

# Exhibit D

## 17. WAGE TABLES

### CURRENT WAGES - EFFECTIVE JULY 24, 2022

Grade	Classification		1	2	3	4	5
294B	CONFIDENTIAL ADMIN ASSIST III	Hourly	25.34	26.90	28.56	30.31	32.19
		Bi-Weekly	2,026.82	2,151.96	2,284.52	2,424.48	2,574.84
		Annually	52,697.32	55,950.96	59,397.52	63,036.48	66,945.84
338B	CONFIDENTIAL COORDINATOR I	Hourly	31.55	33.50	35.55	37.75	40.07
		Bi-Weekly	2,523.90	2,679.69	2,843.90	3,019.95	3,205.93
		Annually	65,621.40	69,671.94	73,941.40	78,518.70	83,354.18
360B	CITY CLERK	Hourly	35.36	37.55	39.86	42.31	44.92
		Bi-Weekly	2,829.05	3,003.65	3,188.63	3,384.97	3,593.69
		Annually	73,555.30	78,094.90	82,904.38	88,009.22	93,435.94
362B	PROFESSIONAL MANAGER I	Hourly	36.29	38.51	40.89	43.41	46.08
		Bi-Weekly	2,903.24	3,080.78	3,271.21	3,472.53	3,686.66
		Annually	75,484.24	80,100.28	85,051.46	90,285.78	95,853.16
411B	PROFESSIONAL MANAGER II	Hourly	43.07	45.74	48.56	51.56	54.75
		Bi-Weekly	3,445.80	3,659.48	3,885.01	4,124.86	4,379.60
		Annually	89,590.80	95,146.48	101,010.26	107,246.36	113,869.60
460B	PROFESSIONAL MANAGER III	Hourly	55.01	58.42	62.02	65.84	69.90
		Bi-Weekly	4,400.85	4,673.40	4,961.75	5,267.39	5,592.34
		Annually	114,422.10	121,508.40	129,005.50	136,952.14	145,400.84
468B	FIRE BATTALION CHIEF (NON-EXEMPT)	Hourly	43.37	46.04	48.89	51.90	55.10
		Bi-Weekly*	4,857.44	5,156.48	5,475.68	5,812.80	6,171.20
		Annually*	126,293.44	134,068.48	142,367.68	151,132.80	160,451.20
468A	FIRE BATTALION CHIEF (EXEMPT)	Hourly	60.71	64.46	68.44	72.66	77.15
		Bi-Weekly	4,857.01	5,156.90	5,475.13	5,812.70	6,171.67
		Annually	126,282.26	134,079.40	142,353.38	151,130.20	160,463.42
468C	POLICE COMMANDER	Hourly	64.97	68.98	73.23	77.74	82.54
		Bi-Weekly	5,197.62	5,518.40	5,858.53	6,219.54	6,603.46
		Annually	135,138.12	143,478.40	152,321.78	161,708.04	171,689.96
500B	DEPUTY FIRE CHIEF	Hourly	68.03	72.25	76.73	81.49	86.54
		Bi-Weekly	5,442.53	5,779.97	6,138.33	6,518.91	6,923.08
		Annually	141,505.78	150,279.22	159,596.58	169,491.66	180,000.08
505B	EXECUTIVE MANAGER	Hourly	68.85	73.11	77.61	82.40	87.49
		Bi-Weekly	5,507.76	5,848.53	6,209.07	6,592.37	6,998.92
		Annually	143,201.76	152,061.78	161,435.82	171,401.62	181,971.92
513B	SAFETY EXECUTIVE MANAGER	Hourly	75.98	80.68	85.66	90.94	96.55
		Bi-Weekly	6,078.50	6,454.26	6,852.43	7,275.56	7,723.63
		Annually	158,041.00	167,810.76	178,163.18	189,164.56	200,814.38

