



The Dalles City Council  
SUPPLEMENTAL AGENDA

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Regular City Council Meeting  
June 22, 2026  
5:30 p.m.

Item to be removed from the agenda:

**5. PRESENTATIONS/PROCLAMATIONS**

- A. FY 24/25 City Audit Presentation, Sorren CPA, PC.

Items to be added to the agenda:

**11. CONTRACT REVIEW BOARD**

- B. Authorize the City Manager to Execute Change Order No. 2 to Contract No. 2025-014 with Ajax Northwest LLC

**13. ACTION ITEMS**

- C. Proposed Non-Represented Wage Table Adjustment

*All subsequent agenda item numbers and references will be adjusted as necessary to accommodate the listed agenda item removals, additions, or modifications.*

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Amie Ell, City Clerk



## AGENDA STAFF REPORT

### AGENDA ITEM #11B

MEETING DATE: June 22, 2026

TO: Honorable Mayor and City Council

FROM: Joshua Chandler, Community Development Director

SUBJECT: Authorize the City Manager to execute Change Order No. 2 to Contract No. 2025-014 with Ajax Northwest LLC

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**BACKGROUND:** On December 9, 2025, the City entered into a Public Works Agreement with Ajax Northwest LLC (**Ajax**) for construction services associated with the First Street Streetscape Project (**Project**) in the amount of \$4,069,727.00. The Project includes significant streetscape, utility, structural, and pedestrian improvements intended to revitalize the downtown corridor while addressing aging infrastructure and long-standing deficiencies within the public right-of-way.

As construction has progressed, the City has encountered several utility-related conditions requiring additional evaluation and modification of work within the Project corridor. Deteriorated waterline infrastructure and failing valves identified near Union Street and Laughlin Street resulted in additional utility improvements being incorporated into the Project through Change Order No. 1 to reduce future maintenance needs and avoid disruption of completed streetscape improvements.

The City has now encountered a utility conflict adjacent to the First and Court Street intersection involving one of the primary sanitary sewer lines serving the downtown area. This area represents one of the most technically complex portions of the Project due to the presence of an elevated sidewalk structure, subsurface vault area, aging utility infrastructure, and proximity to the historic Baldwin Saloon building. Prior to construction, this location exhibited some of the most significant infrastructure deterioration within the Project limits. The underlying structural elements supporting the sidewalk had experienced substantial degradation over time, resulting in settlement, uneven walking surfaces, and visibly deteriorated conditions.

During earlier phases of project development, geotechnical analysis determined that a structural support system utilizing micropiles would provide the most appropriate long-term solution for reconstruction of the elevated sidewalk while minimizing impacts to the Baldwin Saloon building and reducing the potential for impacts to its foundation.

During construction planning and field evaluation associated with installation of the micropile system, staff and the Project team identified a conflict involving an approximately 100-year-old

clay sanitary sewer main located directly beneath the proposed work area. Installation of the micropiles requires excavation, grading, and operation of heavy construction equipment directly above the existing sewer trench. Based upon field observations and engineering review, the development team determined that the sewer line was vulnerable to damage during construction and that additional protective measures would be necessary before the work could proceed.

The affected sewer line is one of two primary sanitary sewer mains serving the downtown area and conveying wastewater beneath the railroad corridor to the City's wastewater treatment facility. Because the identified conflict and associated protection measures were not anticipated during project design and bidding, the work was not included within the original contract scope. Unlike water infrastructure that can often be isolated by closing valves, this sewer line cannot simply be taken out of service without a functioning bypass. Damage to the sewer main during construction could result in service disruptions, emergency repairs, substantial Project delays, additional public expense, and potential public health and environmental impacts associated with the release of untreated wastewater.

Beginning in March 2026, the development team evaluated multiple alternatives intended to protect the sewer infrastructure while allowing the Project to proceed. Staff also considered longstanding maintenance challenges associated with the downtown sewer system. Portions of the system were constructed more than a century ago using direct pipe-to-pipe connections rather than modern manhole access structures, limiting future rehabilitation and maintenance activities.

