



**City of Vernon**  
**Classification and Compensation Plan**  
**Confidential, Elected Officials, and Unclassified**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit A**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>CITY COUNCIL</b>								
1025	Council Member	E	O	01	\$ 32,637	\$ 2,720	N/A	\$ 1,255.29
1030	Mayor	E	O	01	\$ 32,637	\$ 2,720	N/A	\$ 1,255.29
<b>Information Technology Division</b>								
1625	Information Technology Analyst	NE	C	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
1620	Information Technology Analyst, Senior	NE	C	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
1630	Information Technology Technician	NE	C	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
<b>CITY ATTORNEY'S OFFICE</b>								
1507	Executive Legal Secretary	NE	C	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
1492	Legal Analyst	NE	C	28				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65



**City of Vernon**  
**Classification and Compensation Plan**  
**Confidential, Elected Officials, and Unclassified**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit A**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>CITY CLERK DEPARTMENT</b>								
<b>1322</b>	<b>City Clerk Specialist</b>	<b>NE</b>	<b>C</b>	<b>20</b>				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
<b>1320</b>	<b>Records Management Assistant</b>	<b>NE</b>	<b>C</b>	<b>20</b>				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
<b>ADMINISTRATIVE AND CLERICAL GROUP</b>								
<b>1532</b>	<b>Administrative Aide</b>	<b>NE</b>	<b>U</b>	<b>T11</b>				
	Step 1				\$ 45,623	\$ 3,802	\$ 21.9342	\$ 1,754.74
	Step 2				\$ 47,904	\$ 3,992	\$ 23.0309	\$ 1,842.48
	Step 3				\$ 50,300	\$ 4,192	\$ 24.1825	\$ 1,934.60
	Step 4				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 5				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
<b>1530</b>	<b>Administrative Assistant, (Confidential)</b>	<b>NE</b>	<b>C</b>	<b>13</b>				
	Step 1				\$ 50,300	\$ 4,192	\$ 24.1825	\$ 1,934.60
	Step 2				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 3				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 4				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 5				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
<b>1520</b>	<b>Administrative Assistant, Senior (Confidential)</b>	<b>NE</b>	<b>C</b>	<b>17</b>				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
<b>1510</b>	<b>Administrative Secretary</b>	<b>NE</b>	<b>C</b>	<b>20</b>				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82



**City of Vernon**  
**Classification and Compensation Plan**  
**Confidential, Elected Officials, and Unclassified**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit A**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>1500</b>	<b>Executive Assistant to the City Administrator</b>	<b>NE</b>	<b>C</b>	<b>26</b>				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
<b>1470</b>	<b>Management Analyst</b>	<b>NE</b>	<b>C</b>	<b>26</b>				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
<b>1480</b>	<b>Managemetn Intern</b>	<b>NE</b>	<b>U</b>	<b>Hourly</b>				
	Step 1						\$ 19.00	
	Step 2						\$ 21.00	
<b>FINANCE DEPARTMENT</b>								
<b>1240</b>	<b>Accountant</b>	<b>NE</b>	<b>C</b>	<b>22</b>				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
<b>1230</b>	<b>Accountant, Senior</b>	<b>NE</b>	<b>C</b>	<b>27</b>				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
<b>1239</b>	<b>Payroll Analyst</b>	<b>NE</b>	<b>C</b>	<b>26</b>				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
<b>1245</b>	<b>Payroll Specialist</b>	<b>NE</b>	<b>C</b>	<b>19</b>				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26



**City of Vernon**  
**Classification and Compensation Plan**  
**Confidential, Elected Officials, and Unclassified**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT</b>								
<b>2022</b>	<b>Environmental Specialist, Temporary</b>	<b>NE</b>	<b>U</b>	<b>T26</b>				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 6				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 7				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 8				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
<b>2045</b>	<b>Environmental Health Intern</b>	<b>NE</b>	<b>U</b>	<b>Hourly</b>				
	Step 1						\$ 18.50	
<b>HUMAN RESOURCES DEPARTMENT</b>								
<b>1425</b>	<b>Human Resources Assistant</b>	<b>NE</b>	<b>C</b>	<b>17</b>				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
<b>1515</b>	<b>Human Resources Specialist</b>	<b>NE</b>	<b>C</b>	<b>22</b>				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
<b>POLICE DEPARTMENT</b>								
<b>4035</b>	<b>Police Officer Recruit</b>	<b>NE</b>	<b>U</b>	<b>20</b>				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
<b>4145</b>	<b>Reserve Police Officer</b>	<b>NE</b>	<b>U</b>	<b>Stipend</b>				
	Step 1				\$ 3,600			



**City of Vernon**  
**Classification and Compensation Plan**  
**Confidential, Elected Officials, and Unclassified**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit A**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
PUBLIC UTILITIES DEPARTMENT								
8612	Utilities Strategic Planning Coordinator	NE	C	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



