

BOARD MEETING DATE: April 5, 2024

AGENDA NO. 6

PROPOSAL: Amend MOU with Teamsters Local 911 and Modify Compensation for Non-Represented Employees

SYNOPSIS: South Coast AQMD management and Teamsters Local 911, representing the Technical & Enforcement and Office Clerical & Maintenance bargaining units, have reached agreement on MOU amendments to address parity with other represented groups. This action is to present the proposed amendments to the Board for approval. This action also requests Board approval to adopt amendments to the South Coast AQMD *Administrative Code* and *Salary Resolution* to modify salary and benefits for non-represented employees for changes consistent with other employee groups.

COMMITTEE: No Committee Review

RECOMMENDED ACTIONS:

1. Approve amendments to the Teamsters MOU. Proposed changes to the current 2024-27 Teamsters MOU are shown in Attachment A.
2. Approve amendments to the South Coast AQMD *Administrative Code* and *Salary Resolution* to modify compensation for non-represented employees. Proposed amendments are shown in Attachments B and C, respectively.

Wayne Natri
Executive Officer

AJO:mm

Background

In January 2024, the Board approved a successor MOU with Teamsters Local 911 (Teamsters), concerning the Technical & Enforcement and Office Clerical & Maintenance bargaining units, for the term ending December 31, 2027. In addition, South Coast AQMD management and Teamsters agreed upon a process to address any differences relating to base salary and/or health benefits between the recently approved MOU and a subsequently approved MOU with the Professional Unit bargaining group

(the “Me Too provision”). The Board also approved comparable terms for non-represented employees at its January meeting.

On March 1, 2024, the Board approved a successor MOU with the South Coast AQMD Professional Employees Association (SC-PEA), representing Professional Unit employees, for a term ending December 31, 2027.

Economic terms approved for SC-PEA, Teamsters and non-represented groups included:

	SC-PEA	Teamsters	Non-represented
Additional contribution to health insurance	\$156/month ^a	\$75/month ^b	\$75/month
Increase to each Salary Step 6,7,8	2.75%	2.5%	2.5%
Across-the-board salary increases, effective January 1 of 2024, 2025, 2026, 2027	7.25% 2.5% 2.5% 3%	6% 4% 3% 2%	6% 4% 3% 2%

^a Monthly cap was \$1,755.60

^b Monthly cap was \$1,836.92

The additional health insurance contribution in the SC-PEA MOU resulted in an overall benefits cap of \$1912 over a year, which matches the benefits cap amount in the Teamsters MOU. The additional increase to Salary Schedule Steps 6, 7 and 8 resulted in these steps having a 5.5% differential, matching Steps 1-5 on the Salary Schedule. With the additional 2.5% increase, Teamsters Salary Schedule Steps 6-8 were raised to the 5.5% differential, matching Steps 1-5.

Management and Teamsters reached a tentative agreement for compensation changes to address the differences in economic terms. The proposed changes ensure that the Teamsters and SC-PEA groups will have the same benefits cap amount, and the same 5.5% differential for Salary Steps 6-8. MOU amendments require adoption by the Board to have full force and effect.

To maintain consistency in compensation across all employee groups for this negotiation period, staff is also recommending comparable modifications for non-represented employees of the contribution to health insurance and the increases to Salary Schedule Steps 6, 7 and 8. Such employees include Confidential, Management, and Designated Deputies.

Proposal

This action is to present the following proposed amendments to the Teamsters MOU for approval:

- Across-the-board increase to base salary of 0.5%, effective the pay period encompassing July 1 of 2024;
- An additional 0.5% added to the scheduled across-the-board increase effective the pay period encompassing January 1 of 2025 (for a total of 4.5%); and
- An additional 1% added to the scheduled across-the-board increase effective the pay period encompassing January 1 of 2027 (for a total of 3%).

Proposed amendments to the 2024-2027 Teamsters MOU are shown in Attachment A. No other amendments are being proposed.

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. Specifically, an additional \$81 per month is being added to the health insurance contribution amount for non-represented employees. Also, the additional increase to Salary Schedule Steps 6, 7 and 8 will be changed to 2.75%, resulting in these steps having a 5.5% differential, to match the rest of the steps on the Salary Schedule. Similarly, for Designated Deputies, who do not have salary steps, the scheduled 2.5% salary increases are being increased to 2.75%. No other modifications to compensation for non-represented employees are being proposed.

Resource Impacts

Funding for the costs of the labor agreement amendments and for costs related to non-represented employees will be requested in future fiscal year budgets.

Attachments

- A. Proposed Teamsters MOU Amendments
- B. Proposed Administrative Code Amendments
- C. Proposed Salary Resolution Amendments

ATTACHMENT A

TEAMSTERS MOU AMENDMENTS

ARTICLE 3
SALARIES

Section 1. Salaries during the term of this contract 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 0.5% 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%~~4.5% 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%~~3% 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.

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

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

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

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

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

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

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APPROXIMATE ANNUAL SALARIES, EFFECTIVE JULY 1, 2024
(Increases to steps 6-8)

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

<u>Position Title</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>Air Quality Inspector</u>	\$55,266	\$58,314	\$61,529	\$64,912	\$68,496	\$70,550	\$72,667	\$74,847
<u>Air Quality Inspector I</u>	\$58,113	\$61,328	\$64,678	\$68,228	\$71,979	\$74,139	\$76,363	\$78,654
<u>Air Quality Inspector II</u>	\$73,252	\$77,271	\$81,525	\$86,014	\$90,736	\$93,458	\$96,262	\$99,150
<u>Air Quality Inspector III</u>	\$80,152	\$84,540	\$89,195	\$94,086	\$99,244	\$102,222	\$105,288	\$108,447
<u>Air Quality Instrument Specialist I</u>	\$67,290	\$71,008	\$74,893	\$79,013	\$83,367	\$85,869	\$88,445	\$91,098
<u>Air Quality Instrument Specialist II</u>	\$73,252	\$77,271	\$81,525	\$86,014	\$90,736	\$93,458	\$96,262	\$99,150
<u>Assistant AQ Inst Specialist</u>	\$55,266	\$58,314	\$61,529	\$64,912	\$68,496	\$70,550	\$72,667	\$74,847
<u>Assistant Computer Operator</u>	\$47,930	\$50,576	\$53,357	\$56,304	\$59,386	\$61,167	\$63,002	\$64,892
<u>Assistant Info Tech Specialist</u>	\$52,720	\$55,634	\$58,682	\$61,898	\$65,314	\$67,273	\$69,292	\$71,370
<u>Assistant Programmer</u>	\$60,457	\$63,773	\$67,290	\$70,975	\$74,893	\$77,140	\$79,454	\$81,838
<u>Assistant Telecommunications Tech</u>	\$56,103	\$59,185	\$62,467	\$65,883	\$69,501	\$71,586	\$73,734	\$75,946
<u>Audio Visual Specialist</u>	\$65,783	\$69,400	\$73,219	\$77,238	\$81,492	\$83,936	\$86,454	\$89,048
<u>Computer Operations Supervisor</u>	\$59,218	\$62,500	\$65,917	\$69,534	\$73,386	\$75,587	\$77,855	\$80,191
<u>Graphic Arts Illustrator I</u>	\$51,380	\$54,227	\$57,208	\$60,357	\$63,673	\$65,583	\$67,551	\$69,577
<u>Graphic Arts Illustrator II</u>	\$57,376	\$60,558	\$63,874	\$67,391	\$71,109	\$73,242	\$75,439	\$77,702
<u>Information Tech Specialist I</u>	\$56,103	\$59,185	\$62,467	\$65,883	\$69,501	\$71,586	\$73,734	\$75,946
<u>Information Tech Specialist II</u>	\$68,630	\$72,415	\$76,367	\$80,587	\$85,009	\$87,559	\$90,186	\$92,891
<u>Information Tech Supervisor</u>	\$101,234	\$106,307	\$111,618	\$117,199	\$123,084	\$126,777	\$130,580	\$134,497
<u>Investigator</u>	\$85,545	\$90,234	\$95,191	\$100,450	\$105,943	\$109,121	\$112,395	\$115,767
<u>Laboratory Technician</u>	\$58,381	\$61,596	\$64,979	\$68,563	\$72,348	\$74,519	\$76,754	\$79,057
<u>Meteorologist Technician</u>	\$78,745	\$83,066	\$87,655	\$92,478	\$97,569	\$100,496	\$103,511	\$106,617
<u>Paralegal</u>	\$85,545	\$90,234	\$95,191	\$100,450	\$105,943	\$109,121	\$112,395	\$115,767
<u>Principal AQ Instrument Specialist</u>	\$89,028	\$93,918	\$99,110	\$104,536	\$110,297	\$113,606	\$117,014	\$120,525
<u>Programmer</u>	\$72,180	\$76,166	\$80,353	\$84,774	\$89,430	\$92,113	\$94,876	\$97,722
<u>Programmer Analyst</u>	\$85,076	\$89,765	\$94,689	\$99,914	\$105,407	\$108,569	\$111,826	\$115,181
<u>Senior AQ Instrument Specialist</u>	\$80,152	\$84,540	\$89,195	\$94,086	\$99,244	\$102,222	\$105,288	\$108,447

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

<u>Position Title</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>Senior Information Tech Specialist</u>	<u>\$85,076</u>	<u>\$89,765</u>	<u>\$94,689</u>	<u>\$99,914</u>	<u>\$105,407</u>	<u>\$108,569</u>	<u>\$111,826</u>	<u>\$115,181</u>
<u>Senior Paralegal</u>	<u>\$91,038</u>	<u>\$96,062</u>	<u>\$101,320</u>	<u>\$106,914</u>	<u>\$112,775</u>	<u>\$116,159</u>	<u>\$119,644</u>	<u>\$123,233</u>
<u>Senior Public Affairs Specialist</u>	<u>\$82,090</u>	<u>\$86,588</u>	<u>\$91,357</u>	<u>\$96,363</u>	<u>\$101,640</u>	<u>\$104,435</u>	<u>\$107,307</u>	<u>\$110,258</u>
<u>Supervising Air Quality Inspector</u>	<u>\$91,038</u>	<u>\$96,062</u>	<u>\$101,320</u>	<u>\$106,914</u>	<u>\$112,776</u>	<u>\$116,159</u>	<u>\$119,644</u>	<u>\$123,233</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$70,886</u>	<u>\$74,791</u>	<u>\$78,887</u>	<u>\$83,240</u>	<u>\$87,816</u>	<u>\$90,450</u>	<u>\$93,164</u>	<u>\$95,959</u>
<u>Supervising Investigator</u>	<u>\$91,038</u>	<u>\$96,062</u>	<u>\$101,320</u>	<u>\$106,914</u>	<u>\$112,776</u>	<u>\$116,159</u>	<u>\$119,644</u>	<u>\$123,233</u>
<u>Telecommunications Tech I</u>	<u>\$68,630</u>	<u>\$72,415</u>	<u>\$76,367</u>	<u>\$80,587</u>	<u>\$85,009</u>	<u>\$87,559</u>	<u>\$90,186</u>	<u>\$92,891</u>
<u>Telecommunications Tech II</u>	<u>\$73,252</u>	<u>\$77,271</u>	<u>\$81,525</u>	<u>\$86,014</u>	<u>\$90,736</u>	<u>\$93,458</u>	<u>\$96,262</u>	<u>\$99,150</u>
<u>Transportation Plan Reviewer</u>	<u>\$63,572</u>	<u>\$67,056</u>	<u>\$70,740</u>	<u>\$74,625</u>	<u>\$78,745</u>	<u>\$81,107</u>	<u>\$83,541</u>	<u>\$86,047</u>

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

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Air Quality Inspector</u>	\$55,266	\$58,314	\$61,529	\$64,912	\$68,496	\$72,314	\$74,484	\$76,718
<u>Air Quality Inspector I</u>	\$58,113	\$61,328	\$64,678	\$68,228	\$71,979	\$75,993	\$78,272	\$80,621
<u>Air Quality Inspector II</u>	\$73,252	\$77,271	\$81,525	\$86,014	\$90,736	\$95,795	\$98,669	\$101,629
<u>Air Quality Inspector III</u>	\$80,152	\$84,540	\$89,195	\$94,086	\$99,244	\$104,777	\$107,920	\$111,158
<u>Air Quality Instrument Specialist I</u>	\$67,290	\$71,008	\$74,893	\$79,013	\$83,367	\$88,015	\$90,656	\$93,375
<u>Air Quality Instrument Specialist II</u>	\$73,252	\$77,271	\$81,525	\$86,014	\$90,736	\$95,795	\$98,669	\$101,629
<u>Assistant AQ Inst Specialist</u>	\$55,266	\$58,314	\$61,529	\$64,912	\$68,496	\$72,314	\$74,484	\$76,718
<u>Assistant Computer Operator</u>	\$47,930	\$50,576	\$53,357	\$56,304	\$59,386	\$62,696	\$64,577	\$66,514
<u>Assistant Info Tech Specialist</u>	\$52,720	\$55,634	\$58,682	\$61,898	\$65,314	\$68,955	\$71,024	\$73,155
<u>Assistant Programmer</u>	\$60,457	\$63,773	\$67,290	\$70,975	\$74,893	\$79,069	\$81,441	\$83,884
<u>Assistant Telecommunications Tech</u>	\$56,103	\$59,185	\$62,467	\$65,883	\$69,501	\$73,376	\$75,577	\$77,845
<u>Audio Visual Specialist</u>	\$65,783	\$69,400	\$73,219	\$77,238	\$81,492	\$86,035	\$88,616	\$91,274
<u>Computer Operations Supervisor</u>	\$59,218	\$62,500	\$65,917	\$69,534	\$73,386	\$77,477	\$79,801	\$82,195
<u>Graphic Arts Illustrator I</u>	\$51,380	\$54,227	\$57,208	\$60,357	\$63,673	\$67,223	\$69,239	\$71,317
<u>Graphic Arts Illustrator II</u>	\$57,376	\$60,558	\$63,874	\$67,391	\$71,109	\$75,073	\$77,325	\$79,645
<u>Information Tech Specialist I</u>	\$56,103	\$59,185	\$62,467	\$65,883	\$69,501	\$73,376	\$75,577	\$77,845
<u>Information Tech Specialist II</u>	\$68,630	\$72,415	\$76,367	\$80,587	\$85,009	\$89,748	\$92,440	\$95,213
<u>Information Tech Supervisor</u>	\$101,234	\$106,307	\$111,618	\$117,199	\$123,084	\$129,946	\$133,844	\$137,860
<u>Investigator</u>	\$85,545	\$90,234	\$95,191	\$100,450	\$105,943	\$111,849	\$115,205	\$118,661
<u>Laboratory Technician</u>	\$58,381	\$61,596	\$64,979	\$68,563	\$72,348	\$76,382	\$78,673	\$81,033
<u>Meteorologist Technician</u>	\$78,745	\$83,066	\$87,655	\$92,478	\$97,569	\$103,009	\$106,099	\$109,282
<u>Paralegal</u>	\$85,545	\$90,234	\$95,191	\$100,450	\$105,943	\$111,849	\$115,204	\$118,661
<u>Principal AQ Instrument Specialist</u>	\$89,028	\$93,918	\$99,110	\$104,536	\$110,297	\$116,446	\$119,940	\$123,538
<u>Programmer</u>	\$72,180	\$76,166	\$80,353	\$84,774	\$89,430	\$94,415	\$97,248	\$100,165
<u>Programmer Analyst</u>	\$85,076	\$89,765	\$94,689	\$99,914	\$105,407	\$111,284	\$114,622	\$118,061
<u>Senior AQ Instrument Specialist</u>	\$80,152	\$84,540	\$89,195	\$94,086	\$99,244	\$104,777	\$107,920	\$111,158

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

<u>Position Title</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>
Senior Information Tech Specialist	\$85,076	\$89,765	\$94,689	\$99,914	\$105,407	\$111,284	\$114,622	\$118,061
Senior Paralegal	\$91,038	\$96,062	\$101,320	\$106,914	\$112,775	\$119,063	\$122,635	\$126,314
Senior Public Affairs Specialist	\$82,090	\$86,588	\$91,357	\$96,363	\$101,640	\$107,046	\$109,990	\$113,015
Supervising Air Quality Inspector	\$91,038	\$96,062	\$101,320	\$106,914	\$112,776	\$119,063	\$122,635	\$126,314
Supervising Graphic Arts Illustrator	\$70,886	\$74,791	\$78,887	\$83,240	\$87,816	\$92,712	\$95,493	\$98,358
Supervising Investigator	\$91,038	\$96,062	\$101,320	\$106,914	\$112,776	\$119,063	\$122,635	\$126,314
Telecommunications Tech I	\$68,630	\$72,415	\$76,367	\$80,587	\$85,009	\$89,748	\$92,440	\$95,213
Telecommunications Tech II	\$73,252	\$77,271	\$81,525	\$86,014	\$90,736	\$95,795	\$98,669	\$101,629
Transportation Plan Reviewer	\$63,572	\$67,056	\$70,740	\$74,625	\$78,745	\$83,135	\$85,629	\$88,198