# Exhibit D

## YEAR 1 - EFFECTIVE JANUARY 8, 2023

Grade	Classification		1	2	3	4	5
294B	CONFIDENTIAL ADMIN ASSIST III	Hourly	27.51	29.20	30.99	32.87	34.90
		Bi-Weekly	2,200.50	2,335.66	2,478.82	2,629.98	2,792.37
		Annually	57,213.00	60,727.16	64,449.32	68,379.48	72,601.62
338B	CONFIDENTIAL COORDINATOR I	Hourly	34.22	36.32	38.54	40.91	43.42
		Bi-Weekly	2,737.35	2,905.60	3,082.95	3,273.08	3,473.94
		Annually	71,171.10	75,545.60	80,156.70	85,100.08	90,322.44
360B	CITY CLERK	Hourly	38.31	40.67	43.17	45.82	48.64
		Bi-Weekly	3,064.99	3,253.56	3,453.34	3,665.38	3,890.80
		Annually	79,689.74	84,592.56	89,786.84	95,299.88	101,160.80
362B	PROFESSIONAL MANAGER I	Hourly	39.31	41.71	44.28	47.00	49.89
		Bi-Weekly	3,145.11	3,336.86	3,542.52	3,759.95	3,991.21
		Annually	81,772.86	86,758.36	92,105.52	97,758.70	103,771.46
411B	PROFESSIONAL MANAGER II	Hourly	46.64	49.52	52.57	55.81	59.24
		Bi-Weekly	3,731.08	3,961.85	4,205.43	4,464.46	4,739.58
		Annually	97,008.08	103,008.10	109,341.18	116,075.96	123,229.08
460B	PROFESSIONAL MANAGER III	Hourly	59.53	63.21	67.10	71.23	75.62
		Bi-Weekly	4,762.53	5,056.89	5,368.31	5,698.40	6,049.34
		Annually	123,825.78	131,479.14	139,576.06	148,158.40	157,282.84
468B	FIRE BATTALION CHIEF (NON-EXEMPT)	Hourly	46.92	49.81	52.88	56.14	59.60
		Bi-Weekly*	5,255.04	5,578.72	5,922.56	6,287.68	6,675.20
		Annually*	136,631.04	145,046.72	153,986.56	163,479.68	173,555.20
468A	FIRE BATTALION CHIEF (EXEMPT)	Hourly	65.69	69.74	74.03	78.59	83.44
		Bi-Weekly	5,255.19	5,579.07	5,922.76	6,287.33	6,675.02
		Annually	136,634.94	145,055.82	153,991.76	163,470.58	173,550.52
468C	POLICE COMMANDER	Hourly	70.29	74.62	79.21	84.08	89.27
		Bi-Weekly	5,623.04	5,969.49	6,336.83	6,726.72	7,141.35
		Annually	146,199.04	155,206.74	164,757.58	174,894.72	185,675.10
500B	DEPUTY FIRE CHIEF	Hourly	73.59	78.15	82.99	88.13	93.58
		Bi-Weekly	5,887.55	6,251.98	6,639.01	7,050.04	7,486.54
		Annually	153,076.30	162,551.48	172,614.26	183,301.04	194,650.04
505B	EXECUTIVE MANAGER	Hourly	74.48	79.08	83.94	89.12	94.61
		Bi-Weekly	5,958.00	6,326.03	6,715.41	7,129.37	7,568.45
		Annually	154,908.00	164,476.78	174,600.66	185,363.62	196,779.70
513B	SAFETY EXECUTIVE MANAGER	Hourly	82.18	87.25	92.63	98.34	104.39
		Bi-Weekly	6,574.40	6,980.22	7,410.24	7,867.22	8,351.14
		Annually	170,934.40	181,485.72	192,666.24	204,547.72	217,129.64