**City of Vernon**  
**Classification and Compensation Plan**  
**Executives**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit B**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>CITY ADMINISTRATION DEPARTMENT</b>								
<b>1010</b>	<b>City Administrator</b>	<b>E</b>	<b>E</b>	<b>50</b>				
	Step 1				\$ 294,107	\$ 24,509	\$ 141.3978	\$ 11,311.82
	Step 2				\$ 308,813	\$ 25,734	\$ 148.4677	\$ 11,877.42
	Step 3				\$ 324,253	\$ 27,021	\$ 155.8911	\$ 12,471.29
	Step 4				\$ 340,466	\$ 28,372	\$ 163.6857	\$ 13,094.85
	Step 5				\$ 357,489	\$ 29,791	\$ 171.8699	\$ 13,749.60
<b>1013</b>	<b>Deputy City Administrator</b>	<b>E</b>	<b>E</b>	<b>40</b>				
	Step 1				\$ 180,556	\$ 15,046	\$ 86.8060	\$ 6,944.48
	Step 2				\$ 189,584	\$ 15,799	\$ 91.1463	\$ 7,291.70
	Step 3				\$ 199,063	\$ 16,589	\$ 95.7036	\$ 7,656.29
	Step 4				\$ 209,017	\$ 17,418	\$ 100.4888	\$ 8,039.10
	Step 5				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
<b>CITY ATTORNEY'S OFFICE</b>								
<b>1110</b>	<b>City Attorney</b>	<b>E</b>	<b>E</b>	<b>49</b>				
	Step 1				\$ 280,102	\$ 23,342	\$ 134.6646	\$ 10,773.17
	Step 2				\$ 294,107	\$ 24,509	\$ 141.3978	\$ 11,311.82
	Step 3				\$ 308,813	\$ 25,734	\$ 148.4677	\$ 11,877.42
	Step 4				\$ 324,253	\$ 27,021	\$ 155.8911	\$ 12,471.29
	Step 5				\$ 340,466	\$ 28,372	\$ 163.6857	\$ 13,094.85
<b>CITY CLERK DEPARTMENT</b>								
<b>1310</b>	<b>City Clerk</b>	<b>E</b>	<b>E</b>	<b>41</b>				
	Step 1				\$ 189,584	\$ 15,799	\$ 91.1463	\$ 7,291.70
	Step 2				\$ 199,063	\$ 16,589	\$ 95.7036	\$ 7,656.29
	Step 3				\$ 209,017	\$ 17,418	\$ 100.4888	\$ 8,039.10
	Step 4				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 5				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
<b>FINANCE DEPARTMENT</b>								
<b>1210</b>	<b>Director of Finance/City Treasurer</b>	<b>E</b>	<b>E</b>	<b>44</b>				
	Step 1				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 2				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
	Step 3				\$ 241,963	\$ 20,164	\$ 116.3283	\$ 9,306.26
	Step 4				\$ 254,061	\$ 21,172	\$ 122.1447	\$ 9,771.58
	Step 5				\$ 266,764	\$ 22,230	\$ 128.2520	\$ 10,260.16
<b>HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT</b>								
<b>2010</b>	<b>Director of Health and Environmental Control</b>	<b>E</b>	<b>E</b>	<b>43</b>				
	Step 1				\$ 209,017	\$ 17,418	\$ 100.4888	\$ 8,039.10
	Step 2				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 3				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
	Step 4				\$ 241,963	\$ 20,164	\$ 116.3283	\$ 9,306.26
	Step 5				\$ 254,061	\$ 21,172	\$ 122.1447	\$ 9,771.58



City of Vernon  
Classification and Compensation Plan  
Executives  
Fiscal Year: 2024-2025  
Effective July 14, 2024  
Exhibit B

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
HUMAN RESOURCES DEPARTMENT								
1410	Director of Human Resources	E	E	42				
	Step 1				\$ 199,063	\$ 16,589	\$ 95.7036	\$ 7,656.29
	Step 2				\$ 209,017	\$ 17,418	\$ 100.4888	\$ 8,039.10
	Step 3				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 4				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
	Step 5				\$ 241,963	\$ 20,164	\$ 116.3283	\$ 9,306.26
POLICE DEPARTMENT								
4010	Police Chief	E	E	47				
	Step 1				\$ 254,061	\$ 21,172	\$ 122.1447	\$ 9,771.58
	Step 2				\$ 266,764	\$ 22,230	\$ 128.2520	\$ 10,260.16
	Step 3				\$ 280,102	\$ 23,342	\$ 134.6646	\$ 10,773.17
	Step 4				\$ 294,107	\$ 24,509	\$ 141.3978	\$ 11,311.82
	Step 5				\$ 308,813	\$ 25,734	\$ 148.4677	\$ 11,877.42
PUBLIC UTILITIES DEPARTMENT								
8008	General Manager of Public Utilities	E	E	48				
	Step 1				\$ 266,764	\$ 22,230	\$ 128.2520	\$ 10,260.16
	Step 2				\$ 280,102	\$ 23,342	\$ 134.6646	\$ 10,773.17
	Step 3				\$ 294,107	\$ 24,509	\$ 141.3978	\$ 11,311.82
	Step 4				\$ 308,813	\$ 25,734	\$ 148.4677	\$ 11,877.42
	Step 5				\$ 324,253	\$ 27,021	\$ 155.8911	\$ 12,471.29
PUBLIC WORKS DEPARTMENT								
7008	Director of Public Works	E	E	44				
	Step 1				\$ 219,467	\$ 18,289	\$ 105.5132	\$ 8,441.05
	Step 2				\$ 230,441	\$ 19,203	\$ 110.7888	\$ 8,863.11
	Step 3				\$ 241,963	\$ 20,164	\$ 116.3283	\$ 9,306.26
	Step 4				\$ 254,061	\$ 21,172	\$ 122.1447	\$ 9,771.58
	Step 5				\$ 266,764	\$ 22,230	\$ 128.2520	\$ 10,260.16

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.