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

<u>Position Title</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>Air Quality Inspector</u>	<u>\$57,753</u>	<u>\$60,938</u>	<u>\$64,298</u>	<u>\$67,833</u>	<u>\$71,578</u>	<u>\$75,568</u>	<u>\$77,835</u>	<u>\$80,170</u>
<u>Air Quality Inspector I</u>	<u>\$60,728</u>	<u>\$64,088</u>	<u>\$67,588</u>	<u>\$71,298</u>	<u>\$75,218</u>	<u>\$79,412</u>	<u>\$81,795</u>	<u>\$84,249</u>
<u>Air Quality Inspector II</u>	<u>\$76,549</u>	<u>\$80,749</u>	<u>\$85,194</u>	<u>\$89,884</u>	<u>\$94,819</u>	<u>\$100,106</u>	<u>\$103,109</u>	<u>\$106,202</u>
<u>Air Quality Inspector III</u>	<u>\$83,759</u>	<u>\$88,344</u>	<u>\$93,209</u>	<u>\$98,320</u>	<u>\$103,710</u>	<u>\$109,492</u>	<u>\$112,777</u>	<u>\$116,160</u>
<u>Air Quality Instrument Specialist I</u>	<u>\$70,318</u>	<u>\$74,203</u>	<u>\$78,264</u>	<u>\$82,569</u>	<u>\$87,119</u>	<u>\$91,976</u>	<u>\$94,735</u>	<u>\$97,577</u>
<u>Air Quality Instrument Specialist II</u>	<u>\$76,549</u>	<u>\$80,749</u>	<u>\$85,194</u>	<u>\$89,884</u>	<u>\$94,819</u>	<u>\$100,106</u>	<u>\$103,109</u>	<u>\$106,202</u>
<u>Assistant AQ Inst Specialist</u>	<u>\$57,753</u>	<u>\$60,938</u>	<u>\$64,298</u>	<u>\$67,833</u>	<u>\$71,578</u>	<u>\$75,568</u>	<u>\$77,835</u>	<u>\$80,170</u>
<u>Assistant Computer Operator</u>	<u>\$50,087</u>	<u>\$52,852</u>	<u>\$55,758</u>	<u>\$58,838</u>	<u>\$62,058</u>	<u>\$65,517</u>	<u>\$67,483</u>	<u>\$69,507</u>
<u>Assistant Info Tech Specialist</u>	<u>\$55,093</u>	<u>\$58,138</u>	<u>\$61,323</u>	<u>\$64,683</u>	<u>\$68,253</u>	<u>\$72,058</u>	<u>\$74,220</u>	<u>\$76,447</u>
<u>Assistant Programmer</u>	<u>\$63,178</u>	<u>\$66,643</u>	<u>\$70,318</u>	<u>\$74,168</u>	<u>\$78,264</u>	<u>\$82,627</u>	<u>\$85,106</u>	<u>\$87,659</u>
<u>Assistant Telecommunications Tech</u>	<u>\$58,628</u>	<u>\$61,848</u>	<u>\$65,278</u>	<u>\$68,848</u>	<u>\$72,628</u>	<u>\$76,678</u>	<u>\$78,978</u>	<u>\$81,348</u>
<u>Audio Visual Specialist</u>	<u>\$68,743</u>	<u>\$72,523</u>	<u>\$76,514</u>	<u>\$80,714</u>	<u>\$85,159</u>	<u>\$89,906</u>	<u>\$92,603</u>	<u>\$95,381</u>
<u>Computer Operations Supervisor</u>	<u>\$61,883</u>	<u>\$65,313</u>	<u>\$68,883</u>	<u>\$72,663</u>	<u>\$76,689</u>	<u>\$80,963</u>	<u>\$83,392</u>	<u>\$85,894</u>
<u>Graphic Arts Illustrator I</u>	<u>\$53,692</u>	<u>\$56,668</u>	<u>\$59,783</u>	<u>\$63,073</u>	<u>\$66,538</u>	<u>\$70,248</u>	<u>\$72,355</u>	<u>\$74,526</u>
<u>Graphic Arts Illustrator II</u>	<u>\$59,958</u>	<u>\$63,283</u>	<u>\$66,748</u>	<u>\$70,423</u>	<u>\$74,308</u>	<u>\$78,451</u>	<u>\$80,805</u>	<u>\$83,229</u>
<u>Information Tech Specialist I</u>	<u>\$58,628</u>	<u>\$61,848</u>	<u>\$65,278</u>	<u>\$68,848</u>	<u>\$72,628</u>	<u>\$76,678</u>	<u>\$78,978</u>	<u>\$81,348</u>
<u>Information Tech Specialist II</u>	<u>\$71,718</u>	<u>\$75,673</u>	<u>\$79,804</u>	<u>\$84,214</u>	<u>\$88,834</u>	<u>\$93,786</u>	<u>\$96,600</u>	<u>\$99,498</u>
<u>Information Tech Supervisor</u>	<u>\$105,789</u>	<u>\$111,091</u>	<u>\$116,640</u>	<u>\$122,473</u>	<u>\$128,623</u>	<u>\$135,794</u>	<u>\$139,867</u>	<u>\$144,064</u>
<u>Investigator</u>	<u>\$89,394</u>	<u>\$94,294</u>	<u>\$99,475</u>	<u>\$104,970</u>	<u>\$110,710</u>	<u>\$116,882</u>	<u>\$120,389</u>	<u>\$124,000</u>
<u>Laboratory Technician</u>	<u>\$61,008</u>	<u>\$64,368</u>	<u>\$67,903</u>	<u>\$71,648</u>	<u>\$75,603</u>	<u>\$79,819</u>	<u>\$82,213</u>	<u>\$84,680</u>
<u>Meteorologist Technician</u>	<u>\$82,289</u>	<u>\$86,804</u>	<u>\$91,599</u>	<u>\$96,639</u>	<u>\$101,960</u>	<u>\$107,644</u>	<u>\$110,873</u>	<u>\$114,200</u>
<u>Paralegal</u>	<u>\$89,394</u>	<u>\$94,294</u>	<u>\$99,475</u>	<u>\$104,970</u>	<u>\$110,710</u>	<u>\$116,882</u>	<u>\$120,389</u>	<u>\$124,000</u>
<u>Principal AQ Instrument Specialist</u>	<u>\$93,034</u>	<u>\$98,145</u>	<u>\$103,570</u>	<u>\$109,240</u>	<u>\$115,260</u>	<u>\$121,687</u>	<u>\$125,337</u>	<u>\$129,097</u>
<u>Programmer</u>	<u>\$75,428</u>	<u>\$79,594</u>	<u>\$83,969</u>	<u>\$88,589</u>	<u>\$93,454</u>	<u>\$98,664</u>	<u>\$101,624</u>	<u>\$104,673</u>
<u>Programmer Analyst</u>	<u>\$88,904</u>	<u>\$93,804</u>	<u>\$98,950</u>	<u>\$104,410</u>	<u>\$110,150</u>	<u>\$116,291</u>	<u>\$119,780</u>	<u>\$123,373</u>
<u>Senior AQ Instrument Specialist</u>	<u>\$83,759</u>	<u>\$88,344</u>	<u>\$93,209</u>	<u>\$98,320</u>	<u>\$103,710</u>	<u>\$109,492</u>	<u>\$112,777</u>	<u>\$116,160</u>

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

<u>Position Title</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>Senior Information Tech Specialist</u>	<u>\$88,904</u>	<u>\$93,804</u>	<u>\$98,950</u>	<u>\$104,410</u>	<u>\$110,150</u>	<u>\$116,291</u>	<u>\$119,780</u>	<u>\$123,373</u>
<u>Senior Paralegal</u>	<u>\$95,134</u>	<u>\$100,385</u>	<u>\$105,880</u>	<u>\$111,725</u>	<u>\$117,850</u>	<u>\$124,421</u>	<u>\$128,154</u>	<u>\$131,998</u>
<u>Senior Public Affairs Specialist</u>	<u>\$85,784</u>	<u>\$90,485</u>	<u>\$95,468</u>	<u>\$100,700</u>	<u>\$106,214</u>	<u>\$111,863</u>	<u>\$114,939</u>	<u>\$118,100</u>
<u>Supervising Air Quality Inspector</u>	<u>\$95,134</u>	<u>\$100,385</u>	<u>\$105,880</u>	<u>\$111,725</u>	<u>\$117,850</u>	<u>\$124,421</u>	<u>\$128,154</u>	<u>\$131,998</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$74,076</u>	<u>\$78,156</u>	<u>\$82,437</u>	<u>\$86,985</u>	<u>\$91,768</u>	<u>\$96,884</u>	<u>\$99,790</u>	<u>\$102,784</u>
<u>Supervising Investigator</u>	<u>\$95,134</u>	<u>\$100,385</u>	<u>\$105,880</u>	<u>\$111,725</u>	<u>\$117,850</u>	<u>\$124,421</u>	<u>\$128,154</u>	<u>\$131,998</u>
<u>Telecommunications Tech I</u>	<u>\$71,718</u>	<u>\$75,673</u>	<u>\$79,804</u>	<u>\$84,214</u>	<u>\$88,834</u>	<u>\$93,786</u>	<u>\$96,600</u>	<u>\$99,498</u>
<u>Telecommunications Tech II</u>	<u>\$76,549</u>	<u>\$80,749</u>	<u>\$85,194</u>	<u>\$89,884</u>	<u>\$94,819</u>	<u>\$100,106</u>	<u>\$103,109</u>	<u>\$106,202</u>
<u>Transportation Plan Reviewer</u>	<u>\$66,433</u>	<u>\$70,073</u>	<u>\$73,923</u>	<u>\$77,984</u>	<u>\$82,289</u>	<u>\$86,876</u>	<u>\$89,482</u>	<u>\$92,167</u>

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

<u>Position Title</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>Air Quality Inspector</u>	\$59,485	\$62,766	\$66,227	\$69,868	\$73,726	\$77,835	\$80,170	\$82,575
<u>Air Quality Inspector I</u>	\$62,550	\$66,011	\$69,616	\$73,437	\$77,475	\$81,795	\$84,249	\$86,776
<u>Air Quality Inspector II</u>	\$78,845	\$83,171	\$87,750	\$92,581	\$97,664	\$103,109	\$106,202	\$109,388
<u>Air Quality Inspector III</u>	\$86,272	\$90,994	\$96,006	\$101,269	\$106,821	\$112,777	\$116,160	\$119,645
<u>Air Quality Instrument Specialist I</u>	\$72,428	\$76,430	\$80,612	\$85,046	\$89,733	\$94,735	\$97,577	\$100,505
<u>Air Quality Instrument Specialist II</u>	\$78,845	\$83,171	\$87,750	\$92,581	\$97,664	\$103,109	\$106,202	\$109,388
<u>Assistant AQ Inst Specialist</u>	\$59,485	\$62,766	\$66,227	\$69,868	\$73,726	\$77,835	\$80,170	\$82,575
<u>Assistant Computer Operator</u>	\$51,590	\$54,438	\$57,430	\$60,603	\$63,920	\$67,483	\$69,507	\$71,592
<u>Assistant Info Tech Specialist</u>	\$56,745	\$59,882	\$63,163	\$66,623	\$70,301	\$74,220	\$76,447	\$78,740
<u>Assistant Programmer</u>	\$65,073	\$68,642	\$72,428	\$76,393	\$80,612	\$85,106	\$87,659	\$90,289
<u>Assistant Telecommunications Tech</u>	\$60,387	\$63,703	\$67,236	\$70,914	\$74,807	\$78,978	\$81,348	\$83,788
<u>Audio Visual Specialist</u>	\$70,805	\$74,699	\$78,809	\$83,135	\$87,714	\$92,603	\$95,381	\$98,243
<u>Computer Operations Supervisor</u>	\$63,739	\$67,272	\$70,950	\$74,843	\$78,989	\$83,392	\$85,894	\$88,471
<u>Graphic Arts Illustrator I</u>	\$55,303	\$58,368	\$61,576	\$64,965	\$68,534	\$72,355	\$74,526	\$76,762
<u>Graphic Arts Illustrator II</u>	\$61,756	\$65,181	\$68,751	\$72,536	\$76,538	\$80,805	\$83,229	\$85,726
<u>Information Tech Specialist I</u>	\$60,387	\$63,703	\$67,236	\$70,914	\$74,807	\$78,978	\$81,348	\$83,788
<u>Information Tech Specialist II</u>	\$73,870	\$77,944	\$82,198	\$86,740	\$91,499	\$96,600	\$99,498	\$102,483
<u>Information Tech Supervisor</u>	\$108,963	\$114,424	\$120,140	\$126,147	\$132,481	\$139,867	\$144,064	\$148,385
<u>Investigator</u>	\$92,076	\$97,123	\$102,459	\$108,119	\$114,031	\$120,389	\$124,000	\$127,720
<u>Laboratory Technician</u>	\$62,838	\$66,299	\$69,940	\$73,798	\$77,872	\$82,213	\$84,680	\$87,220
<u>Meteorologist Technician</u>	\$84,757	\$89,408	\$94,347	\$99,539	\$105,018	\$110,874	\$114,200	\$117,626
<u>Paralegal</u>	\$92,076	\$97,123	\$102,459	\$108,119	\$114,031	\$120,389	\$124,000	\$127,720
<u>Principal AQ Instrument Specialist</u>	\$95,825	\$101,089	\$106,677	\$112,517	\$118,718	\$125,337	\$129,097	\$132,970
<u>Programmer</u>	\$77,691	\$81,981	\$86,488	\$91,247	\$96,258	\$101,624	\$104,673	\$107,813
<u>Programmer Analyst</u>	\$91,571	\$96,618	\$101,918	\$107,542	\$113,455	\$119,780	\$123,373	\$127,075
<u>Senior AQ Instrument Specialist</u>	\$86,272	\$90,994	\$96,006	\$101,269	\$106,821	\$112,777	\$116,160	\$119,645

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

<u>Position Title</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>Senior Information Tech Specialist</u>	<u>\$91,571</u>	<u>\$96,618</u>	<u>\$101,918</u>	<u>\$107,542</u>	<u>\$113,455</u>	<u>\$119,780</u>	<u>\$123,373</u>	<u>\$127,075</u>
<u>Senior Paralegal</u>	<u>\$97,988</u>	<u>\$103,396</u>	<u>\$109,056</u>	<u>\$115,077</u>	<u>\$121,386</u>	<u>\$128,153</u>	<u>\$131,998</u>	<u>\$135,958</u>
<u>Senior Public Affairs Specialist</u>	<u>\$88,357</u>	<u>\$93,199</u>	<u>\$98,333</u>	<u>\$103,721</u>	<u>\$109,400</u>	<u>\$115,219</u>	<u>\$118,388</u>	<u>\$121,643</u>
<u>Supervising Air Quality Inspector</u>	<u>\$97,988</u>	<u>\$103,396</u>	<u>\$109,056</u>	<u>\$115,077</u>	<u>\$121,386</u>	<u>\$128,154</u>	<u>\$131,998</u>	<u>\$135,958</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$76,299</u>	<u>\$80,501</u>	<u>\$84,910</u>	<u>\$89,595</u>	<u>\$94,521</u>	<u>\$99,790</u>	<u>\$102,784</u>	<u>\$105,867</u>
<u>Supervising Investigator</u>	<u>\$97,988</u>	<u>\$103,396</u>	<u>\$109,056</u>	<u>\$115,077</u>	<u>\$121,386</u>	<u>\$128,154</u>	<u>\$131,998</u>	<u>\$135,958</u>
<u>Telecommunications Tech I</u>	<u>\$73,870</u>	<u>\$77,944</u>	<u>\$82,198</u>	<u>\$86,740</u>	<u>\$91,499</u>	<u>\$96,600</u>	<u>\$99,498</u>	<u>\$102,483</u>
<u>Telecommunications Tech II</u>	<u>\$78,845</u>	<u>\$83,171</u>	<u>\$87,750</u>	<u>\$92,581</u>	<u>\$97,664</u>	<u>\$103,109</u>	<u>\$106,202</u>	<u>\$109,388</u>
<u>Transportation Plan Reviewer</u>	<u>\$68,426</u>	<u>\$72,175</u>	<u>\$76,141</u>	<u>\$80,323</u>	<u>\$84,757</u>	<u>\$89,482</u>	<u>\$92,167</u>	<u>\$94,932</u>

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

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Air Quality Inspector</u>	<u>\$59,485</u>	<u>\$62,766</u>	<u>\$66,227</u>	<u>\$69,868</u>	<u>\$73,726</u>	<u>\$77,835</u>	<u>\$82,175</u>	<u>\$84,640</u>
<u>Air Quality Inspector I</u>	<u>\$62,550</u>	<u>\$66,011</u>	<u>\$69,616</u>	<u>\$73,437</u>	<u>\$77,475</u>	<u>\$81,795</u>	<u>\$86,355</u>	<u>\$88,945</u>
<u>Air Quality Inspector II</u>	<u>\$78,845</u>	<u>\$83,171</u>	<u>\$87,750</u>	<u>\$92,581</u>	<u>\$97,664</u>	<u>\$103,109</u>	<u>\$108,857</u>	<u>\$112,123</u>
<u>Air Quality Inspector III</u>	<u>\$86,272</u>	<u>\$90,994</u>	<u>\$96,006</u>	<u>\$101,269</u>	<u>\$106,821</u>	<u>\$112,777</u>	<u>\$119,064</u>	<u>\$122,636</u>
<u>Air Quality Instrument Specialist I</u>	<u>\$72,428</u>	<u>\$76,430</u>	<u>\$80,612</u>	<u>\$85,046</u>	<u>\$89,733</u>	<u>\$94,735</u>	<u>\$100,017</u>	<u>\$103,017</u>
<u>Air Quality Instrument Specialist II</u>	<u>\$78,845</u>	<u>\$83,171</u>	<u>\$87,750</u>	<u>\$92,581</u>	<u>\$97,664</u>	<u>\$103,109</u>	<u>\$108,857</u>	<u>\$112,123</u>
<u>Assistant AQ Inst Specialist</u>	<u>\$59,485</u>	<u>\$62,766</u>	<u>\$66,227</u>	<u>\$69,868</u>	<u>\$73,726</u>	<u>\$77,835</u>	<u>\$82,175</u>	<u>\$84,640</u>
<u>Assistant Computer Operator</u>	<u>\$51,590</u>	<u>\$54,438</u>	<u>\$57,430</u>	<u>\$60,603</u>	<u>\$63,920</u>	<u>\$67,483</u>	<u>\$71,245</u>	<u>\$73,382</u>
<u>Assistant Info Tech Specialist</u>	<u>\$56,745</u>	<u>\$59,882</u>	<u>\$63,163</u>	<u>\$66,623</u>	<u>\$70,301</u>	<u>\$74,220</u>	<u>\$78,358</u>	<u>\$80,709</u>
<u>Assistant Programmer</u>	<u>\$65,073</u>	<u>\$68,642</u>	<u>\$72,428</u>	<u>\$76,393</u>	<u>\$80,612</u>	<u>\$85,106</u>	<u>\$89,850</u>	<u>\$92,546</u>
<u>Assistant Telecommunications Tech</u>	<u>\$60,387</u>	<u>\$63,703</u>	<u>\$67,236</u>	<u>\$70,914</u>	<u>\$74,807</u>	<u>\$78,978</u>	<u>\$83,381</u>	<u>\$85,883</u>
<u>Audio Visual Specialist</u>	<u>\$70,805</u>	<u>\$74,699</u>	<u>\$78,809</u>	<u>\$83,135</u>	<u>\$87,714</u>	<u>\$92,603</u>	<u>\$97,766</u>	<u>\$100,699</u>
<u>Computer Operations Supervisor</u>	<u>\$63,739</u>	<u>\$67,272</u>	<u>\$70,950</u>	<u>\$74,843</u>	<u>\$78,989</u>	<u>\$83,392</u>	<u>\$88,042</u>	<u>\$90,683</u>
<u>Graphic Arts Illustrator I</u>	<u>\$55,303</u>	<u>\$58,368</u>	<u>\$61,576</u>	<u>\$64,965</u>	<u>\$68,534</u>	<u>\$72,355</u>	<u>\$76,389</u>	<u>\$78,681</u>
<u>Graphic Arts Illustrator II</u>	<u>\$61,756</u>	<u>\$65,181</u>	<u>\$68,751</u>	<u>\$72,536</u>	<u>\$76,538</u>	<u>\$80,805</u>	<u>\$85,309</u>	<u>\$87,869</u>
<u>Information Tech Specialist I</u>	<u>\$60,387</u>	<u>\$63,703</u>	<u>\$67,236</u>	<u>\$70,914</u>	<u>\$74,807</u>	<u>\$78,978</u>	<u>\$83,381</u>	<u>\$85,883</u>
<u>Information Tech Specialist II</u>	<u>\$73,870</u>	<u>\$77,944</u>	<u>\$82,198</u>	<u>\$86,740</u>	<u>\$91,499</u>	<u>\$96,600</u>	<u>\$101,985</u>	<u>\$105,045</u>
<u>Information Tech Supervisor</u>	<u>\$108,963</u>	<u>\$114,424</u>	<u>\$120,140</u>	<u>\$126,147</u>	<u>\$132,481</u>	<u>\$139,867</u>	<u>\$147,665</u>	<u>\$152,095</u>
<u>Investigator</u>	<u>\$92,076</u>	<u>\$97,123</u>	<u>\$102,459</u>	<u>\$108,119</u>	<u>\$114,031</u>	<u>\$120,389</u>	<u>\$127,100</u>	<u>\$130,913</u>
<u>Laboratory Technician</u>	<u>\$62,838</u>	<u>\$66,299</u>	<u>\$69,940</u>	<u>\$73,798</u>	<u>\$77,872</u>	<u>\$82,213</u>	<u>\$86,797</u>	<u>\$89,401</u>
<u>Meteorologist Technician</u>	<u>\$84,757</u>	<u>\$89,408</u>	<u>\$94,347</u>	<u>\$99,539</u>	<u>\$105,018</u>	<u>\$110,874</u>	<u>\$117,055</u>	<u>\$120,566</u>
<u>Paralegal</u>	<u>\$92,076</u>	<u>\$97,123</u>	<u>\$102,459</u>	<u>\$108,119</u>	<u>\$114,031</u>	<u>\$120,389</u>	<u>\$127,100</u>	<u>\$130,914</u>
<u>Principal AQ Instrument Specialist</u>	<u>\$95,825</u>	<u>\$101,089</u>	<u>\$106,677</u>	<u>\$112,517</u>	<u>\$118,718</u>	<u>\$125,337</u>	<u>\$132,325</u>	<u>\$136,294</u>
<u>Programmer</u>	<u>\$77,691</u>	<u>\$81,981</u>	<u>\$86,488</u>	<u>\$91,247</u>	<u>\$96,258</u>	<u>\$101,624</u>	<u>\$107,290</u>	<u>\$110,508</u>
<u>Programmer Analyst</u>	<u>\$91,571</u>	<u>\$96,618</u>	<u>\$101,918</u>	<u>\$107,542</u>	<u>\$113,455</u>	<u>\$119,780</u>	<u>\$126,458</u>	<u>\$130,251</u>
<u>Senior AQ Instrument Specialist</u>	<u>\$86,272</u>	<u>\$90,994</u>	<u>\$96,006</u>	<u>\$101,269</u>	<u>\$106,821</u>	<u>\$112,777</u>	<u>\$119,064</u>	<u>\$122,636</u>

