46,459	\$48,983	\$51,678	\$54,543	\$57,545	\$60,753	\$62,576	\$64,453
<u>Building Supervisor</u>	\$70,951	\$74,874	\$79,001	\$83,333	\$87,904	\$92,804	\$95,588	\$98,456
<u>Career Development Intern</u>	\$40,090	\$41,956	\$43,823	-	-	-	-	-
<u>Contracts Assistant</u>	\$50,689	\$53,486	\$56,420	\$59,524	\$62,798	\$66,299	\$68,288	\$70,337
<u>Data Technician</u>	\$53,418	\$56,351	\$59,455	\$62,696	\$66,175	\$69,864	\$71,960	\$74,119
<u>Deputy Board Clerk I</u>	\$51,542	\$54,373	\$57,375	\$60,513	\$63,856	\$67,416	\$69,438	\$71,521
<u>Deputy Board Clerk II</u>	\$61,228	\$64,580	\$68,154	\$71,911	\$75,853	\$80,082	\$82,484	\$84,959
<u>District Storekeeper</u>	\$54,305	\$57,306	\$60,445	\$63,787	\$67,301	\$71,053	\$73,185	\$75,380
<u>Facilities Services Specialist</u>	\$57,136	\$60,274	\$63,617	\$67,096	\$70,780	\$74,726	\$76,968	\$79,277
<u>Facilities Services Tech</u>	\$62,457	\$65,902	\$69,518	\$73,339	\$77,398	\$81,713	\$84,165	\$86,689
<u>Fiscal Assistant</u>	\$45,606	\$48,096	\$50,757	\$53,520	\$56,488	\$59,636	\$61,425	\$63,268
<u>Fleet Services Supervisor</u>	\$58,432	\$61,673	\$65,050	\$68,631	\$72,418	\$76,454	\$78,748	\$81,110
<u>Fleet Services Worker I</u>	\$43,833	\$46,254	\$48,779	\$51,473	\$54,305	\$57,332	\$59,052	\$60,823
<u>Fleet Services Worker II</u>	\$50,075	\$52,838	\$55,737	\$58,807	\$62,014	\$65,471	\$67,435	\$69,458
<u>General Maintenance Helper</u>	\$44,344	\$46,800	\$49,359	\$52,087	\$54,953	\$58,016	\$59,757	\$61,549
<u>General Maintenance Worker</u>	\$65,698	\$69,313	\$73,134	\$77,159	\$81,389	\$85,927	\$88,504	\$91,159
<u>Legislative Assistant</u>	\$71,094	\$75,023	\$79,133	\$83,495	\$88,002	\$92,682	\$95,231	\$97,849
<u>Mail / Subsc Serv Clerk</u>	\$43,833	\$46,254	\$48,779	\$51,473	\$54,305	\$57,332	\$59,052	\$60,823
<u>Mail / Subsc Serv Supervisor</u>	\$54,202	\$57,170	\$60,342	\$63,651	\$67,130	\$70,872	\$72,999	\$75,189
<u>Office Assistant</u>	\$43,833	\$46,254	\$48,779	\$51,473	\$54,305	\$57,332	\$59,052	\$60,823
<u>Offset Press Operator</u>	\$52,326	\$55,226	\$58,262	\$61,468	\$64,845	\$68,460	\$70,514	\$72,629
<u>Payroll Technician</u>	\$51,951	\$54,782	\$57,818	\$60,990	\$64,333	\$67,919	\$69,957	\$72,056
<u>Principal Office Assistant</u>	\$59,762	\$63,037	\$66,516	\$70,166	\$74,021	\$78,147	\$80,491	\$82,906

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Print Shop Duplicator</u>	\$45,606	\$48,096	\$50,757	\$53,520	\$56,488	\$59,636	\$61,425	\$63,268
<u>Print Shop Supervisor</u>	\$62,014	\$65,425	\$69,041	\$72,827	\$76,818	\$81,100	\$83,533	\$86,039
<u>Purchasing Assistant</u>	\$58,569	\$61,775	\$65,186	\$68,768	\$72,554	\$76,599	\$78,897	\$81,264
<u>Purchasing Supervisor</u>	\$75,556	\$79,717	\$84,084	\$88,723	\$93,600	\$98,819	\$101,783	\$104,837
<u>Senior Deputy Board Clerk</u>	\$67,159	\$70,843	\$74,748	\$78,874	\$83,184	\$87,822	\$90,456	\$93,170
<u>Senior Fiscal Assistant</u>	\$50,689	\$53,486	\$56,420	\$59,524	\$62,798	\$66,299	\$68,288	\$70,337
<u>Senior Office Assistant</u>	\$48,813	\$51,508	\$54,339	\$57,341	\$60,479	\$63,851	\$65,767	\$67,740
<u>Staff Assistant</u>	\$52,497	\$55,396	\$58,432	\$61,638	\$65,050	\$68,676	\$70,736	\$72,858
<u>Stock Clerk</u>	\$43,833	\$46,254	\$48,779	\$51,473	\$54,305	\$57,332	\$59,052	\$60,823
<u>Supervising Office Assistant</u>	\$54,202	\$57,170	\$60,342	\$63,651	\$67,130	\$70,872	\$72,999	\$75,189

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026**  
*(Increases to steps 7-8)*

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<u>Accounting Technician</u>	\$56,283	\$59,387	\$62,662	\$66,107	\$69,757	\$73,646	\$77,752	\$80,085
<u>Administrative Assistant I</u>	\$50,689	\$53,486	\$56,420	\$59,524	\$62,798	\$66,299	\$69,995	\$72,095
<u>Administrative Assistant II</u>	\$65,722	\$69,327	\$73,149	\$77,150	\$81,368	\$85,696	\$90,254	\$92,736
<u>Air Quality Data Translator</u>	\$46,459	\$48,983	\$51,678	\$54,543	\$57,545	\$60,753	\$64,140	\$66,064
<u>Building Supervisor</u>	\$70,951	\$74,874	\$79,001	\$83,333	\$87,904	\$92,804	\$97,978	\$100,918
<u>Career Development Intern</u>	\$40,090	\$41,956	\$43,823					
<u>Contracts Assistant</u>	\$50,689	\$53,486	\$56,420	\$59,524	\$62,798	\$66,299	\$69,995	\$72,095
<u>Data Technician</u>	\$53,418	\$56,351	\$59,455	\$62,696	\$66,175	\$69,864	\$73,759	\$75,972
<u>Deputy Board Clerk I</u>	\$51,542	\$54,373	\$57,375	\$60,513	\$63,856	\$67,416	\$71,174	\$73,309
<u>Deputy Board Clerk II</u>	\$61,228	\$64,580	\$68,154	\$71,911	\$75,853	\$80,082	\$84,546	\$87,083
<u>District Storekeeper</u>	\$54,305	\$57,306	\$60,445	\$63,787	\$67,301	\$71,053	\$75,014	\$77,265
<u>Facilities Services Specialist</u>	\$57,136	\$60,274	\$63,617	\$67,096	\$70,780	\$74,726	\$78,892	\$81,259
<u>Facilities Services Tech</u>	\$62,457	\$65,902	\$69,518	\$73,339	\$77,398	\$81,713	\$86,269	\$88,857
<u>Fiscal Assistant</u>	\$45,606	\$48,096	\$50,757	\$53,520	\$56,488	\$59,636	\$62,961	\$64,850
<u>Fleet Services Supervisor</u>	\$58,432	\$61,673	\$65,050	\$68,631	\$72,418	\$76,454	\$80,717	\$83,138
<u>Fleet Services Worker I</u>	\$43,833	\$46,254	\$48,779	\$51,473	\$54,305	\$57,332	\$60,528	\$62,344
<u>Fleet Services Worker II</u>	\$50,075	\$52,838	\$55,737	\$58,807	\$62,014	\$65,471	\$69,121	\$71,195
<u>General Maintenance Helper</u>	\$44,344	\$46,800	\$49,359	\$52,087	\$54,953	\$58,016	\$61,250	\$63,088
<u>General Maintenance Worker</u>	\$65,698	\$69,313	\$73,134	\$77,159	\$81,389	\$85,927	\$90,717	\$93,438
<u>Legislative Assistant</u>	\$71,094	\$75,023	\$79,133	\$83,495	\$88,002	\$92,682	\$97,611	\$100,296
<u>Mail / Subsc Serv Clerk</u>	\$43,833	\$46,254	\$48,779	\$51,473	\$54,305	\$57,332	\$60,528	\$62,344
<u>Mail / Subsc Serv Supervisor</u>	\$54,202	\$57,170	\$60,342	\$63,651	\$67,130	\$70,872	\$74,824	\$77,068
<u>Office Assistant</u>	\$43,833	\$46,254	\$48,779	\$51,473	\$54,305	\$57,332	\$60,528	\$62,344
<u>Offset Press Operator</u>	\$52,326	\$55,226	\$58,262	\$61,468	\$64,845	\$68,460	\$72,277	\$74,445
<u>Payroll Technician</u>	\$51,951	\$54,782	\$57,818	\$60,990	\$64,333	\$67,919	\$71,706	\$73,857

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2026**  
*(Increases to steps 7-8)*

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Principal Office Assistant</u>	\$59,762	\$63,037	\$66,516	\$70,166	\$74,021	\$78,147	<b>\$82,504</b>	<b>\$84,979</b>
<u>Print Shop Duplicator</u>	\$45,606	\$48,096	\$50,757	\$53,520	\$56,488	\$59,636	<b>\$62,961</b>	<b>\$64,850</b>
<u>Print Shop Supervisor</u>	\$62,014	\$65,425	\$69,041	\$72,827	\$76,818	\$81,100	<b>\$85,621</b>	<b>\$88,190</b>
<u>Purchasing Assistant</u>	\$58,569	\$61,775	\$65,186	\$68,768	\$72,554	\$76,599	<b>\$80,870</b>	<b>\$83,296</b>
<u>Purchasing Supervisor</u>	\$75,556	\$79,717	\$84,084	\$88,723	\$93,600	\$98,819	<b>\$104,328</b>	<b>\$107,458</b>
<u>Senior Deputy Board Clerk</u>	\$67,159	\$70,843	\$74,748	\$78,874	\$83,184	\$87,822	<b>\$92,718</b>	<b>\$95,499</b>
<u>Senior Fiscal Assistant</u>	\$50,689	\$53,486	\$56,420	\$59,524	\$62,798	\$66,299	<b>\$69,995</b>	<b>\$72,095</b>
<u>Senior Office Assistant</u>	\$48,813	\$51,508	\$54,339	\$57,341	\$60,479	\$63,851	<b>\$67,411</b>	<b>\$69,433</b>
<u>Staff Assistant</u>	\$52,497	\$55,396	\$58,432	\$61,638	\$65,050	\$68,676	<b>\$72,505</b>	<b>\$74,680</b>
<u>Stock Clerk</u>	\$43,833	\$46,254	\$48,779	\$51,473	\$54,305	\$57,332	<b>\$60,528</b>	<b>\$62,344</b>
<u>Supervising Office Assistant</u>	\$54,202	\$57,170	\$60,342	\$63,651	\$67,130	\$70,872	<b>\$74,824</b>	<b>\$77,068</b>

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2027**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Accounting Technician</u>	\$57,409	\$60,575	\$63,915	\$67,429	\$71,152	\$75,119	\$79,307	\$81,686
<u>Administrative Assistant I</u>	\$51,703	\$54,556	\$57,548	\$60,714	\$64,054	\$67,625	\$71,395	\$73,537
<u>Administrative Assistant II</u>	\$67,036	\$70,714	\$74,612	\$78,693	\$82,996	\$87,410	\$92,059	\$94,591
<u>Air Quality Data Translator</u>	\$47,388	\$49,963	\$52,712	\$55,634	\$58,696	\$61,968	\$65,423	\$67,385
<u>Building Supervisor</u>	\$72,370	\$76,371	\$80,581	\$85,000	\$89,662	\$94,660	\$99,938	\$102,936
<u>Career Development Intern</u>	\$40,892	\$42,796	\$44,699	-	-	-	-	-
<u>Contracts Assistant</u>	\$51,703	\$54,556	\$57,548	\$60,714	\$64,054	\$67,625	\$71,395	\$73,537
<u>Data Technician</u>	\$54,486	\$57,478	\$60,645	\$63,950	\$67,499	\$71,261	\$75,234	\$77,491
<u>Deputy Board Clerk I</u>	\$52,572	\$55,460	\$58,522	\$61,723	\$65,133	\$68,764	\$72,598	\$74,776
<u>Deputy Board Clerk II</u>	\$62,452	\$65,872	\$69,517	\$73,350	\$77,370	\$81,684	\$86,237	\$88,825
<u>District Storekeeper</u>	\$55,391	\$58,453	\$61,654	\$65,063	\$68,647	\$72,474	\$76,515	\$78,810
<u>Facilities Services Specialist</u>	\$58,279	\$61,480	\$64,889	\$68,438	\$72,196	\$76,220	\$80,470	\$82,884
<u>Facilities Services Tech</u>	\$63,706	\$67,220	\$70,908	\$74,805	\$78,946	\$83,347	\$87,994	\$90,634
<u>Fiscal Assistant</u>	\$46,518	\$49,058	\$51,772	\$54,590	\$57,617	\$60,829	\$64,220	\$66,147
<u>Fleet Services Supervisor</u>	\$59,601	\$62,906	\$66,351	\$70,004	\$73,866	\$77,983	\$82,331	\$84,801
<u>Fleet Services Worker I</u>	\$44,709	\$47,180	\$49,754	\$52,503	\$55,391	\$58,478	\$61,739	\$63,591
<u>Fleet Services Worker II</u>	\$51,076	\$53,895	\$56,852	\$59,983	\$63,254	\$66,781	\$70,504	\$72,619
<u>General Maintenance Helper</u>	\$45,231	\$47,736	\$50,346	\$53,129	\$56,052	\$59,176	\$62,475	\$64,350
<u>General Maintenance Worker</u>	\$67,012	\$70,700	\$74,597	\$78,702	\$83,017	\$87,645	\$92,531	\$95,307
<u>Legislative Assistant</u>	\$72,515	\$76,524	\$80,716	\$85,165	\$89,762	\$94,535	\$99,564	\$102,302
<u>Mail / Subsc Serv Clerk</u>	\$44,709	\$47,180	\$49,754	\$52,503	\$55,391	\$58,478	\$61,739	\$63,591
<u>Mail / Subsc Serv Supervisor</u>	\$55,286	\$58,313	\$61,549	\$64,924	\$68,473	\$72,290	\$76,320	\$78,610
<u>Office Assistant</u>	\$44,709	\$47,180	\$49,754	\$52,503	\$55,391	\$58,478	\$61,739	\$63,591
<u>Offset Press Operator</u>	\$53,373	\$56,330	\$59,427	\$62,697	\$66,142	\$69,829	\$73,722	\$75,934
<u>Payroll Technician</u>	\$52,990	\$55,878	\$58,974	\$62,210	\$65,620	\$69,278	\$73,140	\$75,334
<u>Principal Office Assistant</u>	\$60,958	\$64,298	\$67,847	\$71,570	\$75,501	\$79,710	\$84,154	\$86,678