**City of Vernon**  
**Classification and Compensation Plan**  
**International Brotherhood of Electrical Workers (IBEW)**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit C**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>PUBLIC UTILITIES DEPARTMENT</b>								
<b>Electric Operations Division</b>								
<b>8035</b>	<b>Electric Operator</b>	<b>NE</b>	<b>I</b>	<b>30</b>				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
<b>8032</b>	<b>Electric Operator, Senior</b>	<b>NE</b>	<b>I</b>	<b>31</b>				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
<b>8055</b>	<b>Electrical Test Technician</b>	<b>NE</b>	<b>I</b>	<b>29</b>				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
<b>8049</b>	<b>Electrical Test Technician, Lead</b>	<b>NE</b>	<b>I</b>	<b>32</b>				
	Step 1				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 2				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 3				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 4				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 5				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
<b>8053</b>	<b>Electrical Test Technician, Senior</b>	<b>NE</b>	<b>I</b>	<b>31</b>				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
<b>8022</b>	<b>Chief Utilities Dispatcher</b>	<b>NE</b>	<b>I</b>	<b>35</b>				
	Step 1				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 2				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 3				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 4				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 5				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82





**City of Vernon**  
**Classification and Compensation Plan**  
**International Brotherhood of Electrical Workers (IBEW)**  
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**Effective July 14, 2024**  
**Exhibit C**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>8050</b>	<b>Metering Technician</b>	<b>NE</b>	<b>I</b>	<b>29</b>				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
<b>8047</b>	<b>Metering Technician, Senior</b>	<b>NE</b>	<b>I</b>	<b>31</b>				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
<b>8045</b>	<b>Power Plant Operator</b>	<b>NE</b>	<b>I</b>	<b>28</b>				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
<b>8030</b>	<b>Utilities Dispatcher</b>	<b>NE</b>	<b>I</b>	<b>33</b>				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
<b>8025</b>	<b>Utilities Dispatcher, Senior</b>	<b>NE</b>	<b>I</b>	<b>34</b>				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
<b>8033</b>	<b>Utilities Dispatcher, Trainee</b>	<b>NE</b>	<b>I</b>	<b>31</b>				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
<b>8070</b>	<b>Utilities Maintenance Worker</b>	<b>NE</b>	<b>I</b>	<b>18</b>				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20



**City of Vernon**  
**Classification and Compensation Plan**  
**International Brotherhood of Electrical Workers (IBEW)**  
**Fiscal Year: 2024-2025**  
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**Exhibit C**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>8060</b>	<b>Utilities Operations Trainee</b>	<b>NE</b>	<b>I</b>	<b>23</b>				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
<b>8031</b>	<b>Utilities Project Coordinator</b>	<b>NE</b>	<b>I</b>	<b>33</b>				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
<b>Malburg Generation Station Division</b>								
<b>8353</b>	<b>Control Room Operator I</b>	<b>NE</b>	<b>I</b>	<b>29</b>				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
<b>8355</b>	<b>Control Room Operator II</b>	<b>NE</b>	<b>I</b>	<b>31</b>				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
<b>8340</b>	<b>Control Room Operator, Senior</b>	<b>NE</b>	<b>I</b>	<b>33</b>				
	Step 1				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 2				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 3				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 4				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 5				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
<b>8375</b>	<b>Field Operator I</b>	<b>NE</b>	<b>I</b>	<b>25</b>				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
<b>8370</b>	<b>Field Operator II</b>	<b>NE</b>	<b>I</b>	<b>27</b>				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86



**City of Vernon**  
**Classification and Compensation Plan**  
**International Brotherhood of Electrical Workers (IBEW)**  
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>8373</b>	<b>Generation and Field Specialist</b>	<b>NE</b>	<b>I</b>	<b>26</b>				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
<b>8360</b>	<b>Instrument and Controls Technician</b>	<b>NE</b>	<b>I</b>	<b>28</b>				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
<b>8357</b>	<b>Instrument and Controls Technician, Lead</b>	<b>NE</b>	<b>I</b>	<b>31</b>				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
<b>8390</b>	<b>Material Control Administrator</b>	<b>NE</b>	<b>I</b>	<b>22</b>				
	Step 1				<del>\$ 78,031</del>	<del>\$ 6,503</del>	<del>\$ 37.5150</del>	<del>\$ 3,001.20</del>
	Step 2				<del>\$ 81,933</del>	<del>\$ 6,828</del>	<del>\$ 39.3908</del>	<del>\$ 3,151.26</del>
	Step 3				<del>\$ 86,029</del>	<del>\$ 7,169</del>	<del>\$ 41.3603</del>	<del>\$ 3,308.82</del>
	Step 4				<del>\$ 90,331</del>	<del>\$ 7,528</del>	<del>\$ 43.4283</del>	<del>\$ 3,474.27</del>
	Step 5				<del>\$ 94,848</del>	<del>\$ 7,904</del>	<del>\$ 45.5998</del>	<del>\$ 3,647.98</del>
<b>8365</b>	<b>Mechanic/Welder</b>	<b>NE</b>	<b>I</b>	<b>26</b>				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
<b>8350</b>	<b>Mechanic, Lead</b>	<b>NE</b>	<b>I</b>	<b>30</b>				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
<b>8345</b>	<b>Site Safety Administrator/Control Room Operator</b>	<b>NE</b>	<b>I</b>	<b>32</b>				
	Step 1				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 2				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 3				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 4				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 5				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18



