



# AGENDA

## CITY COUNCIL SPECIAL MEETING

91136 N Willamette Street

541-682-7852 | [coburgoregon.org](http://coburgoregon.org)

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Tuesday, June 24, 2025 at 6:00 PM

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The public may attend this meeting at City Hall or via Zoom. To participate via Zoom, you must pre-register with the city by 3 PM the day of the meeting. Council meetings are recorded and live-streamed at [www.coburgoregon.org](http://www.coburgoregon.org) (NO registration required). For questions, contact the City Recorder, Sammy Egbert, at [sammy.egbert@ci.coburg.or.us](mailto:sammy.egbert@ci.coburg.or.us) or 541-682-7852.

### CALL THE CITY COUNCIL MEETING TO ORDER

### PLEDGE OF ALLEGIANCE

### ROLL CALL

### MAYOR COMMENTS

### AGENDA REVIEW

### PUBLIC COMMENT (Sign up prior to meeting. Limit 3 minutes.)

### ORDINANCES, RESOLUTIONS AND CONTRACTS

- 1.** **RESOLUTION 2025-07** A RESOLUTION APPROVING THE TRANSFER OF APPROPRIATIONS IN THE FISCAL YEAR 2024-25 BUDGET
- 2.** **RESOLUTION 2025-15** A RESOLUTION AMENDING RESOLUTION 2025-10 AND ADOPTING EXHIBIT AS THE SALARY AND CLASSIFICATION SCHEDULE FOR FISCAL YEAR 2025-26

### CONTRACTS

### COUNCIL ACTION ITEMS

### ADMINISTRATIVE REPORTS

### LIAISON UPDATES AND COUNCIL COMMENTS

### ADJOURNMENT

The City of Coburg will make reasonable accommodations for people with disabilities. Please notify City Recorder 72 hours in advance at 541-682-7852 or [sammy.egbert@ci.coburg.or.us](mailto:sammy.egbert@ci.coburg.or.us).



# Resolution 2025-07

## Authorizing Transfers of Appropriations for FY24-25

| Meeting Date  | Staff Contact                  | Email  |
|---------------|--------------------------------|--|
| June 24, 2025 | Adam Hanks, City Administrator | <a href="mailto:Adam.Hanks@ci.coburg.or.us">Adam.Hanks@ci.coburg.or.us</a> |

### SUMMARY AND REQUESTED COUNCIL ACTION

Staff requests Council consideration and approval of Resolution 2025-07 to ensure budgetary compliance with the transfer of appropriations within each of the City’s four funds. The transfers detailed below and within the draft resolution total \$150,000 in the General Fund, \$15,000 in the Street Fund, \$100,000 in the Water Fund and \$40,000 in the Sewer Fund. No new appropriations are requested or required.

#### Suggested Motion

*I move to adopt Resolution 2025-07, “A Resolution Authorizing the Transfers of appropriations in the City of Coburg’s 2024-2025 Fiscal Year Budget.”*

### BACKGROUND

The annual budget process concludes with Council’s adoption of the budget via a resolution that includes the setting of the property tax rate, its use and the appropriation of funds. Resolution 2024-07 sets appropriations that become the maximum spending authority by assigned appropriation levels.

Monthly Financial Reports are prepared and utilized by both staff and Council to monitor the financial condition of the City throughout the fiscal year. The final two pages of the Monthly Financial Report display the Budgetary Compliance table. As the end of the fiscal year nears, typically in April and May, staff closely monitors monthly expenditures against the appropriation levels and makes necessary operational adjustments as feasible to ensure the expenditure trendline stays below the total appropriation level set in the budget process.

#### Personnel Related Transfers

As the development of the FY26 budget began in earnest, staff identified and notified Council of a staffing expense budgeting error found in the FY25 budget. The expense of a staff position that is allocated across all funds (as part of the cost allocation model) was inadvertently removed from the final position costing data causing actual personnel costs to exceed budget estimates in all four of the City’s funds. This was noted in the monthly financial report review with Council in the February and March Council meetings with an understanding that the budget transfer to address the matter would occur at or near the end of the fiscal year as other, unrelated budget transfers

may arise before the end of the fiscal year and are best addressed as a whole in June as most financial expenditures are known.