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JANUARY 1, 2027**

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Print Shop Duplicator</u>	<u>\$46,518</u>	<u>\$49,058</u>	<u>\$51,772</u>	<u>\$54,590</u>	<u>\$57,617</u>	<u>\$60,829</u>	<u>\$64,220</u>	<u>\$66,147</u>
<u>Print Shop Supervisor</u>	<u>\$63,254</u>	<u>\$66,733</u>	<u>\$70,421</u>	<u>\$74,283</u>	<u>\$78,354</u>	<u>\$82,722</u>	<u>\$87,334</u>	<u>\$89,954</u>
<u>Purchasing Assistant</u>	<u>\$59,740</u>	<u>\$63,010</u>	<u>\$66,490</u>	<u>\$70,143</u>	<u>\$74,005</u>	<u>\$78,131</u>	<u>\$82,487</u>	<u>\$84,962</u>
<u>Purchasing Supervisor</u>	<u>\$77,067</u>	<u>\$81,312</u>	<u>\$85,765</u>	<u>\$90,497</u>	<u>\$95,472</u>	<u>\$100,795</u>	<u>\$106,414</u>	<u>\$109,607</u>
<u>Senior Deputy Board Clerk</u>	<u>\$68,502</u>	<u>\$72,260</u>	<u>\$76,243</u>	<u>\$80,452</u>	<u>\$84,848</u>	<u>\$89,578</u>	<u>\$94,572</u>	<u>\$97,409</u>
<u>Senior Fiscal Assistant</u>	<u>\$51,703</u>	<u>\$54,556</u>	<u>\$57,548</u>	<u>\$60,714</u>	<u>\$64,054</u>	<u>\$67,625</u>	<u>\$71,395</u>	<u>\$73,537</u>
<u>Senior Office Assistant</u>	<u>\$49,789</u>	<u>\$52,538</u>	<u>\$55,426</u>	<u>\$58,487</u>	<u>\$61,688</u>	<u>\$65,128</u>	<u>\$68,759</u>	<u>\$70,822</u>
<u>Staff Assistant</u>	<u>\$53,547</u>	<u>\$56,504</u>	<u>\$59,601</u>	<u>\$62,871</u>	<u>\$66,351</u>	<u>\$70,050</u>	<u>\$73,955</u>	<u>\$76,174</u>
<u>Stock Clerk</u>	<u>\$44,709</u>	<u>\$47,180</u>	<u>\$49,754</u>	<u>\$52,503</u>	<u>\$55,391</u>	<u>\$58,478</u>	<u>\$61,739</u>	<u>\$63,591</u>
<u>Supervising Office Assistant</u>	<u>\$55,286</u>	<u>\$58,313</u>	<u>\$61,549</u>	<u>\$64,924</u>	<u>\$68,473</u>	<u>\$72,290</u>	<u>\$76,320</u>	<u>\$78,610</u>



**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2027**  
*(Increase to step 8)*

<b>Position Title</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
<u>Accounting Technician</u>	\$57,409	\$60,575	\$63,915	\$67,429	\$71,152	\$75,119	\$79,307	\$83,728
<u>Administrative Assistant I</u>	\$51,703	\$54,556	\$57,548	\$60,714	\$64,054	\$67,625	\$71,395	\$75,376
<u>Administrative Assistant II</u>	\$67,036	\$70,714	\$74,612	\$78,693	\$82,996	\$87,410	\$92,059	\$96,956
<u>Air Quality Data Translator</u>	\$47,388	\$49,963	\$52,712	\$55,634	\$58,696	\$61,968	\$65,423	\$69,070
<u>Building Supervisor</u>	\$72,370	\$76,371	\$80,581	\$85,000	\$89,662	\$94,660	\$99,938	\$105,509
<u>Career Development Intern</u>	\$40,892	\$42,796	\$44,699	-	-	-	-	-
<u>Contracts Assistant</u>	\$51,703	\$54,556	\$57,548	\$60,714	\$64,054	\$67,625	\$71,395	\$75,376
<u>Data Technician</u>	\$54,486	\$57,478	\$60,645	\$63,950	\$67,499	\$71,261	\$75,234	\$79,428
<u>Deputy Board Clerk I</u>	\$52,572	\$55,460	\$58,522	\$61,723	\$65,133	\$68,764	\$72,598	\$76,645
<u>Deputy Board Clerk II</u>	\$62,452	\$65,872	\$69,517	\$73,350	\$77,370	\$81,684	\$86,237	\$91,045
<u>District Storekeeper</u>	\$55,391	\$58,453	\$61,654	\$65,063	\$68,647	\$72,474	\$76,515	\$80,780
<u>Facilities Services Specialist</u>	\$58,279	\$61,480	\$64,889	\$68,438	\$72,196	\$76,220	\$80,470	\$84,956
<u>Facilities Services Tech</u>	\$63,706	\$67,220	\$70,908	\$74,805	\$78,946	\$83,347	\$87,994	\$92,900
<u>Fiscal Assistant</u>	\$46,518	\$49,058	\$51,772	\$54,590	\$57,617	\$60,829	\$64,220	\$67,801
<u>Fleet Services Supervisor</u>	\$59,601	\$62,906	\$66,351	\$70,004	\$73,866	\$77,983	\$82,331	\$86,921
<u>Fleet Services Worker I</u>	\$44,709	\$47,180	\$49,754	\$52,503	\$55,391	\$58,478	\$61,739	\$65,181
<u>Fleet Services Worker II</u>	\$51,076	\$53,895	\$56,852	\$59,983	\$63,254	\$66,781	\$70,504	\$74,434
<u>General Maintenance Helper</u>	\$45,231	\$47,736	\$50,346	\$53,129	\$56,052	\$59,176	\$62,475	\$65,958
<u>General Maintenance Worker</u>	\$67,012	\$70,700	\$74,597	\$78,702	\$83,017	\$87,645	\$92,531	\$97,690
<u>Legislative Assistant</u>	\$72,515	\$76,524	\$80,716	\$85,165	\$89,762	\$94,535	\$99,564	\$104,859
<u>Mail / Subsc Serv Clerk</u>	\$44,709	\$47,180	\$49,754	\$52,503	\$55,391	\$58,478	\$61,739	\$65,181
<u>Mail / Subsc Serv Supervisor</u>	\$55,286	\$58,313	\$61,549	\$64,924	\$68,473	\$72,290	\$76,320	\$80,575
<u>Office Assistant</u>	\$44,709	\$47,180	\$49,754	\$52,503	\$55,391	\$58,478	\$61,739	\$65,181
<u>Offset Press Operator</u>	\$53,373	\$56,330	\$59,427	\$62,697	\$66,142	\$69,829	\$73,722	\$77,832
<u>Payroll Technician</u>	\$52,990	\$55,878	\$58,974	\$62,210	\$65,620	\$69,278	\$73,140	\$77,218

**APPENDIX B**  
**OFFICE CLERICAL & MAINTENANCE**  
**APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2027**  
*(Increase to step 8)*

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Principal Office Assistant</u>	\$60,958	\$64,298	\$67,847	\$71,570	\$75,501	\$79,710	\$84,154	\$88,845
<u>Print Shop Duplicator</u>	\$46,518	\$49,058	\$51,772	\$54,590	\$57,617	\$60,829	\$64,220	\$67,801
<u>Print Shop Supervisor</u>	\$63,254	\$66,733	\$70,421	\$74,283	\$78,354	\$82,722	\$87,334	\$92,203
<u>Purchasing Assistant</u>	\$59,740	\$63,010	\$66,490	\$70,143	\$74,005	\$78,131	\$82,487	\$87,086
<u>Purchasing Supervisor</u>	\$77,067	\$81,312	\$85,765	\$90,497	\$95,472	\$100,795	\$106,414	\$112,347
<u>Senior Deputy Board Clerk</u>	\$68,502	\$72,260	\$76,243	\$80,452	\$84,848	\$89,578	\$94,572	\$99,845
<u>Senior Fiscal Assistant</u>	\$51,703	\$54,556	\$57,548	\$60,714	\$64,054	\$67,625	\$71,395	\$75,376
<u>Senior Office Assistant</u>	\$49,789	\$52,538	\$55,426	\$58,487	\$61,688	\$65,128	\$68,759	\$72,592
<u>Staff Assistant</u>	\$53,547	\$56,504	\$59,601	\$62,871	\$66,351	\$70,050	\$73,955	\$78,078
<u>Stock Clerk</u>	\$44,709	\$47,180	\$49,754	\$52,503	\$55,391	\$58,478	\$61,739	\$65,181
<u>Supervising Office Assistant</u>	\$55,286	\$58,313	\$61,549	\$64,924	\$68,473	\$72,290	\$76,320	\$80,575

**ATTACHMENT B**

**SOUTH COAST  
AIR QUALITY MANAGEMENT DISTRICT**

***ADMINISTRATIVE CODE***

*Revised ~~October 6, 2023~~ January 1, 2024*

### **Section 115.3 - Insurance Contribution Amount**

~~Effective September 1, 2010, the maximum health insurance contribution amount for management and confidential employees is \$2,060.84. South Coast AQMD shall also pay to the health insurance providers, on behalf of each management and confidential employee, an amount equal to the monthly premium increases for the health plan(s) selected by each employee, such that there is no change to the premium amount paid by the employee from the rates in effect prior to September 1, 2011, but not for premium increases effective January 1, 2013. Effective January 1, 2014, South Coast AQMD shall pay an additional amount of \$100.00 per month directly to the health insurance providers on behalf of each management and confidential employee for these health insurance premium increases. For premiums effective January 1, 2016, South Coast AQMD shall pay an additional contribution of \$100.00 per month directly to the health insurance providers on behalf of each management and confidential employee for health insurance premium increases. Effective January 1, 2017, South Coast AQMD shall pay an additional amount of \$45.00 per month directly to the health insurance providers on behalf of each management and confidential employees for health insurance premium increases. For premiums effective January 1, 2023, South Coast AQMD shall pay an additional amount of \$50.00 per month directly to the health insurance providers on behalf of each management and confidential employee for health insurance premium increases. South Coast AQMD shall pay an additional amount of \$370.00 per month directly to the health insurance providers on behalf of each management and confidential employee for health insurance premium increases. These payments to the health insurance company do not increase the existing health benefit cap of \$2,060.84.~~

## **Section 140 - Tuition Reimbursement**

*Represented employees should consult Article 27, "Training," of their MOU.*

The objective of the tuition reimbursement program is to aid employees in career development within the scope of South Coast AQMD service.

The Designated Deputy over Administrative and Human Resources, or designee, shall administer South Coast AQMD's Tuition Reimbursement Program. Tuition reimbursement for management and confidential employees will apply to general, elective, and core courses which are related to the employee's career development and are of benefit to South Coast AQMD. Applications for tuition reimbursement must be reviewed and approved by the employee's Designated Deputy.

An employee or Designated Deputy of South Coast AQMD, who has been appointed to a full-time position or Designated Deputy class, is eligible to apply for tuition reimbursement. Employees must successfully pass the course with a grade of "C" or better (or a "pass," if a "pass"/"no pass" system) in order to be reimbursed. Effective for classes beginning on or after May 9, 1997, employees eligible for tuition reimbursement shall be entitled to receive a maximum of \$35,000 per calendar year.

The necessary financing for reimbursement of employees shall be determined by South Coast AQMD's Board in the annual budget.

## **Section 141 - Professional Licenses and Memberships**

Management employees, other than attorneys, shall be eligible to be reimbursed for professional licenses/memberships (e.g., Professional Engineering Registration, etc.) up to a maximum of \$300 per fiscal year. Confidential employees and Attorneys shall be eligible to be reimbursed for professional licenses/memberships up to a maximum of \$100 per fiscal year. Professional licenses and memberships are those licenses and organizational affiliations which are closely related, as determined by the Executive Officer, or designee, to one's duties and responsibilities with South Coast AQMD and/or one's field of professional expertise. Attorneys shall also be reimbursed for required ~~bar affiliation up to a maximum of \$478 per year~~ California State Bar annual licensing fees. This section does not apply to memberships which the Executive Officer, or his designee, requires the employee to have, and which, therefore, are paid in full by South Coast AQMD. This section does apply to professional licenses or memberships that the employee is required to have by the class specification.

## **Section 164 – Bilingual Pay**

Confidential employees ~~hired after January 1, 2006, and~~ assigned to specific positions designated by management as requiring regular and frequent use of South Coast AQMD-designated languages other than English who have met South Coast AQMD-established competency standards will be paid \$~~11.54~~25.00 each pay period they are required to use the second language.

Confidential employees hired on or after January 1, 2006, are not eligible to receive additional compensation pursuant to South Coast AQMD's skill- based pay program.

## **Section 162 - Employee Parking**

*Represented employees should consult Article 26, "Employee Parking," of their MOU.*

### **~~Section 162.1~~**

South Coast AQMD shall, consistent with its present practice, provide employee parking as far as practicable.

### **~~Section 162.2~~**

~~Once a month, for those who qualify under rules in effect in Section 162.2 of the 1988-91 Administrative Code will be paid \$25. Those hired after January 1, 2006, are not eligible to receive this payment.~~



**ATTACHMENT C**

**SOUTH COAST**

**AIR QUALITY MANAGEMENT DISTRICT**

***SALARY RESOLUTION***

**January 1, 2022 January 1, 2024**

## **Section 16. APPOINTMENTS AND PROMOTIONS TO HIGHER-LEVEL POSITIONS**

When an employee is promoted, he or she shall be entitled to receive the step rate in the *Salary Schedule* of the new position that provides at least a 10 percent increase in pay or a Step 58 placement, whichever is smaller. An employee who is compensated at a Y-rate that exceeds the top step of the salary range of his or her old position shall, upon promotion, be compensated at the step rate in the Salary Schedule of the new position that provides at least a 10 percent increase in salary over the top step of the old position, provided that he or she shall not thereby suffer a reduction in salary. Employees in the Technical and Enforcement and Office Clerical and Maintenance bargaining units eligible for consideration for restoration who return to their earlier classification through promotion will be placed at the salary step they were previously on when in the higher classification or will receive the step placement described above, whichever is greater. When an employee is promoted from a permanent position to a higher-level permanent position, the provisions of this Resolution shall govern such promotion. The effective date of such promotion shall set a new anniversary date and the employee shall be entitled to step advances in such higher-level position based on this new anniversary date. The changes in pay resulting from promotions shall be effective the first day of a pay period. If the date of the pay change falls in the first half of the pay period, the pay shall increase at the beginning of the pay period. If the date of the action falls in the second half of the pay period, the pay shall increase on the first day of the subsequent pay period.