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

<u>Position Title</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>Senior Information Tech Specialist</u>	<u>\$91,571</u>	<u>\$96,618</u>	<u>\$101,918</u>	<u>\$107,542</u>	<u>\$113,455</u>	<u>\$119,780</u>	<u>\$126,458</u>	<u>\$130,251</u>
<u>Senior Paralegal</u>	<u>\$97,988</u>	<u>\$103,396</u>	<u>\$109,056</u>	<u>\$115,077</u>	<u>\$121,386</u>	<u>\$128,153</u>	<u>\$135,298</u>	<u>\$139,357</u>
<u>Senior Public Affairs Specialist</u>	<u>\$88,357</u>	<u>\$93,199</u>	<u>\$98,333</u>	<u>\$103,721</u>	<u>\$109,400</u>	<u>\$115,219</u>	<u>\$121,347</u>	<u>\$124,684</u>
<u>Supervising Air Quality Inspector</u>	<u>\$97,988</u>	<u>\$103,396</u>	<u>\$109,056</u>	<u>\$115,077</u>	<u>\$121,386</u>	<u>\$128,154</u>	<u>\$135,298</u>	<u>\$139,357</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$76,299</u>	<u>\$80,501</u>	<u>\$84,910</u>	<u>\$89,595</u>	<u>\$94,521</u>	<u>\$99,790</u>	<u>\$105,353</u>	<u>\$108,514</u>
<u>Supervising Investigator</u>	<u>\$97,988</u>	<u>\$103,396</u>	<u>\$109,056</u>	<u>\$115,077</u>	<u>\$121,386</u>	<u>\$128,154</u>	<u>\$135,298</u>	<u>\$139,357</u>
<u>Telecommunications Tech I</u>	<u>\$73,870</u>	<u>\$77,944</u>	<u>\$82,198</u>	<u>\$86,740</u>	<u>\$91,499</u>	<u>\$96,600</u>	<u>\$101,985</u>	<u>\$105,045</u>
<u>Telecommunications Tech II</u>	<u>\$78,845</u>	<u>\$83,171</u>	<u>\$87,750</u>	<u>\$92,581</u>	<u>\$97,664</u>	<u>\$103,109</u>	<u>\$108,857</u>	<u>\$112,123</u>
<u>Transportation Plan Reviewer</u>	<u>\$68,426</u>	<u>\$72,175</u>	<u>\$76,141</u>	<u>\$80,323</u>	<u>\$84,757</u>	<u>\$89,482</u>	<u>\$94,471</u>	<u>\$97,305</u>

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

<u>Position Title</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>Air Quality Inspector</u>	\$61,270	\$64,649	\$68,214	\$71,964	\$75,937	\$80,170	\$84,640	\$87,179
<u>Air Quality Inspector I</u>	\$64,426	\$67,991	\$71,704	\$75,640	\$79,799	\$84,249	\$88,945	\$91,614
<u>Air Quality Inspector II</u>	\$81,210	\$85,666	\$90,382	\$95,358	\$100,594	\$106,202	\$112,123	\$115,486
<u>Air Quality Inspector III</u>	\$88,860	\$93,724	\$98,886	\$104,307	\$110,026	\$116,160	\$122,636	\$126,315
<u>Air Quality Instrument Specialist I</u>	\$74,601	\$78,722	\$83,030	\$87,597	\$92,425	\$97,577	\$103,017	\$106,108
<u>Air Quality Instrument Specialist II</u>	\$81,210	\$85,666	\$90,382	\$95,358	\$100,594	\$106,202	\$112,123	\$115,486
<u>Assistant AQ Inst Specialist</u>	\$61,270	\$64,649	\$68,214	\$71,964	\$75,937	\$80,170	\$84,640	\$87,179
<u>Assistant Computer Operator</u>	\$53,138	\$56,071	\$59,153	\$62,421	\$65,837	\$69,507	\$73,382	\$75,584
<u>Assistant Info Tech Specialist</u>	\$58,448	\$61,678	\$65,057	\$68,622	\$72,410	\$76,447	\$80,709	\$83,130
<u>Assistant Programmer</u>	\$67,025	\$70,702	\$74,601	\$78,685	\$83,030	\$87,659	\$92,546	\$95,322
<u>Assistant Telecommunications Tech</u>	\$62,198	\$65,614	\$69,253	\$73,041	\$77,051	\$81,348	\$85,883	\$88,459
<u>Audio Visual Specialist</u>	\$72,930	\$76,940	\$81,173	\$85,629	\$90,345	\$95,381	\$100,699	\$103,720
<u>Computer Operations Supervisor</u>	\$65,652	\$69,291	\$73,078	\$77,089	\$81,359	\$85,894	\$90,683	\$93,403
<u>Graphic Arts Illustrator I</u>	\$56,962	\$60,119	\$63,424	\$66,914	\$70,590	\$74,526	\$78,681	\$81,041
<u>Graphic Arts Illustrator II</u>	\$63,609	\$67,137	\$70,813	\$74,712	\$78,834	\$83,229	\$87,869	\$90,505
<u>Information Tech Specialist I</u>	\$62,198	\$65,614	\$69,253	\$73,041	\$77,051	\$81,348	\$85,883	\$88,459
<u>Information Tech Specialist II</u>	\$76,086	\$80,282	\$84,664	\$89,343	\$94,244	\$99,498	\$105,045	\$108,196
<u>Information Tech Supervisor</u>	\$112,232	\$117,857	\$123,744	\$129,931	\$136,456	\$144,064	\$152,095	\$156,658
<u>Investigator</u>	\$94,838	\$100,037	\$105,533	\$111,362	\$117,452	\$124,000	\$130,913	\$134,841
<u>Laboratory Technician</u>	\$64,723	\$68,288	\$72,038	\$76,012	\$80,208	\$84,680	\$89,401	\$92,083
<u>Meteorologist Technician</u>	\$87,300	\$92,090	\$97,178	\$102,525	\$108,169	\$114,200	\$120,566	\$124,183
<u>Paralegal</u>	\$94,838	\$100,037	\$105,533	\$111,363	\$117,452	\$124,000	\$130,913	\$134,841
<u>Principal AQ Instrument Specialist</u>	\$98,700	\$104,122	\$109,877	\$115,893	\$122,280	\$129,097	\$136,294	\$140,383
<u>Programmer</u>	\$80,022	\$84,441	\$89,083	\$93,984	\$99,146	\$104,673	\$110,508	\$113,824
<u>Programmer Analyst</u>	\$94,318	\$99,517	\$104,976	\$110,768	\$116,858	\$123,373	\$130,251	\$134,159
<u>Senior AQ Instrument Specialist</u>	\$88,860	\$93,724	\$98,886	\$104,307	\$110,026	\$116,160	\$122,636	\$126,315

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

<u>Position Title</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>Senior Information Tech Specialist</u>	<u>\$94,318</u>	<u>\$99,517</u>	<u>\$104,976</u>	<u>\$110,768</u>	<u>\$116,858</u>	<u>\$123,373</u>	<u>\$130,251</u>	<u>\$134,159</u>
<u>Senior Paralegal</u>	<u>\$100,928</u>	<u>\$106,498</u>	<u>\$112,328</u>	<u>\$118,529</u>	<u>\$125,027</u>	<u>\$131,998</u>	<u>\$139,357</u>	<u>\$143,538</u>
<u>Senior Public Affairs Specialist</u>	<u>\$91,008</u>	<u>\$95,995</u>	<u>\$101,282</u>	<u>\$106,832</u>	<u>\$112,682</u>	<u>\$118,676</u>	<u>\$124,988</u>	<u>\$128,425</u>
<u>Supervising Air Quality Inspector</u>	<u>\$100,928</u>	<u>\$106,498</u>	<u>\$112,328</u>	<u>\$118,529</u>	<u>\$125,028</u>	<u>\$131,998</u>	<u>\$139,357</u>	<u>\$143,538</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$78,588</u>	<u>\$82,916</u>	<u>\$87,457</u>	<u>\$92,283</u>	<u>\$97,356</u>	<u>\$102,784</u>	<u>\$108,514</u>	<u>\$111,769</u>
<u>Supervising Investigator</u>	<u>\$100,928</u>	<u>\$106,498</u>	<u>\$112,328</u>	<u>\$118,529</u>	<u>\$125,028</u>	<u>\$131,998</u>	<u>\$139,357</u>	<u>\$143,538</u>
<u>Telecommunications Tech I</u>	<u>\$76,086</u>	<u>\$80,282</u>	<u>\$84,664</u>	<u>\$89,343</u>	<u>\$94,244</u>	<u>\$99,498</u>	<u>\$105,045</u>	<u>\$108,196</u>
<u>Telecommunications Tech II</u>	<u>\$81,210</u>	<u>\$85,666</u>	<u>\$90,382</u>	<u>\$95,358</u>	<u>\$100,594</u>	<u>\$106,202</u>	<u>\$112,123</u>	<u>\$115,486</u>
<u>Transportation Plan Reviewer</u>	<u>\$70,479</u>	<u>\$74,341</u>	<u>\$78,425</u>	<u>\$82,733</u>	<u>\$87,300</u>	<u>\$92,167</u>	<u>\$97,305</u>	<u>\$100,224</u>

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

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Air Quality Inspector</u>	<u>\$61,270</u>	<u>\$64,649</u>	<u>\$68,214</u>	<u>\$71,964</u>	<u>\$75,937</u>	<u>\$80,170</u>	<u>\$84,640</u>	<u>\$89,359</u>
<u>Air Quality Inspector I</u>	<u>\$64,426</u>	<u>\$67,991</u>	<u>\$71,704</u>	<u>\$75,640</u>	<u>\$79,799</u>	<u>\$84,249</u>	<u>\$88,945</u>	<u>\$93,904</u>
<u>Air Quality Inspector II</u>	<u>\$81,210</u>	<u>\$85,666</u>	<u>\$90,382</u>	<u>\$95,358</u>	<u>\$100,594</u>	<u>\$106,202</u>	<u>\$112,123</u>	<u>\$118,374</u>
<u>Air Quality Inspector III</u>	<u>\$88,860</u>	<u>\$93,724</u>	<u>\$98,886</u>	<u>\$104,307</u>	<u>\$110,026</u>	<u>\$116,160</u>	<u>\$122,636</u>	<u>\$129,473</u>
<u>Air Quality Instrument Specialist I</u>	<u>\$74,601</u>	<u>\$78,722</u>	<u>\$83,030</u>	<u>\$87,597</u>	<u>\$92,425</u>	<u>\$97,577</u>	<u>\$103,017</u>	<u>\$108,760</u>
<u>Air Quality Instrument Specialist II</u>	<u>\$81,210</u>	<u>\$85,666</u>	<u>\$90,382</u>	<u>\$95,358</u>	<u>\$100,594</u>	<u>\$106,202</u>	<u>\$112,123</u>	<u>\$118,374</u>
<u>Assistant AQ Inst Specialist</u>	<u>\$61,270</u>	<u>\$64,649</u>	<u>\$68,214</u>	<u>\$71,964</u>	<u>\$75,937</u>	<u>\$80,170</u>	<u>\$84,640</u>	<u>\$89,359</u>
<u>Assistant Computer Operator</u>	<u>\$53,138</u>	<u>\$56,071</u>	<u>\$59,153</u>	<u>\$62,421</u>	<u>\$65,837</u>	<u>\$69,507</u>	<u>\$73,382</u>	<u>\$77,473</u>
<u>Assistant Info Tech Specialist</u>	<u>\$58,448</u>	<u>\$61,678</u>	<u>\$65,057</u>	<u>\$68,622</u>	<u>\$72,410</u>	<u>\$76,447</u>	<u>\$80,709</u>	<u>\$85,208</u>
<u>Assistant Programmer</u>	<u>\$67,025</u>	<u>\$70,702</u>	<u>\$74,601</u>	<u>\$78,685</u>	<u>\$83,030</u>	<u>\$87,659</u>	<u>\$92,546</u>	<u>\$97,705</u>
<u>Assistant Telecommunications Tech</u>	<u>\$62,198</u>	<u>\$65,614</u>	<u>\$69,253</u>	<u>\$73,041</u>	<u>\$77,051</u>	<u>\$81,348</u>	<u>\$85,883</u>	<u>\$90,671</u>
<u>Audio Visual Specialist</u>	<u>\$72,930</u>	<u>\$76,940</u>	<u>\$81,173</u>	<u>\$85,629</u>	<u>\$90,345</u>	<u>\$95,381</u>	<u>\$100,699</u>	<u>\$106,313</u>
<u>Computer Operations Supervisor</u>	<u>\$65,652</u>	<u>\$69,291</u>	<u>\$73,078</u>	<u>\$77,089</u>	<u>\$81,359</u>	<u>\$85,894</u>	<u>\$90,683</u>	<u>\$95,738</u>
<u>Graphic Arts Illustrator I</u>	<u>\$56,962</u>	<u>\$60,119</u>	<u>\$63,424</u>	<u>\$66,914</u>	<u>\$70,590</u>	<u>\$74,526</u>	<u>\$78,681</u>	<u>\$83,067</u>
<u>Graphic Arts Illustrator II</u>	<u>\$63,609</u>	<u>\$67,137</u>	<u>\$70,813</u>	<u>\$74,712</u>	<u>\$78,834</u>	<u>\$83,229</u>	<u>\$87,869</u>	<u>\$92,767</u>
<u>Information Tech Specialist I</u>	<u>\$62,198</u>	<u>\$65,614</u>	<u>\$69,253</u>	<u>\$73,041</u>	<u>\$77,051</u>	<u>\$81,348</u>	<u>\$85,883</u>	<u>\$90,671</u>
<u>Information Tech Specialist II</u>	<u>\$76,086</u>	<u>\$80,282</u>	<u>\$84,664</u>	<u>\$89,343</u>	<u>\$94,244</u>	<u>\$99,498</u>	<u>\$105,045</u>	<u>\$110,901</u>
<u>Information Tech Supervisor</u>	<u>\$112,232</u>	<u>\$117,857</u>	<u>\$123,744</u>	<u>\$129,931</u>	<u>\$136,456</u>	<u>\$144,064</u>	<u>\$152,095</u>	<u>\$160,574</u>
<u>Investigator</u>	<u>\$94,838</u>	<u>\$100,037</u>	<u>\$105,533</u>	<u>\$111,362</u>	<u>\$117,452</u>	<u>\$124,000</u>	<u>\$130,913</u>	<u>\$138,212</u>
<u>Laboratory Technician</u>	<u>\$64,723</u>	<u>\$68,288</u>	<u>\$72,038</u>	<u>\$76,012</u>	<u>\$80,208</u>	<u>\$84,680</u>	<u>\$89,401</u>	<u>\$94,385</u>
<u>Meteorologist Technician</u>	<u>\$87,300</u>	<u>\$92,090</u>	<u>\$97,178</u>	<u>\$102,525</u>	<u>\$108,169</u>	<u>\$114,200</u>	<u>\$120,566</u>	<u>\$127,288</u>
<u>Paralegal</u>	<u>\$94,838</u>	<u>\$100,037</u>	<u>\$105,533</u>	<u>\$111,363</u>	<u>\$117,452</u>	<u>\$124,000</u>	<u>\$130,913</u>	<u>\$138,212</u>
<u>Principal AQ Instrument Specialist</u>	<u>\$98,700</u>	<u>\$104,122</u>	<u>\$109,877</u>	<u>\$115,893</u>	<u>\$122,280</u>	<u>\$129,097</u>	<u>\$136,294</u>	<u>\$143,893</u>
<u>Programmer</u>	<u>\$80,022</u>	<u>\$84,441</u>	<u>\$89,083</u>	<u>\$93,984</u>	<u>\$99,146</u>	<u>\$104,673</u>	<u>\$110,508</u>	<u>\$116,669</u>
<u>Programmer Analyst</u>	<u>\$94,318</u>	<u>\$99,517</u>	<u>\$104,976</u>	<u>\$110,768</u>	<u>\$116,858</u>	<u>\$123,373</u>	<u>\$130,251</u>	<u>\$137,513</u>
<u>Senior AQ Instrument Specialist</u>	<u>\$88,860</u>	<u>\$93,724</u>	<u>\$98,886</u>	<u>\$104,307</u>	<u>\$110,026</u>	<u>\$116,160</u>	<u>\$122,636</u>	<u>\$129,473</u>

