

RESOLUTION NO. 25-03-049

**A RESOLUTION APPROVING PUBLIC PROFESSIONAL AND
MAINTENANCE EMPLOYEES LOCAL UNION 2003, IUPAT POLICE,
MEMORANDUM OF AGREEMENT**

WHEREAS, the labor agreement negotiated with the Public Professional and Maintenance Employees Local Union 2003, IUPAT Police, establishes work rules that provide for orderly operations and promote harmonious relationships between the employer and its employees; and

WHEREAS, Article 28, Section B., of the current collective bargaining agreement, effective July 1, 2022, through June 30, 2027, specifies an Agreement Reopener, to establish wages for years and four of five (FY 2026 and FY 2027) of the agreement; and

NOW, THEREFORE, BE IT RESOLVED that the attached memorandum of agreement provides for a negotiated wage increase and new step schedule to be effective July 1, 2025, and successive years of the current collective bargaining agreement.

PASSED AND APPROVED by the City Council of the City of Fort Dodge, Iowa, this 10th day of March 2025.

Ayes: Flattery, Nelson, Secor, McCaleb, Alstott, and Schuur


Nays: None

Other: Absent: Crimmins

City of Fort Dodge, Iowa


Matt Bemrich, Mayor

Attest:


Dawn Siebken, City Clerk

Memorandum of Agreement
Between the
City of Fort Dodge
and the
PPME Local 2003, District 81, IUPAT

This Memorandum of Agreement (hereinafter “Agreement”) is entered into by and between the City of Fort Dodge, IA (hereinafter “City”) and PPME Local 2003 (hereinafter “Union”). The current collective bargaining agreement between the City of Fort Dodge and PPME Local 2003, effective July 1, 2022, through June 30, 2027, specifies under Article 28 reopening for base wages only (Exhibit A) in years four and five (FY 2026–2027).

This Memorandum of Agreement (MOA) covers the following provisions, which will be effective from July 1, 2025, through June 30, 2027:

- 1) A new step schedule.
- 2) An adjusted salary matrix that provides a 5% increase between steps (Exhibit B).
- 3) Cost of living increases.

The parties agree to the following language for Exhibit A.

Advancement through the steps in each pay grade shall be as follows:

Probationary Police Officer/Non-Certified – one year at Grade 20/A.

Probationary Certified Officer – one year at Grade 21/A.

Non-Probationary/Certified Probationary:

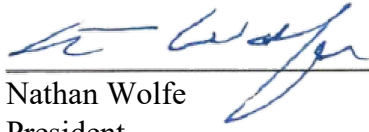
- a) One (1) year in Step A
- b) One (1) year in Step B
- c) Two (2) years in Step C
- d) Two (2) years in Step D
- e) Two (2) years in Step E

Cost of Living increases across the board for all employees in the Bargaining Unit beginning with:

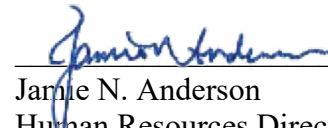
7/1/2025 – 1%
7/1/2026 – 1.5%
1/1/2027 – 1.5%

All other language in the current Agreement remains the same.

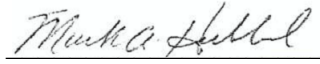
This MOA shall take effect July 1, 2025, through June 30, 2027.