After evaluating multiple alternatives, including options requiring extensive sewer replacement and deep engineered shoring systems with estimated costs exceeding \$1 million for shoring alone, staff and the Project team developed a more limited approach intended to protect the existing sewer main while avoiding the substantial excavation and shoring costs associated with the previously evaluated alternatives.

The recommended solution comprises two coordinated components that, together represent a comprehensive approach to protecting one of the City's primary sanitary sewer mains while allowing the Project improvements/construction sequencing near the First and Court Street intersection to timely proceed:

- (1) *Change Order for Manhole Installations*. The first component includes construction activities to be completed through a change order to the existing Ajax contract in the amount of \$364,223.64. That work includes installation of two 72-inch manholes along the existing 27-inch sanitary sewer line in or near Court Street, temporary bypass pumping for the 27-inch sewer, placement of protective steel plating over the sewer main during micropile installation and other heavy construction activities, railroad coordination as applicable, excavation, backfill, restoration, traffic control, and related work necessary to facilitate completion of the improvements adjacent to the First and Court Street intersection.
- (2) *CIPP Lining Rehabilitation*. The second component comprises rehabilitation of the existing 27-inch sanitary sewer trunk line through installation of a cured-in-place pipe (CIPP) liner. Because this work requires specialized equipment and expertise not included within Ajax's contract scope, the lining work would be procured and approved

separately under applicable public contracting requirements. Based on preliminary pricing obtained by staff, the cost of the lining work is estimated to be approximately \$100,000. The lining work is not part of the requested action on Change Order No. 2. The rehabilitated liner would strengthen the existing sewer main, reduce the risk of failure during construction, extend the useful life of the facility, and improve the City's ability to maintain critical wastewater infrastructure serving the downtown area.

Only the Ajax change order and related Contract time extension are before Council in this action. In addition, identification of the sewer conflict, evaluation of alternatives, development of a protection strategy, and completion of the additional work have affected activities on the Project's critical path. Change Order No. 2 therefore includes a 73-calendar-day extension of the Contract Completion Date (from May 1, 2027, to July 13, 2027) as full resolution of the known time impacts associated with this Change Order.

**BUDGET IMPLICATIONS:** Following approval of Change Order No. 1, the Ajax contract increased from \$4,069,727.00 to \$4,207,224.08. Change Order No. 2 would increase that contract by \$364,223.64, from \$4,207,224.08 to \$4,571,447.72. The recommended sewer protection strategy also includes rehabilitation of the existing 27-inch sanitary sewer trunk line through installation of a CIPP liner. Based on preliminary pricing obtained by staff, the lining work is estimated to cost approximately \$100,000. Together, these improvements represent an estimated total project cost increase of approximately \$464,223.64.

Funding is available within the existing *First Street Streetscape Project* budget (Fund 018-2900-000.75-10), subject to completion of the budgeted transfer from the Columbia Gateway Urban Renewal Agency. Available project funding includes remaining 2009 FFCO bond proceeds and the URA has budgeted an additional \$3,200,000 in its Fund 200-6700-000.75-10 for the Project, bringing the total available Project budget to \$6,684,962.

As of July 1, 2025, current Project commitments and expenditures total \$5,438,805.98. This amount includes the Ajax construction contract, KPFF Consulting Engineers project administration and engineering oversight services, AINW archaeological monitoring, SHPO compliance and reporting services, Northern Wasco PUD street lighting improvements, and other project-related costs including railroad coordination, easements, signage, and insurance. Based on current commitments and expenditures, approximately \$1,246,156.02 remains available within the overall Project budget. Following approval of Change Order No. 2 and the anticipated sewer rehabilitation work, approximately \$781,932.38 would remain available within the Project budget

Staff has reviewed current Project commitments, including previously authorized Project expenditures, and determined that sufficient budgetary resources are available within the overall Project budget to cover the proposed Change Order and related sewer rehabilitation work.