Because the calculation error occurred with a staff position with primary allocations to both the water and sewer funds, larger transfers (\$40,000) are requested in those fund versus the general and street funds (\$15,000)

Capital and Operations Related Transfers

**General Fund** – As presented, discussed and approved by Council at its September 24, 2024 Council meeting, the Pavilion Park Phase II improvements bid award exceeded the initial capital budget in the General Fund for this project resulting in a need to transfer \$135,000 from operations to Capital. Grant revenues for FY25 have been booked with approximately \$43,000 to be received in FY26 as retainage for verification of completion of all required grant deliverables as the fountain, a bench and picnic tables remain to receive full grant reimbursement.

**Water Fund** – Several unanticipated major maintenance/repair projects were required to be completed in the second half of the fiscal year which require a \$60,000 transfer from capital to operations to account for the expenditures.

It is important to note that both of these capital/operations transfers are required only because of the budget policy change made when the FY25 budget was developed, presented and adopted. Prior to FY25, the appropriations for the operations and maintenance budget and the capital budget were combined which allowed funds to be moved between operations and capital without the need for Council approval of budget transfers. The objective of the policy change was to clearly delineate annual operating costs from capital costs as each are calculated and funded differently within the City’s rate models and only capital expenditures relate to loans/grants/debt service.

**RECOMMENDATION**

Staff recommends Council approval of the budget transfers to maintain compliance with Oregon budget law and ensure that the City’s financials accurately reflect the use of funds for FY25.

**BUDGET / FINANCIAL IMPACT**

The budget transfers proposed will have an impact on the estimated beginning fund balances (carry forward) in the recently adopted FY26 Budget, but provide Council and staff with an accurate baseline to further plan and implement strategies to “recover” from the capital investments made in the park system over the past four years with the expansion of Pavilion Park.

**PUBLIC INVOLVEMENT**

As noted above, both the staffing and the capital transfer needs have been highlighted by staff to Council in a number of prior meetings in monthly financial statement review and in Parks and Water Fund bid award deliberations.

**NEXT STEPS**

Upon approval, staff will make the transfers within the City's general ledger software and will begin the process of balancing/closing the final month of the fiscal year (June) and concurrently close FY25 to prepare for the FY25 audit that is currently scheduled to begin August 14.

**ATTACHMENTS**

1. Draft Resolution 2025-07

**RESOLUTION 2025-07**

**A RESOLUTION AUTHORIZING THE TRANSFER OF APPROPRIATIONS IN THE CITY OF COBURG'S 2024-2025 FISCAL YEAR BUDGET.**

**WHEREAS**, The City of Coburg adopted the FY24-25 Budget on June 11, 2024; and

**WHEREAS**, The City of Coburg is authorized by ORS 294.463 Budget Transfers for one or more of the following reasons:

- 1) An occurrence or condition which had not been ascertained at the time of preparation of a budget for the current year which requires a change in financial planning.
- 2) A pressing necessity which was not foreseen at the time of the preparation of the budget for the current year which requires prompt action
- 3) Funds were made available by another unit of federal, state or local government and the availability of such funds could not have been ascertained at the time of the preparation of the budget for the current year.

**WHEREAS**, monitoring of expenditures by staff identified a personnel calculation error impacting expenditures in the General Fund, Street Fund, Water Fund and Wastewater Fund that are estimated to exceed existing appropriation levels; and

**WHEREAS**, unanticipated costs in both capital projects and operations and maintenance impacted expenditures in the General and Water Funds; and

**WHEREAS**, it is necessary to increase appropriations for those expenditures in the FY24-25 budget to ensure budgetary compliance for the projected required operational expenditures.

**THE CITY OF COBURG RESOLVES AS FOLLOWS:**

**Section 1.** The City authorizes the transfers of appropriations in the 2024-25 fiscal year budget as stated below:

|                                | Transfers         |                   |
|--------------------------------|-------------------|-------------------|
|                                | Appropriation     | Resources         |
| <b>General Fund</b>            |                   |                   |
| Facility Management Department | 15,000.00         |                   |
| Parks (Public Works)           | 135,000.00        |                   |
| Police Department              |                   | 100,000.00        |
| General Fund Contingency       |                   | 50,000.00         |
| <b>TOTAL GENERAL FUND</b>      | <b>150,000.00</b> | <b>150,000.00</b> |
| <b>Street Fund</b>             |                   |                   |
| Administration Department      | 15,000.00         |                   |
| Street Fund Contingency        |                   | 15,000.00         |
| <b>TOTAL STREET FUND</b>       | <b>15,000.00</b>  | <b>15,000.00</b>  |
| <b>Water Fund</b>              |                   |                   |
| Administration Department      | 40,000.00         |                   |
| Public Works Department        | 60,000.00         |                   |
| Capital                        |                   | 60,000.00         |
| Water Fund Contingency         |                   | 40,000.00         |
| <b>TOTAL WATER FUND</b>        | <b>100,000.00</b> | <b>100,000.00</b> |
| <b>Sewer Fund</b>              |                   |                   |
| Administration Department      | 40,000.00         |                   |
| Sewer Fund Contingency         |                   | 40,000.00         |
| <b>TOTAL SEWER FUND</b>        | <b>40,000.00</b>  | <b>40,000.00</b>  |

