

EXHIBIT A
CITY OF IRWINDALE
Full-Time Salary Schedule
Fiscal Year 2025-2026
Effective July 6, 2025

Unit	Position Title	Authorized Position Count	Period	Range	Step A	Step B	Step C	Step D	Step E
Legislative	Councilmember	5	Bi-Weekly	Elected	346.23	346.23	346.23	346.23	346.23
			Monthly		750.16	750.16	750.16	750.16	750.16
			Annual		9,001.92	9,001.92	9,001.92	9,001.92	9,001.92
CM	City Manager	1	Hourly	88	109,5010	114,9760	120,7250	126,7611	133,0990
			Bi-Weekly		8,760.08	9,198.08	9,658.00	10,140.88	10,647.92
			Monthly		18,980	19,929	20,926	21,972	23,071
			Annual		227,762	239,150	251,108	263,663	276,846
Director	Assistant City Manager	1	Hourly	81	92.1197	96.7255	101.5615	106.6394	111.9716
			Bi-Weekly		7,369.58	7,738.04	8,124.92	8,531.15	8,957.73
			Monthly		15,967	16,766	17,604	18,484	19,408
			Annual		191,609	201,189	211,248	221,810	232,901
Director	Chief of Police	1	Hourly	85	103.7178	108.9038	114.3490	120.0663	126.0697
			Bi-Weekly		8,297.42	8,712.31	9,147.92	9,605.31	10,085.58
			Monthly		17,978	18,877	19,821	20,812	21,852
			Annual		215,733	226,520	237,846	249,738	262,225
Director	Community Development Director	1	Hourly	78	85.5418	89.8188	94.3096	99.0250	103.9764
			Bi-Weekly		6,843.35	7,185.50	7,544.77	7,922.00	8,318.12
			Monthly		14,827	15,569	16,347	17,164	18,023
			Annual		177,927	186,823	196,164	205,972	216,271
Director	Director of Engineering/Building Official	1	Hourly	80	89.8726	94.3663	99.0846	104.0389	109.2409
			Bi-Weekly		7,189.81	7,549.31	7,926.77	8,323.12	8,739.27
			Monthly		15,578	16,357	17,175	18,033	18,935
			Annual		186,935	196,282	206,096	216,401	227,221
Director	Finance Director/City Treasurer	1	Hourly	79	87.6803	92.0644	96.6678	101.5010	106.5760
			Bi-Weekly		7,014.42	7,365.15	7,733.42	8,120.08	8,526.08
			Monthly		15,198	15,958	16,756	17,594	18,473
			Annual		182,375	191,494	201,069	211,122	221,678
Director	Public Services Director	1	Hourly	74	77.4971	81.3721	85.4409	89.7130	94.1986
			Bi-Weekly		6,199.77	6,509.77	6,835.27	7,177.04	7,535.88
			Monthly		13,433	14,105	14,810	15,550	16,328
			Annual		161,194	169,254	177,717	186,603	195,933

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ICEA	Accountant	1	Hourly	45	37.8702	39.7639	41.7519	43.8394	46.0313
			Bi-Weekly		3,029.62	3,181.12	3,340.15	3,507.15	3,682.50
			Monthly		6,564	6,892	7,237	7,599	7,979
			Annual		78,770	82,709	86,844	91,186	95,745
ICEA	Administrative Secretary	2	Hourly	37	31.0808	32.6346	34.2663	35.9798	37.7788
			Bi-Weekly		2,486.46	2,610.77	2,741.31	2,878.38	3,022.31
			Monthly		5,387	5,657	5,940	6,237	6,548
			Annual		64,648	67,880	71,274	74,838	78,580
ICEA	Assistant Planner	1	Hourly	45	37.8702	39.7639	41.7519	43.8394	46.0313
			Bi-Weekly		3,029.62	3,181.12	3,340.15	3,507.15	3,682.50
			Monthly		6,564	6,892	7,237	7,599	7,979
			Annual		78,770	82,709	86,844	91,186	95,745
ICEA	Building Inspector	1	Hourly	44	36.9466	38.7938	40.7337	42.7702	44.9087
			Bi-Weekly		2,955.73	3,103.50	3,258.69	3,421.62	3,592.69
			Monthly		6,404	6,724	7,061	7,414	7,784
			Annual		76,849	80,691	84,726	88,962	93,410
ICEA	Bus Driver	1	Hourly	33	28.1587	29.5668	31.0452	32.5976	34.2274
			Bi-Weekly		2,252.69	2,365.35	2,483.62	2,607.81	2,738.19
			Monthly		4,881	5,125	5,381	5,650	5,933
			Annual		58,570	61,499	64,574	67,803	71,193
ICEA	Code Enforcement Officer	1	Hourly	39	32.6548	34.2875	36.0019	37.8019	39.6918
			Bi-Weekly		2,612.38	2,743.00	2,880.15	3,024.15	3,175.35
			Monthly		5,660	5,943	6,240	6,552	6,880
			Annual		67,922	71,318	74,884	78,628	82,559
ICEA	Deputy City Clerk	0	Hourly	41	34.3077	36.0231	37.8240	39.7154	41.7010
			Bi-Weekly		2,744.62	2,881.85	3,025.92	3,177.23	3,336.08
			Monthly		5,947	6,244	6,556	6,884	7,228
			Annual		71,360	74,928	78,674	82,608	86,738
ICEA	Engineering Technician	3	Hourly	40	33.4716	35.1452	36.9024	38.7476	40.6851
			Bi-Weekly		2,677.73	2,811.62	2,952.19	3,099.81	3,254.81
			Monthly		5,802	6,092	6,396	6,716	7,052
			Annual		69,621	73,102	76,757	80,595	84,625