**COUNCIL ALTERNATIVES:**

1. **Staff Recommendation: Move to authorize the City Manager to execute Change Order No. 2 to Contract No. 2025-014 with Ajax Northwest LLC in an amount not to exceed \$364,223.64, as presented, and to extend the Contract Completion Date to July 13, 2027.**
2. Approved amendments to then move to authorize the City Manager to execute Change Order No. 2 to Contract No. 2025-014 with Ajax Northwest LLC in an amount not to

exceed \$364,223.64, as amended, and to extend the Contract Completion Date to July 13, 2027.

3. Decline formal action and provide Staff additional direction.

**ATTACHMENTS:**

- Change Order Proposal – Ajax Northwest, First Street Streetscape Project



## CHANGE ORDER PROPOSAL

**Project:** First Street Streetscape Project  
**Project No:** 252012-OR  
**Date:** 6/15/2026

<b>Owner:</b>	<b>COTD</b>
<b>ASI/ASK/RFI:</b>	<b>4</b>
<b>Ajax NW COP:</b>	<b>2</b>

**Description:**

Install 2 72" Manholes along 27" sewer line in Court Street. Bypass the 27" Sewer that extends N/S under railroad. Bypass connection point in the park mh#03BA035SA to mh#03BA011SA. This does not include any assistance for lining the sewer main. This is a Budget.

**LABOR/MATERIAL/EQUIPMENT COST BREAKDOWN:**

Direct Labor Total	1350.00	man hours		\$93,018.60
Material Total				\$52,605.00
Special Services				\$15,580.00
Equipment Total				\$137,050.00
<b>LABOR, MATERIAL, EQUIPMENT, SERVICES SUBTOTAL:</b>				<b>\$ 298,253.60</b>

**MARKUP & FEE BREAKDOWN**

<b>SUBTOTAL BEFORE MARKUP</b>	<b>MARKUP</b>		\$ 298,253.60
Direct Labor Markup	29.00%		\$ 26,975.39
Material Markup	19.00%		\$ 9,994.95
Special Services Markup	19.00%		\$ 2,960.20
Equipment Markup	19.00%		\$ 26,039.50
		<b>Markup Totals:</b>	<b>\$ 65,970.04</b>
Unit Costs	0.00%	<b>Totals:</b>	<b>\$0.00</b>
<b>SUBTOTAL AFTER MARKUP</b>			<b>\$ 364,223.64</b>
<b>CHANGE ORDER TOTAL:</b>			<b>\$364,223.64</b>

AJAX NW	Austin Amon	6/15/2026
Subcontractor	Project Manager	Date
General Contractor	Project Manager	Date

**BREAKDOWN SUMMARY**

Project: First Street Streetscape Project

Project No: 252012-OR

Contractor: **AJAX NW**

COP No: **1**

**1. CRAFT LABOR COSTS**

<b>CRAFT</b>	<b>QUANTITY</b>	<b>UNITS</b>	<b>RATE</b>	<b>EXTENSION</b>
Foreman	180.00	Hours	\$79.88	\$14,378.40
Superintendent	180.00	Hours	\$100.00	\$18,000.00
General Laborer	720.00	Hours	\$59.23	\$42,645.60
Operator	180.00	Hours	\$74.18	\$13,352.40
Truck Driver	90.00	Hours	\$51.58	\$4,642.20
<i>Overtime</i>		<i>Hours</i>		<i>\$0.00</i>
		<b>1. Craft Labor Total</b>		<b>\$93,018.60</b>
<b>2. MATERIAL COSTS</b>		<b>2. Material Total</b>		<b>\$52,605.00</b>
<b>3. EQUIPMENT COSTS</b>		<b>3. Equipment Total</b>		<b>\$137,050.00</b>
<b>5. SPECIAL SERVICES</b>		<b>5. Sub-Sub Total</b>		<b>\$15,580.00</b>
<b>6. UNIT PRICE WORK</b>		<b>6. Unit Price Work</b>		<b>\$0.00</b>
		<b>TOTAL COST</b>		<b>\$298,253.60</b>