**Section 2.** This Resolution takes effect immediately upon approval.

**Adopted** by the **City Council** of the **City of Coburg**, Oregon, by a vote of \_\_\_ for and \_\_\_ against, this 24<sup>th</sup> day of June, 2025.

\_\_\_\_\_  
Nancy Bell, Mayor

ATTEST: \_\_\_\_\_  
Sammy L. Egbert, City Recorder



## Resolution 2025-15 Amending Resolution 2025-10 and Adopting Exhibit A as the Salary and Classification Schedule for FY2025-26

| Meeting Date  | Staff Contact                  | Email  |
|---------------|--------------------------------|--|
| June 24, 2025 | Adam Hanks, City Administrator | <a href="mailto:Adam.Hanks@ci.coburg.or.us">Adam.Hanks@ci.coburg.or.us</a> |

### SUMMARY AND REQUESTED COUNCIL ACTION

At its June 10, 2025, Council meeting, Council adopted Resolution 2025-10 as presented by staff. The salary schedule attached as Exhibit A to Resolution 2025-10 was an inaccurate, outdated version attached by staff in error. Resolution 2025-15 rectifies this staff error by inclusion of the accurate and current salary schedule that was utilized in the development of the FY26 budget and contains a 2.77% cost of living adjustment from the prior salary schedule adopted by Council on July 9, 2024.

### Suggested Motion

*I move to approve Resolution 2025-15, titled “A Resolution Amending Resolution 2025-10 and Adopting Exhibit A as the Salary and Classification Schedule for Fiscal Year 2025-26.”*

### BACKGROUND

The proposed salary schedule cost of living adjustment (COLA) is intended to ensure the existing salary schedule maintains relative competitiveness within the regional workforce market over time providing for employee compensation adjustments that accurately take inflationary impacts into account.

The use of a CPI as the basis for proposed salary schedule adjustments maintains the integrity of the salary schedule which aids in both employee retention as well as recruitment.

### RECOMMENDATION

Staff recommends approval of the COLA adjusted salary schedule as presented.

**BUDGET / FINANCIAL IMPACT**

Total personnel costs over the prior three years and the FY26 proposed are as follows:

|      |                            |
|------|----------------------------|
| FY23 | \$1,916,340                |
| FY24 | \$2,100,984                |
| FY25 | \$2,010,616 (EOY estimate) |
| FY26 | \$2,169,450 (Proposed)     |

Increases to the City’s PERS rates, a two-year rate lock, created a significant increase in personnel costs, with the general fund taking the largest component of that increase. Increases in healthcare costs and a prior year staffing budget error (see FY25 budget adjustment) contribute to the total personnel increases, along with the proposed 2.77% COLA.

While staffing costs continue to rise at challenging rates, the City’s investment in its staffing is critical to the continued operation of the organization and its myriad of regulation-heavy workloads across all Departments, programs, functions, and tasks.

**PUBLIC INVOLVEMENT**

The proposed salary schedule adjustment has been presented and discussed by the Budget Committee in its two public meetings (April 15<sup>th</sup> and 29<sup>th</sup>).

**NEXT STEPS**

If approved, staff will complete the data entry required in the City’s payroll software to implement the adjustments with an effective date of July 1, 2025.