### **Section 16a. ACTING APPOINTMENT**

South Coast AQMD may appoint a confidential or management employee in a temporary acting capacity to a vacant or substitute position. Employees in acting appointments, who must meet the minimum requirements for the higher-level classification, are assigned the significant distinguishing duties of the higher classification a majority of the time in a vacant position allocated to their division. A confidential or management employee appointed in an acting capacity to a higher-level classification will receive the pay of the higher classification from the beginning date of the acting appointment. Pay will be at the step rate in the salary range of the higher-level class that provides at least a 10 percent increase in pay or at the ~~five~~<sup>eight</sup> step, whichever is smaller. (When union represented employees are temporarily appointed to a vacant or substitute management or confidential position, this will be considered a working-out-of-class appointment and provisions of Article 4, "Working-Out-of-Class," of their Memorandum of Understanding will apply.)

## Section 27. WORK WEEK

- a. Four-Day Work Week. All persons employed by South Coast AQMD shall work on a four (4)-day-per-week basis, except as follows:
- (1) Where the Executive Officer finds that a four (4)-day work week is impracticable, he or she may authorize work on a 40-hour week basis. Such change in the number of work days shall not alter the basis for, nor entitlement to receive, the same rights and privileges as provided all employees who work a four (4)-day, 40-hour week.
  - (2) In case of extraordinary emergency, the Board may authorize more than four (4) days (or more than five (5) days, if on a five (5)-day, eight (8)-hour schedule) in any one (1) calendar week.
  - (3) Whenever in Section 53 of this *Resolution* the number of hours for a position is specified following the title of a position, that number shall be the basic number of hours per week for the position.
  - (4) Notwithstanding the above, the appointing authority may require any employee to work for more than four (4) days per week or for more than the regular number of hours in an assigned work day or week when public necessity or convenience requires such work.

Full-time employees shall work four (4) ten (10)-hour days within a seven (7) calendar-day period. This work schedule shall be applied to all employees, unless specifically exempted by management. ~~Beginning January 2, 1995, for Designated Deputies, management, and confidential employees, and employees in the Technical and Enforcement and Office Clerical and Maintenance bargaining units, and May 1, 1996, for employees in the Professional bargaining unit, w~~Work days will be Tuesday through Friday, except that management may designate alternative work days for individual employees when operational needs require it.

Employees may choose, subject to supervisory approval, to start work as early as ~~6:30~~6:00 a.m. and end work as late as ~~7:00~~7:30 p.m.

Management may designate alternative work schedules for individual employees when operational needs require it. Reasonable advance notice shall be given to employees whose work schedules are changed. (Union-represented employees should see Article 5, "Work Week," Section 3, of their *Memorandum of Understanding*.)

Nothing contained herein shall be construed as guaranteeing to any employee a minimum number of hours per day, days per week, weeks per year, or any other guarantee of work.

## **Section 41. TIME OF TAKING VACATIONS**

*Represented employees should consult Article 15, Section 6, of their MOU.*

- a. Vacations may be taken in the year in which they are earned or in subsequent years. Designated Deputies and management and confidential employees who are subject to this section of this *Salary Resolution* may accrue more than 360 hours of vacation through the end of the last pay period beginning in December. Designated Deputies and management and confidential employees who are subject to this section of the *Salary Resolution* and whose vacation accrual balances exceed 360 hours by the end of the last pay period beginning in December may not accrue additional vacation until balances are lowered to 360 hours. Vacation accrual will resume at the beginning of the pay period immediately following the pay period in which the balance falls to 360 hours or less. Designated Deputies and management and confidential employees will be paid for all accrued vacation time at termination.

A management or confidential employee who has 360 hours of accrued vacation may sell back up to 80 hours of vacation, provided the employee has taken off at least 80 hours of vacation in the prior 12 months. Once an employee has sold back vacation time, he or she may not do so again for another 26 biweekly pay periods.

~~Management or confidential employees hired on or after January 1, 2006, are not eligible to sell back vacation time.~~

- b. Vacations shall be taken at such time as authorized by the appointing authority.
- c. In addition to the vacation sellback provisions under subsection a. above, confidential employees may sell back up to 16 hours of vacation time. To qualify for this sellback, a confidential employee needs only to have accrued as many unused vacation hours as he or she wishes to sell back and to have taken off at least 80 hours of vacation time in the prior 12 months. However, the combined total annual vacation sellback under both the options presented in subsection a. above and this 16-hour sellback option may not exceed 80 hours. Once an employee has sold back vacation time, either under the provisions of subsection a. above or under this subsection, he or she may not do so again for another 26 biweekly pay periods.

~~Confidential employees hired on or after January 1, 2006, are not eligible for this vacation sell-back provision.~~

## Section 45. OTHER LEAVES OF ABSENCE

*Represented employees should consult Article 23 of their MOU.*

- b. Bereavement Leave. Apart from full-pay sick leave provisions, any employee employed in a full-time permanent position who is compelled to be absent from duty because of the death of his or her father, mother, stepfather, stepmother, stepsiblings, mother-in-law, father-in-law, sister or sister-in-law, brother or brother-in-law, spouse, child~~ren~~ or stepchild~~ren~~, grandmother or grandmother-in-law, grandfather or grandfather-in-law, grandchild~~ren~~, or domestic partner (subject to South Coast AQMD domestic partner certification requirements) shall in any fiscal year, for each occurrence, be allowed up to five (5) working days of bereavement leave, of which three (3) working days shall be paid at regular pay. Any remaining bereavement leave taken for a family member shall be unpaid; however, the employee may choose to use any available leave hours for this time off. ~~the time necessary to be absent from work at regular pay for three working days; or for four consecutive working days if out-of-town travel is required.~~

Employees are not required to take bereavement leave on consecutive days. Any bereavement leave taken shall be completed within six (6) months of the family member's date of death.

South Coast AQMD may require ~~reasonable proof~~documentation, satisfactory to South Coast AQMD, of such absence within ninety (90) days of the first day of bereavement leave. ~~upon return and before payment is made, that the absence was due to such cause.~~ South Coast AQMD shall maintain the confidentiality of any documentation of a family member's death.

## Section 54. MANAGEMENT AND CONFIDENTIAL CLASSIFICATION SALARIES

Effective the start of the pay period encompassing January 1, 2022.

<b>Classification</b>	<b>Step-1</b>	<b>Step-2</b>	<b>Step-3</b>	<b>Step-4</b>	<b>Step-5</b>	<b>Step-6</b>	<b>Step-7</b>	<b>Step-8</b>
Accountant	\$66,336	\$69,974	\$73,827	\$77,896	\$82,088	\$84,345	\$86,665	\$89,048
Administrative Analyst	\$83,260	\$87,853	\$92,692	\$97,778	\$103,142	\$105,979	\$108,893	\$111,888
Administrative Assistant – HR	\$45,807	\$48,334	\$50,985	\$53,790	\$56,750	\$58,310	\$59,914	\$61,562
Administrative Secretary/Legal	\$60,788	\$64,148	\$67,662	\$71,392	\$75,245	\$77,314	\$79,440	\$81,625
Affirmative Action Officer	\$89,301	\$93,771	\$98,457	\$103,389	\$108,567	\$111,553	\$114,620	\$117,772
Assistant Database Administrator	\$77,535	\$81,808	\$86,296	\$91,057	\$96,064	\$98,706	\$101,420	\$104,209
Atmospheric Measurements Manager	\$118,863	\$124,812	\$131,039	\$137,605	\$144,541	\$148,516	\$152,600	\$156,796
Building Maintenance Manager	\$89,301	\$93,771	\$98,457	\$103,389	\$108,567	\$111,553	\$114,620	\$117,772
Business Services Manager	\$89,301	\$93,771	\$98,457	\$103,389	\$108,567	\$111,553	\$114,620	\$117,772
Clean Fuels Officer	\$108,074	\$113,469	\$119,141	\$125,090	\$131,378	\$134,991	\$138,704	\$142,518
Clerk of the Boards	\$89,301	\$93,771	\$98,457	\$103,389	\$108,567	\$111,553	\$114,620	\$117,772
Community Relations Manager	\$89,301	\$93,771	\$98,457	\$103,389	\$108,567	\$111,553	\$114,620	\$117,772
Controller	\$118,863	\$124,812	\$131,039	\$137,605	\$144,541	\$148,516	\$152,600	\$156,796
Database Administrator	\$100,892	\$106,440	\$112,297	\$118,462	\$124,936	\$128,372	\$131,902	\$135,529
Deputy District Counsel I	\$80,054	\$84,462	\$89,117	\$94,018	\$99,227	\$101,956	\$104,760	\$107,641
Deputy District Counsel II	\$108,074	\$113,469	\$119,141	\$125,090	\$131,378	\$134,991	\$138,704	\$142,518
Executive Assistant	\$67,847	\$71,577	\$75,522	\$79,684	\$84,184	\$86,499	\$88,878	\$91,322
Financial Analyst	\$83,260	\$87,853	\$92,692	\$97,778	\$103,142	\$105,979	\$108,893	\$111,888
Financial Services Manager	\$118,863	\$124,812	\$131,039	\$137,605	\$144,541	\$148,516	\$152,600	\$156,796
Graphic Arts Manager	\$89,301	\$93,771	\$98,457	\$103,389	\$108,567	\$111,553	\$114,620	\$117,772
Human Resources Analyst	\$83,260	\$87,853	\$92,692	\$97,778	\$103,142	\$105,979	\$108,893	\$111,888

<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
Human Resources Manager	-\$118,863	-\$124,812	-\$131,039	-\$137,605	-\$144,541	-\$148,516	-\$152,600	-\$156,796
Human Resources Technician	-\$54,407	-\$57,397	-\$60,572	-\$63,901	-\$67,354	-\$69,206	-\$71,109	-\$73,065
Information Technology Manager	-\$118,863	-\$124,812	-\$131,039	-\$137,605	-\$144,541	-\$148,516	-\$152,600	-\$156,796
Legal Secretary	\$56,195	\$59,277	\$62,545	\$65,966	\$69,573	\$71,487	\$73,453	\$75,473
Legislative Analyst	\$70,683	\$74,567	\$78,667	\$82,982	\$87,575	\$89,983	\$92,458	\$95,000
Monitoring Operations Manager	-\$98,272	-\$103,173	-\$108,321	-\$113,746	-\$119,480	-\$122,766	-\$126,142	-\$129,611
Planning & Rules Manager	-\$118,863	-\$124,812	-\$131,039	-\$137,605	-\$144,541	-\$148,516	-\$152,600	-\$156,796
Payroll Supervisor	-\$83,260	-\$87,853	-\$92,692	-\$97,778	-\$103,142	-\$105,979	-\$108,893	-\$111,888
Principal Deputy District Counsel	-\$128,151	-\$134,565	-\$141,279	-\$148,357	-\$155,835	-\$160,120	-\$164,524	-\$169,048
Procurement Manager	-\$118,863	-\$124,812	-\$131,039	-\$137,605	-\$144,541	-\$148,516	-\$152,600	-\$156,796
Public Affairs Manager	-\$98,272	-\$103,173	-\$108,321	-\$113,746	-\$119,480	-\$122,766	-\$126,142	-\$129,611
Quality Assurance Manager	-\$108,074	-\$113,469	-\$119,141	-\$125,090	-\$131,378	-\$134,991	-\$138,704	-\$142,518
Senior Accountant	-\$73,118	-\$77,156	-\$81,379	-\$85,880	-\$90,380	-\$92,866	-\$95,420	-\$98,044
Senior Administrative Assistant	-\$60,788	-\$64,148	-\$67,662	-\$71,392	-\$75,245	-\$77,314	-\$79,440	-\$81,625
Senior AQ Engineering Manager	-\$118,863	-\$124,812	-\$131,039	-\$137,605	-\$144,541	-\$148,516	-\$152,600	-\$156,796
Senior Deputy District Counsel	-\$122,429	-\$128,557	-\$134,971	-\$141,733	-\$148,877	-\$152,971	-\$157,178	-\$161,501
Senior Enforcement Manager	-\$118,863	-\$124,812	-\$131,039	-\$137,605	-\$144,541	-\$148,516	-\$152,600	-\$156,796
Senior Public Affairs Manager	-\$118,863	-\$124,812	-\$131,039	-\$137,605	-\$144,541	-\$148,516	-\$152,600	-\$156,796
Source Testing Manager	-\$108,074	-\$113,469	-\$119,141	-\$125,090	-\$131,378	-\$134,991	-\$138,704	-\$142,518
Systems Analyst	-\$90,904	-\$95,898	-\$101,169	-\$106,749	-\$112,544	-\$115,639	-\$118,819	-\$122,087
Systems & Programming Supervisor	-\$100,892	-\$106,440	-\$112,297	-\$118,462	-\$124,936	-\$128,372	-\$131,902	-\$135,529
Technology Implementation Manager	-\$118,863	-\$124,812	-\$131,039	-\$137,605	-\$144,541	-\$148,516	-\$152,600	-\$156,796
Workers Comp. & Safety Analyst	-\$66,336	-\$69,974	-\$73,827	-\$77,896	-\$82,088	-\$84,345	-\$86,665	-\$89,048

Effective the start of the pay period encompassing January 1, 2023.