**City of Vernon**  
**Classification and Compensation Plan**  
**International Brotherhood of Electrical Workers (IBEW)**  
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Engineering Division (Public Utilities)								
8135	Electrical Engineering Technician	NE	I	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
8130	Associate Electrical Engineer	NE	I	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
8125	Electrical Engineer	NE	I	35				
	Step 1				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 2				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 3				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 4				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 5				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
Gas Division								
8215	Gas Systems Specialist	NE	I	30				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
8212	Gas Systems Specialist, Lead	NE	I	32				
	Step 1				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 2				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 3				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 4				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 5				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
8220	Gas Systems Technician	NE	I	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15



**City of Vernon**  
**Classification and Compensation Plan**  
**International Brotherhood of Electrical Workers (IBEW)**  
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**Exhibit C**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Resource Planning and Scheduling Division								
<b>8435</b>	<b>Assistant Resource Scheduler</b>	<b>NE</b>	<b>I</b>	<b>28</b>				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
<b>8430</b>	<b>Associate Resource Scheduler</b>	<b>NE</b>	<b>I</b>	<b>30</b>				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
<b>8436</b>	<b>Power Resources Settlement Analyst</b>	<b>NE</b>	<b>I</b>	<b>28</b>				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
<b>8431</b>	<b>Power Resources Settlement Analyst, Senior</b>	<b>NE</b>	<b>I</b>	<b>30</b>				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
<b>8422</b>	<b>Principal Resource Scheduler/Trader</b>	<b>NE</b>	<b>I</b>	<b>34</b>				
	Step 1				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 2				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 3				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 4				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 5				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
<b>8415</b>	<b>Resource Planner</b>	<b>NE</b>	<b>I</b>	<b>35</b>				
	Step 1				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 2				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18
	Step 3				\$ 162,222	\$ 13,518	\$ 77.9911	\$ 6,239.29
	Step 4				\$ 170,333	\$ 14,194	\$ 81.8907	\$ 6,551.25
	Step 5				\$ 178,849	\$ 14,904	\$ 85.9852	\$ 6,878.82
<b>8420</b>	<b>Resource Scheduler</b>	<b>NE</b>	<b>I</b>	<b>32</b>				
	Step 1				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 2				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 3				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 4				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
	Step 5				\$ 154,497	\$ 12,875	\$ 74.2772	\$ 5,942.18



City of Vernon  
Classification and Compensation Plan  
International Brotherhood of Electrical Workers (IBEW)  
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Exhibit C

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
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{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.





**City of Vernon**  
**Classification and Compensation Plan**  
**Mid - Management and Management**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit D**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>CITY ADMINISTRATION DEPARTMENT</b>								
<b>1040</b>	<b>Assistant to the City Administrator</b>	<b>E</b>	<b>MM</b>	<b>33</b>				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
<b>1015</b>	<b>Deputy City Administrator</b>	<b>E</b>	<b>M</b>	<b>40</b>				
	Step 1				<del>\$ 182,322</del>	<del>\$ 15,194</del>	<del>\$ 87.6549</del>	<del>\$ 7,012.39</del>
	Step 2				<del>\$ 191,438</del>	<del>\$ 15,953</del>	<del>\$ 92.0376</del>	<del>\$ 7,363.01</del>
	Step 3				<del>\$ 201,010</del>	<del>\$ 16,751</del>	<del>\$ 96.6395</del>	<del>\$ 7,731.16</del>
	Step 4				<del>\$ 211,061</del>	<del>\$ 17,588</del>	<del>\$ 101.4715</del>	<del>\$ 8,117.72</del>
	Step 5				<del>\$ 221,614</del>	<del>\$ 18,468</del>	<del>\$ 106.5451</del>	<del>\$ 8,523.60</del>
<b>1035</b>	<b>Public Information Officer</b>	<b>E</b>	<b>MM</b>	<b>31</b>				
	Step 1				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 2				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 3				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 4				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 5				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
<b>Information Technology Division</b>								
<b>1610</b>	<b>Information Technology Manager</b>	<b>E</b>	<b>MM</b>	<b>37</b>				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
<b>1618</b>	<b>Information Technology Project Manager</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
<b>CITY ATTORNEY'S OFFICE</b>								
<b>1115</b>	<b>Deputy City Attorney</b>	<b>E</b>	<b>MM</b>	<b>38</b>				
	Step 1				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 2				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 3				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 4				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 5				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16