**ATTACHMENTS**

- 1. Draft Resolution 2025-15

**RESOLUTION 2025-15**

**A RESOLUTION AMENDING RESOLUTION 2025-10 AND ADOPTING THE REVISED EXHIBIT A AS THE SALARY AND CLASSIFICATION SCHEDULE FOR FY 2025-26.**

**Whereas**, on June 10, 2025, Coburg City Council adopted Resolution 2025-10, a resolution adopting the salary and classification schedule for fiscal year 2025-26;

**Whereas**, the salary and classification schedule attached to resolution 2025-10 as “Exhibit A” was outdated and inaccurate; and

**Whereas**, it is advisable to amend resolution 2025-10 by replacing “Exhibit A” with Exhibit A as amended”; and

**Whereas**, “Exhibit A as amended” is the document used in the development of the FY 2025-26 Budget.

**THE CITY OF COBURG RESOLVES AS FOLLOWS:**

**Section 1.** The official salary and classification schedule for Fiscal Year 2025-26 is adopted as shown in Exhibit A.

**Section 2.** Resolution 2025-10 “Exhibit A” will be replaced with “Exhibit A as amended” by resolution 2025-15.

**Section 3.** This Resolution is effective June 24, 2025.

**Adopted** by the **City Council** of the **City of Coburg**, Oregon by vote of \_\_\_ for and \_\_\_ against this 10<sup>th</sup> day of June, 2025.