Nathan Wolfe 4/2/2025
President Date
IUPAT, Local 2003



Jamie N. Anderson 4/1/2025
Human Resources Director Date
City of Fort Dodge



Mark Hubbard 4-1-25
Union Business Representative Date

84 hours per pay period

1% Increase

Hourly rate times 84 equals biweekly rate

Hourly rate times 2184 equals annual rate

Exhibit B
SALARY SCHEDULE

Police
7/1/2025

GRADE		A	B	C	D	E	F
19	Annual	\$59,186.40	\$62,134.80	\$65,257.92	\$68,512.08	\$71,940.96	\$75,544.56
	Bi-Weekly	\$2,276.40	\$2,389.80	\$2,509.92	\$2,635.08	\$2,766.96	\$2,905.56
	Hourly	\$27.10	\$28.45	\$29.88	\$31.37	\$32.94	\$34.59
20	Annual	\$62,134.80	\$65,257.92	\$68,512.08	\$71,940.96	\$75,522.72	\$79,322.88
	Bi-Weekly	\$2,389.80	\$2,509.92	\$2,635.08	\$2,766.96	\$2,904.72	\$3,050.88
	Hourly	\$28.45	\$29.88	\$31.37	\$32.94	\$34.58	\$36.32
20 + 1/2 STEP CERTIFICATE (20C)	Annual	\$63,707.28	\$66,874.08	\$70,237.44	\$73,731.84	\$77,422.80	\$81,310.32
	Bi-Weekly	\$2,450.28	\$2,572.08	\$2,701.44	\$2,835.84	\$2,977.80	\$3,127.32
	Hourly	\$29.17	\$30.62	\$32.16	\$33.76	\$35.45	\$37.23
20 + FULL STEP ASSOCIATES (20A)	Annual	\$65,257.92	\$68,512.08	\$71,940.96	\$75,522.72	\$79,322.88	\$83,275.92
	Bi-Weekly	\$2,509.92	\$2,635.08	\$2,766.96	\$2,904.72	\$3,050.88	\$3,202.92
	Hourly	\$29.88	\$31.37	\$32.94	\$34.58	\$36.32	\$38.13
20 + 1 1/2 STEP BACHELORS (20B)	Annual	\$66,786.72	\$70,150.08	\$73,644.48	\$77,335.44	\$81,201.12	\$85,263.36
	Bi-Weekly	\$2,568.72	\$2,698.08	\$2,832.48	\$2,974.44	\$3,123.12	\$3,279.36
	Hourly	\$30.58	\$32.12	\$33.72	\$35.41	\$37.18	\$39.04
21	Annual	\$65,257.92	\$68,512.08	\$71,940.96	\$75,522.72	\$79,322.88	\$83,275.92
	Bi-Weekly	\$2,509.92	\$2,635.08	\$2,766.96	\$2,904.72	\$3,050.88	\$3,202.92
	Hourly	\$29.88	\$31.37	\$32.94	\$34.58	\$36.32	\$38.13
21 + 1/2 STEP CERTIFICATE (21C)	Annual	\$66,874.08	\$70,237.44	\$73,731.84	\$77,422.80	\$81,310.32	\$85,372.56
	Bi-Weekly	\$2,572.08	\$2,701.44	\$2,835.84	\$2,977.80	\$3,127.32	\$3,283.56
	Hourly	\$30.62	\$32.16	\$33.76	\$35.45	\$37.23	\$39.09
21 + FULL STEP ASSOCIATES (21A)	Annual	\$68,512.08	\$71,940.96	\$75,522.72	\$79,322.88	\$83,275.92	\$87,447.36
	Bi-Weekly	\$2,635.08	\$2,766.96	\$2,904.72	\$3,050.88	\$3,202.92	\$3,363.36
	Hourly	\$31.37	\$32.94	\$34.58	\$36.32	\$38.13	\$40.04
21 + 1 1/2 STEP BACHELORS (21B)	Annual	\$70,150.08	\$73,644.48	\$77,335.44	\$81,201.12	\$85,263.36	\$89,522.16
	Bi-Weekly	\$2,698.08	\$2,832.48	\$2,974.44	\$3,123.12	\$3,279.36	\$3,443.16
	Hourly	\$32.12	\$33.72	\$35.41	\$37.18	\$39.04	\$40.99
22	Annual	\$68,512.08	\$71,940.96	\$75,522.72	\$79,322.88	\$83,275.92	\$87,447.36
	Bi-Weekly	\$2,635.08	\$2,766.96	\$2,904.72	\$3,050.88	\$3,202.92	\$3,363.36
	Hourly	\$31.37	\$32.94	\$34.58	\$36.32	\$38.13	\$40.04
22 + 1/2 STEP CERTIFICATE (22C)	Annual	\$70,237.44	\$73,710.00	\$77,422.80	\$81,310.32	\$85,372.56	\$89,631.36
	Bi-Weekly	\$2,701.44	\$2,835.00	\$2,977.80	\$3,127.32	\$3,283.56	\$3,447.36
	Hourly	\$32.16	\$33.75	\$35.45	\$37.23	\$39.09	\$41.04