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ICEA	Finance Analyst	1	Hourly	45	37.8702	39.7639	41.7519	43.8394	46.0313
			Bi-Weekly		3,029.62	3,181.12	3,340.15	3,507.15	3,682.50
			Monthly		6,564	6,892	7,237	7,599	7,979
			Annual		78,770	82,709	86,844	91,186	95,745
ICEA	Finance Technician	1	Hourly	36	30.3231	31.8394	33.4313	35.1029	36.8582
			Bi-Weekly		2,425.85	2,547.15	2,674.50	2,808.23	2,948.65
			Monthly		5,256	5,519	5,795	6,085	6,389
			Annual		63,072	66,226	69,537	73,014	76,665
ICEA	Human Resources Specialist	0	Hourly	38	31.8582	33.4510	35.1236	36.8798	38.7240
			Bi-Weekly		2,548.65	2,676.08	2,809.88	2,950.38	3,097.92
			Monthly		5,522	5,798	6,088	6,393	6,712
			Annual		66,265	69,578	73,057	76,710	80,546
ICEA	Inclusion Specialist	1	Hourly	37	31.0808	32.6346	34.2663	35.9798	37.7788
			Bi-Weekly		2,486.46	2,610.77	2,741.31	2,878.38	3,022.31
			Monthly		5,387	5,657	5,940	6,237	6,548
			Annual		64,648	67,880	71,274	74,838	78,580
ICEA	Information Technology Technician	1	Hourly	36	30.3231	31.8394	33.4313	35.1029	36.8582
			Bi-Weekly		2,425.85	2,547.15	2,674.50	2,808.23	2,948.65
			Monthly		5,256	5,519	5,795	6,085	6,389
			Annual		63,072	66,226	69,537	73,014	76,665
ICEA	Janitor	0	Hourly	20	20.4260	21.4471	22.5197	23.6457	24.8279
			Bi-Weekly		1,634.08	1,715.77	1,801.58	1,891.65	1,986.23
			Monthly		3,541	3,718	3,903	4,099	4,304
			Annual		42,486	44,610	46,841	49,183	51,642
ICEA	Library Technician	1	Hourly	29	25.5101	26.7856	28.1250	29.5313	31.0077
			Bi-Weekly		2,040.81	2,142.85	2,250.00	2,362.50	2,480.62
			Monthly		4,422	4,643	4,875	5,119	5,375
			Annual		53,061	55,714	58,500	61,425	64,496
ICEA	Maintenance Aide	5	Hourly	25	23.1106	24.2663	25.4798	26.7538	28.0913
			Bi-Weekly		1,848.85	1,941.31	2,038.38	2,140.31	2,247.31
			Monthly		4,006	4,206	4,417	4,637	4,869
			Annual		48,070	50,474	52,998	55,648	58,430