\_\_\_\_\_  
Nancy Bell, Mayor

ATTEST: \_\_\_\_\_  
Sammy L. Egbert, City Recorder



**Salary and Classification Schedule  
Resolution 2025-15  
FY 2025-26 Proposed  
CPI - W 2.77%**

| Step  | 1                   | 2       | 3       | 4       | 5       | 6       | 7       | 8       | 9       | 10      | 11      | 12      | 13      | 14      |
|---|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| <b>Administration</b>   |                     |         |         |         |         |         |         |         |         |         |         |         |         |         |
| <b>City Administrator</b>   | Negotiated Contract |         |         |         |         |         |         |         |         |         |         |         |         |         |
| <i>Exempt - Supervisor</i>  |                     |         |         |         |         |         |         |         |         |         |         |         |         |         |
| <b>Finance Director</b>   | 40.61               | 41.42   | 42.25   | 43.09   | 43.95   | 44.83   | 45.73   | 46.64   | 47.58   | 48.53   | 49.50   | 50.49   | 51.50   | 52.53   |
| <i>Exempt</i>   | 84,462              | 86,151  | 87,874  | 89,632  | 91,424  | 93,253  | 95,118  | 97,020  | 98,961  | 100,940 | 102,959 | 105,018 | 107,118 | 109,261 |
| <b>Accountant</b>   | 24.17               | 24.66   | 25.15   | 25.65   | 26.17   | 26.69   | 27.22   | 27.77   | 28.32   | 28.89   | 29.47   | 30.06   | 30.66   | 31.27   |
| <i>Non-Exempt</i>   | 50,280              | 51,285  | 52,311  | 53,357  | 54,424  | 55,513  | 56,623  | 57,756  | 58,911  | 60,089  | 61,291  | 62,517  | 63,767  | 65,042  |
| <b>City Recorder/Executive Assistant to CA &amp; City Council</b> | 40.61               | 41.42   | 42.25   | 43.09   | 43.95   | 44.83   | 45.73   | 46.64   | 47.58   | 48.53   | 49.50   | 50.49   | 51.50   | 52.53   |
| <i>Exempt - Supervisor</i>  | 84,462              | 86,151  | 87,874  | 89,632  | 91,424  | 93,253  | 95,118  | 97,020  | 98,961  | 100,940 | 102,959 | 105,018 | 107,118 | 109,261 |
| <b>Utility Billing Specialist</b>                                 | 23.70               | 24.17   | 24.65   | 25.15   | 25.65   | 26.16   | 26.68   | 27.22   | 27.76   | 28.32   | 28.88   | 29.46   | 30.05   | 30.65   |
| <i>Non-Exempt</i>   | 49,286              | 50,272  | 51,277  | 52,303  | 53,349  | 54,416  | 55,504  | 56,614  | 57,746  | 58,901  | 60,079  | 61,281  | 62,507  | 63,757  |
| <b>Administrative/Department Specialist</b>                       | 21.13               | 21.55   | 21.98   | 22.42   | 22.87   | 23.32   | 23.79   | 24.27   | 24.75   | 25.25   | 25.75   | 26.27   | 26.79   | 27.33   |
| <i>Non-Exempt</i>   | 43,942              | 44,821  | 45,718  | 46,632  | 47,565  | 48,516  | 49,486  | 50,476  | 51,485  | 52,515  | 53,565  | 54,637  | 55,730  | 56,844  |
| <b>Administrative Assistant 2</b>                                 | 20.39               | 20.80   | 21.22   | 21.64   | 22.07   | 22.52   | 22.97   | 23.43   | 23.89   | 24.37   | 24.86   | 25.36   | 25.86   | 26.38   |
| <i>Non-Exempt</i>   | 42,419              | 43,267  | 44,132  | 45,015  | 45,915  | 46,834  | 47,770  | 48,726  | 49,700  | 50,694  | 51,708  | 52,742  | 53,797  | 54,873  |
| <b>Administrative Assistant 1</b>                                 | 19.23               | 19.61   | 20.00   | 20.40   | 20.81   | 21.23   | 21.65   | 22.08   | 22.53   | 22.98   | 23.44   | 23.90   | 24.38   | 24.87   |
| <i>Non-Exempt</i>   | 39,990              | 40,790  | 41,605  | 42,437  | 43,286  | 44,152  | 45,035  | 45,936  | 46,854  | 47,791  | 48,747  | 49,722  | 50,717  | 51,731  |
| <b>Administrative Assistant - Temporary</b>                       | 15.52               | 15.83   | 16.15   | 16.47   | 16.80   | 17.14   | 17.48   | 17.83   | 18.19   | 18.55   | 18.92   | 19.30   | 19.68   | 20.08   |
| <i>Non-Exempt</i>   | 32,283              | 32,929  | 33,588  | 34,259  | 34,944  | 35,643  | 36,356  | 37,083  | 37,825  | 38,581  | 39,353  | 40,140  | 40,943  | 41,762  |
| <b>Court</b>  |                     |         |         |         |         |         |         |         |         |         |         |         |         |         |
| <b>Court Administrator</b>  | 31.21               | 31.84   | 32.47   | 33.12   | 33.78   | 34.46   | 35.15   | 35.85   | 36.57   | 37.30   | 38.05   | 38.81   | 39.58   | 40.38   |
| <i>Exempt</i>   | 64,920              | 66,218  | 67,543  | 68,893  | 70,271  | 71,677  | 73,110  | 74,572  | 76,064  | 77,585  | 79,137  | 80,720  | 82,334  | 83,981  |
| <b>Police</b>   |                     |         |         |         |         |         |         |         |         |         |         |         |         |         |
| <b>Police Chief</b>   | 47.82               | 48.77   | 49.75   | 50.74   | 51.76   | 52.79   | 53.85   | 54.92   | 56.02   | 57.14   | 58.29   | 59.45   | 60.64   | 61.85   |
| <i>Exempt - Supervisor</i>  | 99,455              | 101,445 | 103,473 | 105,543 | 107,654 | 109,807 | 112,003 | 114,243 | 116,528 | 118,858 | 121,236 | 123,660 | 126,134 | 128,656 |