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

<u>Position Title</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>Senior Information Tech Specialist</u>	<u>\$94,318</u>	<u>\$99,517</u>	<u>\$104,976</u>	<u>\$110,768</u>	<u>\$116,858</u>	<u>\$123,373</u>	<u>\$130,251</u>	<u>\$137,513</u>
<u>Senior Paralegal</u>	<u>\$100,928</u>	<u>\$106,498</u>	<u>\$112,328</u>	<u>\$118,529</u>	<u>\$125,027</u>	<u>\$131,998</u>	<u>\$139,357</u>	<u>\$147,126</u>
<u>Senior Public Affairs Specialist</u>	<u>\$91,008</u>	<u>\$95,995</u>	<u>\$101,282</u>	<u>\$106,832</u>	<u>\$112,682</u>	<u>\$118,676</u>	<u>\$124,988</u>	<u>\$131,636</u>
<u>Supervising Air Quality Inspector</u>	<u>\$100,928</u>	<u>\$106,498</u>	<u>\$112,328</u>	<u>\$118,529</u>	<u>\$125,028</u>	<u>\$131,998</u>	<u>\$139,357</u>	<u>\$147,126</u>
<u>Supervising Graphic Arts Illustrator</u>	<u>\$78,588</u>	<u>\$82,916</u>	<u>\$87,457</u>	<u>\$92,283</u>	<u>\$97,356</u>	<u>\$102,784</u>	<u>\$108,514</u>	<u>\$114,564</u>
<u>Supervising Investigator</u>	<u>\$100,928</u>	<u>\$106,498</u>	<u>\$112,328</u>	<u>\$118,529</u>	<u>\$125,028</u>	<u>\$131,998</u>	<u>\$139,357</u>	<u>\$147,126</u>
<u>Telecommunications Tech I</u>	<u>\$76,086</u>	<u>\$80,282</u>	<u>\$84,664</u>	<u>\$89,343</u>	<u>\$94,244</u>	<u>\$99,498</u>	<u>\$105,045</u>	<u>\$110,901</u>
<u>Telecommunications Tech II</u>	<u>\$81,210</u>	<u>\$85,666</u>	<u>\$90,382</u>	<u>\$95,358</u>	<u>\$100,594</u>	<u>\$106,202</u>	<u>\$112,123</u>	<u>\$118,374</u>
<u>Transportation Plan Reviewer</u>	<u>\$70,479</u>	<u>\$74,341</u>	<u>\$78,425</u>	<u>\$82,733</u>	<u>\$87,300</u>	<u>\$92,167</u>	<u>\$97,305</u>	<u>\$102,730</u>

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

<u>Position Title</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>Accounting Technician</u>	<u>\$52,805</u>	<u>\$55,717</u>	<u>\$58,789</u>	<u>\$62,022</u>	<u>\$65,446</u>	<u>\$67,410</u>	<u>\$69,432</u>	<u>\$71,515</u>
<u>Administrative Assistant I</u>	<u>\$47,556</u>	<u>\$50,181</u>	<u>\$52,933</u>	<u>\$55,845</u>	<u>\$58,917</u>	<u>\$60,685</u>	<u>\$62,505</u>	<u>\$64,380</u>
<u>Administrative Assistant II</u>	<u>\$61,660</u>	<u>\$65,043</u>	<u>\$68,628</u>	<u>\$72,382</u>	<u>\$76,340</u>	<u>\$78,439</u>	<u>\$80,596</u>	<u>\$82,813</u>
<u>Air Quality Data Translator</u>	<u>\$43,588</u>	<u>\$45,956</u>	<u>\$48,484</u>	<u>\$51,173</u>	<u>\$53,989</u>	<u>\$55,608</u>	<u>\$57,276</u>	<u>\$58,995</u>
<u>Building Supervisor</u>	<u>\$66,566</u>	<u>\$70,246</u>	<u>\$74,119</u>	<u>\$78,183</u>	<u>\$82,471</u>	<u>\$84,945</u>	<u>\$87,494</u>	<u>\$90,119</u>
<u>Career Development Intern</u>	<u>\$37,612</u>	<u>\$39,363</u>	<u>\$41,115</u>					
<u>Contracts Assistant</u>	<u>\$47,556</u>	<u>\$50,181</u>	<u>\$52,933</u>	<u>\$55,845</u>	<u>\$58,917</u>	<u>\$60,685</u>	<u>\$62,505</u>	<u>\$64,380</u>
<u>Data Technician</u>	<u>\$50,117</u>	<u>\$52,869</u>	<u>\$55,781</u>	<u>\$58,821</u>	<u>\$62,086</u>	<u>\$63,948</u>	<u>\$65,866</u>	<u>\$67,842</u>
<u>Deputy Board Clerk I</u>	<u>\$48,356</u>	<u>\$51,013</u>	<u>\$53,829</u>	<u>\$56,773</u>	<u>\$59,909</u>	<u>\$61,707</u>	<u>\$63,558</u>	<u>\$65,465</u>
<u>Deputy Board Clerk II</u>	<u>\$57,444</u>	<u>\$60,589</u>	<u>\$63,942</u>	<u>\$67,467</u>	<u>\$71,165</u>	<u>\$73,300</u>	<u>\$75,499</u>	<u>\$77,764</u>
<u>District Storekeeper</u>	<u>\$50,949</u>	<u>\$53,765</u>	<u>\$56,709</u>	<u>\$59,845</u>	<u>\$63,142</u>	<u>\$65,036</u>	<u>\$66,987</u>	<u>\$68,997</u>
<u>Facilities Services Specialist</u>	<u>\$53,605</u>	<u>\$56,549</u>	<u>\$59,685</u>	<u>\$62,950</u>	<u>\$66,406</u>	<u>\$68,398</u>	<u>\$70,450</u>	<u>\$72,563</u>
<u>Facilities Services Tech</u>	<u>\$58,597</u>	<u>\$61,830</u>	<u>\$65,222</u>	<u>\$68,806</u>	<u>\$72,615</u>	<u>\$74,793</u>	<u>\$77,037</u>	<u>\$79,348</u>
<u>Fiscal Assistant</u>	<u>\$42,788</u>	<u>\$45,124</u>	<u>\$47,620</u>	<u>\$50,213</u>	<u>\$52,997</u>	<u>\$54,586</u>	<u>\$56,224</u>	<u>\$57,910</u>
<u>Fleet Services Supervisor</u>	<u>\$54,821</u>	<u>\$57,861</u>	<u>\$61,030</u>	<u>\$64,390</u>	<u>\$67,942</u>	<u>\$69,980</u>	<u>\$72,079</u>	<u>\$74,242</u>
<u>Fleet Services Worker I</u>	<u>\$41,124</u>	<u>\$43,396</u>	<u>\$45,764</u>	<u>\$48,292</u>	<u>\$50,949</u>	<u>\$52,477</u>	<u>\$54,051</u>	<u>\$55,673</u>
<u>Fleet Services Worker II</u>	<u>\$46,980</u>	<u>\$49,572</u>	<u>\$52,293</u>	<u>\$55,173</u>	<u>\$58,181</u>	<u>\$59,927</u>	<u>\$61,725</u>	<u>\$63,577</u>
<u>General Maintenance Helper</u>	<u>\$41,604</u>	<u>\$43,908</u>	<u>\$46,308</u>	<u>\$48,868</u>	<u>\$51,557</u>	<u>\$53,103</u>	<u>\$54,696</u>	<u>\$56,337</u>
<u>General Maintenance Worker</u>	<u>\$61,638</u>	<u>\$65,030</u>	<u>\$68,614</u>	<u>\$72,391</u>	<u>\$76,359</u>	<u>\$78,650</u>	<u>\$81,010</u>	<u>\$83,440</u>
<u>Legislative Assistant</u>	<u>\$66,700</u>	<u>\$70,387</u>	<u>\$74,243</u>	<u>\$78,335</u>	<u>\$82,563</u>	<u>\$84,833</u>	<u>\$87,166</u>	<u>\$89,563</u>
<u>Mail / Subsc Serv Clerk</u>	<u>\$41,124</u>	<u>\$43,396</u>	<u>\$45,764</u>	<u>\$48,292</u>	<u>\$50,949</u>	<u>\$52,477</u>	<u>\$54,051</u>	<u>\$55,673</u>
<u>Mail / Subsc Serv Supv</u>	<u>\$50,853</u>	<u>\$53,637</u>	<u>\$56,613</u>	<u>\$59,717</u>	<u>\$62,982</u>	<u>\$64,871</u>	<u>\$66,817</u>	<u>\$68,821</u>
<u>Office Assistant</u>	<u>\$41,124</u>	<u>\$43,396</u>	<u>\$45,764</u>	<u>\$48,292</u>	<u>\$50,949</u>	<u>\$52,477</u>	<u>\$54,051</u>	<u>\$55,673</u>
<u>Offset Press Operator</u>	<u>\$49,092</u>	<u>\$51,813</u>	<u>\$54,661</u>	<u>\$57,669</u>	<u>\$60,838</u>	<u>\$62,663</u>	<u>\$64,542</u>	<u>\$66,479</u>
<u>Payroll Technician</u>	<u>\$48,740</u>	<u>\$51,397</u>	<u>\$54,245</u>	<u>\$57,221</u>	<u>\$60,357</u>	<u>\$62,168</u>	<u>\$64,033</u>	<u>\$65,954</u>
<u>Principal Office Assistant</u>	<u>\$56,069</u>	<u>\$59,141</u>	<u>\$62,406</u>	<u>\$65,830</u>	<u>\$69,446</u>	<u>\$71,529</u>	<u>\$73,675</u>	<u>\$75,885</u>

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

<u>Position Title</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>Print Shop Duplicator</u>	<u>\$42,788</u>	<u>\$45,124</u>	<u>\$47,620</u>	<u>\$50,213</u>	<u>\$52,997</u>	<u>\$54,586</u>	<u>\$56,224</u>	<u>\$57,910</u>
<u>Print Shop Supervisor</u>	<u>\$58,181</u>	<u>\$61,382</u>	<u>\$64,774</u>	<u>\$68,326</u>	<u>\$72,071</u>	<u>\$74,232</u>	<u>\$76,459</u>	<u>\$78,753</u>
<u>Purchasing Assistant</u>	<u>\$54,949</u>	<u>\$57,957</u>	<u>\$61,158</u>	<u>\$64,518</u>	<u>\$68,070</u>	<u>\$70,113</u>	<u>\$72,216</u>	<u>\$74,383</u>
<u>Purchasing Supervisor</u>	<u>\$70,886</u>	<u>\$74,791</u>	<u>\$78,887</u>	<u>\$83,240</u>	<u>\$87,816</u>	<u>\$90,450</u>	<u>\$93,164</u>	<u>\$95,959</u>
<u>Senior Deputy Board Clerk</u>	<u>\$63,009</u>	<u>\$66,465</u>	<u>\$70,129</u>	<u>\$74,000</u>	<u>\$78,043</u>	<u>\$80,385</u>	<u>\$82,796</u>	<u>\$85,280</u>
<u>Senior Fiscal Assistant</u>	<u>\$47,556</u>	<u>\$50,181</u>	<u>\$52,933</u>	<u>\$55,845</u>	<u>\$58,917</u>	<u>\$60,685</u>	<u>\$62,505</u>	<u>\$64,380</u>
<u>Senior Office Assistant</u>	<u>\$45,796</u>	<u>\$48,324</u>	<u>\$50,981</u>	<u>\$53,797</u>	<u>\$56,741</u>	<u>\$58,444</u>	<u>\$60,197</u>	<u>\$62,003</u>
<u>Staff Assistant</u>	<u>\$49,252</u>	<u>\$51,973</u>	<u>\$54,821</u>	<u>\$57,829</u>	<u>\$61,030</u>	<u>\$62,860</u>	<u>\$64,746</u>	<u>\$66,689</u>
<u>Stock Clerk</u>	<u>\$41,124</u>	<u>\$43,396</u>	<u>\$45,764</u>	<u>\$48,292</u>	<u>\$50,949</u>	<u>\$52,477</u>	<u>\$54,051</u>	<u>\$55,673</u>
<u>Supervising Office Assistant</u>	<u>\$50,853</u>	<u>\$53,637</u>	<u>\$56,613</u>	<u>\$59,717</u>	<u>\$62,982</u>	<u>\$64,871</u>	<u>\$66,817</u>	<u>\$68,821</u>

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

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Accounting Technician</u>	\$52,805	\$55,717	\$58,789	\$62,022	\$65,446	\$69,095	\$71,168	\$73,303
<u>Administrative Assistant I</u>	\$47,556	\$50,181	\$52,933	\$55,845	\$58,917	\$62,202	\$64,068	\$65,990
<u>Administrative Assistant II</u>	\$61,660	\$65,043	\$68,628	\$72,382	\$76,340	\$80,400	\$82,611	\$84,883
<u>Air Quality Data Translator</u>	\$43,588	\$45,956	\$48,484	\$51,173	\$53,989	\$56,998	\$58,708	\$60,470
<u>Building Supervisor</u>	\$66,566	\$70,246	\$74,119	\$78,183	\$82,471	\$87,069	\$89,681	\$92,372
<u>Career Development Intern</u>	\$37,612	\$39,363	\$41,115					
<u>Contracts Assistant</u>	\$47,556	\$50,181	\$52,933	\$55,845	\$58,917	\$62,202	\$64,068	\$65,990
<u>Data Technician</u>	\$50,117	\$52,869	\$55,781	\$58,821	\$62,086	\$65,546	\$67,513	\$69,538
<u>Deputy Board Clerk I</u>	\$48,356	\$51,013	\$53,829	\$56,773	\$59,909	\$63,249	\$65,147	\$67,101
<u>Deputy Board Clerk II</u>	\$57,444	\$60,589	\$63,942	\$67,467	\$71,165	\$75,133	\$77,387	\$79,708
<u>District Storekeeper</u>	\$50,949	\$53,765	\$56,709	\$59,845	\$63,142	\$66,662	\$68,662	\$70,722
<u>Facilities Services Specialist</u>	\$53,605	\$56,549	\$59,685	\$62,950	\$66,406	\$70,108	\$72,211	\$74,377
<u>Facilities Services Tech</u>	\$58,597	\$61,830	\$65,222	\$68,806	\$72,615	\$76,663	\$78,963	\$81,332
<u>Fiscal Assistant</u>	\$42,788	\$45,124	\$47,620	\$50,213	\$52,997	\$55,951	\$57,629	\$59,358
<u>Fleet Services Supervisor</u>	\$54,821	\$57,861	\$61,030	\$64,390	\$67,942	\$71,729	\$73,881	\$76,098
<u>Fleet Services Worker I</u>	\$41,124	\$43,396	\$45,764	\$48,292	\$50,949	\$53,789	\$55,402	\$57,064
<u>Fleet Services Worker II</u>	\$46,980	\$49,572	\$52,293	\$55,173	\$58,181	\$61,425	\$63,268	\$65,166
<u>General Maintenance Helper</u>	\$41,604	\$43,908	\$46,308	\$48,868	\$51,557	\$54,431	\$56,064	\$57,746
<u>General Maintenance Worker</u>	\$61,638	\$65,030	\$68,614	\$72,391	\$76,359	\$80,616	\$83,035	\$85,526
<u>Legislative Assistant</u>	\$66,700	\$70,387	\$74,243	\$78,335	\$82,563	\$86,954	\$89,345	\$91,802
<u>Mail / Subsc Serv Clerk</u>	\$41,124	\$43,396	\$45,764	\$48,292	\$50,949	\$53,789	\$55,402	\$57,064
<u>Mail / Subsc Serv Supv</u>	\$50,853	\$53,637	\$56,613	\$59,717	\$62,982	\$66,493	\$68,487	\$70,542
<u>Office Assistant</u>	\$41,124	\$43,396	\$45,764	\$48,292	\$50,949	\$53,789	\$55,402	\$57,064
<u>Offset Press Operator</u>	\$49,092	\$51,813	\$54,661	\$57,669	\$60,838	\$64,229	\$66,156	\$68,141
<u>Payroll Technician</u>	\$48,740	\$51,397	\$54,245	\$57,221	\$60,357	\$63,722	\$65,634	\$67,603
<u>Principal Office Assistant</u>	\$56,069	\$59,141	\$62,406	\$65,830	\$69,446	\$73,318	\$75,517	\$77,783

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

<u>Position Title</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>Print Shop Duplicator</u>	<u>\$42,788</u>	<u>\$45,124</u>	<u>\$47,620</u>	<u>\$50,213</u>	<u>\$52,997</u>	<u>\$55,951</u>	<u>\$57,629</u>	<u>\$59,358</u>
<u>Print Shop Supervisor</u>	<u>\$58,181</u>	<u>\$61,382</u>	<u>\$64,774</u>	<u>\$68,326</u>	<u>\$72,071</u>	<u>\$76,088</u>	<u>\$78,371</u>	<u>\$80,722</u>
<u>Purchasing Assistant</u>	<u>\$54,949</u>	<u>\$57,957</u>	<u>\$61,158</u>	<u>\$64,518</u>	<u>\$68,070</u>	<u>\$71,865</u>	<u>\$74,021</u>	<u>\$76,242</u>
<u>Purchasing Supervisor</u>	<u>\$70,886</u>	<u>\$74,791</u>	<u>\$78,887</u>	<u>\$83,240</u>	<u>\$87,816</u>	<u>\$92,712</u>	<u>\$95,493</u>	<u>\$98,358</u>
<u>Senior Deputy Board Clerk</u>	<u>\$63,009</u>	<u>\$66,465</u>	<u>\$70,129</u>	<u>\$74,000</u>	<u>\$78,043</u>	<u>\$82,394</u>	<u>\$84,866</u>	<u>\$87,412</u>
<u>Senior Fiscal Assistant</u>	<u>\$47,556</u>	<u>\$50,181</u>	<u>\$52,933</u>	<u>\$55,845</u>	<u>\$58,917</u>	<u>\$62,202</u>	<u>\$64,068</u>	<u>\$65,990</u>
<u>Senior Office Assistant</u>	<u>\$45,796</u>	<u>\$48,324</u>	<u>\$50,981</u>	<u>\$53,797</u>	<u>\$56,741</u>	<u>\$59,905</u>	<u>\$61,702</u>	<u>\$63,553</u>
<u>Staff Assistant</u>	<u>\$49,252</u>	<u>\$51,973</u>	<u>\$54,821</u>	<u>\$57,829</u>	<u>\$61,030</u>	<u>\$64,432</u>	<u>\$66,365</u>	<u>\$68,356</u>
<u>Stock Clerk</u>	<u>\$41,124</u>	<u>\$43,396</u>	<u>\$45,764</u>	<u>\$48,292</u>	<u>\$50,949</u>	<u>\$53,789</u>	<u>\$55,402</u>	<u>\$57,064</u>
<u>Supervising Office Assistant</u>	<u>\$50,853</u>	<u>\$53,637</u>	<u>\$56,613</u>	<u>\$59,717</u>	<u>\$62,982</u>	<u>\$66,493</u>	<u>\$68,487</u>	<u>\$70,542</u>