<b>Classification</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>
Accountant	\$68,326	\$72,073	\$76,042	\$80,233	\$84,551	\$86,876	\$89,265	\$91,719
Administrative Analyst	\$85,757	\$90,488	\$95,473	\$100,712	\$106,236	\$109,158	\$112,160	\$115,244
Administrative Assistant – HR	\$47,181	\$49,784	\$52,515	\$55,404	\$58,452	\$60,060	\$61,712	\$63,409
Administrative Secretary/Legal	\$62,611	\$66,072	\$69,692	\$73,533	\$77,502	\$79,633	\$81,823	\$84,073
Affirmative Action Officer	\$91,980	\$96,584	\$101,410	\$106,490	\$111,824	\$114,899	\$118,059	\$121,306
Assistant Database Administrator	\$79,861	\$84,263	\$88,884	\$93,789	\$98,946	\$101,667	\$104,463	\$107,336
Atmospheric Measurements Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Building Maintenance Manager	\$91,980	\$96,584	\$101,410	\$106,490	\$111,824	\$114,899	\$118,059	\$121,306
Business Services Manager	\$91,980	\$96,584	\$101,410	\$106,490	\$111,824	\$114,899	\$118,059	\$121,306
Clean Fuels Officer	\$111,316	\$116,873	\$122,715	\$128,842	\$135,320	\$139,041	\$142,865	\$146,794
Clerk of the Boards	\$91,980	\$96,584	\$101,410	\$106,490	\$111,824	\$114,899	\$118,059	\$121,306
Community Relations Manager	\$91,980	\$96,584	\$101,410	\$106,490	\$111,824	\$114,899	\$118,059	\$121,306
Controller	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Database Administrator	\$103,919	\$109,634	\$115,666	\$122,016	\$128,684	\$132,223	\$135,859	\$139,595
Deputy District Counsel I	\$82,455	\$86,996	\$91,790	\$96,838	\$102,204	\$105,015	\$107,902	\$110,870
Deputy District Counsel II	\$111,316	\$116,873	\$122,715	\$128,842	\$135,320	\$139,041	\$142,865	\$146,794
Executive Assistant	\$69,882	\$73,724	\$77,788	\$82,074	\$86,710	\$89,094	\$91,544	\$94,062
Financial Analyst	\$85,757	\$90,488	\$95,473	\$100,712	\$106,236	\$109,158	\$112,160	\$115,244
Financial Services Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Graphic Arts Manager	\$91,980	\$96,584	\$101,410	\$106,490	\$111,824	\$114,899	\$118,059	\$121,306
Human Resources Analyst	\$85,757	\$90,488	\$95,473	\$100,712	\$106,236	\$109,158	\$112,160	\$115,244
Human Resources Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Human Resources Technician	\$56,039	\$59,119	\$62,389	\$65,818	\$69,374	\$71,282	\$73,243	\$75,256
Information Technology Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500



<b>Classification</b>	<b>Step-1</b>	<b>Step-2</b>	<b>Step-3</b>	<b>Step-4</b>	<b>Step-5</b>	<b>Step-6</b>	<b>Step-7</b>	<b>Step-8</b>
Legal Secretary	\$57,881	\$61,056	\$64,421	\$67,946	\$71,660	\$73,631	\$75,656	\$77,737
Legislative Analyst	\$72,803	\$76,804	\$81,027	\$85,472	\$90,203	\$92,682	\$95,231	\$97,850
Monitoring Operations Manager	\$101,220	\$106,268	\$111,570	\$117,158	\$123,064	\$126,449	\$129,926	\$133,499
Planning & Rules Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Payroll Supervisor	\$85,757	\$90,488	\$95,473	\$100,712	\$106,236	\$109,158	\$112,160	\$115,244
Principal Deputy District Counsel	\$131,996	\$138,602	\$145,518	\$152,807	\$160,510	\$164,924	\$169,459	\$174,119
Procurement Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Public Affairs Manager	\$101,220	\$106,268	\$111,570	\$117,158	\$123,064	\$126,449	\$129,926	\$133,499
Quality Assurance Manager	\$111,316	\$116,873	\$122,715	\$128,842	\$135,320	\$139,041	\$142,865	\$146,794
Senior Accountant	\$75,312	\$79,471	\$83,821	\$88,456	\$93,092	\$95,652	\$98,282	\$100,985
Senior Administrative Assistant	\$62,611	\$66,072	\$69,692	\$73,533	\$77,502	\$79,633	\$81,823	\$84,073
Senior AQ Engineering Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Senior Deputy District Counsel	\$126,102	\$132,414	\$139,020	\$145,985	\$153,343	\$157,561	\$161,893	\$166,345
Senior Enforcement Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Senior Public Affairs Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Source Testing Manager	\$111,316	\$116,873	\$122,715	\$128,842	\$135,320	\$139,041	\$142,865	\$146,794
Systems Analyst	\$93,631	\$98,775	\$104,204	\$109,951	\$115,920	\$119,108	\$122,384	\$125,749
Systems & Programming Supervisor	\$103,919	\$109,634	\$115,666	\$122,016	\$128,684	\$132,223	\$135,859	\$139,595
Technology Implementation Manager	\$122,429	\$128,557	\$134,970	\$141,733	\$148,877	\$152,971	\$157,178	\$161,500
Workers Comp. & Safety Analyst	\$68,326	\$72,073	\$76,042	\$80,233	\$84,551	\$86,876	\$89,265	\$91,719

**Section 54. MANAGEMENT AND CONFIDENTIAL CLASSIFICATION SALARIES**

Effective the start of the pay period encompassing January 1, 2024.

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Accountant</u>	\$72,426	\$76,397	\$80,604	\$85,047	\$89,624	\$92,088	\$94,621	\$97,223
<u>Administrative Analyst</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$115,707	\$118,889	\$122,159
<u>Administrative Assistant - HR</u>	\$50,012	\$52,771	\$55,666	\$58,728	\$61,959	\$63,663	\$65,414	\$67,213
<u>Administrative Secretary/Legal</u>	\$66,368	\$70,037	\$73,873	\$77,946	\$82,153	\$84,411	\$86,733	\$89,118
<u>Affirmative Action Officer</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$121,793	\$125,143	\$128,584
<u>Assistant Database Administrator</u>	\$84,652	\$89,318	\$94,217	\$99,417	\$104,882	\$107,767	\$110,731	\$113,776
<u>Atmospheric Measurements Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$162,150	\$166,609	\$171,190
<u>Building Maintenance Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$121,793	\$125,143	\$128,584
<u>Business Services Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$121,793	\$125,143	\$128,584
<u>Clean Fuels Officer</u>	\$117,995	\$123,885	\$130,078	\$136,573	\$143,439	\$147,384	\$151,437	\$155,601
<u>Clerk of the Boards</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$121,793	\$125,143	\$128,584
<u>Community Relations Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$121,793	\$125,143	\$128,584
<u>Controller</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$162,150	\$166,609	\$171,190
<u>Database Administrator</u>	\$110,154	\$116,212	\$122,606	\$129,337	\$136,405	\$140,156	\$144,010	\$147,971
<u>Deputy District Counsel I</u>	\$87,403	\$92,215	\$97,297	\$102,649	\$108,336	\$111,315	\$114,377	\$117,522
<u>Deputy District Counsel II</u>	\$117,995	\$123,885	\$130,078	\$136,573	\$143,439	\$147,384	\$151,437	\$155,601
<u>Executive Assistant</u>	\$74,075	\$78,148	\$82,455	\$86,999	\$91,913	\$94,440	\$97,037	\$99,705
<u>Financial Analyst</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$115,707	\$118,889	\$122,159
<u>Financial Services Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$162,150	\$166,609	\$171,190
<u>Graphic Arts Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$121,793	\$125,143	\$128,584
<u>Human Resources Analyst</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$115,707	\$118,889	\$122,159
<u>Human Resources Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$162,150	\$166,609	\$171,190
<u>Human Resources Technician</u>	\$59,402	\$62,666	\$66,133	\$69,767	\$73,537	\$75,559	\$77,637	\$79,772
<u>Information Technology Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$162,150	\$166,609	\$171,190
<u>Legal Secretary</u>	\$61,354	\$64,719	\$68,287	\$72,022	\$75,960	\$78,049	\$80,196	\$82,401
<u>Legislative Analyst</u>	\$77,172	\$81,412	\$85,888	\$90,600	\$95,615	\$98,243	\$100,945	\$103,721
<u>Monitoring Operations Manager</u>	\$107,293	\$112,644	\$118,265	\$124,188	\$130,448	\$134,036	\$137,722	\$141,509

Effective the start of the pay period encompassing January 1, 2024.

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Payroll Supervisor</u>	<u>\$90,903</u>	<u>\$95,918</u>	<u>\$101,201</u>	<u>\$106,755</u>	<u>\$112,611</u>	<u>\$115,707</u>	<u>\$118,889</u>	<u>\$122,159</u>
<u>Planning &amp; Rules Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<u>\$162,150</u>	<u>\$166,609</u>	<u>\$171,190</u>
<u>Principal Deputy District Counsel</u>	<u>\$139,915</u>	<u>\$146,918</u>	<u>\$154,249</u>	<u>\$161,976</u>	<u>\$170,141</u>	<u>\$174,819</u>	<u>\$179,627</u>	<u>\$184,567</u>
<u>Procurement Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<u>\$162,150</u>	<u>\$166,609</u>	<u>\$171,190</u>
<u>Public Affairs Manager</u>	<u>\$107,293</u>	<u>\$112,644</u>	<u>\$118,265</u>	<u>\$124,188</u>	<u>\$130,448</u>	<u>\$134,036</u>	<u>\$137,722</u>	<u>\$141,509</u>
<u>Quality Assurance Manager</u>	<u>\$117,995</u>	<u>\$123,885</u>	<u>\$130,078</u>	<u>\$136,573</u>	<u>\$143,439</u>	<u>\$147,384</u>	<u>\$151,437</u>	<u>\$155,601</u>
<u>Senior Accountant</u>	<u>\$79,830</u>	<u>\$84,239</u>	<u>\$88,850</u>	<u>\$93,764</u>	<u>\$98,677</u>	<u>\$101,391</u>	<u>\$104,179</u>	<u>\$107,044</u>
<u>Senior Administrative Assistant</u>	<u>\$66,368</u>	<u>\$70,037</u>	<u>\$73,873</u>	<u>\$77,946</u>	<u>\$82,153</u>	<u>\$84,411</u>	<u>\$86,733</u>	<u>\$89,118</u>
<u>Senior AQ Engineering Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<u>\$162,150</u>	<u>\$166,609</u>	<u>\$171,190</u>
<u>Senior Deputy District Counsel</u>	<u>\$133,668</u>	<u>\$140,358</u>	<u>\$147,361</u>	<u>\$154,744</u>	<u>\$162,544</u>	<u>\$167,014</u>	<u>\$171,607</u>	<u>\$176,326</u>
<u>Senior Enforcement Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<u>\$162,150</u>	<u>\$166,609</u>	<u>\$171,190</u>
<u>Senior Public Affairs Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<u>\$162,150</u>	<u>\$166,609</u>	<u>\$171,190</u>
<u>Source Testing Manager</u>	<u>\$117,995</u>	<u>\$123,885</u>	<u>\$130,078</u>	<u>\$136,573</u>	<u>\$143,439</u>	<u>\$147,384</u>	<u>\$151,437</u>	<u>\$155,601</u>
<u>Systems &amp; Programming Supervisor</u>	<u>\$110,154</u>	<u>\$116,212</u>	<u>\$122,606</u>	<u>\$129,337</u>	<u>\$136,405</u>	<u>\$140,156</u>	<u>\$144,010</u>	<u>\$147,971</u>
<u>Systems Analyst</u>	<u>\$99,249</u>	<u>\$104,702</u>	<u>\$110,457</u>	<u>\$116,548</u>	<u>\$122,875</u>	<u>\$126,255</u>	<u>\$129,727</u>	<u>\$133,294</u>
<u>Technology Implementation Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<u>\$162,150</u>	<u>\$166,609</u>	<u>\$171,190</u>
<u>Telecommunications Analyst</u>	<u>\$89,893</u>	<u>\$94,841</u>	<u>\$100,057</u>	<u>\$105,543</u>	<u>\$111,332</u>	<u>\$114,394</u>	<u>\$117,539</u>	<u>\$120,772</u>
<u>Workers Comp &amp; Safety Analyst</u>	<u>\$72,426</u>	<u>\$76,397</u>	<u>\$80,604</u>	<u>\$85,047</u>	<u>\$89,624</u>	<u>\$92,088</u>	<u>\$94,621</u>	<u>\$97,223</u>

Effective the start of the pay period encompassing July 1, 2024.  
*(Increases to steps 6-8)*

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Accountant</u>	\$72,426	\$76,397	\$80,604	\$85,047	\$89,624	\$94,390	\$96,986	\$99,653
<u>Administrative Analyst</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$118,600	\$121,862	\$125,213
<u>Administrative Assistant - HR</u>	\$50,012	\$52,771	\$55,666	\$58,728	\$61,959	\$65,255	\$67,050	\$68,893
<u>Administrative Secretary/Legal</u>	\$66,368	\$70,037	\$73,873	\$77,946	\$82,153	\$86,522	\$88,901	\$91,346
<u>Affirmative Action Officer</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$124,838	\$128,271	\$131,799
<u>Assistant Database Administrator</u>	\$84,652	\$89,318	\$94,217	\$99,417	\$104,882	\$110,461	\$113,499	\$116,620
<u>Atmospheric Measurements Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,203	\$170,774	\$175,470
<u>Building Maintenance Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$124,838	\$128,271	\$131,799
<u>Business Services Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$124,838	\$128,271	\$131,799
<u>Clean Fuels Officer</u>	\$117,995	\$123,885	\$130,078	\$136,573	\$143,439	\$151,068	\$155,223	\$159,491
<u>Clerk of the Boards</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$124,838	\$128,271	\$131,799
<u>Community Relations Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$124,838	\$128,271	\$131,799
<u>Controller</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,203	\$170,774	\$175,470
<u>Database Administrator</u>	\$110,154	\$116,212	\$122,606	\$129,337	\$136,405	\$143,660	\$147,611	\$151,670
<u>Deputy District Counsel I</u>	\$87,403	\$92,215	\$97,297	\$102,649	\$108,336	\$114,098	\$117,236	\$120,460
<u>Deputy District Counsel II</u>	\$117,995	\$123,885	\$130,078	\$136,573	\$143,439	\$151,068	\$155,223	\$159,491
<u>Executive Assistant</u>	\$74,075	\$78,148	\$82,455	\$86,999	\$91,913	\$96,801	\$99,463	\$102,198
<u>Financial Analyst</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$118,600	\$121,862	\$125,213
<u>Financial Services Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,203	\$170,774	\$175,470
<u>Graphic Arts Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$124,838	\$128,271	\$131,799
<u>Human Resources Analyst</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$118,600	\$121,862	\$125,213
<u>Human Resources Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,203	\$170,774	\$175,470
<u>Human Resources Technician</u>	\$59,402	\$62,666	\$66,133	\$69,767	\$73,537	\$77,448	\$79,578	\$81,766
<u>Information Technology Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,203	\$170,774	\$175,470
<u>Legal Secretary</u>	\$61,354	\$64,719	\$68,287	\$72,022	\$75,960	\$80,000	\$82,200	\$84,461
<u>Legislative Analyst</u>	\$77,172	\$81,412	\$85,888	\$90,600	\$95,615	\$100,700	\$103,469	\$106,314
<u>Monitoring Operations Manager</u>	\$107,293	\$112,644	\$118,265	\$124,188	\$130,448	\$137,386	\$141,165	\$145,047
<u>Payroll Supervisor</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$118,600	\$121,862	\$125,213
<u>Planning &amp; Rules Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,203	\$170,774	\$175,470

Effective the start of the pay period encompassing July 1, 2024.  
*(Increases to steps 6-8)*