# Exhibit D

**YEAR 2 - EFFECTIVE JANUARY 7, 2024\*\***

Grade	Classification		1	2	3	4	5
294B	CONFIDENTIAL ADMIN ASSIST III	Hourly	28.61	30.36	32.22	34.19	36.30
		Bi-Weekly	2,288.52	2,429.09	2,577.97	2,735.18	2,904.06
		Annually	59,501.52	63,156.34	67,027.22	71,114.68	75,505.56
338B	CONFIDENTIAL COORDINATOR I	Hourly	35.59	37.77	40.08	42.55	45.16
		Bi-Weekly	2,846.84	3,021.82	3,206.27	3,404.00	3,612.90
		Annually	74,017.84	78,567.32	83,363.02	88,504.00	93,935.40
360B	CITY CLERK	Hourly	39.84	42.30	44.89	47.65	50.58
		Bi-Weekly	3,187.59	3,383.70	3,591.47	3,812.00	4,046.43
		Annually	82,877.34	87,976.20	93,378.22	99,112.00	105,207.18
362B	PROFESSIONAL MANAGER I	Hourly	40.89	43.38	46.05	48.88	51.89
		Bi-Weekly	3,270.91	3,470.33	3,684.22	3,910.35	4,150.86
		Annually	85,043.66	90,228.58	95,789.72	101,669.10	107,922.36
411B	PROFESSIONAL MANAGER II	Hourly	48.50	51.50	54.67	58.04	61.61
		Bi-Weekly	3,880.32	4,120.32	4,373.65	4,643.04	4,929.16
		Annually	100,888.32	107,128.32	113,714.90	120,719.04	128,158.16
460B	PROFESSIONAL MANAGER III	Hourly	61.91	65.74	69.79	74.08	78.64
		Bi-Weekly	4,953.03	5,259.17	5,583.04	5,926.34	6,291.31
		Annually	128,778.78	136,738.42	145,159.04	154,084.84	163,574.06
468B	FIRE BATTALION CHIEF (NON-EXEMPT)	Hourly	48.80	51.80	55.00	58.39	61.98
		Bi-Weekly*	5,465.60	5,801.60	6,160.00	6,539.68	6,941.76
		Annually*	142,105.60	150,841.60	160,160.00	170,031.68	180,485.76
468A	FIRE BATTALION CHIEF (EXEMPT)	Hourly	68.32	72.53	77.00	81.74	86.78
		Bi-Weekly	5,465.40	5,802.23	6,159.67	6,538.82	6,942.02
		Annually	142,100.40	150,857.98	160,151.42	170,009.32	180,492.52
468C	POLICE COMMANDER	Hourly	73.10	77.60	82.38	87.45	92.84
		Bi-Weekly	5,847.96	6,208.27	6,590.30	6,995.79	7,427.00
		Annually	152,046.96	161,415.02	171,347.80	181,890.54	193,102.00
500B	DEPUTY FIRE CHIEF	Hourly	76.54	81.28	86.31	91.65	97.33
		Bi-Weekly	6,123.05	6,502.06	6,904.57	7,332.04	7,786.00
		Annually	159,199.30	169,053.56	179,518.82	190,633.04	202,436.00
505B	EXECUTIVE MANAGER	Hourly	77.45	82.24	87.30	92.68	98.39
		Bi-Weekly	6,196.32	6,579.07	6,984.03	7,414.54	7,871.19
		Annually	161,104.32	171,055.82	181,584.78	192,778.04	204,650.94
513B	SAFETY EXECUTIVE MANAGER	Hourly	85.47	90.74	96.33	102.27	108.56
		Bi-Weekly	6,837.38	7,259.43	7,706.65	8,181.91	8,685.19
		Annually	177,771.88	188,745.18	200,372.90	212,729.66	225,814.94