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

<u>Position Title</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>Accounting Technician</u>	<u>\$55,181</u>	<u>\$58,224</u>	<u>\$61,435</u>	<u>\$64,813</u>	<u>\$68,391</u>	<u>\$72,204</u>	<u>\$74,370</u>	<u>\$76,601</u>
<u>Administrative Assistant I</u>	<u>\$49,696</u>	<u>\$52,439</u>	<u>\$55,315</u>	<u>\$58,358</u>	<u>\$61,569</u>	<u>\$65,001</u>	<u>\$66,951</u>	<u>\$68,960</u>
<u>Administrative Assistant II</u>	<u>\$64,435</u>	<u>\$67,970</u>	<u>\$71,716</u>	<u>\$75,640</u>	<u>\$79,775</u>	<u>\$84,018</u>	<u>\$86,329</u>	<u>\$88,703</u>
<u>Air Quality Data Translator</u>	<u>\$45,549</u>	<u>\$48,024</u>	<u>\$50,666</u>	<u>\$53,475</u>	<u>\$56,418</u>	<u>\$59,563</u>	<u>\$61,350</u>	<u>\$63,191</u>
<u>Building Supervisor</u>	<u>\$69,562</u>	<u>\$73,407</u>	<u>\$77,454</u>	<u>\$81,701</u>	<u>\$86,183</u>	<u>\$90,987</u>	<u>\$93,717</u>	<u>\$96,528</u>
<u>Career Development Intern</u>	<u>\$39,305</u>	<u>\$41,135</u>	<u>\$42,965</u>					
<u>Contracts Assistant</u>	<u>\$49,696</u>	<u>\$52,439</u>	<u>\$55,315</u>	<u>\$58,358</u>	<u>\$61,569</u>	<u>\$65,001</u>	<u>\$66,951</u>	<u>\$68,960</u>
<u>Data Technician</u>	<u>\$52,372</u>	<u>\$55,248</u>	<u>\$58,291</u>	<u>\$61,468</u>	<u>\$64,879</u>	<u>\$68,496</u>	<u>\$70,551</u>	<u>\$72,667</u>
<u>Deputy Board Clerk I</u>	<u>\$50,532</u>	<u>\$53,308</u>	<u>\$56,251</u>	<u>\$59,328</u>	<u>\$62,605</u>	<u>\$66,096</u>	<u>\$68,079</u>	<u>\$70,121</u>
<u>Deputy Board Clerk II</u>	<u>\$60,029</u>	<u>\$63,316</u>	<u>\$66,819</u>	<u>\$70,503</u>	<u>\$74,368</u>	<u>\$78,514</u>	<u>\$80,869</u>	<u>\$83,295</u>
<u>District Storekeeper</u>	<u>\$53,241</u>	<u>\$56,184</u>	<u>\$59,261</u>	<u>\$62,538</u>	<u>\$65,983</u>	<u>\$69,662</u>	<u>\$71,752</u>	<u>\$73,904</u>
<u>Facilities Services Specialist</u>	<u>\$56,017</u>	<u>\$59,094</u>	<u>\$62,371</u>	<u>\$65,782</u>	<u>\$69,394</u>	<u>\$73,263</u>	<u>\$75,461</u>	<u>\$77,724</u>
<u>Facilities Services Tech</u>	<u>\$61,234</u>	<u>\$64,612</u>	<u>\$68,157</u>	<u>\$71,903</u>	<u>\$75,882</u>	<u>\$80,113</u>	<u>\$82,517</u>	<u>\$84,992</u>
<u>Fiscal Assistant</u>	<u>\$44,713</u>	<u>\$47,155</u>	<u>\$49,763</u>	<u>\$52,472</u>	<u>\$55,382</u>	<u>\$58,469</u>	<u>\$60,223</u>	<u>\$62,029</u>
<u>Fleet Services Supervisor</u>	<u>\$57,288</u>	<u>\$60,465</u>	<u>\$63,776</u>	<u>\$67,287</u>	<u>\$71,000</u>	<u>\$74,957</u>	<u>\$77,206</u>	<u>\$79,522</u>
<u>Fleet Services Worker I</u>	<u>\$42,974</u>	<u>\$45,349</u>	<u>\$47,824</u>	<u>\$50,466</u>	<u>\$53,241</u>	<u>\$56,209</u>	<u>\$57,896</u>	<u>\$59,632</u>
<u>Fleet Services Worker II</u>	<u>\$49,094</u>	<u>\$51,803</u>	<u>\$54,646</u>	<u>\$57,656</u>	<u>\$60,799</u>	<u>\$64,189</u>	<u>\$66,115</u>	<u>\$68,098</u>
<u>General Maintenance Helper</u>	<u>\$43,476</u>	<u>\$45,884</u>	<u>\$48,392</u>	<u>\$51,068</u>	<u>\$53,877</u>	<u>\$56,880</u>	<u>\$58,586</u>	<u>\$60,344</u>
<u>General Maintenance Worker</u>	<u>\$64,411</u>	<u>\$67,956</u>	<u>\$71,702</u>	<u>\$75,648</u>	<u>\$79,795</u>	<u>\$84,244</u>	<u>\$86,771</u>	<u>\$89,374</u>
<u>Legislative Assistant</u>	<u>\$69,702</u>	<u>\$73,554</u>	<u>\$77,584</u>	<u>\$81,860</u>	<u>\$86,279</u>	<u>\$90,867</u>	<u>\$93,366</u>	<u>\$95,933</u>
<u>Mail / Subsc Serv Clerk</u>	<u>\$42,974</u>	<u>\$45,349</u>	<u>\$47,824</u>	<u>\$50,466</u>	<u>\$53,241</u>	<u>\$56,209</u>	<u>\$57,896</u>	<u>\$59,632</u>
<u>Mail / Subsc Serv Supv</u>	<u>\$53,141</u>	<u>\$56,051</u>	<u>\$59,161</u>	<u>\$62,405</u>	<u>\$65,816</u>	<u>\$69,485</u>	<u>\$71,569</u>	<u>\$73,716</u>
<u>Office Assistant</u>	<u>\$42,974</u>	<u>\$45,349</u>	<u>\$47,824</u>	<u>\$50,466</u>	<u>\$53,241</u>	<u>\$56,209</u>	<u>\$57,896</u>	<u>\$59,632</u>
<u>Offset Press Operator</u>	<u>\$51,302</u>	<u>\$54,144</u>	<u>\$57,121</u>	<u>\$60,264</u>	<u>\$63,575</u>	<u>\$67,119</u>	<u>\$69,133</u>	<u>\$71,207</u>
<u>Payroll Technician</u>	<u>\$50,934</u>	<u>\$53,710</u>	<u>\$56,686</u>	<u>\$59,796</u>	<u>\$63,074</u>	<u>\$66,589</u>	<u>\$68,587</u>	<u>\$70,645</u>
<u>Principal Office Assistant</u>	<u>\$58,592</u>	<u>\$61,803</u>	<u>\$65,214</u>	<u>\$68,792</u>	<u>\$72,571</u>	<u>\$76,617</u>	<u>\$78,915</u>	<u>\$81,283</u>

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

<u>Position Title</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>Print Shop Duplicator</u>	<u>\$44,713</u>	<u>\$47,155</u>	<u>\$49,763</u>	<u>\$52,472</u>	<u>\$55,382</u>	<u>\$58,469</u>	<u>\$60,223</u>	<u>\$62,029</u>
<u>Print Shop Supervisor</u>	<u>\$60,799</u>	<u>\$64,144</u>	<u>\$67,689</u>	<u>\$71,401</u>	<u>\$75,314</u>	<u>\$79,512</u>	<u>\$81,897</u>	<u>\$84,354</u>
<u>Purchasing Assistant</u>	<u>\$57,422</u>	<u>\$60,565</u>	<u>\$63,910</u>	<u>\$67,421</u>	<u>\$71,133</u>	<u>\$75,099</u>	<u>\$77,352</u>	<u>\$79,673</u>
<u>Purchasing Supervisor</u>	<u>\$74,076</u>	<u>\$78,156</u>	<u>\$82,437</u>	<u>\$86,985</u>	<u>\$91,768</u>	<u>\$96,884</u>	<u>\$99,790</u>	<u>\$102,784</u>
<u>Senior Deputy Board Clerk</u>	<u>\$65,844</u>	<u>\$69,456</u>	<u>\$73,284</u>	<u>\$77,330</u>	<u>\$81,555</u>	<u>\$86,102</u>	<u>\$88,685</u>	<u>\$91,346</u>
<u>Senior Fiscal Assistant</u>	<u>\$49,696</u>	<u>\$52,439</u>	<u>\$55,315</u>	<u>\$58,358</u>	<u>\$61,569</u>	<u>\$65,001</u>	<u>\$66,951</u>	<u>\$68,960</u>
<u>Senior Office Assistant</u>	<u>\$47,857</u>	<u>\$50,499</u>	<u>\$53,275</u>	<u>\$56,218</u>	<u>\$59,294</u>	<u>\$62,601</u>	<u>\$64,479</u>	<u>\$66,413</u>
<u>Staff Assistant</u>	<u>\$51,469</u>	<u>\$54,311</u>	<u>\$57,288</u>	<u>\$60,432</u>	<u>\$63,776</u>	<u>\$67,331</u>	<u>\$69,351</u>	<u>\$71,432</u>
<u>Stock Clerk</u>	<u>\$42,974</u>	<u>\$45,349</u>	<u>\$47,824</u>	<u>\$50,466</u>	<u>\$53,241</u>	<u>\$56,209</u>	<u>\$57,896</u>	<u>\$59,632</u>
<u>Supervising Office Assistant</u>	<u>\$53,141</u>	<u>\$56,051</u>	<u>\$59,161</u>	<u>\$62,405</u>	<u>\$65,816</u>	<u>\$69,485</u>	<u>\$71,569</u>	<u>\$73,716</u>

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

<u>Position Title</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>Accounting Technician</u>	\$56,836	\$59,971	\$63,278	\$66,757	\$70,443	\$74,370	\$76,601	\$78,899
<u>Administrative Assistant I</u>	\$51,187	\$54,012	\$56,974	\$60,109	\$63,416	\$66,951	\$68,960	\$71,028
<u>Administrative Assistant II</u>	\$66,368	\$70,009	\$73,868	\$77,909	\$82,168	\$86,539	\$88,919	\$91,364
<u>Air Quality Data Translator</u>	\$46,916	\$49,465	\$52,186	\$55,080	\$58,111	\$61,350	\$63,191	\$65,086
<u>Building Supervisor</u>	\$71,648	\$75,610	\$79,778	\$84,152	\$88,768	\$93,717	\$96,528	\$99,424
<u>Career Development Intern</u>	\$40,484	\$42,369	\$44,254					
<u>Contracts Assistant</u>	\$51,187	\$54,012	\$56,974	\$60,109	\$63,416	\$66,951	\$68,960	\$71,028
<u>Data Technician</u>	\$53,943	\$56,905	\$60,040	\$63,312	\$66,826	\$70,551	\$72,667	\$74,847
<u>Deputy Board Clerk I</u>	\$52,048	\$54,907	\$57,939	\$61,108	\$64,484	\$68,079	\$70,121	\$72,225
<u>Deputy Board Clerk II</u>	\$61,830	\$65,215	\$68,824	\$72,618	\$76,599	\$80,869	\$83,295	\$85,794
<u>District Storekeeper</u>	\$54,839	\$57,870	\$61,039	\$64,415	\$67,963	\$71,752	\$73,904	\$76,121
<u>Facilities Services Specialist</u>	\$57,698	\$60,867	\$64,242	\$67,756	\$71,476	\$75,461	\$77,724	\$80,056
<u>Facilities Services Tech</u>	\$63,071	\$66,550	\$70,202	\$74,060	\$78,159	\$82,517	\$84,992	\$87,542
<u>Fiscal Assistant</u>	\$46,055	\$48,569	\$51,256	\$54,046	\$57,043	\$60,223	\$62,029	\$63,890
<u>Fleet Services Supervisor</u>	\$59,007	\$62,279	\$65,689	\$69,306	\$73,130	\$77,206	\$79,522	\$81,908
<u>Fleet Services Worker I</u>	\$44,264	\$46,709	\$49,258	\$51,980	\$54,839	\$57,896	\$59,632	\$61,421
<u>Fleet Services Worker II</u>	\$50,567	\$53,357	\$56,285	\$59,385	\$62,623	\$66,115	\$68,098	\$70,141
<u>General Maintenance Helper</u>	\$44,780	\$47,260	\$49,844	\$52,600	\$55,493	\$58,586	\$60,344	\$62,154
<u>General Maintenance Worker</u>	\$66,344	\$69,995	\$73,853	\$77,918	\$82,189	\$86,771	\$89,374	\$92,056
<u>Legislative Assistant</u>	\$71,793	\$75,761	\$79,911	\$84,316	\$88,867	\$93,593	\$96,167	\$98,811
<u>Mail / Subsc Serv Clerk</u>	\$44,264	\$46,709	\$49,258	\$51,980	\$54,839	\$57,896	\$59,632	\$61,421
<u>Mail / Subsc Serv Supv</u>	\$54,735	\$57,732	\$60,936	\$64,277	\$67,790	\$71,569	\$73,716	\$75,928
<u>Office Assistant</u>	\$44,264	\$46,709	\$49,258	\$51,980	\$54,839	\$57,896	\$59,632	\$61,421
<u>Offset Press Operator</u>	\$52,841	\$55,769	\$58,834	\$62,072	\$65,482	\$69,133	\$71,207	\$73,343
<u>Payroll Technician</u>	\$52,462	\$55,321	\$58,387	\$61,590	\$64,966	\$68,587	\$70,645	\$72,764
<u>Principal Office Assistant</u>	\$60,350	\$63,657	\$67,170	\$70,856	\$74,749	\$78,915	\$81,283	\$83,721

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

<u>Position Title</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>Print Shop Duplicator</u>	<u>\$46,055</u>	<u>\$48,569</u>	<u>\$51,256</u>	<u>\$54,046</u>	<u>\$57,043</u>	<u>\$60,223</u>	<u>\$62,029</u>	<u>\$63,890</u>
<u>Print Shop Supervisor</u>	<u>\$62,623</u>	<u>\$66,068</u>	<u>\$69,719</u>	<u>\$73,543</u>	<u>\$77,573</u>	<u>\$81,897</u>	<u>\$84,354</u>	<u>\$86,885</u>
<u>Purchasing Assistant</u>	<u>\$59,144</u>	<u>\$62,382</u>	<u>\$65,827</u>	<u>\$69,444</u>	<u>\$73,267</u>	<u>\$77,352</u>	<u>\$79,673</u>	<u>\$82,063</u>
<u>Purchasing Supervisor</u>	<u>\$76,299</u>	<u>\$80,501</u>	<u>\$84,910</u>	<u>\$89,595</u>	<u>\$94,521</u>	<u>\$99,790</u>	<u>\$102,784</u>	<u>\$105,867</u>
<u>Senior Deputy Board Clerk</u>	<u>\$67,819</u>	<u>\$71,539</u>	<u>\$75,483</u>	<u>\$79,650</u>	<u>\$84,002</u>	<u>\$88,685</u>	<u>\$91,346</u>	<u>\$94,086</u>
<u>Senior Fiscal Assistant</u>	<u>\$51,187</u>	<u>\$54,012</u>	<u>\$56,974</u>	<u>\$60,109</u>	<u>\$63,416</u>	<u>\$66,951</u>	<u>\$68,960</u>	<u>\$71,028</u>
<u>Senior Office Assistant</u>	<u>\$49,293</u>	<u>\$52,014</u>	<u>\$54,873</u>	<u>\$57,904</u>	<u>\$61,073</u>	<u>\$64,479</u>	<u>\$66,413</u>	<u>\$68,405</u>
<u>Staff Assistant</u>	<u>\$53,013</u>	<u>\$55,941</u>	<u>\$59,007</u>	<u>\$62,244</u>	<u>\$65,689</u>	<u>\$69,351</u>	<u>\$71,432</u>	<u>\$73,575</u>
<u>Stock Clerk</u>	<u>\$44,264</u>	<u>\$46,709</u>	<u>\$49,258</u>	<u>\$51,980</u>	<u>\$54,839</u>	<u>\$57,896</u>	<u>\$59,632</u>	<u>\$61,421</u>
<u>Supervising Office Assistant</u>	<u>\$54,735</u>	<u>\$57,732</u>	<u>\$60,936</u>	<u>\$64,277</u>	<u>\$67,790</u>	<u>\$71,569</u>	<u>\$73,716</u>	<u>\$75,928</u>

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

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Accounting Technician</u>	\$56,836	\$59,971	\$63,278	\$66,757	\$70,443	\$74,370	\$78,516	\$80,872
<u>Administrative Assistant I</u>	\$51,187	\$54,012	\$56,974	\$60,109	\$63,416	\$66,951	\$70,684	\$72,804
<u>Administrative Assistant II</u>	\$66,368	\$70,009	\$73,868	\$77,909	\$82,168	\$86,539	\$91,142	\$93,648
<u>Air Quality Data Translator</u>	\$46,916	\$49,465	\$52,186	\$55,080	\$58,111	\$61,350	\$64,770	\$66,714
<u>Building Supervisor</u>	\$71,648	\$75,610	\$79,778	\$84,152	\$88,768	\$93,717	\$98,941	\$101,910
<u>Career Development Intern</u>	\$40,484	\$42,369	\$44,254					
<u>Contracts Assistant</u>	\$51,187	\$54,012	\$56,974	\$60,109	\$63,416	\$66,951	\$70,684	\$72,804
<u>Data Technician</u>	\$53,943	\$56,905	\$60,040	\$63,312	\$66,826	\$70,551	\$74,484	\$76,719
<u>Deputy Board Clerk I</u>	\$52,048	\$54,907	\$57,939	\$61,108	\$64,484	\$68,079	\$71,874	\$74,030
<u>Deputy Board Clerk II</u>	\$61,830	\$65,215	\$68,824	\$72,618	\$76,599	\$80,869	\$85,378	\$87,939
<u>District Storekeeper</u>	\$54,839	\$57,870	\$61,039	\$64,415	\$67,963	\$71,752	\$75,752	\$78,024
<u>Facilities Services Specialist</u>	\$57,698	\$60,867	\$64,242	\$67,756	\$71,476	\$75,461	\$79,668	\$82,058
<u>Facilities Services Tech</u>	\$63,071	\$66,550	\$70,202	\$74,060	\$78,159	\$82,517	\$87,117	\$89,730
<u>Fiscal Assistant</u>	\$46,055	\$48,569	\$51,256	\$54,046	\$57,043	\$60,223	\$63,580	\$65,487
<u>Fleet Services Supervisor</u>	\$59,007	\$62,279	\$65,689	\$69,306	\$73,130	\$77,206	\$81,510	\$83,956
<u>Fleet Services Worker I</u>	\$44,264	\$46,709	\$49,258	\$51,980	\$54,839	\$57,896	\$61,123	\$62,957
<u>Fleet Services Worker II</u>	\$50,567	\$53,357	\$56,285	\$59,385	\$62,623	\$66,115	\$69,801	\$71,895
<u>General Maintenance Helper</u>	\$44,780	\$47,260	\$49,844	\$52,600	\$55,493	\$58,586	\$61,853	\$63,708
<u>General Maintenance Worker</u>	\$66,344	\$69,995	\$73,853	\$77,918	\$82,189	\$86,771	\$91,609	\$94,357
<u>Legislative Assistant</u>	\$71,793	\$75,761	\$79,911	\$84,316	\$88,867	\$93,593	\$98,571	\$101,282
<u>Mail / Subsc Serv Clerk</u>	\$44,264	\$46,709	\$49,258	\$51,980	\$54,839	\$57,896	\$61,123	\$62,957
<u>Mail / Subsc Serv Supv</u>	\$54,735	\$57,732	\$60,936	\$64,277	\$67,790	\$71,569	\$75,559	\$77,826
<u>Office Assistant</u>	\$44,264	\$46,709	\$49,258	\$51,980	\$54,839	\$57,896	\$61,123	\$62,957
<u>Offset Press Operator</u>	\$52,841	\$55,769	\$58,834	\$62,072	\$65,482	\$69,133	\$72,987	\$75,177
<u>Payroll Technician</u>	\$52,462	\$55,321	\$58,387	\$61,590	\$64,966	\$68,587	\$72,411	\$74,583
<u>Principal Office Assistant</u>	\$60,350	\$63,657	\$67,170	\$70,856	\$74,749	\$78,915	\$83,315	\$85,814