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Principal Deputy District Counsel</u>	<u>\$139,915</u>	<u>\$146,918</u>	<u>\$154,249</u>	<u>\$161,976</u>	<u>\$170,141</u>	<b><u>\$179,190</u></b>	<b><u>\$184,118</u></b>	<b><u>\$189,181</u></b>
<u>Procurement Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<b><u>\$166,203</u></b>	<b><u>\$170,774</u></b>	<b><u>\$175,470</u></b>
<u>Public Affairs Manager</u>	<u>\$107,293</u>	<u>\$112,644</u>	<u>\$118,265</u>	<u>\$124,188</u>	<u>\$130,448</u>	<b><u>\$137,386</u></b>	<b><u>\$141,165</u></b>	<b><u>\$145,047</u></b>
<u>Quality Assurance Manager</u>	<u>\$117,995</u>	<u>\$123,885</u>	<u>\$130,078</u>	<u>\$136,573</u>	<u>\$143,439</u>	<b><u>\$151,068</u></b>	<b><u>\$155,223</u></b>	<b><u>\$159,491</u></b>
<u>Senior Accountant</u>	<u>\$79,830</u>	<u>\$84,239</u>	<u>\$88,850</u>	<u>\$93,764</u>	<u>\$98,677</u>	<b><u>\$103,926</u></b>	<b><u>\$106,784</u></b>	<b><u>\$109,720</u></b>
<u>Senior Administrative Assistant</u>	<u>\$66,368</u>	<u>\$70,037</u>	<u>\$73,873</u>	<u>\$77,946</u>	<u>\$82,153</u>	<b><u>\$86,522</u></b>	<b><u>\$88,901</u></b>	<b><u>\$91,346</u></b>
<u>Senior AQ Engineering Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<b><u>\$166,203</u></b>	<b><u>\$170,774</u></b>	<b><u>\$175,470</u></b>
<u>Senior Deputy District Counsel</u>	<u>\$133,668</u>	<u>\$140,358</u>	<u>\$147,361</u>	<u>\$154,744</u>	<u>\$162,544</u>	<b><u>\$171,189</u></b>	<b><u>\$175,897</u></b>	<b><u>\$180,734</u></b>
<u>Senior Enforcement Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<b><u>\$166,203</u></b>	<b><u>\$170,774</u></b>	<b><u>\$175,470</u></b>
<u>Senior Public Affairs Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<b><u>\$166,203</u></b>	<b><u>\$170,774</u></b>	<b><u>\$175,470</u></b>
<u>Source Testing Manager</u>	<u>\$117,995</u>	<u>\$123,885</u>	<u>\$130,078</u>	<u>\$136,573</u>	<u>\$143,439</u>	<b><u>\$151,068</u></b>	<b><u>\$155,223</u></b>	<b><u>\$159,491</u></b>
<u>Systems &amp; Programming Supervisor</u>	<u>\$110,154</u>	<u>\$116,212</u>	<u>\$122,606</u>	<u>\$129,337</u>	<u>\$136,405</u>	<b><u>\$143,660</u></b>	<b><u>\$147,611</u></b>	<b><u>\$151,670</u></b>
<u>Systems Analyst</u>	<u>\$99,249</u>	<u>\$104,702</u>	<u>\$110,457</u>	<u>\$116,548</u>	<u>\$122,875</u>	<b><u>\$129,411</u></b>	<b><u>\$132,970</u></b>	<b><u>\$136,626</u></b>
<u>Technology Implementation Manager</u>	<u>\$129,775</u>	<u>\$136,270</u>	<u>\$143,069</u>	<u>\$150,237</u>	<u>\$157,810</u>	<b><u>\$166,203</u></b>	<b><u>\$170,774</u></b>	<b><u>\$175,470</u></b>
<u>Telecommunications Analyst</u>	<u>\$89,893</u>	<u>\$94,841</u>	<u>\$100,057</u>	<u>\$105,543</u>	<u>\$111,332</u>	<b><u>\$117,253</u></b>	<b><u>\$120,478</u></b>	<b><u>\$123,791</u></b>
<u>Workers Comp &amp; Safety Analyst</u>	<u>\$72,426</u>	<u>\$76,397</u>	<u>\$80,604</u>	<u>\$85,047</u>	<u>\$89,624</u>	<b><u>\$94,390</u></b>	<b><u>\$96,986</u></b>	<b><u>\$99,653</u></b>

Effective the start of the pay period encompassing January 1, 2025.

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Accountant</u>	<u>\$75,323</u>	<u>\$79,453</u>	<u>\$83,829</u>	<u>\$88,449</u>	<u>\$93,209</u>	<u>\$98,166</u>	<u>\$100,866</u>	<u>\$103,639</u>
<u>Administrative Analyst</u>	<u>\$94,539</u>	<u>\$99,754</u>	<u>\$105,249</u>	<u>\$111,025</u>	<u>\$117,115</u>	<u>\$123,344</u>	<u>\$126,736</u>	<u>\$130,221</u>
<u>Administrative Assistant - HR</u>	<u>\$52,012</u>	<u>\$54,882</u>	<u>\$57,892</u>	<u>\$61,078</u>	<u>\$64,438</u>	<u>\$67,865</u>	<u>\$69,732</u>	<u>\$71,649</u>
<u>Administrative Secretary/Legal</u>	<u>\$69,023</u>	<u>\$72,838</u>	<u>\$76,828</u>	<u>\$81,063</u>	<u>\$85,439</u>	<u>\$89,982</u>	<u>\$92,457</u>	<u>\$94,999</u>
<u>Affirmative Action Officer</u>	<u>\$101,399</u>	<u>\$106,474</u>	<u>\$111,795</u>	<u>\$117,395</u>	<u>\$123,275</u>	<u>\$129,832</u>	<u>\$133,402</u>	<u>\$137,071</u>
<u>Assistant Database Administrator</u>	<u>\$88,039</u>	<u>\$92,891</u>	<u>\$97,986</u>	<u>\$103,393</u>	<u>\$109,078</u>	<u>\$114,880</u>	<u>\$118,039</u>	<u>\$121,285</u>
<u>Atmospheric Measurements Manager</u>	<u>\$134,966</u>	<u>\$141,721</u>	<u>\$148,791</u>	<u>\$156,247</u>	<u>\$164,122</u>	<u>\$172,851</u>	<u>\$177,605</u>	<u>\$182,489</u>
<u>Building Maintenance Manager</u>	<u>\$101,399</u>	<u>\$106,474</u>	<u>\$111,795</u>	<u>\$117,395</u>	<u>\$123,275</u>	<u>\$129,832</u>	<u>\$133,402</u>	<u>\$137,071</u>
<u>Business Services Manager</u>	<u>\$101,399</u>	<u>\$106,474</u>	<u>\$111,795</u>	<u>\$117,395</u>	<u>\$123,275</u>	<u>\$129,832</u>	<u>\$133,402</u>	<u>\$137,071</u>
<u>Clean Fuels Officer</u>	<u>\$122,715</u>	<u>\$128,840</u>	<u>\$135,281</u>	<u>\$142,036</u>	<u>\$149,176</u>	<u>\$157,111</u>	<u>\$161,432</u>	<u>\$165,871</u>
<u>Clerk of the Boards</u>	<u>\$101,399</u>	<u>\$106,474</u>	<u>\$111,795</u>	<u>\$117,395</u>	<u>\$123,275</u>	<u>\$129,832</u>	<u>\$133,402</u>	<u>\$137,071</u>
<u>Community Relations Manager</u>	<u>\$101,399</u>	<u>\$106,474</u>	<u>\$111,795</u>	<u>\$117,395</u>	<u>\$123,275</u>	<u>\$129,832</u>	<u>\$133,402</u>	<u>\$137,071</u>
<u>Controller</u>	<u>\$134,966</u>	<u>\$141,721</u>	<u>\$148,791</u>	<u>\$156,247</u>	<u>\$164,122</u>	<u>\$172,851</u>	<u>\$177,605</u>	<u>\$182,489</u>
<u>Database Administrator</u>	<u>\$114,560</u>	<u>\$120,860</u>	<u>\$127,510</u>	<u>\$134,511</u>	<u>\$141,861</u>	<u>\$149,406</u>	<u>\$153,515</u>	<u>\$157,737</u>
<u>Deputy District Counsel I</u>	<u>\$90,899</u>	<u>\$95,904</u>	<u>\$101,189</u>	<u>\$106,755</u>	<u>\$112,670</u>	<u>\$118,662</u>	<u>\$121,925</u>	<u>\$125,278</u>
<u>Deputy District Counsel II</u>	<u>\$122,715</u>	<u>\$128,840</u>	<u>\$135,281</u>	<u>\$142,036</u>	<u>\$149,176</u>	<u>\$157,111</u>	<u>\$161,432</u>	<u>\$165,871</u>
<u>Executive Assistant</u>	<u>\$77,038</u>	<u>\$81,273</u>	<u>\$85,754</u>	<u>\$90,479</u>	<u>\$95,589</u>	<u>\$100,673</u>	<u>\$103,441</u>	<u>\$106,286</u>
<u>Financial Analyst</u>	<u>\$94,539</u>	<u>\$99,754</u>	<u>\$105,249</u>	<u>\$111,025</u>	<u>\$117,115</u>	<u>\$123,344</u>	<u>\$126,736</u>	<u>\$130,221</u>
<u>Financial Services Manager</u>	<u>\$134,966</u>	<u>\$141,721</u>	<u>\$148,791</u>	<u>\$156,247</u>	<u>\$164,122</u>	<u>\$172,851</u>	<u>\$177,605</u>	<u>\$182,489</u>
<u>Graphic Arts Manager</u>	<u>\$101,399</u>	<u>\$106,474</u>	<u>\$111,795</u>	<u>\$117,395</u>	<u>\$123,275</u>	<u>\$129,832</u>	<u>\$133,402</u>	<u>\$137,071</u>
<u>Human Resources Analyst</u>	<u>\$94,539</u>	<u>\$99,754</u>	<u>\$105,249</u>	<u>\$111,025</u>	<u>\$117,115</u>	<u>\$123,344</u>	<u>\$126,736</u>	<u>\$130,221</u>
<u>Human Resources Manager</u>	<u>\$134,966</u>	<u>\$141,721</u>	<u>\$148,791</u>	<u>\$156,247</u>	<u>\$164,122</u>	<u>\$172,851</u>	<u>\$177,605</u>	<u>\$182,489</u>
<u>Human Resources Technician</u>	<u>\$61,778</u>	<u>\$65,173</u>	<u>\$68,778</u>	<u>\$72,558</u>	<u>\$76,478</u>	<u>\$80,546</u>	<u>\$82,761</u>	<u>\$85,037</u>
<u>Information Technology Manager</u>	<u>\$134,966</u>	<u>\$141,721</u>	<u>\$148,791</u>	<u>\$156,247</u>	<u>\$164,122</u>	<u>\$172,851</u>	<u>\$177,605</u>	<u>\$182,489</u>
<u>Legal Secretary</u>	<u>\$63,808</u>	<u>\$67,308</u>	<u>\$71,018</u>	<u>\$74,903</u>	<u>\$78,998</u>	<u>\$83,200</u>	<u>\$85,488</u>	<u>\$87,839</u>
<u>Legislative Analyst</u>	<u>\$80,258</u>	<u>\$84,669</u>	<u>\$89,324</u>	<u>\$94,224</u>	<u>\$99,439</u>	<u>\$104,728</u>	<u>\$107,608</u>	<u>\$110,567</u>
<u>Monitoring Operations Manager</u>	<u>\$111,585</u>	<u>\$117,150</u>	<u>\$122,995</u>	<u>\$129,155</u>	<u>\$135,666</u>	<u>\$142,882</u>	<u>\$146,811</u>	<u>\$150,849</u>
<u>Payroll Supervisor</u>	<u>\$94,539</u>	<u>\$99,754</u>	<u>\$105,249</u>	<u>\$111,025</u>	<u>\$117,115</u>	<u>\$123,344</u>	<u>\$126,736</u>	<u>\$130,221</u>
<u>Planning &amp; Rules Manager</u>	<u>\$134,966</u>	<u>\$141,721</u>	<u>\$148,791</u>	<u>\$156,247</u>	<u>\$164,122</u>	<u>\$172,851</u>	<u>\$177,605</u>	<u>\$182,489</u>

Effective the start of the pay period encompassing January 1, 2025.

<b><u>Classification</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
Principal Deputy District Counsel	\$145,512	\$152,795	\$160,419	\$168,455	\$176,947	\$186,357	\$191,482	\$196,748
Procurement Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$172,851	\$177,605	\$182,489
Public Affairs Manager	\$111,585	\$117,150	\$122,995	\$129,155	\$135,666	\$142,882	\$146,811	\$150,849
Quality Assurance Manager	\$122,715	\$128,840	\$135,281	\$142,036	\$149,176	\$157,111	\$161,432	\$165,871
Senior Accountant	\$83,024	\$87,609	\$92,404	\$97,514	\$102,624	\$108,083	\$111,055	\$114,109
Senior Administrative Assistant	\$69,023	\$72,838	\$76,828	\$81,063	\$85,439	\$89,982	\$92,457	\$94,999
Senior AQ Engineering Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$172,851	\$177,605	\$182,489
Senior Deputy District Counsel	\$139,014	\$145,973	\$153,256	\$160,933	\$169,046	\$178,037	\$182,933	\$187,964
Senior Enforcement Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$172,851	\$177,605	\$182,489
Senior Public Affairs Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$172,851	\$177,605	\$182,489
Source Testing Manager	\$122,715	\$128,840	\$135,281	\$142,036	\$149,176	\$157,111	\$161,432	\$165,871
Systems & Programming Supervisor	\$114,560	\$120,860	\$127,510	\$134,511	\$141,861	\$149,406	\$153,515	\$157,737
Systems Analyst	\$103,219	\$108,890	\$114,875	\$121,210	\$127,790	\$134,587	\$138,289	\$142,091
Technology Implementation Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$172,851	\$177,605	\$182,489
Telecommunications Analyst	\$93,489	\$98,634	\$104,059	\$109,765	\$115,785	\$121,944	\$125,297	\$128,743
Workers Comp & Safety Analyst	\$75,323	\$79,453	\$83,829	\$88,449	\$93,209	\$98,166	\$100,866	\$103,639

Effective the start of the pay period encompassing January 1, 2026.