**BREAKDOWN SUMMARY**

**First Street Streetscape Project**

**COP No.**

**2**

<b>LABOR BREAKDOWN</b>			<b>Labor Hours</b>	
DESCRIPTION	QUANTITY	UNITS	Hours	EXTENSION
Foreman	180.00	MHS	180.00	\$14,378.40
Supt.	180.00	MHS	180.00	\$18,000.00
General Laborer	720.00	MHS	720.00	\$42,645.60
Operator	180.00	MHS	180.00	\$13,352.40
Truck Driver	90.00	MHS	90.00	\$4,642.20
<b>1350.00 Hours</b>			<b>Direct Labor Subtotal:</b>	<b>\$93,018.60</b>

<b>EQUIPMENT BREAKDOWN</b>				
DESCRIPTION	QUANTITY	UNITS	RATE	EXTENSION
Bypass Pump System 1	1.00	Month	\$55,821.97	\$55,821.97
Bypass Pump System 2	1.00	Month	\$48,500.00	\$48,500.00
Pickup Truck	360.00	HR	\$40.00	\$14,400.00
Excavator	180.00	HR	\$185.00	\$33,300.00
Skid Steer	50.00	HR	\$75.00	\$3,750.00
Loader	90.00	HR	\$150.00	\$13,500.00
Dump Truck	90.00	HR	\$90.00	\$8,100.00
Fuel Tank Rentals/Fuel	1.00	Month	\$5,500.00	\$5,500.00
20' Steel Sheets (Covering pipe for drillers)	20	EA	\$500.00	\$10,000.00
<b>Subtotal Equipment:</b>				<b>\$137,050.00</b>

<b>MATERIAL BREAKDOWN</b>				
DESCRIPTION	QUANTITY	UNITS	COST	EXTENSION
Precast Manholes	1	LSU	\$16,850.00	\$16,850.00
Sewer Materials	1	LSU	\$6,500.00	\$6,500.00
Aggregate 3/4-	1350	TONS	\$16.50	\$22,275.00
Grout	1	LSU	\$1,100.00	\$1,100.00
Concrete	24	CY	\$245.00	\$5,880.00
<b>Subtotal Materials:</b>				<b>\$52,605.00</b>

<b>SPECIAL SERVICES BREAKDOWN</b>				
DESCRIPTION	QUANTITY	UNITS	COST	EXTENSION
DBM Labor Escalation	1	LS	\$3,580.00	\$3,580.00
DH Charles Engineering Consulting	1	LS	\$2,200.00	\$2,200.00
Vac Truck	4	Days	\$2,450.00	\$9,800.00
				\$0.00
<b>Subtotal Subtier Contractors:</b>				<b>\$15,580.00</b>

<b>UNIT PRICE BREAKDOWN</b>				
DESCRIPTION	QUANTITY	UNITS	RATE	EXTENSION
				\$0.00
				\$0.00
<b>Unit Price Subtotal:</b>				<b>\$0.00</b>



## AGENDA STAFF REPORT

### AGENDA ITEM #13B

MEETING DATE: June 22, 2026  
TO: Honorable Mayor and City Council  
FROM: Matthew Klebes, City Manager  
SUBJECT: Proposed Non-Represented Wage Table Adjustment

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**BACKGROUND:** Staff has been reviewing wage classifications and salary relationships across the City's wage table to address areas where organizational responsibilities, reporting relationships, and market conditions have evolved over time. As part of this ongoing work, staff identified a compensation alignment issue involving the Assistant City Manager/Human Resources position. Additional wage table recommendations may be presented to Council later this summer; however, this item is being brought forward separately due to an immediate recruitment need.

On February 10, 2025, the City Council approved a wage table incorporating a new Assistant City Manager/Human Resources position and eliminated the former Human Resources Director position. The purpose of that change was to strengthen the City's human resources function while also creating additional executive-level capacity to support City operations, Council priorities, organizational modernization, and the City Manager's span of supervision.