**City of Vernon**  
**Classification and Compensation Plan**  
**Mid - Management and Management**  
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>1113</b>	<b>Senior Deputy City Attorney</b>	<b>E</b>	<b>M</b>	<b>39</b>				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
<b>CITY CLERK DEPARTMENT</b>								
<b>1315</b>	<b>Deputy City Clerk</b>	<b>E</b>	<b>MM</b>	<b>28</b>				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
<b>FINANCE DEPARTMENT</b>								
<b>1220</b>	<b>Assistant Finance Director</b>	<b>E</b>	<b>M</b>	<b>39</b>				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
<b>1225</b>	<b>Deputy City Treasurer</b>	<b>E</b>	<b>M</b>	<b>35</b>				
	Step 1				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 2				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 3				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 4				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 5				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
<b>1224</b>	<b>Finance Manager</b>	<b>E</b>	<b>MM</b>	<b>33</b>				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
<b>1222</b>	<b>Financial Services Administrator</b>	<b>E</b>	<b>MM</b>	<b>34</b>				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>1227</b>	<b>Risk Manager</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
<b>HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT</b>								
<b>2015</b>	<b>Deputy Director of Health and Environmental Control</b>	<b>E</b>	<b>M</b>	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<del><b>2020</b></del>	<del><b>Environmental Health Program Administrator</b></del>	<del><b>E</b></del>	<del><b>MM</b></del>	<del><b>34</b></del>				
	Step 1				<del>\$ 136,051</del>	<del>\$ 11,338</del>	<del>\$ 65.4093</del>	<del>\$ 5,232.75</del>
	Step 2				<del>\$ 142,854</del>	<del>\$ 11,905</del>	<del>\$ 68.6798</del>	<del>\$ 5,494.38</del>
	Step 3				<del>\$ 149,997</del>	<del>\$ 12,500</del>	<del>\$ 72.1138</del>	<del>\$ 5,769.11</del>
	Step 4				<del>\$ 157,497</del>	<del>\$ 13,125</del>	<del>\$ 75.7195</del>	<del>\$ 6,057.56</del>
	Step 5				<del>\$ 165,372</del>	<del>\$ 13,781</del>	<del>\$ 79.5055</del>	<del>\$ 6,360.44</del>
<b>HUMAN RESOURCES DEPARTMENT</b>								
<b>1420</b>	<b>Human Resources Analyst</b>	<b>E</b>	<b>MM</b>	<b>28</b>				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
<b>1415</b>	<b>Human Resources Analyst, Senior</b>	<b>E</b>	<b>MM</b>	<b>33</b>				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
<b>1411</b>	<b>Human Resources Program Manager</b>	<b>E</b>	<b>MM</b>	<b>34</b>				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<del>1413</del>	<del>Senior Legal &amp; Policy Advisor</del>	<del>E</del>	<del>MM</del>	<del>39</del>				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
-	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
MANAGEMENT ANALYST GROUP								
1450	Principal Management Analyst	E	MM	30				
	Step 1				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 2				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 3				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 4				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 5				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
1460	Senior Management Analyst	E	MM	28				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
POLICE DEPARTMENT								
4110	Police Records Manager	E	MM	27				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
PUBLIC UTILITIES DEPARTMENT								
8011	Assistant General Manager of Public Utilities	E	M	43				
	Step 1				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 2				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 3				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
	Step 4				\$ 244,329	\$ 20,361	\$ 117.4659	\$ 9,397.27
	Step 5				\$ 256,546	\$ 21,379	\$ 123.3392	\$ 9,867.14
<del>8211</del>	<del>Assistant General Manager of Generation and Operations</del>	<del>E</del>	<del>M</del>	<del>44</del>				
	Step 1				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 2				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
	Step 3				\$ 244,329	\$ 20,361	\$ 117.4659	\$ 9,397.27
	Step 4				\$ 256,546	\$ 21,379	\$ 123.3392	\$ 9,867.14
	Step 5				\$ 269,373	\$ 22,448	\$ 129.5062	\$ 10,360.50



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>8016</b>	<b>Planning and Analysis Manager</b>	<b>E</b>	<b>MM</b>	<b>39</b>				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
<b>Compliance Division</b>								
<b>8606</b>	<b>Utilities Compliance Administrator</b>	<b>E</b>	<b>MM</b>	<b>35</b>				
	Step 1				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 2				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 3				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 4				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 5				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
<b>Customer Service Division</b>								
<b>8505</b>	<b>Customer Relations and Marketing Manager</b>	<b>E</b>	<b>MM</b>	<b>40</b>				
	Step 1				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 2				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 3				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 4				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 5				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
<b>8710</b>	<b>Business and Account Supervisor</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
<b>8507</b>	<b>Customer Service Manager</b>	<b>E</b>	<b>MM</b>	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>8515</b>	<b>Key Accounts Administrator</b>	<b>E</b>	<b>MM</b>	<b>34</b>				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>8512</b>	<b>Utility Program Administrator</b>	<b>E</b>	<b>MM</b>	<b>34</b>				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
<b>Electric Operations Division</b>								
<b>8040</b>	<b>Electric Operations Supervisor</b>	<b>E</b>	<b>MM</b>	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>8320</b>	<b>Maintenance Manager</b>	<b>E</b>	<b>MM</b>	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>8316</b>	<b>Operations Manager</b>	<b>E</b>	<b>MM</b>	<b>38</b>				
	Step 1				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 2				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 3				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 4				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 5				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
<b>8015</b>	<b>Utilities Operations Manager</b>	<b>E</b>	<b>MM</b>	<b>41</b>				
	Step 1				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 2				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 3				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 4				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 5				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
<b>8042</b>	<b>Utilities Operations Supervisor</b>	<b>E</b>	<b>MM</b>	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Engineering Division (Public Utilities)								
<del>8112</del>	<del>Principal Electrical Engineer</del>	<del>E</del>	<del>MM</del>	<del>38</del>				
	Step 1				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 2				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 3				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 4				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 5				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
<b>8110</b>	<b>Utilities Engineering Manager</b>	<b>E</b>	<b>MM</b>	<b>42</b>				
	Step 1				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 2				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 3				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 4				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
	Step 5				\$ 244,329	\$ 20,361	\$ 117.4659	\$ 9,397.27
Gas Division								
<b>8211</b>	<b>Gas Systems Field Supervisor</b>	<b>E</b>	<b>MM</b>	<b>34</b>				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
<b>8208</b>	<b>Gas Systems Manager</b>	<b>E</b>	<b>MM</b>	<b>37</b>				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
<b>8210</b>	<b>Gas Systems Superintendent</b>	<b>E</b>	<b>MM</b>	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
Malburg Generation Station Division								
<b>8330</b>	<b>Plant Engineer</b>	<b>E</b>	<b>MM</b>	<b>37</b>				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01