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

<u>Position Title</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>Print Shop Duplicator</u>	<u>\$46,055</u>	<u>\$48,569</u>	<u>\$51,256</u>	<u>\$54,046</u>	<u>\$57,043</u>	<u>\$60,223</u>	<u>\$63,580</u>	<u>\$65,487</u>
<u>Print Shop Supervisor</u>	<u>\$62,623</u>	<u>\$66,068</u>	<u>\$69,719</u>	<u>\$73,543</u>	<u>\$77,573</u>	<u>\$81,897</u>	<u>\$86,463</u>	<u>\$89,057</u>
<u>Purchasing Assistant</u>	<u>\$59,144</u>	<u>\$62,382</u>	<u>\$65,827</u>	<u>\$69,444</u>	<u>\$73,267</u>	<u>\$77,352</u>	<u>\$81,665</u>	<u>\$84,115</u>
<u>Purchasing Supervisor</u>	<u>\$76,299</u>	<u>\$80,501</u>	<u>\$84,910</u>	<u>\$89,595</u>	<u>\$94,521</u>	<u>\$99,790</u>	<u>\$105,353</u>	<u>\$108,514</u>
<u>Senior Deputy Board Clerk</u>	<u>\$67,819</u>	<u>\$71,539</u>	<u>\$75,483</u>	<u>\$79,650</u>	<u>\$84,002</u>	<u>\$88,685</u>	<u>\$93,629</u>	<u>\$96,438</u>
<u>Senior Fiscal Assistant</u>	<u>\$51,187</u>	<u>\$54,012</u>	<u>\$56,974</u>	<u>\$60,109</u>	<u>\$63,416</u>	<u>\$66,951</u>	<u>\$70,684</u>	<u>\$72,804</u>
<u>Senior Office Assistant</u>	<u>\$49,293</u>	<u>\$52,014</u>	<u>\$54,873</u>	<u>\$57,904</u>	<u>\$61,073</u>	<u>\$64,479</u>	<u>\$68,073</u>	<u>\$70,116</u>
<u>Staff Assistant</u>	<u>\$53,013</u>	<u>\$55,941</u>	<u>\$59,007</u>	<u>\$62,244</u>	<u>\$65,689</u>	<u>\$69,351</u>	<u>\$73,218</u>	<u>\$75,414</u>
<u>Stock Clerk</u>	<u>\$44,264</u>	<u>\$46,709</u>	<u>\$49,258</u>	<u>\$51,980</u>	<u>\$54,839</u>	<u>\$57,896</u>	<u>\$61,123</u>	<u>\$62,957</u>
<u>Supervising Office Assistant</u>	<u>\$54,735</u>	<u>\$57,732</u>	<u>\$60,936</u>	<u>\$64,277</u>	<u>\$67,790</u>	<u>\$71,569</u>	<u>\$75,559</u>	<u>\$77,826</u>

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

<u>Position Title</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>Accounting Technician</u>	<u>\$58,542</u>	<u>\$61,770</u>	<u>\$65,176</u>	<u>\$68,760</u>	<u>\$72,556</u>	<u>\$76,601</u>	<u>\$80,872</u>	<u>\$83,298</u>
<u>Administrative Assistant I</u>	<u>\$52,723</u>	<u>\$55,632</u>	<u>\$58,683</u>	<u>\$61,912</u>	<u>\$65,318</u>	<u>\$68,960</u>	<u>\$72,804</u>	<u>\$74,988</u>
<u>Administrative Assistant II</u>	<u>\$68,359</u>	<u>\$72,109</u>	<u>\$76,084</u>	<u>\$80,246</u>	<u>\$84,633</u>	<u>\$89,135</u>	<u>\$93,876</u>	<u>\$96,458</u>
<u>Air Quality Data Translator</u>	<u>\$48,323</u>	<u>\$50,949</u>	<u>\$53,752</u>	<u>\$56,732</u>	<u>\$59,854</u>	<u>\$63,191</u>	<u>\$66,714</u>	<u>\$68,715</u>
<u>Building Supervisor</u>	<u>\$73,798</u>	<u>\$77,878</u>	<u>\$82,171</u>	<u>\$86,677</u>	<u>\$91,431</u>	<u>\$96,528</u>	<u>\$101,910</u>	<u>\$104,967</u>
<u>Career Development Intern</u>	<u>\$41,699</u>	<u>\$43,640</u>	<u>\$45,581</u>					
<u>Contracts Assistant</u>	<u>\$52,723</u>	<u>\$55,632</u>	<u>\$58,683</u>	<u>\$61,912</u>	<u>\$65,318</u>	<u>\$68,960</u>	<u>\$72,804</u>	<u>\$74,988</u>
<u>Data Technician</u>	<u>\$55,561</u>	<u>\$58,612</u>	<u>\$61,841</u>	<u>\$65,212</u>	<u>\$68,831</u>	<u>\$72,667</u>	<u>\$76,719</u>	<u>\$79,020</u>
<u>Deputy Board Clerk I</u>	<u>\$53,610</u>	<u>\$56,555</u>	<u>\$59,677</u>	<u>\$62,941</u>	<u>\$66,418</u>	<u>\$70,121</u>	<u>\$74,030</u>	<u>\$76,251</u>
<u>Deputy Board Clerk II</u>	<u>\$63,685</u>	<u>\$67,172</u>	<u>\$70,889</u>	<u>\$74,797</u>	<u>\$78,897</u>	<u>\$83,295</u>	<u>\$87,939</u>	<u>\$90,577</u>
<u>District Storekeeper</u>	<u>\$56,484</u>	<u>\$59,606</u>	<u>\$62,870</u>	<u>\$66,347</u>	<u>\$70,001</u>	<u>\$73,904</u>	<u>\$78,024</u>	<u>\$80,365</u>
<u>Facilities Services Specialist</u>	<u>\$59,429</u>	<u>\$62,693</u>	<u>\$66,170</u>	<u>\$69,789</u>	<u>\$73,620</u>	<u>\$77,724</u>	<u>\$82,058</u>	<u>\$84,519</u>
<u>Facilities Services Tech</u>	<u>\$64,963</u>	<u>\$68,547</u>	<u>\$72,308</u>	<u>\$76,281</u>	<u>\$80,503</u>	<u>\$84,992</u>	<u>\$89,730</u>	<u>\$92,422</u>
<u>Fiscal Assistant</u>	<u>\$47,436</u>	<u>\$50,026</u>	<u>\$52,794</u>	<u>\$55,668</u>	<u>\$58,754</u>	<u>\$62,029</u>	<u>\$65,487</u>	<u>\$67,452</u>
<u>Fleet Services Supervisor</u>	<u>\$60,777</u>	<u>\$64,147</u>	<u>\$67,660</u>	<u>\$71,385</u>	<u>\$75,323</u>	<u>\$79,522</u>	<u>\$83,956</u>	<u>\$86,474</u>
<u>Fleet Services Worker I</u>	<u>\$45,591</u>	<u>\$48,110</u>	<u>\$50,736</u>	<u>\$53,539</u>	<u>\$56,484</u>	<u>\$59,632</u>	<u>\$62,957</u>	<u>\$64,846</u>
<u>Fleet Services Worker II</u>	<u>\$52,084</u>	<u>\$54,958</u>	<u>\$57,974</u>	<u>\$61,167</u>	<u>\$64,502</u>	<u>\$68,098</u>	<u>\$71,895</u>	<u>\$74,052</u>
<u>General Maintenance Helper</u>	<u>\$46,124</u>	<u>\$48,678</u>	<u>\$51,339</u>	<u>\$54,178</u>	<u>\$57,158</u>	<u>\$60,344</u>	<u>\$63,708</u>	<u>\$65,619</u>
<u>General Maintenance Worker</u>	<u>\$68,334</u>	<u>\$72,095</u>	<u>\$76,068</u>	<u>\$80,255</u>	<u>\$84,655</u>	<u>\$89,374</u>	<u>\$94,357</u>	<u>\$97,188</u>
<u>Legislative Assistant</u>	<u>\$73,946</u>	<u>\$78,034</u>	<u>\$82,308</u>	<u>\$86,846</u>	<u>\$91,533</u>	<u>\$96,401</u>	<u>\$101,528</u>	<u>\$104,320</u>
<u>Mail / Subsc Serv Clerk</u>	<u>\$45,591</u>	<u>\$48,110</u>	<u>\$50,736</u>	<u>\$53,539</u>	<u>\$56,484</u>	<u>\$59,632</u>	<u>\$62,957</u>	<u>\$64,846</u>
<u>Mail / Subsc Serv Supv</u>	<u>\$56,377</u>	<u>\$59,464</u>	<u>\$62,764</u>	<u>\$66,205</u>	<u>\$69,824</u>	<u>\$73,716</u>	<u>\$77,826</u>	<u>\$80,161</u>
<u>Office Assistant</u>	<u>\$45,591</u>	<u>\$48,110</u>	<u>\$50,736</u>	<u>\$53,539</u>	<u>\$56,484</u>	<u>\$59,632</u>	<u>\$62,957</u>	<u>\$64,846</u>
<u>Offset Press Operator</u>	<u>\$54,426</u>	<u>\$57,442</u>	<u>\$60,599</u>	<u>\$63,934</u>	<u>\$67,447</u>	<u>\$71,207</u>	<u>\$75,177</u>	<u>\$77,432</u>
<u>Payroll Technician</u>	<u>\$54,036</u>	<u>\$56,980</u>	<u>\$60,138</u>	<u>\$63,438</u>	<u>\$66,915</u>	<u>\$70,645</u>	<u>\$74,583</u>	<u>\$76,821</u>
<u>Principal Office Assistant</u>	<u>\$62,160</u>	<u>\$65,567</u>	<u>\$69,185</u>	<u>\$72,982</u>	<u>\$76,991</u>	<u>\$81,283</u>	<u>\$85,814</u>	<u>\$88,389</u>

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

<u>Position Title</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>Print Shop Duplicator</u>	<u>\$47,436</u>	<u>\$50,026</u>	<u>\$52,794</u>	<u>\$55,668</u>	<u>\$58,754</u>	<u>\$62,029</u>	<u>\$65,487</u>	<u>\$67,452</u>
<u>Print Shop Supervisor</u>	<u>\$64,502</u>	<u>\$68,050</u>	<u>\$71,811</u>	<u>\$75,749</u>	<u>\$79,900</u>	<u>\$84,354</u>	<u>\$89,057</u>	<u>\$91,729</u>
<u>Purchasing Assistant</u>	<u>\$60,919</u>	<u>\$64,254</u>	<u>\$67,802</u>	<u>\$71,527</u>	<u>\$75,465</u>	<u>\$79,673</u>	<u>\$84,115</u>	<u>\$86,638</u>
<u>Purchasing Supervisor</u>	<u>\$78,588</u>	<u>\$82,916</u>	<u>\$87,457</u>	<u>\$92,283</u>	<u>\$97,356</u>	<u>\$102,784</u>	<u>\$108,514</u>	<u>\$111,769</u>
<u>Senior Deputy Board Clerk</u>	<u>\$69,854</u>	<u>\$73,686</u>	<u>\$77,747</u>	<u>\$82,039</u>	<u>\$86,522</u>	<u>\$91,346</u>	<u>\$96,438</u>	<u>\$99,331</u>
<u>Senior Fiscal Assistant</u>	<u>\$52,723</u>	<u>\$55,632</u>	<u>\$58,683</u>	<u>\$61,912</u>	<u>\$65,318</u>	<u>\$68,960</u>	<u>\$72,804</u>	<u>\$74,988</u>
<u>Senior Office Assistant</u>	<u>\$50,771</u>	<u>\$53,574</u>	<u>\$56,519</u>	<u>\$59,641</u>	<u>\$62,906</u>	<u>\$66,413</u>	<u>\$70,116</u>	<u>\$72,219</u>
<u>Staff Assistant</u>	<u>\$54,603</u>	<u>\$57,619</u>	<u>\$60,777</u>	<u>\$64,112</u>	<u>\$67,660</u>	<u>\$71,432</u>	<u>\$75,414</u>	<u>\$77,677</u>
<u>Stock Clerk</u>	<u>\$45,591</u>	<u>\$48,110</u>	<u>\$50,736</u>	<u>\$53,539</u>	<u>\$56,484</u>	<u>\$59,632</u>	<u>\$62,957</u>	<u>\$64,846</u>
<u>Supervising Office Assistant</u>	<u>\$56,377</u>	<u>\$59,464</u>	<u>\$62,764</u>	<u>\$66,205</u>	<u>\$69,824</u>	<u>\$73,716</u>	<u>\$77,826</u>	<u>\$80,161</u>

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

Position Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
<u>Accounting Technician</u>	<u>\$58,542</u>	<u>\$61,770</u>	<u>\$65,176</u>	<u>\$68,760</u>	<u>\$72,556</u>	<u>\$76,601</u>	<u>\$80,872</u>	<u>\$85,381</u>
<u>Administrative Assistant I</u>	<u>\$52,723</u>	<u>\$55,632</u>	<u>\$58,683</u>	<u>\$61,912</u>	<u>\$65,318</u>	<u>\$68,960</u>	<u>\$72,804</u>	<u>\$76,863</u>
<u>Administrative Assistant II</u>	<u>\$68,359</u>	<u>\$72,109</u>	<u>\$76,084</u>	<u>\$80,246</u>	<u>\$84,633</u>	<u>\$89,135</u>	<u>\$93,876</u>	<u>\$98,869</u>
<u>Air Quality Data Translator</u>	<u>\$48,323</u>	<u>\$50,949</u>	<u>\$53,752</u>	<u>\$56,732</u>	<u>\$59,854</u>	<u>\$63,191</u>	<u>\$66,714</u>	<u>\$70,433</u>
<u>Building Supervisor</u>	<u>\$73,798</u>	<u>\$77,878</u>	<u>\$82,171</u>	<u>\$86,677</u>	<u>\$91,431</u>	<u>\$96,528</u>	<u>\$101,910</u>	<u>\$107,591</u>
<u>Career Development Intern</u>	<u>\$41,699</u>	<u>\$43,640</u>	<u>\$45,581</u>					
<u>Contracts Assistant</u>	<u>\$52,723</u>	<u>\$55,632</u>	<u>\$58,683</u>	<u>\$ 61,912</u>	<u>\$65,318</u>	<u>\$68,960</u>	<u>\$72,804</u>	<u>\$76,863</u>
<u>Data Technician</u>	<u>\$55,561</u>	<u>\$58,612</u>	<u>\$61,841</u>	<u>\$ 65,212</u>	<u>\$68,831</u>	<u>\$72,667</u>	<u>\$76,719</u>	<u>\$80,996</u>
<u>Deputy Board Clerk I</u>	<u>\$53,610</u>	<u>\$56,555</u>	<u>\$59,677</u>	<u>\$ 62,941</u>	<u>\$66,418</u>	<u>\$70,121</u>	<u>\$74,030</u>	<u>\$78,157</u>
<u>Deputy Board Clerk II</u>	<u>\$63,685</u>	<u>\$67,172</u>	<u>\$70,889</u>	<u>\$ 74,797</u>	<u>\$78,897</u>	<u>\$83,295</u>	<u>\$87,939</u>	<u>\$92,842</u>
<u>District Storekeeper</u>	<u>\$56,484</u>	<u>\$59,606</u>	<u>\$62,870</u>	<u>\$ 66,347</u>	<u>\$70,001</u>	<u>\$73,904</u>	<u>\$78,024</u>	<u>\$82,374</u>
<u>Facilities Services Specialist</u>	<u>\$59,429</u>	<u>\$62,693</u>	<u>\$66,170</u>	<u>\$ 69,789</u>	<u>\$73,620</u>	<u>\$77,724</u>	<u>\$82,058</u>	<u>\$86,632</u>
<u>Facilities Services Tech</u>	<u>\$64,963</u>	<u>\$68,547</u>	<u>\$72,308</u>	<u>\$ 76,281</u>	<u>\$80,503</u>	<u>\$84,992</u>	<u>\$89,730</u>	<u>\$94,733</u>
<u>Fiscal Assistant</u>	<u>\$47,436</u>	<u>\$50,026</u>	<u>\$52,794</u>	<u>\$ 55,668</u>	<u>\$58,754</u>	<u>\$62,029</u>	<u>\$65,487</u>	<u>\$69,138</u>
<u>Fleet Services Supervisor</u>	<u>\$60,777</u>	<u>\$64,147</u>	<u>\$67,660</u>	<u>\$ 71,385</u>	<u>\$75,323</u>	<u>\$79,522</u>	<u>\$83,956</u>	<u>\$88,636</u>
<u>Fleet Services Worker I</u>	<u>\$45,591</u>	<u>\$48,110</u>	<u>\$50,736</u>	<u>\$ 53,539</u>	<u>\$56,484</u>	<u>\$59,632</u>	<u>\$62,957</u>	<u>\$66,467</u>
<u>Fleet Services Worker II</u>	<u>\$52,084</u>	<u>\$54,958</u>	<u>\$57,974</u>	<u>\$ 61,167</u>	<u>\$64,502</u>	<u>\$68,098</u>	<u>\$71,895</u>	<u>\$75,903</u>
<u>General Maintenance Helper</u>	<u>\$46,124</u>	<u>\$48,678</u>	<u>\$51,339</u>	<u>\$ 54,178</u>	<u>\$57,158</u>	<u>\$60,344</u>	<u>\$63,708</u>	<u>\$67,260</u>
<u>General Maintenance Worker</u>	<u>\$68,334</u>	<u>\$72,095</u>	<u>\$76,068</u>	<u>\$ 80,255</u>	<u>\$84,655</u>	<u>\$89,374</u>	<u>\$94,357</u>	<u>\$99,618</u>
<u>Legislative Assistant</u>	<u>\$73,946</u>	<u>\$78,034</u>	<u>\$82,308</u>	<u>\$ 86,846</u>	<u>\$91,533</u>	<u>\$96,401</u>	<u>\$101,528</u>	<u>106,928</u>
<u>Mail / Subsc Serv Clerk</u>	<u>\$45,591</u>	<u>\$48,110</u>	<u>\$50,736</u>	<u>\$ 53,539</u>	<u>\$56,484</u>	<u>\$59,632</u>	<u>\$62,957</u>	<u>\$66,467</u>
<u>Mail / Subsc Serv Supv</u>	<u>\$56,377</u>	<u>\$59,464</u>	<u>\$62,764</u>	<u>\$ 66,205</u>	<u>\$69,824</u>	<u>\$73,716</u>	<u>\$77,826</u>	<u>\$82,165</u>
<u>Office Assistant</u>	<u>\$45,591</u>	<u>\$48,110</u>	<u>\$50,736</u>	<u>\$ 53,539</u>	<u>\$56,484</u>	<u>\$59,632</u>	<u>\$62,957</u>	<u>\$66,467</u>
<u>Offset Press Operator</u>	<u>\$54,426</u>	<u>\$57,442</u>	<u>\$60,599</u>	<u>\$ 63,934</u>	<u>\$67,447</u>	<u>\$71,207</u>	<u>\$75,177</u>	<u>\$79,368</u>
<u>Payroll Technician</u>	<u>\$54,036</u>	<u>\$56,980</u>	<u>\$60,138</u>	<u>\$ 63,438</u>	<u>\$66,915</u>	<u>\$70,645</u>	<u>\$74,583</u>	<u>\$78,741</u>
<u>Principal Office Assistant</u>	<u>\$62,160</u>	<u>\$65,567</u>	<u>\$69,185</u>	<u>\$ 72,982</u>	<u>\$76,991</u>	<u>\$81,283</u>	<u>\$85,814</u>	<u>\$90,599</u>