Since its creation, the position has provided additional organizational capacity, improved executive-level support, and helped distribute management responsibilities across a growing and increasingly complex municipal organization. The position has also supported the City's continued efforts to modernize internal systems, strengthen workplace practices, and provide greater continuity across departments.

As the City's organizational needs continue to evolve, staff recommends further aligning the Assistant City Manager / Human Resources portfolio with the City's current management structure. Specifically, the position is expected to supervise the Finance Director. This adjustment reflects the natural evolution of the Assistant City Manager role and provides better executive oversight of key internal service functions, including Human Resources, Information Technology, Safety/Risk, Facilities, and other assigned areas. This organizational change was noted in the upcoming City budget for FY26/27

However, the current wage classification for the Assistant City Manager / Human Resources position is lower than the wage classification for the Finance Director. If the Assistant City Manager / Human Resources position is expected to supervise the Finance Director, the

position should be placed at a wage level that is at least equal to, and preferably above, the position it supervises. This is important for internal alignment, recruitment competitiveness, organizational clarity, and long-term flexibility.

Staff recommend placing the Assistant City Manager / Human Resources position at **DH1**, with a salary range of \$123,723.91-\$152,164.81 which is an increase of \$6,799.26 at the bottom of the range and \$8,362.23 at the top of the range.

This classification best reflects the executive-level nature of the position and provides the City with maximum flexibility as the Assistant City Manager portfolio continues to evolve. The position may continue to shift over time based on organizational needs, Council priorities, and future assignments made by the City Manager.

A second alternative would be to place the Assistant City Manager / Human Resources position at **DH2**, with a salary range of \$116,533.19 to \$143,321.13. This would align the position with the Finance Director's wage range.

This recommendation is being presented at this time because the current Assistant City Manager/Human Resources has provided notice of resignation. Council action is needed prior to recruitment so that the position can be advertised using the approved classification and salary range. While additional wage table recommendations may be brought forward later as part of the broader review, staff believes this adjustment should be addressed immediately to avoid delaying recruitment.

**BUDGET IMPLICATIONS:** The current Assistant City Manager / Human Resources position is classified at **DH3**, with a salary range of **\$113,519.08 to \$139,614.15**.

Moving the position to **DH1** would increase the salary range to **\$120,120.30 to \$147,732.82**, an increase of **\$6,601.22 at the bottom of the range** and **\$8,118.67 at the top of the range**.

Moving the position to **DH2** would increase the salary range to **\$116,533.19 to \$143,321.13**, an increase of **\$3,014.11 at the bottom of the range** and **\$3,706.98 at the top of the range**.

The actual budget impact will depend on the final hiring range and the timing of recruitment. Sufficient resources are available in the upcoming FY26/27 budget for either option.

**COUNCIL ALTERNATIVES:**

1. **Staff Recommendation: Move to adopt the June 22, 2026, Wage Table adjusting the Assistant City Manager/HR pay range to DH1.**
2. **Move to adopt the June 22, 2026, Wage Table adjusting the Assistant City Manager/HR pay range to DH2.**
3. Decline to adopt any proposed wage table change and provide further direction.