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ICEA	Maintenance Lead Worker	2	Hourly	43	36.0452	37.8476	39.7399	41.7269	43.8135
			Bi-Weekly		2,883.62	3,027.81	3,179.19	3,338.15	3,505.08
			Monthly		6,248	6,560	6,888	7,233	7,594
			Annual		74,974	78,723	82,659	86,792	91,132
ICEA	Maintenance Worker I	2	Hourly	31	26.8014	28.1413	29.5486	31.0260	32.5774
			Bi-Weekly		2,144.12	2,251.31	2,363.88	2,482.08	2,606.19
			Monthly		4,646	4,878	5,122	5,378	5,647
			Annual		55,747	58,534	61,461	64,534	67,761
ICEA	Maintenance Worker II	4	Hourly	40	33.4716	35.1452	36.9024	38.7476	40.6851
			Bi-Weekly		2,677.73	2,811.62	2,952.19	3,099.81	3,254.81
			Monthly		5,802	6,092	6,396	6,716	7,052
			Annual		69,621	73,102	76,757	80,595	84,625
ICEA	Office Specialist	3	Hourly	29	25.5101	26.7856	28.1250	29.5313	31.0077
			Bi-Weekly		2,040.81	2,142.85	2,250.00	2,362.50	2,480.62
			Monthly		4,422	4,643	4,875	5,119	5,375
			Annual		53,061	55,714	58,500	61,425	64,496
ICEA	Permit Technician	1	Hourly	37	31.0808	32.6346	34.2663	35.9798	37.7788
			Bi-Weekly		2,486.46	2,610.77	2,741.31	2,878.38	3,022.31
			Monthly		5,387	5,657	5,940	6,237	6,548
			Annual		64,648	67,880	71,274	74,838	78,580
ICEA	Planning Technician	0	Hourly	36	30.3231	31.8394	33.4313	35.1029	36.8582
			Bi-Weekly		2,425.85	2,547.15	2,674.50	2,808.23	2,948.65
			Monthly		5,256	5,519	5,795	6,085	6,389
			Annual		63,072	66,226	69,537	73,014	76,665
ICEA	Police Administrative Clerk	1	Hourly	28	24.8880	26.1322	27.4389	28.8111	30.2514
			Bi-Weekly		1,991.04	2,090.58	2,195.12	2,304.88	2,420.12
			Monthly		4,314	4,530	4,756	4,994	5,244
			Annual		51,767	54,355	57,073	59,927	62,923
ICEA	Police Records Clerk	0	Hourly	28	24.8880	26.1322	27.4389	28.8111	30.2514
			Bi-Weekly		1,991.04	2,090.58	2,195.12	2,304.88	2,420.12
			Monthly		4,314	4,530	4,756	4,994	5,244
			Annual		51,767	54,355	57,073	59,927	62,923

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ICEA	Police Records Clerk/ Dispatcher	1	Hourly	32	27.4712	28.8447	30.2870	31.8014	33.3913
			Bi-Weekly		2,197.69	2,307.58	2,422.96	2,544.12	2,671.31
			Monthly		4,762	5,000	5,250	5,512	5,788
			Annual		57,140	59,997	62,997	66,147	69,454
ICEA	Police Services Specialist	1	Hourly	41	34.3077	36.0231	37.8240	39.7154	41.7010
			Bi-Weekly		2,744.62	2,881.85	3,025.92	3,177.23	3,336.08
			Monthly		5,947	6,244	6,556	6,884	7,228
			Annual		71,360	74,928	78,674	82,608	86,738
ICEA	Recreation Assistant	0	Hourly	29	25.5101	26.7856	28.1250	29.5313	31.0077
			Bi-Weekly		2,040.81	2,142.85	2,250.00	2,362.50	2,480.62
			Monthly		4,422	4,643	4,875	5,119	5,375
			Annual		53,061	55,714	58,500	61,425	64,496
ICEA	Senior Bus Driver	1	Hourly	37	31.0808	32.6346	34.2663	35.9798	37.7788
			Bi-Weekly		2,486.46	2,610.77	2,741.31	2,878.38	3,022.31
			Monthly		5,387	5,657	5,940	6,237	6,548
			Annual		64,648	67,880	71,274	74,838	78,580
ICEA	Senior Center Assistant	1	Hourly	29	25.5101	26.7856	28.1250	29.5313	31.0077
			Bi-Weekly		2,040.81	2,142.85	2,250.00	2,362.50	2,480.62
			Monthly		4,422	4,643	4,875	5,119	5,375
			Annual		53,061	55,714	58,500	61,425	64,496
ICEA	Senior Center Leader/Bus Driver	1	Hourly	33	28.1587	29.5668	31.0452	32.5976	34.2274
			Bi-Weekly		2,252.69	2,365.35	2,483.62	2,607.81	2,738.19
			Monthly		4,881	5,125	5,381	5,650	5,933
			Annual		58,570	61,499	64,574	67,803	71,193
ICEA	Senior Center Specialist	1	Hourly	37	31.0808	32.6346	34.2663	35.9798	37.7788
			Bi-Weekly		2,486.46	2,610.77	2,741.31	2,878.38	3,022.31
			Monthly		5,387	5,657	5,940	6,237	6,548
			Annual		64,648	67,880	71,274	74,838	78,580
ICEA	Senior Code Enforcement Officer	1	Hourly	45	37.8702	39.7639	41.7519	43.8394	46.0313
			Bi-Weekly		3,029.62	3,181.12	3,340.15	3,507.15	3,682.50
			Monthly		6,564	6,892	7,237	7,599	7,979
			Annual		78,770	82,709	86,844	91,186	95,745
ICEA	Senior Recreation Leader	3	Hourly	19	19.9284	20.9250	21.9712	23.0697	24.2231
			Bi-Weekly		1,594.27	1,674.00	1,757.69	1,845.58	1,937.85
			Monthly		3,454	3,627	3,808	3,999	4,199
			Annual		41,451	43,524	45,700	47,985	50,384