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Accountant</u>	<u>\$77,583</u>	<u>\$81,837</u>	<u>\$86,343</u>	<u>\$91,102</u>	<u>\$96,005</u>	<u>\$101,111</u>	<u>\$103,892</u>	<u>\$106,749</u>
<u>Administrative Analyst</u>	<u>\$97,375</u>	<u>\$102,747</u>	<u>\$108,407</u>	<u>\$114,355</u>	<u>\$120,628</u>	<u>\$127,044</u>	<u>\$130,538</u>	<u>\$134,128</u>
<u>Administrative Assistant - HR</u>	<u>\$53,573</u>	<u>\$56,529</u>	<u>\$59,629</u>	<u>\$62,910</u>	<u>\$66,371</u>	<u>\$69,901</u>	<u>\$71,823</u>	<u>\$73,799</u>
<u>Administrative Secretary/Legal</u>	<u>\$71,094</u>	<u>\$75,023</u>	<u>\$79,133</u>	<u>\$83,495</u>	<u>\$88,002</u>	<u>\$92,682</u>	<u>\$95,231</u>	<u>\$97,849</u>
<u>Affirmative Action Officer</u>	<u>\$104,441</u>	<u>\$109,669</u>	<u>\$115,149</u>	<u>\$120,917</u>	<u>\$126,973</u>	<u>\$133,727</u>	<u>\$137,404</u>	<u>\$141,183</u>
<u>Assistant Database Administrator</u>	<u>\$90,680</u>	<u>\$95,678</u>	<u>\$100,926</u>	<u>\$106,495</u>	<u>\$112,350</u>	<u>\$118,326</u>	<u>\$121,580</u>	<u>\$124,923</u>
<u>Atmospheric Measurements Manager</u>	<u>\$139,015</u>	<u>\$145,973</u>	<u>\$153,255</u>	<u>\$160,934</u>	<u>\$169,046</u>	<u>\$178,037</u>	<u>\$182,933</u>	<u>\$187,964</u>
<u>Building Maintenance Manager</u>	<u>\$104,441</u>	<u>\$109,669</u>	<u>\$115,149</u>	<u>\$120,917</u>	<u>\$126,973</u>	<u>\$133,727</u>	<u>\$137,404</u>	<u>\$141,183</u>
<u>Business Services Manager</u>	<u>\$104,441</u>	<u>\$109,669</u>	<u>\$115,149</u>	<u>\$120,917</u>	<u>\$126,973</u>	<u>\$133,727</u>	<u>\$137,404</u>	<u>\$141,183</u>
<u>Clean Fuels Officer</u>	<u>\$126,397</u>	<u>\$132,706</u>	<u>\$139,339</u>	<u>\$146,297</u>	<u>\$153,652</u>	<u>\$161,824</u>	<u>\$166,275</u>	<u>\$170,847</u>
<u>Clerk of the Boards</u>	<u>\$104,441</u>	<u>\$109,669</u>	<u>\$115,149</u>	<u>\$120,917</u>	<u>\$126,973</u>	<u>\$133,727</u>	<u>\$137,404</u>	<u>\$141,183</u>
<u>Community Relations Manager</u>	<u>\$104,441</u>	<u>\$109,669</u>	<u>\$115,149</u>	<u>\$120,917</u>	<u>\$126,973</u>	<u>\$133,727</u>	<u>\$137,404</u>	<u>\$141,183</u>
<u>Controller</u>	<u>\$139,015</u>	<u>\$145,973</u>	<u>\$153,255</u>	<u>\$160,934</u>	<u>\$169,046</u>	<u>\$178,037</u>	<u>\$182,933</u>	<u>\$187,964</u>
<u>Database Administrator</u>	<u>\$117,997</u>	<u>\$124,486</u>	<u>\$131,336</u>	<u>\$138,546</u>	<u>\$146,117</u>	<u>\$153,889</u>	<u>\$158,121</u>	<u>\$162,469</u>
<u>Deputy District Counsel I</u>	<u>\$93,626</u>	<u>\$98,781</u>	<u>\$104,225</u>	<u>\$109,957</u>	<u>\$116,050</u>	<u>\$122,222</u>	<u>\$125,583</u>	<u>\$129,037</u>
<u>Deputy District Counsel II</u>	<u>\$126,397</u>	<u>\$132,706</u>	<u>\$139,339</u>	<u>\$146,297</u>	<u>\$153,652</u>	<u>\$161,824</u>	<u>\$166,275</u>	<u>\$170,847</u>
<u>Executive Assistant</u>	<u>\$79,349</u>	<u>\$83,712</u>	<u>\$88,326</u>	<u>\$93,193</u>	<u>\$98,457</u>	<u>\$103,693</u>	<u>\$106,544</u>	<u>\$109,474</u>
<u>Financial Analyst</u>	<u>\$97,375</u>	<u>\$102,747</u>	<u>\$108,407</u>	<u>\$114,355</u>	<u>\$120,628</u>	<u>\$127,044</u>	<u>\$130,538</u>	<u>\$134,128</u>
<u>Financial Services Manager</u>	<u>\$139,015</u>	<u>\$145,973</u>	<u>\$153,255</u>	<u>\$160,934</u>	<u>\$169,046</u>	<u>\$178,037</u>	<u>\$182,933</u>	<u>\$187,964</u>
<u>Graphic Arts Manager</u>	<u>\$104,441</u>	<u>\$109,669</u>	<u>\$115,149</u>	<u>\$120,917</u>	<u>\$126,973</u>	<u>\$133,727</u>	<u>\$137,404</u>	<u>\$141,183</u>
<u>Human Resources Analyst</u>	<u>\$97,375</u>	<u>\$102,747</u>	<u>\$108,407</u>	<u>\$114,355</u>	<u>\$120,628</u>	<u>\$127,044</u>	<u>\$130,538</u>	<u>\$134,128</u>
<u>Human Resources Manager</u>	<u>\$139,015</u>	<u>\$145,973</u>	<u>\$153,255</u>	<u>\$160,934</u>	<u>\$169,046</u>	<u>\$178,037</u>	<u>\$182,933</u>	<u>\$187,964</u>
<u>Human Resources Technician</u>	<u>\$63,631</u>	<u>\$67,128</u>	<u>\$70,841</u>	<u>\$74,735</u>	<u>\$78,773</u>	<u>\$82,962</u>	<u>\$85,244</u>	<u>\$87,588</u>
<u>Information Technology Manager</u>	<u>\$139,015</u>	<u>\$145,973</u>	<u>\$153,255</u>	<u>\$160,934</u>	<u>\$169,046</u>	<u>\$178,037</u>	<u>\$182,933</u>	<u>\$187,964</u>
<u>Legal Secretary</u>	<u>\$65,722</u>	<u>\$69,327</u>	<u>\$73,149</u>	<u>\$77,150</u>	<u>\$81,368</u>	<u>\$85,696</u>	<u>\$88,053</u>	<u>\$90,475</u>
<u>Legislative Analyst</u>	<u>\$82,666</u>	<u>\$87,209</u>	<u>\$92,003</u>	<u>\$97,051</u>	<u>\$102,422</u>	<u>\$107,869</u>	<u>\$110,836</u>	<u>\$113,884</u>
<u>Monitoring Operations Manager</u>	<u>\$114,932</u>	<u>\$120,664</u>	<u>\$126,685</u>	<u>\$133,030</u>	<u>\$139,736</u>	<u>\$147,168</u>	<u>\$151,216</u>	<u>\$155,374</u>
<u>Payroll Supervisor</u>	<u>\$97,375</u>	<u>\$102,747</u>	<u>\$108,407</u>	<u>\$114,355</u>	<u>\$120,628</u>	<u>\$127,044</u>	<u>\$130,538</u>	<u>\$134,128</u>
<u>Planning &amp; Rules Manager</u>	<u>\$139,015</u>	<u>\$145,973</u>	<u>\$153,255</u>	<u>\$160,934</u>	<u>\$169,046</u>	<u>\$178,037</u>	<u>\$182,933</u>	<u>\$187,964</u>



Effective the start of the pay period encompassing January 1, 2026.

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
Principal Deputy District Counsel	\$149,877	\$157,379	\$165,231	\$173,508	\$182,255	\$191,948	\$197,227	\$202,651
Procurement Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	\$182,933	\$187,964
Public Affairs Manager	\$114,932	\$120,664	\$126,685	\$133,030	\$139,736	\$147,168	\$151,216	\$155,374
Quality Assurance Manager	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$161,824	\$166,275	\$170,847
Senior Accountant	\$85,514	\$90,237	\$95,176	\$100,440	\$105,703	\$111,325	\$114,387	\$117,532
Senior Administrative Assistant	\$71,094	\$75,023	\$79,133	\$83,495	\$88,002	\$92,682	\$95,231	\$97,849
Senior AQ Engineering Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	\$182,933	\$187,964
Senior Deputy District Counsel	\$143,185	\$150,352	\$157,853	\$165,761	\$174,117	\$183,378	\$188,421	\$193,603
Senior Enforcement Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	\$182,933	\$187,964
Senior Public Affairs Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	\$182,933	\$187,964
Source Testing Manager	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$161,824	\$166,275	\$170,847
Systems & Programming Supervisor	\$117,997	\$124,486	\$131,336	\$138,546	\$146,117	\$153,889	\$158,121	\$162,469
Systems Analyst	\$106,316	\$112,156	\$118,321	\$124,846	\$131,624	\$138,625	\$142,437	\$146,354
Technology Implementation Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	\$182,933	\$187,964
Telecommunications Analyst	\$96,294	\$101,593	\$107,181	\$113,058	\$119,258	\$125,602	\$129,056	\$132,605
Workers Comp & Safety Analyst	\$77,583	\$81,837	\$86,343	\$91,102	\$96,005	\$101,111	\$103,892	\$106,749

Effective the start of the pay period encompassing January 1, 2026.  
*(Increases to steps 7-8)*

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Accountant</u>	\$77,583	\$81,837	\$86,343	\$91,102	\$96,005	\$101,111	<b>\$106,489</b>	<b>\$109,417</b>
<u>Administrative Analyst</u>	\$97,375	\$102,747	\$108,407	\$114,355	\$120,628	\$127,044	<b>\$133,802</b>	<b>\$137,481</b>
<u>Administrative Assistant - HR</u>	\$53,573	\$56,529	\$59,629	\$62,910	\$66,371	\$69,901	<b>\$73,619</b>	<b>\$75,644</b>
<u>Administrative Secretary/Legal</u>	\$71,094	\$75,023	\$79,133	\$83,495	\$88,002	\$92,682	<b>\$97,611</b>	<b>\$100,296</b>
<u>Affirmative Action Officer</u>	\$104,441	\$109,669	\$115,149	\$120,917	\$126,973	\$133,727	<b>\$140,839</b>	<b>\$144,712</b>
<u>Assistant Database Administrator</u>	\$90,680	\$95,678	\$100,926	\$106,495	\$112,350	\$118,326	<b>\$124,619</b>	<b>\$128,046</b>
<u>Atmospheric Measurements Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
<u>Building Maintenance Manager</u>	\$104,441	\$109,669	\$115,149	\$120,917	\$126,973	\$133,727	<b>\$140,839</b>	<b>\$144,712</b>
<u>Business Services Manager</u>	\$104,441	\$109,669	\$115,149	\$120,917	\$126,973	\$133,727	<b>\$140,839</b>	<b>\$144,712</b>
<u>Clean Fuels Officer</u>	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$161,824	<b>\$170,431</b>	<b>\$175,118</b>
<u>Clerk of the Boards</u>	\$104,441	\$109,669	\$115,149	\$120,917	\$126,973	\$133,727	<b>\$140,839</b>	<b>\$144,712</b>
<u>Community Relations Manager</u>	\$104,441	\$109,669	\$115,149	\$120,917	\$126,973	\$133,727	<b>\$140,839</b>	<b>\$144,712</b>
<u>Controller</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
<u>Database Administrator</u>	\$117,997	\$124,486	\$131,336	\$138,546	\$146,117	\$153,889	<b>\$162,074</b>	<b>\$166,531</b>
<u>Deputy District Counsel I</u>	\$93,626	\$98,781	\$104,225	\$109,957	\$116,050	\$122,222	<b>\$128,723</b>	<b>\$132,263</b>
<u>Deputy District Counsel II</u>	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$161,824	<b>\$170,431</b>	<b>\$175,118</b>
<u>Executive Assistant</u>	\$79,349	\$83,712	\$88,326	\$93,193	\$98,457	\$103,693	<b>\$109,208</b>	<b>\$112,211</b>
<u>Financial Analyst</u>	\$97,375	\$102,747	\$108,407	\$114,355	\$120,628	\$127,044	<b>\$133,802</b>	<b>\$137,481</b>
<u>Financial Services Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
<u>Graphic Arts Manager</u>	\$104,441	\$109,669	\$115,149	\$120,917	\$126,973	\$133,727	<b>\$140,839</b>	<b>\$144,712</b>
<u>Human Resources Analyst</u>	\$97,375	\$102,747	\$108,407	\$114,355	\$120,628	\$127,044	<b>\$133,802</b>	<b>\$137,481</b>
<u>Human Resources Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
<u>Human Resources Technician</u>	\$63,631	\$67,128	\$70,841	\$74,735	\$78,773	\$82,962	<b>\$87,375</b>	<b>\$89,778</b>
<u>Information Technology Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
<u>Legal Secretary</u>	\$65,722	\$69,327	\$73,149	\$77,150	\$81,368	\$85,696	<b>\$90,254</b>	<b>\$92,736</b>
<u>Legislative Analyst</u>	\$82,666	\$87,209	\$92,003	\$97,051	\$102,422	\$107,869	<b>\$113,607</b>	<b>\$116,731</b>
<u>Monitoring Operations Manager</u>	\$114,932	\$120,664	\$126,685	\$133,030	\$139,736	\$147,168	<b>\$154,996</b>	<b>\$159,258</b>
<u>Payroll Supervisor</u>	\$97,375	\$102,747	\$108,407	\$114,355	\$120,628	\$127,044	<b>\$133,802</b>	<b>\$137,481</b>
<u>Planning &amp; Rules Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>

Effective the start of the pay period encompassing January 1, 2026.  
(Increases to steps 7-8)

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
Principal Deputy District Counsel	\$149,877	\$157,379	\$165,231	\$173,508	\$182,255	\$191,948	<b>\$202,157</b>	<b>\$207,717</b>
Procurement Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
Public Affairs Manager	\$114,932	\$120,664	\$126,685	\$133,030	\$139,736	\$147,168	<b>\$154,996</b>	<b>\$159,258</b>
Quality Assurance Manager	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$161,824	<b>\$170,431</b>	<b>\$175,118</b>
Senior Accountant	\$85,514	\$90,237	\$95,176	\$100,440	\$105,703	\$111,325	<b>\$117,246</b>	<b>\$120,471</b>
Senior Administrative Assistant	\$71,094	\$75,023	\$79,133	\$83,495	\$88,002	\$92,682	<b>\$97,611</b>	<b>\$100,296</b>
Senior AQ Engineering Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
Senior Deputy District Counsel	\$143,185	\$150,352	\$157,853	\$165,761	\$174,117	\$183,378	<b>\$193,132</b>	<b>\$198,443</b>
Senior Enforcement Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
Senior Public Affairs Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
Source Testing Manager	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$161,824	<b>\$170,431</b>	<b>\$175,118</b>
Systems & Programming Supervisor	\$117,997	\$124,486	\$131,336	\$138,546	\$146,117	\$153,889	<b>\$162,074</b>	<b>\$166,531</b>
Systems Analyst	\$106,316	\$112,156	\$118,321	\$124,846	\$131,624	\$138,625	<b>\$145,998</b>	<b>\$150,013</b>
Technology Implementation Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	<b>\$187,506</b>	<b>\$192,663</b>
Telecommunications Analyst	\$96,294	\$101,593	\$107,181	\$113,058	\$119,258	\$125,602	<b>\$132,282</b>	<b>\$135,920</b>
Workers Comp & Safety Analyst	\$77,583	\$81,837	\$86,343	\$91,102	\$96,005	\$101,111	<b>\$106,489</b>	<b>\$109,417</b>

Effective the start of the pay period encompassing January 1, 2027.