**ATTACHMENTS:**

- Current FY 25/26 Non-Represented Salary Table

Exempt / Non-Union & Management Salary Table

EFFECTIVE DATE: 10/27/2025

Line Code	Job Classification	FY25/26															
		BASE		STEP 1		STEP 2		STEP 3		STEP 4		STEP 5		STEP 6		STEP 7	
		Month	Annual	Month	Annual	Month	Annual	Month	Annual	Month	Annual	Month	Annual	Month	Annual	Month	Annual
DH1	Public Works Director	10,310.33	123,723.91	10,619.64	127,435.63	10,938.22	131,258.70	11,266.37	135,196.46	11,604.36	139,252.35	11,952.49	143,429.92	12,311.07	147,732.82	12,680.40	152,164.81
DH1	Police Chief	10,310.33	123,723.91	10,619.64	127,435.63	10,938.22	131,258.70	11,266.37	135,196.46	11,604.36	139,252.35	11,952.49	143,429.92	12,311.07	147,732.82	12,680.40	152,164.81
DH2	Finance Director	10,002.43	120,029.19	10,302.51	123,630.06	10,611.58	127,338.96	10,929.93	131,159.13	11,257.83	135,093.91	11,595.56	139,146.72	11,943.43	143,321.13	12,301.73	147,620.76
DH3	Assistant City Manager/HR Director	9,743.72	116,924.65	10,036.03	120,432.39	10,337.11	124,045.36	10,647.23	127,766.73	10,966.64	131,599.73	11,295.64	135,547.72	11,634.51	139,614.15	11,983.55	143,802.58
DH3	IT Director	9,743.72	116,924.65	10,036.03	120,432.39	10,337.11	124,045.36	10,647.23	127,766.73	10,966.64	131,599.73	11,295.64	135,547.72	11,634.51	139,614.15	11,983.55	143,802.58
DH4	Community Development Director	9,459.92	113,519.08	9,743.72	116,924.65	10,036.03	120,432.39	10,337.11	124,045.36	10,647.23	127,766.73	10,966.64	131,599.73	11,295.64	135,547.72	11,634.51	139,614.15
DH5		9,184.39	110,212.70	9,459.92	113,519.08	9,743.72	116,924.65	10,036.03	120,432.39	10,337.11	124,045.36	10,647.23	127,766.73	10,966.64	131,599.73	11,295.64	135,547.72
DH6		9,021.96	108,263.56	9,292.62	111,511.46	9,571.40	114,856.81	9,858.54	118,302.51	10,154.30	121,851.59	10,458.93	125,507.13	10,772.70	129,272.35	11,095.88	133,150.52
DH7		8,759.19	105,110.25	9,021.96	108,263.56	9,292.62	111,511.46	9,571.40	114,856.81	9,858.54	118,302.51	10,154.30	121,851.59	10,458.93	125,507.13	10,772.70	129,272.35
DH8	Library Director	8,504.07	102,048.78	8,759.19	105,110.25	9,021.96	108,263.56	9,292.62	111,511.46	9,571.40	114,856.81	9,858.54	118,302.51	10,154.30	121,851.59	10,458.93	125,507.13
DH8	City Clerk/PIO	8,504.07	102,048.78	8,759.19	105,110.25	9,021.96	108,263.56	9,292.62	111,511.46	9,571.40	114,856.81	9,858.54	118,302.51	10,154.30	121,851.59	10,458.93	125,507.13
DH9	Deputy Public Works Director	8,256.37	99,076.46	8,504.06	102,048.75	8,759.18	105,110.22	9,021.96	108,263.52	9,292.62	111,511.43	9,571.40	114,856.77	9,858.54	118,302.48	10,154.30	121,851.55
DH9	Police Captain	8,256.37	99,076.46	8,504.06	102,048.75	8,759.18	105,110.22	9,021.96	108,263.52	9,292.62	111,511.43	9,571.40	114,856.77	9,858.54	118,302.48	10,154.30	121,851.55
DH9	Systems Administrator	8,256.37	99,076.46	8,504.06	102,048.75	8,759.18	105,110.22	9,021.96	108,263.52	9,292.62	111,511.43	9,571.40	114,856.77	9,858.54	118,302.48	10,154.30	121,851.55