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IMEA	Aquatics Supervisor	1	Hourly	47	39.7865	41.7760	43.8649	46.0582	48.3611
			Bi-Weekly		3,182.92	3,342.08	3,509.19	3,684.65	3,868.88
			Monthly		6,896	7,241	7,603	7,983	8,383
			Annual		82,756	86,894	91,239	95,801	100,591
IMEA	Assistant City Engineer	0	Hourly	64	60.5404	63.5673	66.7457	70.0832	73.5875
			Bi-Weekly		4,843.23	5,085.38	5,339.65	5,606.65	5,887.00
			Monthly		10,494	11,018	11,569	12,148	12,755
			Annual		125,924	132,220	138,831	145,773	153,062
IMEA	Assistant Engineer	1	Hourly	52	45.0149	47.2659	49.6293	52.1106	54.7163
			Bi-Weekly		3,601.19	3,781.27	3,970.35	4,168.85	4,377.31
			Monthly		7,803	8,193	8,602	9,033	9,484
			Annual		93,631	98,313	103,229	108,390	113,810
IMEA	Assistant to the City Manager	1	Hourly	63	59.0639	62.0173	65.1183	68.3740	71.7928
			Bi-Weekly		4,725.12	4,961.38	5,209.46	5,469.92	5,743.42
			Monthly		10,238	10,750	11,287	11,852	12,444
			Annual		122,853	128,996	135,446	142,218	149,329
IMEA	Associate Engineer	1	Hourly	56	49.6885	52.1731	54.7817	57.5207	60.3966
			Bi-Weekly		3,975.08	4,173.85	4,382.54	4,601.65	4,831.73
			Monthly		8,613	9,043	9,496	9,970	10,469
			Annual		103,352	108,520	113,946	119,643	125,625
IMEA	Associate Planner	1	Hourly	49	41.8010	43.8909	46.0856	48.3899	50.8096
			Bi-Weekly		3,344.08	3,511.27	3,686.85	3,871.19	4,064.77
			Monthly		7,246	7,608	7,988	8,388	8,807
			Annual		86,946	91,293	95,858	100,651	105,684
IMEA	Benefits Administrator	1	Hourly	58	52.2038	54.8139	57.5548	60.4327	63.4543
			Bi-Weekly		4,176.31	4,385.12	4,604.38	4,834.62	5,076.35
			Monthly		9,049	9,501	9,976	10,475	10,999
			Annual		108,584	114,013	119,714	125,700	131,985
IMEA	Chief Deputy City Clerk	1	Hourly	58	52.2038	54.8139	57.5548	60.4327	63.4543
			Bi-Weekly		4,176.31	4,385.12	4,604.38	4,834.62	5,076.35
			Monthly		9,049	9,501	9,976	10,475	10,999
			Annual		108,584	114,013	119,714	125,700	131,985