**City of Vernon**  
**Classification and Compensation Plan**  
**Mid - Management and Management**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit D**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>Resource Planning and Scheduling Division</b>								
<b>8405</b>	<b>Integrated Resources Manager</b>	<b>E</b>	<b>MM</b>	<b>41</b>				
	Step 1				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 2				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 3				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 4				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 5				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
<b>8411</b>	<b>Principal Resource Planner</b>	<b>E</b>	<b>MM</b>	<b>37</b>				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
<b>Water Operations Division</b>								
<b>7127</b>	<b>Civil Engineer - Public Utilities</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
<b>7905</b>	<b>Water Administrator</b>	<b>E</b>	<b>MM</b>	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>7914</b>	<b>Water Supervisor</b>	<b>E</b>	<b>MM</b>	<b>27</b>				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
<b>7911</b>	<b>Water Project Specialist</b>	<b>E</b>	<b>MM</b>	<b>35</b>				
	Step 1				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 2				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 3				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 4				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 5				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47





City of Vernon  
Classification and Compensation Plan  
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7910	Water Superintendent	E	MM	33				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
PUBLIC WORKS DEPARTMENT								
7015	Deputy Director of Public Works	E	M	41				
	Step 1				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 2				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 3				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 4				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 5				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
Building and Planning Division								
<del>7205</del>	<del>Building and Planning Manager</del>	<del>E</del>	<del>MM</del>	<del>37</del>				
	Step 1				<del>\$ 157,497</del>	<del>\$ 13,125</del>	<del>\$ 75.7195</del>	<del>\$ 6,057.56</del>
	Step 2				<del>\$ 165,372</del>	<del>\$ 13,781</del>	<del>\$ 79.5055</del>	<del>\$ 6,360.44</del>
	Step 3				<del>\$ 173,640</del>	<del>\$ 14,470</del>	<del>\$ 83.4808</del>	<del>\$ 6,678.47</del>
	Step 4				<del>\$ 182,322</del>	<del>\$ 15,194</del>	<del>\$ 87.6549</del>	<del>\$ 7,012.39</del>
	Step 5				<del>\$ 191,438</del>	<del>\$ 15,953</del>	<del>\$ 92.0376</del>	<del>\$ 7,363.01</del>
7207	Building and Planning Operations Supervisor	E	MM	29				
	Step 1				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 2				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 3				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 4				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 5				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
Engineering Division (Public Works)								
7118	Civil Engineer	E	MM	32				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
<del>7115</del>	<del>Principal Civil Engineer</del>	<del>E</del>	<del>MM</del>	<del>37</del>				
	Step 1				<del>\$ 157,497</del>	<del>\$ 13,125</del>	<del>\$ 75.7195</del>	<del>\$ 6,057.56</del>
	Step 2				<del>\$ 165,372</del>	<del>\$ 13,781</del>	<del>\$ 79.5055</del>	<del>\$ 6,360.44</del>
	Step 3				<del>\$ 173,640</del>	<del>\$ 14,470</del>	<del>\$ 83.4808</del>	<del>\$ 6,678.47</del>
	Step 4				<del>\$ 182,322</del>	<del>\$ 15,194</del>	<del>\$ 87.6549</del>	<del>\$ 7,012.39</del>
	Step 5				<del>\$ 191,438</del>	<del>\$ 15,953</del>	<del>\$ 92.0376</del>	<del>\$ 7,363.01</del>



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Exhibit D

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Public Works Operations Division								
7307	Facilities Maintenance Supervisor	E	MM	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
7515	Fleet Supervisor	E	MM	27				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
7308	Street Maintenance Supervisor	E	MM	26				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
7300	Public Works Superintendent	E	MM	32				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



City of Vernon  
Classification and Compensation Plan  
Teamsters  
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Exhibit E

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
ADMINISTRATIVE AND CLERICAL GROUP								
1530	Administrative Assistant	NE	G	13				
	Step 1				\$ 50,300	\$ 4,192	\$ 24.1825	\$ 1,934.60
	Step 2				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 3				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 4				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 5				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
1520	Administrative Assistant, Senior	NE	G	17				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
1236	Procurement Specialist	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
FINANCE DEPARTMENT								
1247	Account Clerk, Senior	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
1234	Assistant Buyer	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
1237	Buyer	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38



**City of Vernon**  
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**Exhibit E**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>1246</b>	<b>Finance Specialist</b>	<b>NE</b>	<b>G</b>	<b>15</b>				
	Step 1				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 2				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 3				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 4				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 5				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
<b>1241</b>	<b>Finance Specialist, Senior</b>	<b>NE</b>	<b>G</b>	<b>17</b>				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
<b>HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT</b>								
<b>2040</b>	<b>Environmental Health Technician</b>	<b>NE</b>	<b>G</b>	<b>17</b>				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
<b>2028</b>	<b>Environmental Health-Hazardous Materials Specialist I</b>	<b>NE</b>	<b>G</b>	<b>24</b>				
	Step 1				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 2				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 3				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 4				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 5				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	<b>Environmental Health-Hazardous Materials Specialist</b>							
<b>2024 II</b>		<b>NE</b>	<b>G</b>	<b>27</b>				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	<b>Environmental Health-Hazardous Materials Specialist</b>							
<b>2033</b>	<b>Trainee</b>	<b>NE</b>	<b>G</b>	<b>20</b>				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82