MG1	City Engineer	8,015.90	96,190.77	8,256.37	99,076.49	8,504.07	102,048.79	8,759.19	105,110.25	9,021.96	108,263.56	9,292.62	111,511.47	9,571.40	114,856.81	9,858.54	118,302.52
MG1	Water Quality Manager	8,015.90	96,190.77	8,256.37	99,076.49	8,504.07	102,048.79	8,759.19	105,110.25	9,021.96	108,263.56	9,292.62	111,511.47	9,571.40	114,856.81	9,858.54	118,302.52
MG1	Network Administrator	8,015.90	96,190.77	8,256.37	99,076.49	8,504.07	102,048.79	8,759.19	105,110.25	9,021.96	108,263.56	9,292.62	111,511.47	9,571.40	114,856.81	9,858.54	118,302.52
MG2	Water Distribution Manager	7,782.42	93,389.08	8,015.90	96,190.75	8,256.37	99,076.47	8,504.06	102,048.77	8,759.19	105,110.23	9,021.96	108,263.53	9,292.62	111,511.44	9,571.40	114,856.78
MG2	Wastewater Collection Manager	7,782.42	93,389.08	8,015.90	96,190.75	8,256.37	99,076.47	8,504.06	102,048.77	8,759.19	105,110.23	9,021.96	108,263.53	9,292.62	111,511.44	9,571.40	114,856.78
MG2	Transportation Manager	7,782.42	93,389.08	8,015.90	96,190.75	8,256.37	99,076.47	8,504.06	102,048.77	8,759.19	105,110.23	9,021.96	108,263.53	9,292.62	111,511.44	9,571.40	114,856.78
MG2	Regulatory/Admin Manager	7,782.42	93,389.08	8,015.90	96,190.75	8,256.37	99,076.47	8,504.06	102,048.77	8,759.19	105,110.23	9,021.96	108,263.53	9,292.62	111,511.44	9,571.40	114,856.78
MG2	Project Engineer	7,782.42	93,389.08	8,015.90	96,190.75	8,256.37	99,076.47	8,504.06	102,048.77	8,759.19	105,110.23	9,021.96	108,263.53	9,292.62	111,511.44	9,571.40	114,856.78
MG3	Police Sergeant	7,557.45	90,689.35	7,784.17	93,410.03	8,017.69	96,212.33	8,258.23	99,098.70	8,505.97	102,071.67	8,761.15	105,133.82	9,023.99	108,287.83	9,294.71	111,536.47
MG4	Facilities Supervisor	7,335.68	88,028.18	7,555.75	90,669.02	7,782.42	93,389.10	8,015.90	96,190.77	8,256.37	99,076.49	8,504.07	102,048.79	8,759.19	105,110.25	9,021.96	108,263.56
MG5	Economic Development Officer	7,122.02	85,464.25	7,335.68	88,028.18	7,555.75	90,669.03	7,782.42	93,389.10	8,015.90	96,190.77	8,256.37	99,076.49	8,504.07	102,048.79	8,759.19	105,110.25
MG6	Senior Planner	6,914.58	82,974.99	7,122.02	85,464.24	7,335.68	88,028.17	7,555.75	90,669.01	7,782.42	93,389.08	8,015.90	96,190.75	8,256.37	99,076.48	8,504.06	102,048.77
MG7		6,713.19	80,558.26	6,914.58	82,975.00	7,122.02	85,464.25	7,335.68	88,028.18	7,555.75	90,669.03	7,782.42	93,389.10	8,015.90	96,190.77	8,256.37	99,076.49
MG8	Assistant Library Director	6,517.66	78,211.88	6,713.19	80,558.24	6,914.58	82,974.99	7,122.02	85,464.24	7,335.68	88,028.16	7,555.75	90,669.01	7,782.42	93,389.08	8,015.90	96,190.75
MG9	Safety Officer	6,327.82	75,933.88	6,517.66	78,211.90	6,713.19	80,558.25	6,914.58	82,975.00	7,122.02	85,464.25	7,335.68	88,028.18	7,555.75	90,669.02	7,782.42	93,389.09