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
<u>Accountant</u>	\$79,135	\$83,474	\$88,070	\$92,924	\$97,925	\$103,133	\$108,619	\$111,606
<u>Administrative Analyst</u>	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,585	\$136,478	\$140,231
<u>Administrative Assistant - HR</u>	\$54,644	\$57,659	\$60,822	\$64,168	\$67,698	\$71,299	\$75,091	\$77,156
<u>Administrative Secretary/Legal</u>	\$72,515	\$76,524	\$80,716	\$85,165	\$89,762	\$94,535	\$99,564	\$102,302
<u>Affirmative Action Officer</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	\$147,607
<u>Assistant Database Administrator</u>	\$92,493	\$97,591	\$102,944	\$108,625	\$114,597	\$120,692	\$127,112	\$130,607
<u>Atmospheric Measurements Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
<u>Building Maintenance Manager</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	\$147,607
<u>Business Services Manager</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	\$147,607
<u>Clean Fuels Officer</u>	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,061	\$173,840	\$178,621
<u>Clerk of the Boards</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	\$147,607
<u>Community Relations Manager</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	\$147,607
<u>Controller</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
<u>Database Administrator</u>	\$120,357	\$126,976	\$133,962	\$141,317	\$149,039	\$156,966	\$165,315	\$169,861
<u>Deputy District Counsel I</u>	\$95,498	\$100,757	\$106,309	\$112,156	\$118,371	\$124,667	\$131,297	\$134,908
<u>Deputy District Counsel II</u>	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,061	\$173,840	\$178,621
<u>Executive Assistant</u>	\$80,936	\$85,386	\$90,093	\$95,057	\$100,426	\$105,767	\$111,392	\$114,455
<u>Financial Analyst</u>	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,585	\$136,478	\$140,231
<u>Financial Services Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
<u>Graphic Arts Manager</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	\$147,607
<u>Human Resources Analyst</u>	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,585	\$136,478	\$140,231
<u>Human Resources Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
<u>Human Resources Technician</u>	\$64,904	\$68,470	\$72,258	\$76,230	\$80,348	\$84,622	\$89,122	\$91,573
<u>Information Technology Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
<u>Legal Secretary</u>	\$67,036	\$70,714	\$74,612	\$78,693	\$82,996	\$87,410	\$92,059	\$94,591
<u>Legislative Analyst</u>	\$84,319	\$88,953	\$93,844	\$98,992	\$104,471	\$110,027	\$115,879	\$119,065
<u>Monitoring Operations Manager</u>	\$117,231	\$123,078	\$129,219	\$135,691	\$142,530	\$150,112	\$158,096	\$162,443
<u>Payroll Supervisor</u>	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,585	\$136,478	\$140,231
<u>Planning &amp; Rules Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516

Effective the start of the pay period encompassing January 1, 2027.

<u>Classification</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 3</u>	<u>Step 4</u>	<u>Step 5</u>	<u>Step 6</u>	<u>Step 7</u>	<u>Step 8</u>
Principal Deputy District Counsel	\$152,875	\$160,527	\$168,536	\$176,979	\$185,900	\$195,787	\$206,201	\$211,871
Procurement Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
Public Affairs Manager	\$117,231	\$123,078	\$129,219	\$135,691	\$142,530	\$150,112	\$158,096	\$162,443
Quality Assurance Manager	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,061	\$173,840	\$178,621
Senior Accountant	\$87,224	\$92,042	\$97,080	\$102,448	\$107,817	\$113,552	\$119,591	\$122,880
Senior Administrative Assistant	\$72,515	\$76,524	\$80,716	\$85,165	\$89,762	\$94,535	\$99,564	\$102,302
Senior AQ Engineering Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
Senior Deputy District Counsel	\$146,049	\$153,359	\$161,011	\$169,077	\$177,599	\$187,046	\$196,994	\$202,412
Senior Enforcement Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
Senior Public Affairs Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
Source Testing Manager	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,061	\$173,840	\$178,621
Systems & Programming Supervisor	\$120,357	\$126,976	\$133,962	\$141,317	\$149,039	\$156,966	\$165,315	\$169,861
Systems Analyst	\$108,442	\$114,399	\$120,688	\$127,343	\$134,257	\$141,398	\$148,918	\$153,013
Technology Implementation Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	\$196,516
Telecommunications Analyst	\$98,219	\$103,625	\$109,325	\$115,319	\$121,644	\$128,114	\$134,928	\$138,639
Workers Comp & Safety Analyst	\$79,135	\$83,474	\$88,070	\$92,924	\$97,925	\$103,133	\$108,619	\$111,606

Effective the start of the pay period encompassing July 1, 2027.  
*(Increase to step 8)*

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Accountant</u>	\$79,135	\$83,474	\$88,070	\$92,924	\$97,925	\$103,133	\$108,619	<b>\$114,396</b>
<u>Administrative Analyst</u>	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,585	\$136,478	<b>\$143,737</b>
<u>Administrative Assistant - HR</u>	\$54,644	\$57,659	\$60,822	\$64,168	\$67,698	\$71,299	\$75,091	<b>\$79,085</b>
<u>Administrative Secretary/Legal</u>	\$72,515	\$76,524	\$80,716	\$85,165	\$89,762	\$94,535	\$99,564	<b>\$104,859</b>
<u>Affirmative Action Officer</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	<b>\$151,297</b>
<u>Assistant Database Administrator</u>	\$92,493	\$97,591	\$102,944	\$108,625	\$114,597	\$120,692	\$127,112	<b>\$133,873</b>
<u>Atmospheric Measurements Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	<b>\$201,429</b>
<u>Building Maintenance Manager</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	<b>\$151,297</b>
<u>Business Services Manager</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	<b>\$151,297</b>
<u>Clean Fuels Officer</u>	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,061	\$173,840	<b>\$183,086</b>
<u>Clerk of the Boards</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	<b>\$151,297</b>
<u>Community Relations Manager</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	<b>\$151,297</b>
<u>Controller</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	<b>\$201,429</b>
<u>Database Administrator</u>	\$120,357	\$126,976	\$133,962	\$141,317	\$149,039	\$156,966	\$165,315	<b>\$174,108</b>
<u>Deputy District Counsel I</u>	\$95,498	\$100,757	\$106,309	\$112,156	\$118,371	\$124,667	\$131,297	<b>\$138,281</b>
<u>Deputy District Counsel II</u>	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,061	\$173,840	<b>\$183,086</b>
<u>Executive Assistant</u>	\$80,936	\$85,386	\$90,093	\$95,057	\$100,426	\$105,767	\$111,392	<b>\$117,317</b>
<u>Financial Analyst</u>	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,585	\$136,478	<b>\$143,737</b>
<u>Financial Services Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	<b>\$201,429</b>
<u>Graphic Arts Manager</u>	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,401	\$143,656	<b>\$151,297</b>
<u>Human Resources Analyst</u>	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,585	\$136,478	<b>\$143,737</b>
<u>Human Resources Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	<b>\$201,429</b>
<u>Human Resources Technician</u>	\$64,904	\$68,470	\$72,258	\$76,230	\$80,348	\$84,622	\$89,122	<b>\$93,863</b>
<u>Information Technology Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	<b>\$201,429</b>
<u>Legal Secretary</u>	\$67,036	\$70,714	\$74,612	\$78,693	\$82,996	\$87,410	\$92,059	<b>\$96,956</b>
<u>Legislative Analyst</u>	\$84,319	\$88,953	\$93,844	\$98,992	\$104,471	\$110,027	\$115,879	<b>\$122,042</b>
<u>Monitoring Operations Manager</u>	\$117,231	\$123,078	\$129,219	\$135,691	\$142,530	\$150,112	\$158,096	<b>\$166,505</b>
<u>Payroll Supervisor</u>	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,585	\$136,478	<b>\$143,737</b>
<u>Planning &amp; Rules Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$181,598	\$191,256	<b>\$201,429</b>

Effective the start of the pay period encompassing July 1, 2027.  
*(Increase to step 8)*

<b><u>Position Title</u></b>	<b><u>Step 1</u></b>	<b><u>Step 2</u></b>	<b><u>Step 3</u></b>	<b><u>Step 4</u></b>	<b><u>Step 5</u></b>	<b><u>Step 6</u></b>	<b><u>Step 7</u></b>	<b><u>Step 8</u></b>
<u>Principal Deputy District Counsel</u>	<u>\$152,875</u>	<u>\$160,527</u>	<u>\$168,536</u>	<u>\$176,979</u>	<u>\$185,900</u>	<u>\$195,787</u>	<u>\$206,201</u>	<b><u>\$217,168</u></b>
<u>Procurement Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$181,598</u>	<u>\$191,256</u>	<b><u>\$201,429</u></b>
<u>Public Affairs Manager</u>	<u>\$117,231</u>	<u>\$123,078</u>	<u>\$129,219</u>	<u>\$135,691</u>	<u>\$142,530</u>	<u>\$150,112</u>	<u>\$158,096</u>	<b><u>\$166,505</u></b>
<u>Quality Assurance Manager</u>	<u>\$128,925</u>	<u>\$135,360</u>	<u>\$142,126</u>	<u>\$149,223</u>	<u>\$156,725</u>	<u>\$165,061</u>	<u>\$173,840</u>	<b><u>\$183,086</u></b>
<u>Senior Accountant</u>	<u>\$87,224</u>	<u>\$92,042</u>	<u>\$97,080</u>	<u>\$102,448</u>	<u>\$107,817</u>	<u>\$113,552</u>	<u>\$119,591</u>	<b><u>\$125,952</u></b>
<u>Senior Administrative Assistant</u>	<u>\$72,515</u>	<u>\$76,524</u>	<u>\$80,716</u>	<u>\$85,165</u>	<u>\$89,762</u>	<u>\$94,535</u>	<u>\$99,564</u>	<b><u>\$104,859</u></b>
<u>Senior AQ Engineering Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$181,598</u>	<u>\$191,256</u>	<b><u>\$201,429</u></b>
<u>Senior Deputy District Counsel</u>	<u>\$146,049</u>	<u>\$153,359</u>	<u>\$161,011</u>	<u>\$169,077</u>	<u>\$177,599</u>	<u>\$187,046</u>	<u>\$196,994</u>	<b><u>\$207,472</u></b>
<u>Senior Enforcement Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$181,598</u>	<u>\$191,256</u>	<b><u>\$201,429</u></b>
<u>Senior Public Affairs Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$181,598</u>	<u>\$191,256</u>	<b><u>\$201,429</u></b>
<u>Source Testing Manager</u>	<u>\$128,925</u>	<u>\$135,360</u>	<u>\$142,126</u>	<u>\$149,223</u>	<u>\$156,725</u>	<u>\$165,061</u>	<u>\$173,840</u>	<b><u>\$183,086</u></b>
<u>Systems &amp; Programming Supervisor</u>	<u>\$120,357</u>	<u>\$126,976</u>	<u>\$133,962</u>	<u>\$141,317</u>	<u>\$149,039</u>	<u>\$156,966</u>	<u>\$165,315</u>	<b><u>\$174,108</u></b>
<u>Systems Analyst</u>	<u>\$108,442</u>	<u>\$114,399</u>	<u>\$120,688</u>	<u>\$127,343</u>	<u>\$134,257</u>	<u>\$141,398</u>	<u>\$148,918</u>	<b><u>\$156,839</u></b>
<u>Technology Implementation Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$181,598</u>	<u>\$191,256</u>	<b><u>\$201,429</u></b>
<u>Telecommunications Analyst</u>	<u>\$98,219</u>	<u>\$103,625</u>	<u>\$109,325</u>	<u>\$115,319</u>	<u>\$121,644</u>	<u>\$128,114</u>	<u>\$134,928</u>	<b><u>\$142,104</u></b>
<u>Workers Comp &amp; Safety Analyst</u>	<u>\$79,135</u>	<u>\$83,474</u>	<u>\$88,070</u>	<u>\$92,924</u>	<u>\$97,925</u>	<u>\$103,133</u>	<u>\$108,619</u>	<b><u>\$114,396</u></b>

## ARTICLE 2

### DESIGNATED DEPUTY SALARIES

#### Section 55. SALARY

Designated Deputy base salaries are listed in Chapter III, Article 7, of this document.

~~Designated Deputies shall receive the same percentage increase as approved by the Board for management employees.~~ The term "base salary" shall not include any benefits that the Designated Deputy shall receive under the terms of this *Salary Resolution*. Said base salary shall be less federal and State taxes and other customary payroll withholdings which are also applicable to other employees of SCAQMD and shall be payable every two weeks commencing on the first applicable payday following appointment.



## ARTICLE 3

### BENEFITS

#### Section 56. FRINGE BENEFITS

##### 1. Other

- (4) Deferred Compensation. Designated Deputies are eligible to participate in South Coast AQMD's 457 dDeferred eCompensation pPlan and 401(a) Money Purchase Plan. ~~SCAQMD shall fund a contribution equal to three times the Designated Deputy's contribution to a combined maximum permitted by law, and, in addition, shall fund a contribution equal to three times the Designated Deputy's contribution as permitted under the pre-retirement "catch-up" provision of the law, up to the 2012 maximum contribution rate established by the Internal Revenue Service.~~

For the Chief Operating Officer and the Chief Deputy Counsel, the DistrictSouth Coast AQMD shall fund the amount equal to the IRS Section 457 Deferred Compensation Plan limit, including contributions permitted under the "catch up" provision of the law, into a 401(a) Money Purchase Plan account. The DistrictSouth Coast AQMD's contribution amount shall be divided by the number of pay periods in a pay year and paid over the course of the year on the same bi-weekly basis as salary.

For Deputy Executive Officer and Assistant Chief Deputy Counsel employees, the DistrictSouth Coast AQMD shall fund the amount equal to three times the employee's contribution, up to the IRS Section 457 Deferred Compensation Plan limit, including contributions permitted under the "catch up" provision of the law, into a 401(a) Money Purchase Plan account.

For all other Designated Deputy employees, the DistrictSouth Coast AQMD shall fund the amount equal to three times the employee's contribution, up to the 2012 IRS Section 457 Deferred Compensation Plan limit plus \$300, including contributions permitted under the "catch up" provision of the law, into a 401(a) Money Purchase Plan account.