**City of Vernon**  
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**Exhibit E**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>POLICE DEPARTMENT</b>								
<b>4125</b>	<b>Civilian Court Officer</b>	<b>NE</b>	<b>G</b>	<b>17</b>				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
<b>4123</b>	<b>Police Community Services Officer</b>	<b>NE</b>	<b>G</b>	<b>16</b>				
	Step 1				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 2				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 3				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 4				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 5				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
<b>4130</b>	<b>Police Dispatcher</b>	<b>NE</b>	<b>G</b>	<b>20</b>				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
<b>4115</b>	<b>Police Dispatcher, Lead</b>	<b>NE</b>	<b>G</b>	<b>23</b>				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
<b>4135</b>	<b>Police Records Technician</b>	<b>NE</b>	<b>G</b>	<b>14</b>				
	Step 1				\$ 52,815	\$ 4,401	\$ 25.3916	\$ 2,031.33
	Step 2				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 3				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 4				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 5				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
<b>4120</b>	<b>Police Records Technician, Lead</b>	<b>NE</b>	<b>G</b>	<b>17</b>				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28



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**Teamsters**  
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**Effective July 14, 2024**  
**Exhibit E**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>PUBLIC UTILITIES DEPARTMENT</b>								
<b>Compliance Division</b>								
<b>8615</b>	<b>Utilities Compliance Analyst</b>	<b>NE</b>	<b>G</b>	<b>28</b>				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
<b>Customer Service Division</b>								
<b>8530</b>	<b>Utilities Customer Service Representative</b>	<b>NE</b>	<b>G</b>	<b>18</b>				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
<b>8513</b>	<b>Utilities Customer Service Representative, Lead</b>	<b>NE</b>	<b>G</b>	<b>22</b>				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
<b>8520</b>	<b>Utilities Customer Service Representative, Senior</b>	<b>NE</b>	<b>G</b>	<b>20</b>				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
<b>Electric Operations Division</b>								
<b>8140</b>	<b>Computer Aided Drafting Technician</b>	<b>NE</b>	<b>G</b>	<b>20</b>				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
<b>8132</b>	<b>Utilities Program Analyst</b>	<b>NE</b>	<b>G</b>	<b>28</b>				
	Step 1				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 2				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 3				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 4				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 5				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65





**City of Vernon**  
**Classification and Compensation Plan**  
**Teamsters**  
**Fiscal Year: 2024-2025**  
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**Exhibit E**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
Resource Planning and Scheduling Division								
8425	Electric Service Planner	NE	G	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
Water Operations Division								
7137	Assistant Civil Engineer - Public Utilities	NE	G	26				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
7145	Engineering Aide	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
7935	Meter Reader	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
7940	Meter Reader, Lead	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
7930	Water Maintenance Worker	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20





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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>7922</b>	<b>Water Maintenance Worker, Lead</b>	<b>NE</b>	<b>G</b>	<b>24</b>				
	Step 1				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 2				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 3				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 4				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 5				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
<b>7925</b>	<b>Water Maintenance Worker, Senior</b>	<b>NE</b>	<b>G</b>	<b>22</b>				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
<b>7933</b>	<b>Water Operations Trainee</b>	<b>NE</b>	<b>G</b>	<b>15</b>				
	Step 1				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 2				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 3				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 4				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 5				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
<b>7920</b>	<b>Water Project Coordinator</b>	<b>E</b>	<b>G</b>	<b>30</b>				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
<b>PUBLIC WORKS DEPARTMENT</b>								
<b>Building and Planning Division</b>								
<b>7227</b>	<b>Building Inspector</b>	<b>NE</b>	<b>G</b>	<b>25</b>				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
<b>7215</b>	<b>Building Inspector, Senior</b>	<b>NE</b>	<b>G</b>	<b>27</b>				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>7237</b>	<b>Code Enforcement Officer</b>	<b>NE</b>	<b>G</b>	<b>22</b>				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
<b>7225</b>	<b>Electrical Inspector</b>	<b>NE</b>	<b>G</b>	<b>25</b>				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
<b>7213</b>	<b>Electrical Inspector, Senior</b>	<b>NE</b>	<b>G</b>	<b>27</b>				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
<b>7250</b>	<b>Permit Technician</b>	<b>NE</b>	<b>G</b>	<b>17</b>				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
<b>7245</b>	<b>Permit Technician, Senior</b>	<b>NE</b>	<b>G</b>	<b>19</b>				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
<b>7220</b>	<b>Assistant Planner</b>	<b>NE</b>	<b>G</b>	<b>22</b>				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
<b>7235</b>	<b>Plumbing and Mechanical Inspector</b>	<b>NE</b>	<b>G</b>	<b>25</b>				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00



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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7217	Plumbing and Mechanical Inspector, Senior	NE	G	27				
	Step 1				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 2				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 3				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 4				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 5				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
Engineering Division (Public Works)								
7140	Assistant Engineer	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
7135	Associate Engineer	NE	G	29				
	Step 1				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 2				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 3				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 4				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 5				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
7145	Engineering Aide	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
7120	Project Engineer	NE	G	31				
	Step 1				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 2				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 3				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 4				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73
	Step 5				\$ 147,140	\$ 12,262	\$ 70.7402	\$ 5,659.22
7426	Public Works Inspector	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27