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

<u>Position Title</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>Print Shop Duplicator</u>	<u>\$47,436</u>	<u>\$50,026</u>	<u>\$52,794</u>	<u>\$55,668</u>	<u>\$58,754</u>	<u>\$62,029</u>	<u>\$65,487</u>	<u>\$69,138</u>
<u>Print Shop Supervisor</u>	<u>\$64,502</u>	<u>\$68,050</u>	<u>\$71,811</u>	<u>\$75,749</u>	<u>\$79,900</u>	<u>\$84,354</u>	<u>\$89,057</u>	<u>\$94,022</u>
<u>Purchasing Assistant</u>	<u>\$60,919</u>	<u>\$64,254</u>	<u>\$67,802</u>	<u>\$71,527</u>	<u>\$75,465</u>	<u>\$79,673</u>	<u>\$84,115</u>	<u>\$88,804</u>
<u>Purchasing Supervisor</u>	<u>\$78,588</u>	<u>\$82,916</u>	<u>\$87,457</u>	<u>\$92,283</u>	<u>\$97,356</u>	<u>\$102,784</u>	<u>\$108,514</u>	<u>\$114,564</u>
<u>Senior Deputy Board Clerk</u>	<u>\$69,854</u>	<u>\$73,686</u>	<u>\$77,747</u>	<u>\$82,039</u>	<u>\$86,522</u>	<u>\$91,346</u>	<u>\$96,438</u>	<u>\$101,815</u>
<u>Senior Fiscal Assistant</u>	<u>\$52,723</u>	<u>\$55,632</u>	<u>\$58,683</u>	<u>\$61,912</u>	<u>\$65,318</u>	<u>\$68,960</u>	<u>\$72,804</u>	<u>\$76,863</u>
<u>Senior Office Assistant</u>	<u>\$50,771</u>	<u>\$53,574</u>	<u>\$56,519</u>	<u>\$59,641</u>	<u>\$62,906</u>	<u>\$66,413</u>	<u>\$70,116</u>	<u>\$74,025</u>
<u>Staff Assistant</u>	<u>\$54,603</u>	<u>\$57,619</u>	<u>\$60,777</u>	<u>\$64,112</u>	<u>\$67,660</u>	<u>\$71,432</u>	<u>\$75,414</u>	<u>\$79,619</u>
<u>Stock Clerk</u>	<u>\$45,591</u>	<u>\$48,110</u>	<u>\$50,736</u>	<u>\$53,539</u>	<u>\$56,484</u>	<u>\$59,632</u>	<u>\$62,957</u>	<u>\$66,467</u>
<u>Supervising Office Assistant</u>	<u>\$56,377</u>	<u>\$59,464</u>	<u>\$62,764</u>	<u>\$66,205</u>	<u>\$69,824</u>	<u>\$73,716</u>	<u>\$77,826</u>	<u>\$82,165</u>

ATTACHMENT B

**SOUTH COAST
AIR QUALITY MANAGEMENT DISTRICT**

ADMINISTRATIVE CODE

Revised ~~January 1,~~ April 5, 2024

Section 115.3 - Insurance Contribution Amount

Effective January 1, 2024, ~~the~~ maximum health insurance contribution amount for management and confidential employees is ~~\$2,060.84~~\$2,512. 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. ~~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~~\$2,512.

ATTACHMENT C

SALARY RESOLUTION AMENDMENTS

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 or stepchild, grandmother or grandmother-in-law, grandfather or grandfather-in-law, grandchild, 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. 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 documentation, satisfactory to South Coast AQMD, of such absence within ninety (90) days of the first day of bereavement leave. South Coast AQMD shall maintain the confidentiality of any documentation of a family member's death.

Section 56. FRINGE BENEFITS

- b. Health Insurance. Designated Deputies participate in the same health insurance program offered by SCAQMD to management employees and are subject to all of the terms and conditions of the insurance contract with the provider chosen. ~~Designated Deputies may choose "family" coverage and SCAQMD agrees to pay a maximum monthly contribution sufficient to permit Designated Deputies to have "family" coverage without necessitating employee contribution, in accordance with prevailing SCAQMD policy for management employees.~~ SCAQMD shall pay to the health insurance providers, on behalf of each Designated Deputy, an amount equal to the monthly premium increases for the health plans selected by each Designated Deputy, such that there is no change to the premium amount paid by the Designated Deputy from the rates in effect prior to September 1, 2011, but not for premium increases effective January 1, 2013. ~~This monthly amount shall be retroactive to health insurance premiums effective September 1, 2011.~~ This payment to the health insurance company does not increase the existing health benefit cap of ~~\$2,060.84~~ \$2,512.

Section 54. MANAGEMENT AND CONFIDENTIAL CLASSIFICATION SALARIES

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

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

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

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

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

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

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

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

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

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
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.

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

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

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
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 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
Senior AQ Engineering Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,037	\$182,933	\$187,964
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)

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

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

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

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

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

Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
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)

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

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

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

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	\$94,621	\$97,223	\$99,896
<u>Administrative Analyst</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$118,889	\$122,159	\$125,518
<u>Administrative Assistant - HR</u>	\$50,012	\$52,771	\$55,666	\$58,728	\$61,959	\$65,414	\$67,213	\$69,061
<u>Administrative Secretary/Legal</u>	\$66,368	\$70,037	\$73,873	\$77,946	\$82,153	\$86,733	\$89,118	\$91,568
<u>Affirmative Action Officer</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$125,143	\$128,584	\$132,120
<u>Assistant Database Administrator</u>	\$84,652	\$89,318	\$94,217	\$99,417	\$104,882	\$110,731	\$113,776	\$116,904
<u>Atmospheric Measurements Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Building Maintenance Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$125,143	\$128,584	\$132,120
<u>Business Services Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$125,143	\$128,584	\$132,120
<u>Clean Fuels Officer</u>	\$117,995	\$123,885	\$130,078	\$136,573	\$143,439	\$151,437	\$155,601	\$159,880
<u>Clerk of the Boards</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$125,143	\$128,584	\$132,120
<u>Community Relations Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$125,143	\$128,584	\$132,120
<u>Controller</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Database Administrator</u>	\$110,154	\$116,212	\$122,606	\$129,337	\$136,405	\$144,010	\$147,971	\$152,040
<u>Deputy District Counsel I</u>	\$87,403	\$92,215	\$97,297	\$102,649	\$108,336	\$114,377	\$117,522	\$120,754
<u>Deputy District Counsel II</u>	\$117,995	\$123,885	\$130,078	\$136,573	\$143,439	\$151,437	\$155,601	\$159,880
<u>Executive Assistant</u>	\$74,075	\$78,148	\$82,455	\$86,999	\$91,913	\$97,037	\$99,705	\$102,447
<u>Financial Analyst</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$118,889	\$122,159	\$125,518
<u>Financial Services Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Graphic Arts Manager</u>	\$97,499	\$102,379	\$107,495	\$112,880	\$118,534	\$125,143	\$128,584	\$132,120
<u>Human Resources Analyst</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$118,889	\$122,159	\$125,518
<u>Human Resources Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Human Resources Technician</u>	\$59,402	\$62,666	\$66,133	\$69,767	\$73,537	\$77,637	\$79,772	\$81,966
<u>Information Technology Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Legal Secretary</u>	\$61,354	\$64,719	\$68,287	\$72,022	\$75,960	\$80,196	\$82,401	\$84,667
<u>Legislative Analyst</u>	\$77,172	\$81,412	\$85,888	\$90,600	\$95,615	\$100,945	\$103,721	\$106,573
<u>Monitoring Operations Manager</u>	\$107,293	\$112,644	\$118,265	\$124,188	\$130,448	\$137,722	\$141,509	\$145,400
<u>Payroll Supervisor</u>	\$90,903	\$95,918	\$101,201	\$106,755	\$112,611	\$118,889	\$122,159	\$125,518
<u>Planning & Rules Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898

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>	\$139,915	\$146,918	\$154,249	\$161,976	\$170,141	\$179,627	\$184,567	\$189,642
<u>Procurement Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Public Affairs Manager</u>	\$107,293	\$112,644	\$118,265	\$124,188	\$130,448	\$137,722	\$141,509	\$145,400
<u>Quality Assurance Manager</u>	\$117,995	\$123,885	\$130,078	\$136,573	\$143,439	\$151,437	\$155,601	\$159,880
<u>Senior Accountant</u>	\$79,830	\$84,239	\$88,850	\$93,764	\$98,677	\$104,179	\$107,044	\$109,988
<u>Senior Administrative Assistant</u>	\$66,368	\$70,037	\$73,873	\$77,946	\$82,153	\$86,733	\$89,118	\$91,568
<u>Senior AQ Engineering Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Senior Deputy District Counsel</u>	\$133,668	\$140,358	\$147,361	\$154,744	\$162,544	\$171,607	\$176,326	\$181,175
<u>Senior Enforcement Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Senior Public Affairs Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Source Testing Manager</u>	\$117,995	\$123,885	\$130,078	\$136,573	\$143,439	\$151,437	\$155,601	\$159,880
<u>Systems & Programming Supervisor</u>	\$110,154	\$116,212	\$122,606	\$129,337	\$136,405	\$144,010	\$147,971	\$152,040
<u>Systems Analyst</u>	\$99,249	\$104,702	\$110,457	\$116,548	\$122,875	\$129,727	\$133,294	\$136,960
<u>Technology Implementation Manager</u>	\$129,775	\$136,270	\$143,069	\$150,237	\$157,810	\$166,609	\$171,190	\$175,898
<u>Telecommunications Analyst</u>	\$89,893	\$94,841	\$100,057	\$105,543	\$111,332	\$117,539	\$120,772	\$124,093
<u>Workers Comp & Safety Analyst</u>	\$72,426	\$76,397	\$80,604	\$85,047	\$89,624	\$94,621	\$97,223	\$99,896

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>\$98,405</u>	<u>\$101,112</u>	<u>\$103,892</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>\$123,645</u>	<u>\$127,045</u>	<u>\$130,539</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>\$68,031</u>	<u>\$69,902</u>	<u>\$71,824</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>\$90,202</u>	<u>\$92,682</u>	<u>\$95,231</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>\$130,148</u>	<u>\$133,727</u>	<u>\$137,405</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>\$115,160</u>	<u>\$118,327</u>	<u>\$121,581</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>\$173,273</u>	<u>\$178,038</u>	<u>\$182,934</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>\$130,148</u>	<u>\$133,727</u>	<u>\$137,405</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>\$130,148</u>	<u>\$133,727</u>	<u>\$137,405</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>\$157,494</u>	<u>\$161,825</u>	<u>\$166,275</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>\$130,148</u>	<u>\$133,727</u>	<u>\$137,405</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>\$130,148</u>	<u>\$133,727</u>	<u>\$137,405</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>\$173,273</u>	<u>\$178,038</u>	<u>\$182,934</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>\$149,771</u>	<u>\$153,890</u>	<u>\$158,122</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>\$118,952</u>	<u>\$122,223</u>	<u>\$125,584</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>\$157,494</u>	<u>\$161,825</u>	<u>\$166,275</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>\$100,918</u>	<u>\$103,693</u>	<u>\$106,545</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>\$123,645</u>	<u>\$127,045</u>	<u>\$130,539</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>\$173,273</u>	<u>\$178,038</u>	<u>\$182,934</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>\$130,148</u>	<u>\$133,727</u>	<u>\$137,405</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>\$123,645</u>	<u>\$127,045</u>	<u>\$130,539</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>\$173,273</u>	<u>\$178,038</u>	<u>\$182,934</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>\$80,742</u>	<u>\$82,963</u>	<u>\$85,244</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>\$173,273</u>	<u>\$178,038</u>	<u>\$182,934</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>\$83,403</u>	<u>\$85,697</u>	<u>\$88,054</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>\$104,983</u>	<u>\$107,870</u>	<u>\$110,836</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>\$143,230</u>	<u>\$147,169</u>	<u>\$151,216</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>\$123,645</u>	<u>\$127,045</u>	<u>\$130,539</u>
<u>Planning & Rules Manager</u>	<u>\$134,966</u>	<u>\$141,721</u>	<u>\$148,791</u>	<u>\$156,247</u>	<u>\$164,122</u>	<u>\$173,273</u>	<u>\$178,038</u>	<u>\$182,934</u>

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>
Principal Deputy District Counsel	\$145,512	\$152,795	\$160,419	\$168,455	\$176,947	\$186,812	\$191,949	\$197,228
Procurement Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$173,273	\$178,038	\$182,934
Public Affairs Manager	\$111,585	\$117,150	\$122,995	\$129,155	\$135,666	\$143,230	\$147,169	\$151,216
Quality Assurance Manager	\$122,715	\$128,840	\$135,281	\$142,036	\$149,176	\$157,494	\$161,825	\$166,275
Senior Accountant	\$83,024	\$87,609	\$92,404	\$97,514	\$102,624	\$108,346	\$111,326	\$114,387
Senior Administrative Assistant	\$69,023	\$72,838	\$76,828	\$81,063	\$85,439	\$90,202	\$92,682	\$95,231
Senior AQ Engineering Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$173,273	\$178,038	\$182,934
Senior Deputy District Counsel	\$139,014	\$145,973	\$153,256	\$160,933	\$169,046	\$178,471	\$183,379	\$188,422
Senior Enforcement Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$173,273	\$178,038	\$182,934
Senior Public Affairs Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$173,273	\$178,038	\$182,934
Source Testing Manager	\$122,715	\$128,840	\$135,281	\$142,036	\$149,176	\$157,494	\$161,825	\$166,275
Systems & Programming Supervisor	\$114,560	\$120,860	\$127,510	\$134,511	\$141,861	\$149,771	\$153,890	\$158,122
Systems Analyst	\$103,219	\$108,890	\$114,875	\$121,210	\$127,790	\$134,916	\$138,626	\$142,438
Technology Implementation Manager	\$134,966	\$141,721	\$148,791	\$156,247	\$164,122	\$173,273	\$178,038	\$182,934
Telecommunications Analyst	\$93,489	\$98,634	\$104,059	\$109,765	\$115,785	\$122,241	\$125,603	\$129,057
Workers Comp & Safety Analyst	\$75,323	\$79,453	\$83,829	\$88,449	\$93,209	\$98,405	\$101,112	\$103,892

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>\$101,358</u>	<u>\$104,145</u>	<u>\$107,009</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>\$127,354</u>	<u>\$130,857</u>	<u>\$134,455</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>\$70,072</u>	<u>\$71,999</u>	<u>\$73,979</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>\$92,908</u>	<u>\$95,463</u>	<u>\$98,088</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>\$134,053</u>	<u>\$137,739</u>	<u>\$141,527</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>\$118,615</u>	<u>\$121,876</u>	<u>\$125,228</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>\$178,471</u>	<u>\$183,379</u>	<u>\$188,422</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>\$134,053</u>	<u>\$137,739</u>	<u>\$141,527</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>\$134,053</u>	<u>\$137,739</u>	<u>\$141,527</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>\$162,219</u>	<u>\$166,680</u>	<u>\$171,264</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>\$134,053</u>	<u>\$137,739</u>	<u>\$141,527</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>\$134,053</u>	<u>\$137,739</u>	<u>\$141,527</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>\$178,471</u>	<u>\$183,379</u>	<u>\$188,422</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>\$154,264</u>	<u>\$158,506</u>	<u>\$162,865</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>\$122,520</u>	<u>\$125,889</u>	<u>\$129,351</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>\$162,219</u>	<u>\$166,680</u>	<u>\$171,264</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>\$103,946</u>	<u>\$106,804</u>	<u>\$109,741</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>\$127,354</u>	<u>\$130,857</u>	<u>\$134,455</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>\$178,471</u>	<u>\$183,379</u>	<u>\$188,422</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>\$134,053</u>	<u>\$137,739</u>	<u>\$141,527</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>\$127,354</u>	<u>\$130,857</u>	<u>\$134,455</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>\$178,471</u>	<u>\$183,379</u>	<u>\$188,422</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>\$83,165</u>	<u>\$85,452</u>	<u>\$87,802</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>\$178,471</u>	<u>\$183,379</u>	<u>\$188,422</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>\$85,905</u>	<u>\$88,268</u>	<u>\$90,695</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>\$108,132</u>	<u>\$111,106</u>	<u>\$114,162</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>\$147,527</u>	<u>\$151,584</u>	<u>\$155,753</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>\$127,354</u>	<u>\$130,857</u>	<u>\$134,455</u>
<u>Planning & Rules Manager</u>	<u>\$139,015</u>	<u>\$145,973</u>	<u>\$153,255</u>	<u>\$160,934</u>	<u>\$169,046</u>	<u>\$178,471</u>	<u>\$183,379</u>	<u>\$188,422</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	\$192,416	\$197,708	\$203,145
Procurement Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$183,379	\$188,422
Public Affairs Manager	\$114,932	\$120,664	\$126,685	\$133,030	\$139,736	\$147,527	\$151,584	\$155,753
Quality Assurance Manager	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$162,219	\$166,680	\$171,264
Senior Accountant	\$85,514	\$90,237	\$95,176	\$100,440	\$105,703	\$111,597	\$114,666	\$117,819
Senior Administrative Assistant	\$71,094	\$75,023	\$79,133	\$83,495	\$88,002	\$92,908	\$95,463	\$98,088
Senior AQ Engineering Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$183,379	\$188,422
Senior Deputy District Counsel	\$143,185	\$150,352	\$157,853	\$165,761	\$174,117	\$183,825	\$188,881	\$194,075
Senior Enforcement Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$183,379	\$188,422
Senior Public Affairs Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$183,379	\$188,422
Source Testing Manager	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$162,219	\$166,680	\$171,264
Systems & Programming Supervisor	\$117,997	\$124,486	\$131,336	\$138,546	\$146,117	\$154,264	\$158,506	\$162,865
Systems Analyst	\$106,316	\$112,156	\$118,321	\$124,846	\$131,624	\$138,963	\$142,785	\$146,711
Technology Implementation Manager	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$183,379	\$188,422
Telecommunications Analyst	\$96,294	\$101,593	\$107,181	\$113,058	\$119,258	\$125,908	\$129,371	\$132,928
Workers Comp & Safety Analyst	\$77,583	\$81,837	\$86,343	\$91,102	\$96,005	\$101,358	\$104,145	\$107,009