MG9	Analyst II	6,327.82	75,933.88	6,517.66	78,211.90	6,713.19	80,558.25	6,914.58	82,975.00	7,122.02	85,464.25	7,335.68	88,028.18	7,555.75	90,669.02	7,782.42	93,389.09
OP1		6,143.52	73,722.23	6,327.82	75,933.90	6,517.66	78,211.92	6,713.19	80,558.27	6,914.59	82,975.02	7,122.02	85,464.27	7,335.68	88,028.20	7,555.75	90,669.05
OP2	Dvlmnt Inspctr/Project Mgr	5,964.58	71,574.96	6,143.52	73,722.21	6,327.82	75,933.88	6,517.66	78,211.90	6,713.19	80,558.25	6,914.58	82,975.00	7,122.02	85,464.25	7,335.68	88,028.18
OP2	Associate Planner	5,964.58	71,574.96	6,143.52	73,722.21	6,327.82	75,933.88	6,517.66	78,211.90	6,713.19	80,558.25	6,914.58	82,975.00	7,122.02	85,464.25	7,335.68	88,028.18
OP2	Engineer-In-Training	5,964.58	71,574.96	6,143.52	73,722.21	6,327.82	75,933.88	6,517.66	78,211.90	6,713.19	80,558.25	6,914.58	82,975.00	7,122.02	85,464.25	7,335.68	88,028.18
OP3	Accountant	5,790.86	69,490.27	5,964.58	71,574.97	6,143.52	73,722.22	6,327.82	75,933.89	6,517.66	78,211.91	6,713.19	80,558.26	6,914.58	82,975.01	7,122.02	85,464.26
OP3	Finance Specialist	5,790.86	69,490.27	5,964.58	71,574.97	6,143.52	73,722.22	6,327.82	75,933.89	6,517.66	78,211.91	6,713.19	80,558.26	6,914.58	82,975.01	7,122.02	85,464.26
OP3	Paralegal	5,790.86	69,490.27	5,964.58	71,574.97	6,143.52	73,722.22	6,327.82	75,933.89	6,517.66	78,211.91	6,713.19	80,558.26	6,914.58	82,975.01	7,122.02	85,464.26
OP3	IT Specialist	5,790.86	69,490.27	5,964.58	71,574.97	6,143.52	73,722.22	6,327.82	75,933.89	6,517.66	78,211.91	6,713.19	80,558.26	6,914.58	82,975.01	7,122.02	85,464.26
OP4	Community Development Analyst	5,622.28	67,467.30	5,790.86	69,491.32	5,964.67	71,576.06	6,143.61	73,723.34	6,327.92	75,935.04	6,517.76	78,213.09	6,713.29	80,559.49	6,914.69	82,976.27
OP5		5,458.43	65,501.21	5,622.19	67,466.25	5,790.85	69,490.23	5,964.58	71,574.94	6,143.52	73,722.19	6,327.82	75,933.85	6,517.66	78,211.87	6,713.19	80,558.23
OP6		5,299.45	63,593.43	5,458.44	65,501.23	5,622.19	67,466.27	5,790.85	69,490.26	5,964.58	71,574.96	6,143.52	73,722.21	6,327.82	75,933.88	6,517.66	82,976.27
OP7		5,145.10	61,741.19	5,299.45	63,593.43	5,458.44	65,501.23	5,622.19	67,466.27	5,790.85	69,490.26	5,964.58	71,574.97	6,143.52	73,722.21	6,327.82	75,933.88
OP8	Finance Specialist - Personnel	4,995.24	59,942.89	5,145.10	61,741.18	5,299.45	63,593.42	5,458.43	65,501.22	5,622.19	67,466.26	5,790.85	69,490.24	5,964.58	71,574.95	6,143.52	73,722.20
OP8	Animal Control Officer	4,995.24	59,942.89	5,145.10	61,741.18	5,299.45	63,593.42	5,458.43	65,501.22	5,622.19	67,466.26	5,790.85	69,490.24	5,964.58	71,574.95	6,143.52	73,722.20
OP8	Executive Assistant	4,995.24	59,942.89	5,145.10	61,741.18	5,299.45	63,593.42	5,458.43	65,501.22	5,622.19	67,466.26	5,790.85	69,490.24	5,964.58	71,574.95	6,143.52	73,722.20
OP9	Planning Technician	4,849.75	58,196.97	4,995.24	59,942.88	5,145.10	61,741.17	5,299.45	63,593.40	5,458.43	65,501.21	5,622.19	67,466.24	5,790.85	69,490.23	5,964.58	71,574.94
OP9</																	