City of Vernon  
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<del>7424</del>	<del>Public Works Inspector, Senior</del>	<del>NE</del>	<del>G</del>	<del>23</del>				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
Facilities Maintenance Division								
7720	Facilities Maintenance Worker	NE	G	18				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
7735	Facilities Maintenance Worker, Lead	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
7730	Facilities Maintenance Worker, Senior	NE	G	20				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
Garage Division								
7530	Mechanic	NE	G	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
7520	Mechanic, Lead	NE	G	25				
	Step 1				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 2				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 3				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 4				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 5				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00



City of Vernon  
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CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
7525	Mechanic, Senior	NE	G	21				
	Step 1				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 2				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 3				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 4				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 5				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
Street Maintenance Division								
7430	Street Maintenance Worker	NE	G	15				
	Step 1				\$ 55,455	\$ 4,621	\$ 26.6612	\$ 2,132.89
	Step 2				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 3				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 4				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 5				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
7427	Street Maintenance Worker, Lead	NE	G	23				
	Step 1				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 2				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 3				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 4				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 5				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
7425	Street Maintenance Worker, Senior	NE	G	19				
	Step 1				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 2				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 3				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 4				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 5				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
Warehouse Division								
7630	Warehouse Worker	NE	G	16				
	Step 1				\$ 58,228	\$ 4,852	\$ 27.9942	\$ 2,239.54
	Step 2				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 3				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 4				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 5				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
7620	Warehouse Worker, Lead	NE	G	21				
	Step 1				<del>\$ 74,315</del>	<del>\$ 6,193</del>	<del>\$ 35.7286</del>	<del>\$ 2,858.28</del>
	Step 2				<del>\$ 78,031</del>	<del>\$ 6,503</del>	<del>\$ 37.5150</del>	<del>\$ 3,001.20</del>
	Step 3				<del>\$ 81,933</del>	<del>\$ 6,828</del>	<del>\$ 39.3908</del>	<del>\$ 3,151.26</del>
	Step 4				<del>\$ 86,029</del>	<del>\$ 7,169</del>	<del>\$ 41.3603</del>	<del>\$ 3,308.82</del>
	Step 5				<del>\$ 90,331</del>	<del>\$ 7,528</del>	<del>\$ 43.4283</del>	<del>\$ 3,474.27</del>



**City of Vernon**  
**Classification and Compensation Plan**  
**Teamsters**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit E**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<del>7625</del>	<del>Warehouse Worker, Senior</del>	<del>NE</del>	<del>G</del>	<del>18</del>				
	Step 1				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 2				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 3				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 4				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 5				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
<del>Public Works Operations Division</del>					<del>-</del>			
<del>7130</del>	<del>Public Works Project Coordinator</del>	<del>NE</del>	<del>G</del>	<del>30</del>				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73

{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.



**City of Vernon**  
**Classification and Compensation Plan**  
**Vernon Police Management Association (VPMA)**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit F**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>POLICE DEPARTMENT</b>								
<b>4015</b>	<b>Police Captain</b>	<b>E</b>	<b>PM</b>	<b>40</b>				
	Step 1				\$ 177,065	\$ 14,755	\$ 85.1274	\$ 6,810.19
	Step 2				\$ 185,918	\$ 15,493	\$ 89.3838	\$ 7,150.70
	Step 3				\$ 195,214	\$ 16,268	\$ 93.8530	\$ 7,508.24
	Step 4				\$ 204,975	\$ 17,081	\$ 98.5456	\$ 7,883.65
	Step 5				\$ 215,224	\$ 17,935	\$ 103.4729	\$ 8,277.83
<b>4020</b>	<b>Police Lieutenant</b>	<b>NE</b>	<b>PM</b>	<b>37</b>				
	Step 1				\$ 152,955	\$ 12,746	\$ 73.5363	\$ 5,882.90
	Step 2				\$ 160,603	\$ 13,384	\$ 77.2131	\$ 6,177.05
	Step 3				\$ 168,633	\$ 14,053	\$ 81.0737	\$ 6,485.90
	Step 4				\$ 177,065	\$ 14,755	\$ 85.1274	\$ 6,810.19
	Step 5				\$ 185,918	\$ 15,493	\$ 89.3838	\$ 7,150.70

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{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.





**City of Vernon**  
**Classification and Compensation Plan**  
**Vernon Police Officer's Benefit Association (VPOBA)**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit G**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
POLICE DEPARTMENT								
4030	Police Officer	NE	PO	27				
	Step 1				\$ 91,166	\$ 7,597	\$ 43.8297	\$ 3,506.38
	Step 2				\$ 95,724	\$ 7,977	\$ 46.0212	\$ 3,681.70
	Step 3				\$ 100,510	\$ 8,376	\$ 48.3223	\$ 3,865.78
	Step 4				\$ 105,536	\$ 8,795	\$ 50.7384	\$ 4,059.07
	Step 5				\$ 110,813	\$ 9,234	\$ 53.2753	\$ 4,262.02
4025	Police Sergeant	NE	PO	32				
	Step 1				\$ 116,353	\$ 9,696	\$ 55.9390	\$ 4,475.12
	Step 2				\$ 122,171	\$ 10,181	\$ 58.7360	\$ 4,698.88
	Step 3				\$ 128,280	\$ 10,690	\$ 61.6728	\$ 4,933.83
	Step 4				\$ 134,694	\$ 11,224	\$ 64.7565	\$ 5,180.52
	Step 5				\$ 141,428	\$ 11,786	\$ 67.9943	\$ 5,439.54

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{a} - The annual and monthly salaries are reported as whole dollar without the cents ONLY for reporting purposes.