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IMEA	City Librarian	1	Hourly	62	57.6236	60.5048	63.5303	66.7067	70.0423
			Bi-Weekly		4,609.88	4,840.38	5,082.42	5,336.54	5,603.38
			Monthly		9,988	10,488	11,012	11,563	12,141
			Annual		119,857	125,850	132,143	138,750	145,688
IMEA	Communications and Records Supervisor	1	Hourly	48	40.7822	42.8212	44.9620	47.2101	49.5707
			Bi-Weekly		3,262.58	3,425.69	3,596.96	3,776.81	3,965.65
			Monthly		7,069	7,422	7,793	8,183	8,592
			Annual		84,827	89,068	93,521	98,197	103,107
IMEA	Community Development Manager/City Planner	0	Hourly	62	57.6236	60.5048	63.5303	66.7067	70.0423
			Bi-Weekly		4,609.88	4,840.38	5,082.42	5,336.54	5,603.38
			Monthly		9,988	10,488	11,012	11,563	12,141
			Annual		119,857	125,850	132,143	138,750	145,688
IMEA	Construction Compliance Manager	1	Hourly	62	57.6236	60.5048	63.5303	66.7067	70.0423
			Bi-Weekly		4,609.88	4,840.38	5,082.42	5,336.54	5,603.38
			Monthly		9,988	10,488	11,012	11,563	12,141
			Annual		119,857	125,850	132,143	138,750	145,688
IMEA	Economic Development Coordinator	0	Hourly	53	46.1404	48.4476	50.8702	53.4139	56.0846
			Bi-Weekly		3,691.23	3,875.81	4,069.62	4,273.12	4,486.77
			Monthly		7,998	8,398	8,818	9,258	9,721
			Annual		95,972	100,771	105,810	111,101	116,656
IMEA	Executive Assistant	0	Hourly	43	36.0452	37.8476	39.7399	41.7269	43.8135
			Bi-Weekly		2,883.62	3,027.81	3,179.19	3,338.15	3,505.08
			Monthly		6,248	6,560	6,888	7,233	7,594
			Annual		74,974	78,723	82,659	86,792	91,132
IMEA	Finance Manager	1	Hourly	68	66.8250	70.1663	73.6745	77.3582	81.2260
			Bi-Weekly		5,346.00	5,613.31	5,893.96	6,188.65	6,498.08
			Monthly		11,583	12,162	12,770	13,409	14,079
			Annual		138,996	145,946	153,243	160,905	168,950
IMEA	Housing Coordinator	1	Hourly	53	46.1404	48.4476	50.8702	53.4139	56.0846
			Bi-Weekly		3,691.23	3,875.81	4,069.62	4,273.12	4,486.77
			Monthly		7,998	8,398	8,818	9,258	9,721
			Annual		95,972	100,771	105,810	111,101	116,656

CITY OF IRWINDALE
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Unit	Position Title	Authorized Position Count	Period	Range	Step A	Step B	Step C	Step D	Step E
IMEA	Human Resources/Risk Manager	1	Hourly	67	65.1957	68.4553	71.8779	75.4716	79.2452
			Bi-Weekly		5,215.65	5,476.42	5,750.23	6,037.73	6,339.62
			Monthly		11,301	11,866	12,459	13,082	13,736
			Annual		135,607	142,387	149,506	156,981	164,830
IMEA	Information Technology Manager	1	Hourly	63	59.0639	62.0173	65.1183	68.3740	71.7928
			Bi-Weekly		4,725.12	4,961.38	5,209.46	5,469.92	5,743.42
			Monthly		10,238	10,750	11,287	11,852	12,444
			Annual		122,853	128,996	135,446	142,218	149,329
IMEA	Management Analyst	3	Hourly	47	39.7865	41.7760	43.8649	46.0582	48.3611
			Bi-Weekly		3,182.92	3,342.08	3,509.19	3,684.65	3,868.88
			Monthly		6,896	7,241	7,603	7,983	8,383
			Annual		82,756	86,894	91,239	95,801	100,591
IMEA	Police Captain	1	Hourly	77	85.1264	89.3827	93.8519	98.5447	103.4721
			Bi-Weekly		6,810.12	7,150.62	7,508.15	7,883.58	8,277.77
			Monthly		14,755	15,493	16,268	17,081	17,935
			Annual		177,063	185,916	195,212	204,973	215,222
IMEA	Police Lieutenant	1	Hourly	71	73.4038	77.0740	80.9279	84.9745	89.2231
			Bi-Weekly		5,872.31	6,165.92	6,474.23	6,797.96	7,137.85
			Monthly		12,723	13,360	14,028	14,729	15,465
			Annual		152,680	160,314	168,330	176,747	185,584
IMEA	Project Manager - Construction Compliance	1	Hourly	48	40.7822	42.8212	44.9620	47.2101	49.5707
			Bi-Weekly		3,262.58	3,425.69	3,596.96	3,776.81	3,965.65
			Monthly		7,069	7,422	7,793	8,183	8,592
			Annual		84,827	89,068	93,521	98,197	103,107
IMEA	Project Manager - Mining	0	Hourly	62	57.6236	60.5048	63.5303	66.7067	70.0423
			Bi-Weekly		4,609.88	4,840.38	5,082.42	5,336.54	5,603.38
			Monthly		9,988	10,488	11,012	11,563	12,141
			Annual		119,857	125,850	132,143	138,750	145,688
IMEA	Public Works Maintenance Supervisor	1	Hourly	48	40.7822	42.8212	44.9620	47.2101	49.5707
			Bi-Weekly		3,262.58	3,425.69	3,596.96	3,776.81	3,965.65
			Monthly		7,069	7,422	7,793	8,183	8,592
			Annual		84,827	89,068	93,521	98,197	103,107