**ARTICLE 7**

**~~DESIGNATED DEPUTY ANNUAL SALARIES~~**

~~(Effective with the start of the pay period encompassing January 1, 2022)~~

<del>Assistant Chief Deputy Counsel, Major Prosecutions</del>	<del>\$181,931</del>
<del>Assistant Deputy Executive Officer</del>	<del>\$179,191</del>
<del>Chief Deputy Counsel</del>	<del>\$205,354</del>
<del>Chief Operating Officer</del>	<del>\$205,354</del>
<del>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity &amp; Inclusion Officer</del>	<del>\$191,791</del>
<del>Director of Community Air Programs</del>	<del>\$171,195</del>
<del>Director of Communications</del>	<del>\$171,195</del>
<del>Director of Monitoring &amp; Analysis</del>	<del>\$171,195</del>
<del>Health Effects Officer</del>	<del>\$129,834</del> <del>\$171,195</del>
	<del>(Steps 1 – 8)</del>
<del>Intergovernmental Affairs Officer</del>	<del>Vacant</del>
<del>Senior Policy Advisor</del>	<del>Vacant</del>

~~(Effective with the start of the pay period encompassing January 1, 2023)~~

<del>Assistant Chief Deputy Counsel, Major Prosecutions</del>	<del>\$187,389</del>
<del>Assistant Deputy Executive Officer</del>	<del>\$184,567</del>
<del>Chief Deputy Counsel</del>	<del>\$211,515</del>
<del>Chief Operating Officer</del>	<del>\$211,515</del>
<del>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity &amp; Inclusion Officer</del>	<del>\$197,545</del>
<del>Director of Community Air Programs</del>	<del>\$176,331</del>
<del>Director of Communications</del>	<del>\$176,331</del>
<del>Director of Monitoring &amp; Analysis</del>	<del>\$176,331</del>
<del>Health Effects Officer</del>	<del>\$133,729</del> <del>\$176,331</del>
	<del>(Steps 1 – 8)</del>
<del>Intergovernmental Affairs Officer</del>	<del>Vacant</del>
<del>Senior Policy Advisor</del>	<del>Vacant</del>

(The remainder of this page is left intentionally blank.)

**ARTICLE 7**

**DESIGNATED DEPUTY ANNUAL SALARIES**

(Effective with the start of the pay period encompassing January 1, 2024)

<u>Assistant Chief Deputy Counsel</u>	<u>\$198,632</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$195,641</u>
<u>Chief Deputy Counsel</u>	<u>\$224,206</u>
<u>Chief Operating Officer</u>	<u>\$224,206</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity &amp; Inclusion Officer</u>	<u>\$209,398</u>
<u>Director of Community Air Programs</u>	<u>\$186,911</u>
<u>Director of Communications</u>	<u>\$186,911</u>
<u>Director of Monitoring &amp; Analysis</u>	<u>\$186,911</u>
<u>Health Effects Officer</u>	<u>\$141,753 - \$186,911</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(Effective with the start of the pay period encompassing July 1, 2024)

<u>Assistant Chief Deputy Counsel</u>	<u>\$203,598</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$200,532</u>
<u>Chief Deputy Counsel</u>	<u>\$229,811</u>
<u>Chief Operating Officer</u>	<u>\$229,811</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity &amp; Inclusion Officer</u>	<u>\$214,633</u>
<u>Director of Community Air Programs</u>	<u>\$191,584</u>
<u>Director of Communications</u>	<u>\$191,584</u>
<u>Director of Monitoring &amp; Analysis</u>	<u>\$191,584</u>
<u>Health Effects Officer</u>	<u>\$141,753 – \$191,584</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(The remainder of this page is left intentionally blank.)

**ARTICLE 7**

**DESIGNATED DEPUTY ANNUAL SALARIES**

(Effective with the start of the pay period encompassing January 1, 2025)

<u>Assistant Chief Deputy Counsel</u>	<u>\$211,742</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$208,553</u>
<u>Chief Deputy Counsel</u>	<u>\$239,003</u>
<u>Chief Operating Officer</u>	<u>\$239,003</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity &amp; Inclusion Officer</u>	<u>\$223,218</u>
<u>Director of Community Air Programs</u>	<u>\$199,247</u>
<u>Director of Communications</u>	<u>\$199,247</u>
<u>Director of Monitoring &amp; Analysis</u>	<u>\$199,247</u>
<u>Health Effects Officer</u>	<u>\$147,423 - \$199,247</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(Effective with the start of the pay period encompassing January 1, 2026)

<u>Assistant Chief Deputy Counsel</u>	<u>\$223,547</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$220,180</u>
<u>Chief Deputy Counsel</u>	<u>\$252,328</u>
<u>Chief Operating Officer</u>	<u>\$252,328</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity &amp; Inclusion Officer</u>	<u>\$235,662</u>
<u>Director of Community Air Programs</u>	<u>\$210,355</u>
<u>Director of Communications</u>	<u>\$210,355</u>
<u>Director of Monitoring &amp; Analysis</u>	<u>\$210,355</u>
<u>Health Effects Officer</u>	<u>\$151,846 - \$210,355</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(The remainder of this page is left intentionally blank.)

**ARTICLE 7**

**DESIGNATED DEPUTY ANNUAL SALARIES**

(Effective with the start of the pay period encompassing January 1, 2027)

<u>Assistant Chief Deputy Counsel</u>	<u>\$228,018</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$224,584</u>
<u>Chief Deputy Counsel</u>	<u>\$257,374</u>
<u>Chief Operating Officer</u>	<u>\$257,374</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity &amp; Inclusion Officer</u>	<u>\$240,376</u>
<u>Director of Community Air Programs</u>	<u>\$214,562</u>
<u>Director of Communications</u>	<u>\$214,562</u>
<u>Director of Monitoring &amp; Analysis</u>	<u>\$214,562</u>
<u>Health Effects Officer</u>	<u>\$154,882 - \$214,562</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(Effective with the start of the pay period encompassing July 1, 2027)

<u>Assistant Chief Deputy Counsel</u>	<u>\$233,718</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$230,198</u>
<u>Chief Deputy Counsel</u>	<u>\$263,809</u>
<u>Chief Operating Officer</u>	<u>\$263,809</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, Chief Technologist, and Diversity, Equity &amp; Inclusion Officer</u>	<u>\$246,385</u>
<u>Director of Community Air Programs</u>	<u>\$219,926</u>
<u>Director of Communications</u>	<u>\$219,926</u>
<u>Director of Monitoring &amp; Analysis</u>	<u>\$219,926</u>
<u>Health Effects Officer</u>	<u>\$154,882 - \$219,926</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

(The remainder of this page is left intentionally blank.)

## ATTACHMENT D

### EXECUTIVE MANAGEMENT AGREEMENT between SOUTH COAST AIR QUALITY MANAGEMENT DISTRICT and EXECUTIVE OFFICER

#### I. TERMS OF AGREEMENT

- B. Effective ~~March 3, 2017~~ the pay period encompassing January 1, 2024, the Executive Officer shall receive an annual base salary of ~~\$271,080.68~~ \$390,000. The term "base salary" shall not include any benefits that the Executive Officer shall receive under the terms of this Agreement. The ~~District~~ South Coast AQMD Board may ~~consider~~ determine increases to the Executive Officer's base salary, at the time and in the manner it deems appropriate. Said annual salary shall be less federal and state taxes which are also applicable to other employees of the ~~District~~ South Coast AQMD and shall be payable every two weeks commencing on the first applicable payday following Board approval of this Agreement.

~~Effective July 1, 2018, the Executive Officer shall receive an annual base salary increase of 2.75% (\$278,535). Effective July 1, 2019, the Executive Officer shall receive an annual base salary increase of 2.75% (\$286,195). Effective July 1, 2020, the Executive officer shall receive an annual base salary increase of 2.75% (\$294,065). Effective January 1, 2022, the Executive Officer shall receive an annual base salary increase of 3.0% (\$302,887). Effective January 1, 2023, the Executive officer shall receive an annual base salary increase of 3.0% (\$311,974). The District Board will determine subsequent increases to the Executive Officer's base salary, at the time and in the manner it deems appropriate.~~ Effective the pay period encompassing January 1, 2025, Executive Officer shall receive a base salary increase of 4%. Effective the pay period encompassing January 1, 2026, Executive Officer shall receive a base salary increase of 5.5%. Effective the pay period encompassing January 1, 2027, Executive Officer shall receive a base salary increase of 2.0%. Effective the pay period encompassing July 1, 2027, Executive Officer shall receive a base salary increase of 2.5%.

D. The receipt of benefits customarily given to regular employees does not create a property interest for Executive Officer in his job. Executive Officer shall be entitled to receive the following additional fringe benefits during this Agreement based upon the conditions as set forth below. In no event shall the ~~District~~South Coast AQMD's liability exceed the actual cost to the ~~District~~South Coast AQMD of the benefits described herein.

4. Flexible Spending Plan/Health Savings Account. Executive Officer is eligible to participate in the ~~District~~South Coast AQMD's Flexible Spending Plan and Health Savings Account, which provides IRS-approved select supplemental benefits and options and core medical, vision, dental, and basic life plan benefits. During this Agreement, the DistrictSouth Coast AQMD shall fund a total contribution equal to that provided to other management participants. In addition, at the beginning of each calendar year, the ~~District~~South Coast AQMD will contribute an amount equal to the IRS Limit(s) into Executive Officer's DistrictSouth Coast AQMD-sponsored Flexible Spending Account (FSA Section 125 Program) and Health Savings Account, if he is participating in one or both of these programs.

10. Other.

d) 401(a) Money Purchase Plan. The ~~District~~South Coast AQMD created a 401(a) Money Purchase Plan, and the Executive Officer is eligible to participate in the Plan. ~~Starting at the pay period ending January 1, 2017, the District contributed \$923.00 per bi-weekly pay period, for a total amount of \$24,000 annually into the Executive Officer's 401(a) Plan account. If the 401(a) Money Purchase Plan is established after the pay period ending January 1, 2017, the District will contribute the amount of \$923.00 per pay period, retroactive to the pay period ending January 1, 2017. Retroactive to the pay period encompassing January 1, 2018, the District will contribute \$942.31 per bi-weekly pay period, for a total amount of \$24,500 annually into the Executive Officer's 401(a) Plan account. The District's contribution amount is equal to the IRS Section 457 Deferred Compensation Plan contribution limit. Beginning January 1, 2024 and continuing during this Agreement, the District~~South Coast AQMD shall contribute the amount equal to the 401(a) Money Purchase Plan contribution limit, including contributions permitted under any "catch-up" provision of the law, into Executive Officer's ~~District~~South Coast AQMD's 401(a) Money Purchase Plan account. The ~~District~~South Coast AQMD's contribution amount shall be divided by the number of pay periods in a pay year and be paid over the course of the year on the same bi-weekly basis as his salary.

## ATTACHMENT E

### EXECUTIVE MANAGEMENT AGREEMENT between SOUTH COAST AIR QUALITY MANAGEMENT DISTRICT and GENERAL COUNSEL

NOW, THEREFORE, in consideration of the mutual promises herein contained, ~~District~~South Coast AQMD and General Counsel agree as follows:

#### I. TERMS OF AGREEMENT

- B. Effective the pay period encompassing January 1, 2024, General Counsel shall initially receive a base salary of \$202,684\$325,000. The term "base salary" shall not include any benefits that the General Counsel shall receive under the terms of this Agreement. The ~~District~~South Coast AQMD Board may ~~consider~~ determine increases to the General Counsel's base salary based on his annual performance evaluation and as part of the ~~District~~South Coast AQMD's annual budget process, or at any time and in any manner it deems appropriate. Said annual salary shall be less federal and state taxes which are also applicable to other employees of the ~~District~~South Coast AQMD and shall be payable every two weeks commencing on the first applicable payday following Board approval of this Agreement.

~~Effective April 6, 2018, General Counsel shall receive a base salary of \$208,531. Effective July 1, 2018, General Counsel shall receive a base salary increase of 2.75% (\$214,265). Effective July 1, 2019, General Counsel shall receive a base salary increase of 2.75% (\$220,158). Effective July 1, 2020, General Counsel shall receive a base salary increase of 2.75% (\$226,212). Effective January 1, 2022, General Counsel shall receive a base salary increase of 3.0% (\$232,998). Effective January 1, 2023, General Counsel shall receive a base salary increase of 3.0% (\$239,988). The District Board will determine subsequent increases to the General Counsel's base salary, at the time and in the manner it deems appropriate.~~Effective the pay period encompassing January 1, 2025, General Counsel shall receive a base salary increase of 4%. Effective the pay period encompassing January 1, 2026, General Counsel shall receive a base salary increase of 5.5%. Effective the pay period encompassing January 1, 2027, General Counsel shall receive a base salary increase of 2.0%. Effective the pay period encompassing July 1, 2027, General Counsel shall receive a base salary increase of 2.5%.



D. The receipt of benefits customarily given to regular employees does not create a property interest for General Counsel in his job. General Counsel shall be entitled to receive the following additional fringe benefits during this Agreement based upon the conditions as set forth below. In no event shall the ~~District~~South Coast AQMD's liability exceed the actual cost to the ~~District~~South Coast AQMD of the benefits described herein.

4. Flexible Benefit Plan. General Counsel is eligible to participate in the ~~District~~South Coast AQMD's Flexible Benefit Plan which provides IRS-approved select supplemental benefits and options and core medical, vision, dental, and basic life plan benefits. During this Agreement, the ~~District~~South Coast AQMD shall fund a total contribution equal to that provided to other management participants. In addition, at the beginning of each calendar year, the ~~District~~South Coast AQMD will contribute the amount equal to the IRS Limit into General Counsel's ~~District~~South Coast AQMD-sponsored Flexible Spending Account (FSA Section 125 Program), Health Savings Account, and Dependent Care FSA Account, if he is participating in any of these programs.

6. Sick Leave. General Counsel shall accrue sick leave at the same rate as the management class of employees during this Agreement and this sick leave shall accrue until this Agreement is terminated. Any ~~District~~South Coast AQMD sick leave accrued as of the date of execution of this Agreement shall be carried forward under this Agreement. Upon leaving the service of the ~~District~~South Coast AQMD for any reason, General Counsel shall receive payment of 50% of all hours based upon his hourly rate up to a maximum of 720 hours. General Counsel may sell back up to 40 hours of sick leave time per calendar year.

8. Vacation. General Counsel shall be entitled to 182 hours of paid vacation per year during the term of this Agreement. General Counsel shall be subject to the same vacation carryover and termination payoff provisions as other management employees (pursuant to the ~~District~~South Coast AQMD's Salary Resolution). General Counsel may sell back up to ~~80~~120 hours of vacation time per calendar year.

11. Other.

- d. Deferred Compensation. On a voluntary basis, General Counsel is eligible to participate in the ~~District~~South Coast AQMD's deferred compensation plan. General Counsel may defer up to the maximum allowable by law, including "catch-up" provisions, per calendar year. Beginning January 1, 2024 and continuing ~~D~~during this Agreement, the ~~District~~South Coast AQMD shall fund a contribution equal to three times General Counsel's contribution ~~contribute~~ the amount equal to the IRS Section 457 Deferred Contribution Plan contribution limit, including contributions permitted under the "catch-up" provision of the law, into the account established for General Counsel in the ~~District~~South Coast AQMD's 401(a) Money Purchase Plan. The ~~District~~South Coast AQMD's contribution amount shall be divided by the number of pay periods in a pay year and be paid over the course of the year on the same bi-weekly basis as his salary.