# Exhibit D

## YEAR 3 - EFFECTIVE JANUARY 5, 2025\*\*

Grade	Classification		1	2	3	4	5
294B	CONFIDENTIAL ADMIN ASSIST III	Hourly	29.46	31.27	33.19	35.22	37.39
		Bi-Weekly	2,357.18	2,501.96	2,655.31	2,817.24	2,991.18
		Annually	61,286.68	65,050.96	69,038.06	73,248.24	77,770.68
338B	CONFIDENTIAL COORDINATOR I	Hourly	36.65	38.91	41.28	43.83	46.52
		Bi-Weekly	2,932.25	3,112.47	3,302.46	3,506.12	3,721.29
		Annually	76,238.50	80,924.22	85,863.96	91,159.12	96,753.54
360B	CITY CLERK	Hourly	41.04	43.57	46.24	49.08	52.10
		Bi-Weekly	3,283.22	3,485.21	3,699.21	3,926.36	4,167.82
		Annually	85,363.72	90,615.46	96,179.46	102,085.36	108,363.32
362B	PROFESSIONAL MANAGER I	Hourly	42.11	44.68	47.43	50.35	53.44
		Bi-Weekly	3,369.04	3,574.44	3,794.75	4,027.66	4,275.39
		Annually	87,595.04	92,935.44	98,663.50	104,719.16	111,160.14
411B	PROFESSIONAL MANAGER II	Hourly	49.96	53.05	56.31	59.78	63.46
		Bi-Weekly	3,996.73	4,243.93	4,504.86	4,782.33	5,077.03
		Annually	103,914.98	110,342.18	117,126.36	124,340.58	132,002.78
460B	PROFESSIONAL MANAGER III	Hourly	63.77	67.71	71.88	76.30	81.00
		Bi-Weekly	5,101.62	5,416.95	5,750.53	6,104.13	6,480.05
		Annually	132,642.12	140,840.70	149,513.78	158,707.38	168,481.30
468B	FIRE BATTALION CHIEF (NON-EXEMPT)	Hourly	50.26	53.35	56.65	60.14	63.84
		Bi-Weekly*	5,629.12	5,975.20	6,344.80	6,735.68	7,150.08
		Annually*	146,357.12	155,355.20	164,964.80	175,127.68	185,902.08
468A	FIRE BATTALION CHIEF (EXEMPT)	Hourly	70.37	74.70	79.31	84.19	89.38
		Bi-Weekly	5,629.36	5,976.30	6,344.46	6,734.98	7,150.28
		Annually	146,363.36	155,383.80	164,955.96	175,109.48	185,907.28
468C	POLICE COMMANDER	Hourly	75.29	79.93	84.85	90.07	95.62
		Bi-Weekly	6,023.40	6,394.52	6,788.01	7,205.66	7,649.81
		Annually	156,608.40	166,257.52	176,488.26	187,347.16	198,895.06
500B	DEPUTY FIRE CHIEF	Hourly	78.83	83.71	88.90	94.40	100.24
		Bi-Weekly	6,306.74	6,697.12	7,111.71	7,552.00	8,019.58
		Annually	163,975.24	174,125.12	184,904.46	196,352.00	208,509.08
505B	EXECUTIVE MANAGER	Hourly	79.78	84.71	89.92	95.46	101.34
		Bi-Weekly	6,382.21	6,776.44	7,193.55	7,636.98	8,107.33
		Annually	165,937.46	176,187.44	187,032.30	198,561.48	210,790.58
513B	SAFETY EXECUTIVE MANAGER	Hourly	88.03	93.47	99.22	105.34	111.82
		Bi-Weekly	7,042.50	7,477.21	7,937.85	8,427.37	8,945.75
		Annually	183,105.00	194,407.46	206,384.10	219,111.62	232,589.50

\*Bi-weekly and annual totals are based on the average number of hours worked over a 3 year period.

\*\*Employees are eligible for an increase of up to 4% for year 2, and 3% for year 3, based on the City meeting and/or exceeding certain economic triggers as outlined in the MGMT Wage and Benefit Summary. These tables reflect wages should all triggers be met as expected. If triggers are not met, the wage tables will be updated accordingly.