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>	<u>\$77,583</u>	<u>\$81,837</u>	<u>\$86,343</u>	<u>\$91,102</u>	<u>\$96,005</u>	<u>\$101,358</u>	<u>\$107,009</u>	<u>\$109,952</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>\$127,354</u>	<u>\$134,455</u>	<u>\$138,153</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>\$70,072</u>	<u>\$73,979</u>	<u>\$76,013</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>\$92,908</u>	<u>\$98,088</u>	<u>\$100,786</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>\$134,053</u>	<u>\$141,527</u>	<u>\$145,419</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>\$118,615</u>	<u>\$125,228</u>	<u>\$128,672</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>\$178,471</u>	<u>\$188,422</u>	<u>\$193,604</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>\$134,053</u>	<u>\$141,527</u>	<u>\$145,419</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>\$134,053</u>	<u>\$141,527</u>	<u>\$145,419</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>\$162,219</u>	<u>\$171,264</u>	<u>\$175,974</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>\$134,053</u>	<u>\$141,527</u>	<u>\$145,419</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>\$134,053</u>	<u>\$141,527</u>	<u>\$145,419</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>\$178,471</u>	<u>\$188,422</u>	<u>\$193,604</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>\$154,264</u>	<u>\$162,865</u>	<u>\$167,344</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>\$122,520</u>	<u>\$129,351</u>	<u>\$132,909</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>\$162,219</u>	<u>\$171,264</u>	<u>\$175,974</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>\$103,946</u>	<u>\$109,741</u>	<u>\$112,759</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>\$127,354</u>	<u>\$134,455</u>	<u>\$138,153</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>\$178,471</u>	<u>\$188,422</u>	<u>\$193,604</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>\$134,053</u>	<u>\$141,527</u>	<u>\$145,419</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>\$127,354</u>	<u>\$134,455</u>	<u>\$138,153</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>\$178,471</u>	<u>\$188,422</u>	<u>\$193,604</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>\$83,165</u>	<u>\$87,802</u>	<u>\$90,216</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>\$178,471</u>	<u>\$188,422</u>	<u>\$193,604</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>\$85,905</u>	<u>\$90,695</u>	<u>\$93,189</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>\$108,132</u>	<u>\$114,162</u>	<u>\$117,301</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>\$147,527</u>	<u>\$155,753</u>	<u>\$160,036</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>\$127,354</u>	<u>\$134,455</u>	<u>\$138,153</u>
<u>Planning & Rules Manager</u>	<u>\$139,015</u>	<u>\$145,973</u>	<u>\$153,255</u>	<u>\$160,934</u>	<u>\$169,046</u>	<u>\$178,471</u>	<u>\$188,422</u>	<u>\$193,604</u>

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>Principal Deputy District Counsel</u>	\$149,877	\$157,379	\$165,231	\$173,508	\$182,255	\$192,416	\$203,145	\$208,731
<u>Procurement Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$188,422	\$193,604
<u>Public Affairs Manager</u>	\$114,932	\$120,664	\$126,685	\$133,030	\$139,736	\$147,527	\$155,753	\$160,036
<u>Quality Assurance Manager</u>	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$162,219	\$171,264	\$175,974
<u>Senior Accountant</u>	\$85,514	\$90,237	\$95,176	\$100,440	\$105,703	\$111,597	\$117,819	\$121,059
<u>Senior Administrative Assistant</u>	\$71,094	\$75,023	\$79,133	\$83,495	\$88,002	\$92,908	\$98,088	\$100,786
<u>Senior AQ Engineering Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$188,422	\$193,604
<u>Senior Deputy District Counsel</u>	\$143,185	\$150,352	\$157,853	\$165,761	\$174,117	\$183,825	\$194,075	\$199,412
<u>Senior Enforcement Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$188,422	\$193,604
<u>Senior Public Affairs Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$188,422	\$193,604
<u>Source Testing Manager</u>	\$126,397	\$132,706	\$139,339	\$146,297	\$153,652	\$162,219	\$171,264	\$175,974
<u>Systems & Programming Supervisor</u>	\$117,997	\$124,486	\$131,336	\$138,546	\$146,117	\$154,264	\$162,865	\$167,344
<u>Systems Analyst</u>	\$106,316	\$112,156	\$118,321	\$124,846	\$131,624	\$138,963	\$146,711	\$150,746
<u>Technology Implementation Manager</u>	\$139,015	\$145,973	\$153,255	\$160,934	\$169,046	\$178,471	\$188,422	\$193,604
<u>Telecommunications Analyst</u>	\$96,294	\$101,593	\$107,181	\$113,058	\$119,258	\$125,908	\$132,928	\$136,584
<u>Workers Comp & Safety Analyst</u>	\$77,583	\$81,837	\$86,343	\$91,102	\$96,005	\$101,358	\$107,009	\$109,952

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>
Accountant	\$79,135	\$83,474	\$88,070	\$92,924	\$97,925	\$103,385	\$109,149	\$112,151
Administrative Analyst	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,901	\$137,144	\$140,916
Administrative Assistant - HR	\$54,644	\$57,659	\$60,822	\$64,168	\$67,698	\$71,473	\$75,458	\$77,533
Administrative Secretary/Legal	\$72,515	\$76,524	\$80,716	\$85,165	\$89,762	\$94,766	\$100,050	\$102,801
Affirmative Action Officer	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,734	\$144,358	\$148,327
Assistant Database Administrator	\$92,493	\$97,591	\$102,944	\$108,625	\$114,597	\$120,987	\$127,733	\$131,245
Atmospheric Measurements Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Building Maintenance Manager	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,734	\$144,358	\$148,327
Business Services Manager	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,734	\$144,358	\$148,327
Clean Fuels Officer	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,463	\$174,689	\$179,493
Clerk of the Boards	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,734	\$144,358	\$148,327
Community Relations Manager	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,734	\$144,358	\$148,327
Controller	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Database Administrator	\$120,357	\$126,976	\$133,962	\$141,317	\$149,039	\$157,349	\$166,122	\$170,691
Deputy District Counsel I	\$95,498	\$100,757	\$106,309	\$112,156	\$118,371	\$124,971	\$131,938	\$135,567
Deputy District Counsel II	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,463	\$174,689	\$179,493
Executive Assistant	\$80,936	\$85,386	\$90,093	\$95,057	\$100,426	\$106,025	\$111,936	\$115,014
Financial Analyst	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,901	\$137,144	\$140,916
Financial Services Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Graphic Arts Manager	\$106,530	\$111,862	\$117,452	\$123,335	\$129,513	\$136,734	\$144,358	\$148,327
Human Resources Analyst	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,901	\$137,144	\$140,916
Human Resources Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Human Resources Technician	\$64,904	\$68,470	\$72,258	\$76,229	\$80,348	\$84,828	\$89,558	\$92,021
Information Technology Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Legal Secretary	\$67,036	\$70,714	\$74,612	\$78,693	\$82,996	\$87,624	\$92,509	\$95,053
Legislative Analyst	\$84,319	\$88,953	\$93,844	\$98,992	\$104,471	\$110,295	\$116,445	\$119,647
Monitoring Operations Manager	\$117,231	\$123,078	\$129,219	\$135,691	\$142,530	\$150,478	\$158,868	\$163,237
Payroll Supervisor	\$99,323	\$104,802	\$110,575	\$116,643	\$123,041	\$129,901	\$137,144	\$140,916
Planning & Rules Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476

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	\$196,265	\$207,208	\$212,906
Procurement Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Public Affairs Manager	\$117,231	\$123,078	\$129,219	\$135,691	\$142,530	\$150,478	\$158,868	\$163,237
Quality Assurance Manager	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,463	\$174,689	\$179,493
Senior Accountant	\$87,224	\$92,042	\$97,080	\$102,448	\$107,817	\$113,829	\$120,175	\$123,480
Senior Administrative Assistant	\$72,515	\$76,524	\$80,716	\$85,165	\$89,762	\$94,766	\$100,050	\$102,801
Senior AQ Engineering Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Senior Deputy District Counsel	\$146,049	\$153,359	\$161,011	\$169,077	\$177,599	\$187,502	\$197,956	\$203,400
Senior Enforcement Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Senior Public Affairs Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Source Testing Manager	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,463	\$174,689	\$179,493
Systems & Programming Supervisor	\$120,357	\$126,976	\$133,962	\$141,317	\$149,039	\$157,349	\$166,122	\$170,691
Systems Analyst	\$108,442	\$114,399	\$120,688	\$127,343	\$134,257	\$141,742	\$149,645	\$153,761
Technology Implementation Manager	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$197,476
Telecommunications Analyst	\$98,219	\$103,625	\$109,325	\$115,319	\$121,644	\$128,426	\$135,587	\$139,316
Workers Comp & Safety Analyst	\$79,135	\$83,474	\$88,070	\$92,924	\$97,925	\$103,385	\$109,149	\$112,151

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

<u>Position Title</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>\$79,135</u>	<u>\$83,474</u>	<u>\$88,070</u>	<u>\$92,924</u>	<u>\$97,925</u>	<u>\$103,385</u>	<u>\$109,149</u>	<u>\$115,235</u>
<u>Administrative Analyst</u>	<u>\$99,323</u>	<u>\$104,802</u>	<u>\$110,575</u>	<u>\$116,643</u>	<u>\$123,041</u>	<u>\$129,901</u>	<u>\$137,144</u>	<u>\$144,791</u>
<u>Administrative Assistant - HR</u>	<u>\$54,644</u>	<u>\$57,659</u>	<u>\$60,822</u>	<u>\$64,168</u>	<u>\$67,698</u>	<u>\$71,473</u>	<u>\$75,458</u>	<u>\$79,665</u>
<u>Administrative Secretary/Legal</u>	<u>\$72,515</u>	<u>\$76,524</u>	<u>\$80,716</u>	<u>\$85,165</u>	<u>\$89,762</u>	<u>\$94,766</u>	<u>\$100,050</u>	<u>\$105,628</u>
<u>Affirmative Action Officer</u>	<u>\$106,530</u>	<u>\$111,862</u>	<u>\$117,452</u>	<u>\$123,335</u>	<u>\$129,513</u>	<u>\$136,734</u>	<u>\$144,358</u>	<u>\$152,406</u>
<u>Assistant Database Administrator</u>	<u>\$92,493</u>	<u>\$97,591</u>	<u>\$102,944</u>	<u>\$108,625</u>	<u>\$114,597</u>	<u>\$120,987</u>	<u>\$127,733</u>	<u>\$134,854</u>
<u>Atmospheric Measurements Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$182,041</u>	<u>\$192,191</u>	<u>\$202,906</u>
<u>Building Maintenance Manager</u>	<u>\$106,530</u>	<u>\$111,862</u>	<u>\$117,452</u>	<u>\$123,335</u>	<u>\$129,513</u>	<u>\$136,734</u>	<u>\$144,358</u>	<u>\$152,406</u>
<u>Business Services Manager</u>	<u>\$106,530</u>	<u>\$111,862</u>	<u>\$117,452</u>	<u>\$123,335</u>	<u>\$129,513</u>	<u>\$136,734</u>	<u>\$144,358</u>	<u>\$152,406</u>
<u>Clean Fuels Officer</u>	<u>\$128,925</u>	<u>\$135,360</u>	<u>\$142,126</u>	<u>\$149,223</u>	<u>\$156,725</u>	<u>\$165,463</u>	<u>\$174,689</u>	<u>\$184,429</u>
<u>Clerk of the Boards</u>	<u>\$106,530</u>	<u>\$111,862</u>	<u>\$117,452</u>	<u>\$123,335</u>	<u>\$129,513</u>	<u>\$136,734</u>	<u>\$144,358</u>	<u>\$152,406</u>
<u>Community Relations Manager</u>	<u>\$106,530</u>	<u>\$111,862</u>	<u>\$117,452</u>	<u>\$123,335</u>	<u>\$129,513</u>	<u>\$136,734</u>	<u>\$144,358</u>	<u>\$152,406</u>
<u>Controller</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$182,041</u>	<u>\$192,191</u>	<u>\$202,906</u>
<u>Database Administrator</u>	<u>\$120,357</u>	<u>\$126,976</u>	<u>\$133,962</u>	<u>\$141,317</u>	<u>\$149,039</u>	<u>\$157,349</u>	<u>\$166,122</u>	<u>\$175,385</u>
<u>Deputy District Counsel I</u>	<u>\$95,498</u>	<u>\$100,757</u>	<u>\$106,309</u>	<u>\$112,156</u>	<u>\$118,371</u>	<u>\$124,971</u>	<u>\$131,938</u>	<u>\$139,295</u>
<u>Deputy District Counsel II</u>	<u>\$128,925</u>	<u>\$135,360</u>	<u>\$142,126</u>	<u>\$149,223</u>	<u>\$156,725</u>	<u>\$165,463</u>	<u>\$174,689</u>	<u>\$184,429</u>
<u>Executive Assistant</u>	<u>\$80,936</u>	<u>\$85,386</u>	<u>\$90,093</u>	<u>\$95,057</u>	<u>\$100,426</u>	<u>\$106,025</u>	<u>\$111,936</u>	<u>\$118,177</u>
<u>Financial Analyst</u>	<u>\$99,323</u>	<u>\$104,802</u>	<u>\$110,575</u>	<u>\$116,643</u>	<u>\$123,041</u>	<u>\$129,901</u>	<u>\$137,144</u>	<u>\$144,791</u>
<u>Financial Services Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$182,041</u>	<u>\$192,191</u>	<u>\$202,906</u>
<u>Graphic Arts Manager</u>	<u>\$106,530</u>	<u>\$111,862</u>	<u>\$117,452</u>	<u>\$123,335</u>	<u>\$129,513</u>	<u>\$136,734</u>	<u>\$144,358</u>	<u>\$152,406</u>
<u>Human Resources Analyst</u>	<u>\$99,323</u>	<u>\$104,802</u>	<u>\$110,575</u>	<u>\$116,643</u>	<u>\$123,041</u>	<u>\$129,901</u>	<u>\$137,144</u>	<u>\$144,791</u>
<u>Human Resources Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$182,041</u>	<u>\$192,191</u>	<u>\$202,906</u>
<u>Human Resources Technician</u>	<u>\$64,904</u>	<u>\$68,470</u>	<u>\$72,258</u>	<u>\$76,229</u>	<u>\$80,348</u>	<u>\$84,828</u>	<u>\$89,558</u>	<u>\$94,551</u>
<u>Information Technology Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$182,041</u>	<u>\$192,191</u>	<u>\$202,906</u>
<u>Legal Secretary</u>	<u>\$67,036</u>	<u>\$70,714</u>	<u>\$74,612</u>	<u>\$78,693</u>	<u>\$82,996</u>	<u>\$87,624</u>	<u>\$92,509</u>	<u>\$97,667</u>
<u>Legislative Analyst</u>	<u>\$84,319</u>	<u>\$88,953</u>	<u>\$93,844</u>	<u>\$98,992</u>	<u>\$104,471</u>	<u>\$110,295</u>	<u>\$116,445</u>	<u>\$122,937</u>
<u>Monitoring Operations Manager</u>	<u>\$117,231</u>	<u>\$123,078</u>	<u>\$129,219</u>	<u>\$135,691</u>	<u>\$142,530</u>	<u>\$150,478</u>	<u>\$158,868</u>	<u>\$167,726</u>
<u>Payroll Supervisor</u>	<u>\$99,323</u>	<u>\$104,802</u>	<u>\$110,575</u>	<u>\$116,643</u>	<u>\$123,041</u>	<u>\$129,901</u>	<u>\$137,144</u>	<u>\$144,791</u>
<u>Planning & Rules Manager</u>	<u>\$141,795</u>	<u>\$148,892</u>	<u>\$156,320</u>	<u>\$164,153</u>	<u>\$172,426</u>	<u>\$182,041</u>	<u>\$192,191</u>	<u>\$202,906</u>

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

<u>Position Title</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>	\$152,875	\$160,527	\$168,536	\$176,979	\$185,900	\$196,265	\$207,208	\$218,761
<u>Procurement Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$202,906
<u>Public Affairs Manager</u>	\$117,231	\$123,078	\$129,219	\$135,691	\$142,530	\$150,478	\$158,868	\$167,726
<u>Quality Assurance Manager</u>	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,463	\$174,689	\$184,429
<u>Senior Accountant</u>	\$87,224	\$92,042	\$97,080	\$102,448	\$107,817	\$113,829	\$120,175	\$126,876
<u>Senior Administrative Assistant</u>	\$72,515	\$76,524	\$80,716	\$85,165	\$89,762	\$94,766	\$100,050	\$105,628
<u>Senior AQ Engineering Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$202,906
<u>Senior Deputy District Counsel</u>	\$146,049	\$153,359	\$161,011	\$169,077	\$177,599	\$187,502	\$197,956	\$208,994
<u>Senior Enforcement Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$202,906
<u>Senior Public Affairs Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$202,906
<u>Source Testing Manager</u>	\$128,925	\$135,360	\$142,126	\$149,223	\$156,725	\$165,463	\$174,689	\$184,429
<u>Systems & Programming Supervisor</u>	\$120,357	\$126,976	\$133,962	\$141,317	\$149,039	\$157,349	\$166,122	\$175,385
<u>Systems Analyst</u>	\$108,442	\$114,399	\$120,688	\$127,343	\$134,257	\$141,742	\$149,645	\$157,989
<u>Technology Implementation Manager</u>	\$141,795	\$148,892	\$156,320	\$164,153	\$172,426	\$182,041	\$192,191	\$202,906
<u>Telecommunications Analyst</u>	\$98,219	\$103,625	\$109,325	\$115,319	\$121,644	\$128,426	\$135,587	\$143,147
<u>Workers Comp & Safety Analyst</u>	\$79,135	\$83,474	\$88,070	\$92,924	\$97,925	\$103,385	\$109,149	\$115,235

ARTICLE 7

DESIGNATED DEPUTY ANNUAL SALARIES

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

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

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

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

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ARTICLE 7

DESIGNATED DEPUTY ANNUAL SALARIES

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

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

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

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

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ARTICLE 7

DESIGNATED DEPUTY ANNUAL SALARIES

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

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

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

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

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

<u>Assistant Chief Deputy Counsel</u>	<u>\$204,094</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$201,021</u>
<u>Chief Deputy Counsel</u>	<u>\$230,372</u>
<u>Chief Operating Officer</u>	<u>\$230,372</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, and Chief Technologist</u>	<u>\$215,156</u>
<u>Director</u>	<u>\$185,572</u>
<u>Health Effects Officer</u>	<u>\$185,572</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

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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>\$212,258</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$209,062</u>
<u>Chief Deputy Counsel</u>	<u>\$239,587</u>
<u>Chief Operating Officer</u>	<u>\$239,587</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, and Chief Technologist</u>	<u>\$223,763</u>
<u>Director</u>	<u>\$192,995</u>
<u>Health Effects Officer</u>	<u>\$192,995</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>\$224,638</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$221,256</u>
<u>Chief Deputy Counsel</u>	<u>\$253,560</u>
<u>Chief Operating Officer</u>	<u>\$253,560</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, and Chief Technologist</u>	<u>\$236,814</u>
<u>Director</u>	<u>\$204,251</u>
<u>Health Effects Officer</u>	<u>\$204,251</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

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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>\$229,131</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$225,681</u>
<u>Chief Deputy Counsel</u>	<u>\$258,632</u>
<u>Chief Operating Officer</u>	<u>\$258,632</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, and Chief Technologist</u>	<u>\$241,550</u>
<u>Director</u>	<u>\$208,336</u>
<u>Health Effects Officer</u>	<u>\$208,336</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>\$235,432</u>
<u>Assistant Deputy Executive Officer</u>	<u>\$231,887</u>
<u>Chief Deputy Counsel</u>	<u>\$265,744</u>
<u>Chief Operating Officer</u>	<u>\$265,744</u>
<u>Deputy Executive Officer, including Chief Financial Officer, Chief Information Officer, and Chief Technologist</u>	<u>\$248,193</u>
<u>Director</u>	<u>\$214,065</u>
<u>Health Effects Officer</u>	<u>\$214,065</u>
<u>Intergovernmental Affairs Officer</u>	<u>Vacant</u>
<u>Senior Policy Advisor</u>	<u>Vacant</u>

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