22 + FULL STEP ASSOCIATES (22A)	Annual	\$71,940.96	\$75,522.72	\$79,322.88	\$83,275.92	\$87,447.36	\$91,771.68
	Bi-Weekly	\$2,766.96	\$2,904.72	\$3,050.88	\$3,202.92	\$3,363.36	\$3,529.68
	Hourly	\$32.94	\$34.58	\$36.32	\$38.13	\$40.04	\$42.02
22 + 1 1/2 STEP BACHELORS (22B)	Annual	\$73,644.48	\$77,335.44	\$81,201.12	\$85,263.36	\$89,522.16	\$93,999.36
	Bi-Weekly	\$2,832.48	\$2,974.44	\$3,123.12	\$3,279.36	\$3,443.16	\$3,615.36
	Hourly	\$33.72	\$35.41	\$37.18	\$39.04	\$40.99	\$43.04
23 + 1/2 STEP CERTIFICATE (23C)	Annual	\$71,940.96	\$75,522.72	\$79,322.88	\$83,275.92	\$87,447.36	\$91,771.68
	Bi-Weekly	\$2,766.96	\$2,904.72	\$3,050.88	\$3,202.92	\$3,363.36	\$3,529.68
	Hourly	\$32.94	\$34.58	\$36.32	\$38.13	\$40.04	\$42.02
23 + 1/2 STEP CERTIFICATE (23C)	Annual	\$73,731.84	\$77,422.80	\$81,310.32	\$85,372.56	\$89,631.36	\$94,108.56
	Bi-Weekly	\$2,835.84	\$2,977.80	\$3,127.32	\$3,283.56	\$3,447.36	\$3,619.56
	Hourly	\$33.76	\$35.45	\$37.23	\$39.09	\$41.04	\$43.09
23 + FULL STEP ASSOCIATES (23A)	Annual	\$75,522.72	\$79,322.88	\$83,275.92	\$87,447.36	\$91,771.68	\$96,401.76
	Bi-Weekly	\$2,904.72	\$3,050.88	\$3,202.92	\$3,363.36	\$3,529.68	\$3,707.76
	Hourly	\$34.58	\$36.32	\$38.13	\$40.04	\$42.02	\$44.14
23 + 1 1/2 STEP BACHELORS (23B)	Annual	\$77,335.44	\$81,201.12	\$85,263.36	\$89,522.16	\$93,999.36	\$98,716.80
	Bi-Weekly	\$2,974.44	\$3,123.12	\$3,279.36	\$3,443.16	\$3,615.36	\$3,796.80
	Hourly	\$35.41	\$37.18	\$39.04	\$40.99	\$43.04	\$45.20
24 + 1/2 STEP CERTIFICATE (24C)	Annual	\$75,522.72	\$79,322.88	\$83,275.92	\$87,447.36	\$91,771.68	\$96,401.76
	Bi-Weekly	\$2,904.72	\$3,050.88	\$3,202.92	\$3,363.36	\$3,529.68	\$3,707.76
	Hourly	\$34.58	\$36.32	\$38.13	\$40.04	\$42.02	\$44.14
24 + 1/2 STEP CERTIFICATE (24C)	Annual	\$77,422.80	\$81,310.32	\$85,372.56	\$89,631.36	\$94,108.56	\$98,826.00
	Bi-Weekly	\$2,977.80	\$3,127.32	\$3,283.56	\$3,447.36	\$3,619.56	\$3,801.00
	Hourly	\$35.45	\$37.23	\$39.09	\$41.04	\$43.09	\$45.25
24 + FULL STEP ASSOCIATES (24A)	Annual	\$79,322.88	\$83,275.92	\$87,447.36	\$91,771.68	\$96,401.76	\$101,228.40
	Bi-Weekly	\$3,050.88	\$3,202.92	\$3,363.36	\$3,529.68	\$3,707.76	\$3,893.40
	Hourly	\$36.32	\$38.13	\$40.04	\$42.02	\$44.14	\$46.35
24 + 1 1/2 STEP BACHELORS (24B)	Annual	\$81,201.12	\$85,263.36	\$89,522.16	\$93,999.36	\$98,716.80	\$103,630.80
	Bi-Weekly	\$3,123.12	\$3,279.36	\$3,443.16	\$3,615.36	\$3,796.80	\$3,985.80
	Hourly	\$37.18	\$39.04	\$40.99	\$43.04	\$45.20	\$47.45
25	Annual	\$79,322.88	\$83,275.92	\$87,447.36	\$91,771.68	\$96,401.76	\$101,228.40
	Bi-Weekly	\$3,050.88	\$3,202.92	\$3,363.36	\$3,529.68	\$3,707.76	\$3,893.40
	Hourly	\$36.32	\$38.13	\$40.04	\$42.02	\$44.14	\$46.35

Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.

84 hours per pay period

1.5% Increase

Hourly rate times 84 equals biweekly rate

Hourly rate times 2184 equals annual rate

Exhibit B
SALARY SCHEDULE

Police
7/1/2026

GRADE		A	B	C	D	E	F
19	Annual	\$60,081.84	\$63,073.92	\$66,240.72	\$69,538.56	\$73,011.12	\$76,680.24
	Bi-Weekly	\$2,310.84	\$2,425.92	\$2,547.72	\$2,674.56	\$2,808.12	\$2,949.24
	Hourly	\$27.51	\$28.88	\$30.33	\$31.84	\$33.43	\$35.11
20	Annual	\$63,073.92	\$66,240.72	\$69,538.56	\$73,011.12	\$76,658.40	\$80,502.24
	Bi-Weekly	\$2,425.92	\$2,547.72	\$2,674.56	\$2,808.12	\$2,948.40	\$3,096.24
	Hourly	\$28.88	\$30.33	\$31.84	\$33.43	\$35.10	\$36.86
20 + 1/2 STEP CERTIFICATE (20C)	Annual	\$64,668.24	\$67,878.72	\$71,285.76	\$74,845.68	\$78,580.32	\$82,533.36
	Bi-Weekly	\$2,487.24	\$2,610.72	\$2,741.76	\$2,878.68	\$3,022.32	\$3,174.36
	Hourly	\$29.61	\$31.08	\$32.64	\$34.27	\$35.98	\$37.79
20 + FULL STEP ASSOCIATES (20A)	Annual	\$66,240.72	\$69,538.56	\$73,011.12	\$76,658.40	\$80,502.24	\$84,520.80
	Bi-Weekly	\$2,547.72	\$2,674.56	\$2,808.12	\$2,948.40	\$3,096.24	\$3,250.80
	Hourly	\$30.33	\$31.84	\$33.43	\$35.10	\$36.86	\$38.70
20 + 1 1/2 STEP BACHELORS (20B)	Annual	\$67,791.36	\$71,198.40	\$74,758.32	\$78,492.96	\$82,424.16	\$86,551.92
	Bi-Weekly	\$2,607.36	\$2,738.40	\$2,875.32	\$3,018.96	\$3,170.16	\$3,328.92
	Hourly	\$31.04	\$32.60	\$34.23	\$35.94	\$37.74	\$39.63
21	Annual	\$66,240.72	\$69,538.56	\$73,011.12	\$76,658.40	\$80,502.24	\$84,520.80
	Bi-Weekly	\$2,547.72	\$2,674.56	\$2,808.12	\$2,948.40	\$3,096.24	\$3,250.80
	Hourly	\$30.33	\$31.84	\$33.43	\$35.10	\$36.86	\$38.70
21 + 1/2 STEP CERTIFICATE (21C)	Annual	\$67,878.72	\$71,285.76	\$74,845.68	\$78,580.32	\$82,533.36	\$86,661.12
	Bi-Weekly	\$2,610.72	\$2,741.76	\$2,878.68	\$3,022.32	\$3,174.36	\$3,333.12
	Hourly	\$31.08	\$32.64	\$34.27	\$35.98	\$37.79	\$39.68
21 + FULL STEP ASSOCIATES (21A)	Annual	\$69,538.56	\$73,011.12	\$76,658.40	\$80,502.24	\$84,520.80	\$88,757.76
	Bi-Weekly	\$2,674.56	\$2,808.12	\$2,948.40	\$3,096.24	\$3,250.80	\$3,413.76
	Hourly	\$31.84	\$33.43	\$35.10	\$36.86	\$38.70	\$40.64
21 + 1 1/2 STEP BACHELORS (21B)	Annual	\$71,198.40	\$74,758.32	\$78,492.96	\$82,424.16	\$86,551.92	\$90,854.40
	Bi-Weekly	\$2,738.40	\$2,875.32	\$3,018.96	\$3,170.16	\$3,328.92	\$3,494.40
	Hourly	\$32.60	\$34.23	\$35.94	\$37.74	\$39.63	\$41.60
22	Annual	\$69,538.56	\$73,011.12	\$76,658.40	\$80,502.24	\$84,520.80	\$88,757.76
	Bi-Weekly	\$2,674.56	\$2,808.12	\$2,948.40	\$3,096.24	\$3,250.80	\$3,413.76
	Hourly	\$31.84	\$33.43	\$35.10	\$36.86	\$38.70	\$40.64
22 + 1/2 STEP CERTIFICATE (22C)	Annual	\$71,285.76	\$74,823.84	\$78,580.32	\$82,533.36	\$86,661.12	\$90,985.44
	Bi-Weekly	\$2,741.76	\$2,877.84	\$3,022.32	\$3,174.36	\$3,333.12	\$3,499.44
	Hourly	\$32.64	\$34.26	\$35.98	\$37.79	\$39.68	\$41.66