| <b>Police Sargent</b>   | 39.63               | 40.42   | 41.23   | 42.06   | 42.90   | 43.75   | 44.63   | 45.52   | 46.43   | 47.36   | 48.31   | 49.27   | 50.26   | 51.27   |
| <i>Non-Exempt - Supervisor</i>                                    | 82,431              | 84,079  | 85,761  | 87,476  | 89,225  | 91,010  | 92,830  | 94,687  | 96,580  | 98,512  | 100,482 | 102,492 | 104,542 | 106,633 |
| <b>Police Officer 1</b>   | 30.63               | 31.24   | 31.86   | 32.50   | 33.15   | 33.82   | 34.49   | 35.18   | 35.89   | 36.60   | 37.33   | 38.08   | 38.84   | 39.62   |
| <i>Non-Exempt</i>   | 63,705              | 64,979  | 66,279  | 67,605  | 68,957  | 70,336  | 71,743  | 73,177  | 74,641  | 76,134  | 77,656  | 79,210  | 80,794  | 82,410  |
| <b>Police Department Technician</b>                               | 25.32               | 25.83   | 26.34   | 26.87   | 27.41   | 27.95   | 28.51   | 29.08   | 29.67   | 30.26   | 30.86   | 31.48   | 32.11   | 32.75   |
| <i>Non-Exempt</i>   | 52,665              | 53,718  | 54,792  | 55,888  | 57,006  | 58,146  | 59,309  | 60,495  | 61,705  | 62,939  | 64,198  | 65,482  | 66,791  | 68,127  |
| <b>Reserve Officer</b>  | 21.15               | 21.57   | 22.00   | 22.44   | 22.89   | 23.35   | 23.82   | 24.29   | 24.78   | 25.27   | 25.78   | 26.29   | 26.82   | 27.36   |
| <i>On-Call officer only (50 hours PY)</i>                         | 0.00                | 44,866  | 45,764  | 46,679  | 47,612  | 48,565  | 49,536  | 50,527  | 51,537  | 52,568  | 53,619  | 54,692  | 55,786  | 56,901  |
| <b>Planning</b>   |                     |         |         |         |         |         |         |         |         |         |         |         |         |         |
| <b>Planner/Development Director</b>                               | 33.47               | 34.14   | 34.82   | 35.52   | 36.23   | 36.96   | 37.70   | 38.45   | 39.22   | 40.00   | 40.80   | 41.62   | 42.45   | 43.30   |
| <i>Non-Exempt</i>   | 69,623              | 71,016  | 72,436  | 73,885  | 75,362  | 76,870  | 78,407  | 79,975  | 81,575  | 83,206  | 84,870  | 86,568  | 88,299  | 90,065  |
| <b>Staff Planner/Development</b>                                  | 24.77               | 25.26   | 25.77   | 26.28   | 26.81   | 27.35   | 27.89   | 28.45   | 29.02   | 29.60   | 30.19   | 30.80   | 31.41   | 32.04   |
| <i>Non-Exempt</i>   | 51,516              | 52,547  | 53,598  | 54,670  | 55,763  | 56,878  | 58,016  | 59,176  | 60,360  | 61,567  | 62,798  | 64,054  | 65,335  | 66,642  |
| <b>Public Works</b>   |                     |         |         |         |         |         |         |         |         |         |         |         |         |         |
| <b>Public Works Director</b>                                      | 41.08               | 41.91   | 42.74   | 43.60   | 44.47   | 45.36   | 46.27   | 47.19   | 48.14   | 49.10   | 50.08   | 51.08   | 52.11   | 53.15   |
| <i>Exempt - Supervisor</i>  | 85,466              | 87,165  | 88,908  | 90,686  | 92,500  | 94,350  | 96,237  | 98,162  | 100,125 | 102,127 | 104,170 | 106,253 | 108,378 | 110,546 |
| <b>Public Works Supervisor</b>                                    | 30.63               | 31.24   | 31.86   | 32.50   | 33.15   | 33.82   | 34.49   | 35.18   | 35.89   | 36.60   | 37.33   | 38.08   | 38.84   | 39.62   |
| <i>Exempt - Supervisor</i>  | 63,705              | 64,979  | 66,279  | 67,605  | 68,957  | 70,336  | 71,743  | 73,177  | 74,641  | 76,134  | 77,656  | 79,210  | 80,794  | 82,410  |
| <b>Public Works Operator 3</b>                                    | 27.26               | 27.81   | 28.36   | 28.93   | 29.51   | 30.10   | 30.70   | 31.32   | 31.94   | 32.58   | 33.23   | 33.90   | 34.58   | 35.27   |
| <i>Non-Exempt</i>   | 56,705              | 57,840  | 58,996  | 60,176  | 61,380  | 62,607  | 63,860  | 65,137  | 66,440  | 67,768  | 69,124  | 70,506  | 71,916  | 73,355  |
| <b>Public Works Operator 2</b>                                    | 23.89               | 24.36   | 24.85   | 25.35   | 25.86   | 26.37   | 26.90   | 27.44   | 27.99   | 28.55   | 29.12   | 29.70   | 30.29   | 30.90   |
| <i>Non-Exempt</i>   | 49,684              | 50,677  | 51,691  | 52,725  | 53,779  | 54,855  | 55,952  | 57,071  | 58,212  | 59,376  | 60,564  | 61,775  | 63,011  | 64,271  |
| <b>Public Works Operator 1</b>                                    | 21.32               | 21.74   | 22.18   | 22.62   | 23.07   | 23.54   | 24.01   | 24.49   | 24.98   | 25.48   | 25.99   | 26.51   | 27.04   | 27.58   |
| <i>Non-Exempt</i>   | 44,340              | 45,227  | 46,131  | 47,054  | 47,995  | 48,955  | 49,934  | 50,932  | 51,951  | 52,990  | 54,050  | 55,131  | 56,234  | 57,358  |
| <b>Public Works Seasonal Worker</b>                               | 15.52               | 15.83   | 16.15   | 16.47   | 16.80   | 17.14   | 17.48   | 17.83   | 18.19   | 18.55   | 18.92   | 19.30   | 19.68   | 20.08   |
| <i>Non-Exempt</i>   | 32,283              | 32,929  | 33,588  | 34,259  | 34,944  | 35,643  | 36,356  | 37,083  | 37,825  | 38,581  | 39,353  | 40,140  | 40,943  | 41,762  |