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IMEA	Public Works Services Manager	0	Hourly	62	57.6236	60.5048	63.5303	66.7067	70.0423
			Bi-Weekly		4,609.88	4,840.38	5,082.42	5,336.54	5,603.38
			Monthly		9,988	10,488	11,012	11,563	12,141
			Annual		119,857	125,850	132,143	138,750	145,688
IMEA	Recreation Manager	1	Hourly	62	57.6236	60.5048	63.5303	66.7067	70.0423
			Bi-Weekly		4,609.88	4,840.38	5,082.42	5,336.54	5,603.38
			Monthly		9,988	10,488	11,012	11,563	12,141
			Annual		119,857	125,850	132,143	138,750	145,688
IMEA	Recreation Supervisor	2	Hourly	47	39.7865	41.7760	43.8649	46.0582	48.3611
			Bi-Weekly		3,182.92	3,342.08	3,509.19	3,684.65	3,868.88
			Monthly		6,896	7,241	7,603	7,983	8,383
			Annual		82,756	86,894	91,239	95,801	100,591
IMEA	Senior Center Manager	1	Hourly	62	57.6236	60.5048	63.5303	66.7067	70.0423
			Bi-Weekly		4,609.88	4,840.38	5,082.42	5,336.54	5,603.38
			Monthly		9,988	10,488	11,012	11,563	12,141
			Annual		119,857	125,850	132,143	138,750	145,688
IMEA	Senior Finance Analyst	1	Hourly	51	43.9168	46.1125	48.4183	50.8394	53.3813
			Bi-Weekly		3,513.35	3,689.00	3,873.46	4,067.15	4,270.50
			Monthly		7,612	7,993	8,393	8,812	9,253
			Annual		91,347	95,914	100,710	105,746	111,033
IMEA	Senior Human Resources/ Risk Management Analyst	0	Hourly	53	46.1404	48.4476	50.8702	53.4139	56.0846
			Bi-Weekly		3,691.23	3,875.81	4,069.62	4,273.12	4,486.77
			Monthly		7,998	8,398	8,818	9,258	9,721
			Annual		95,972	100,771	105,810	111,101	116,656
IMEA	Senior Management Analyst	0	Hourly	53	46.1404	48.4476	50.8702	53.4139	56.0846
			Bi-Weekly		3,691.23	3,875.81	4,069.62	4,273.12	4,486.77
			Monthly		7,998	8,398	8,818	9,258	9,721
			Annual		95,972	100,771	105,810	111,101	116,656
IMEA	Senior Planner	1	Hourly	55	48.4764	50.9005	53.4457	56.1178	58.9236
			Bi-Weekly		3,878.12	4,072.04	4,275.65	4,489.42	4,713.88
			Monthly		8,403	8,823	9,264	9,727	10,213
			Annual		100,831	105,873	111,167	116,725	122,561

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IPOA	Police Sergeant	6	Hourly	63	59.9524	62.9500	66.0976	69.4024	72.8726
			Bi-Weekly		4,796.19	5,036.00	5,287.81	5,552.19	5,829.81
			Monthly		10,392	10,911	11,457	12,030	12,631
			Annual		124,701	130,936	137,483	144,357	151,575
IPOA	Police Officer	21	Hourly	52	45.6928	47.9774	50.3764	52.8952	55.5399
			Bi-Weekly		3,655.42	3,838.19	4,030.12	4,231.62	4,443.19
			Monthly		7,920	8,316	8,732	9,169	9,627
			Annual		95,041	99,793	104,783	110,022	115,523
IPOA	Police Dispatcher/Clerk	6	Hourly	38	31.3962	32.9659	34.6139	36.3447	38.1620
			Bi-Weekly		2,511.69	2,637.27	2,769.12	2,907.58	3,052.96
			Monthly		5,442	5,714	6,000	6,300	6,615
			Annual		65,304	68,569	71,997	75,597	79,377