22 + FULL STEP ASSOCIATES (22A)	Annual	\$73,011.12	\$76,658.40	\$80,502.24	\$84,520.80	\$88,757.76	\$93,191.28
	Bi-Weekly	\$2,808.12	\$2,948.40	\$3,096.24	\$3,250.80	\$3,413.76	\$3,584.28
	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.64	\$42.67
22 + 1 1/2 STEP BACHELORS (22B)	Annual	\$74,758.32	\$78,492.96	\$82,424.16	\$86,551.92	\$90,854.40	\$95,418.96
	Bi-Weekly	\$2,875.32	\$3,018.96	\$3,170.16	\$3,328.92	\$3,494.40	\$3,669.96
	Hourly	\$34.23	\$35.94	\$37.74	\$39.63	\$41.60	\$43.69
23 + 1/2 STEP CERTIFICATE (23C)	Annual	\$73,011.12	\$76,658.40	\$80,502.24	\$84,520.80	\$88,757.76	\$93,191.28
	Bi-Weekly	\$2,808.12	\$2,948.40	\$3,096.24	\$3,250.80	\$3,413.76	\$3,584.28
	Hourly	\$33.43	\$35.10	\$36.86	\$38.70	\$40.64	\$42.67
23 + 1/2 STEP CERTIFICATE (23C)	Annual	\$74,845.68	\$78,580.32	\$82,533.36	\$86,661.12	\$90,985.44	\$95,528.16
	Bi-Weekly	\$2,878.68	\$3,022.32	\$3,174.36	\$3,333.12	\$3,499.44	\$3,674.16
	Hourly	\$34.27	\$35.98	\$37.79	\$39.68	\$41.66	\$43.74
23 + FULL STEP ASSOCIATES (23A)	Annual	\$76,658.40	\$80,502.24	\$84,520.80	\$88,757.76	\$93,191.28	\$97,843.20
	Bi-Weekly	\$2,948.40	\$3,096.24	\$3,250.80	\$3,413.76	\$3,584.28	\$3,763.20
	Hourly	\$35.10	\$36.86	\$38.70	\$40.64	\$42.67	\$44.80
23 + 1 1/2 STEP BACHELORS (23B)	Annual	\$78,492.96	\$82,424.16	\$86,551.92	\$90,854.40	\$95,418.96	\$100,201.92
	Bi-Weekly	\$3,018.96	\$3,170.16	\$3,328.92	\$3,494.40	\$3,669.96	\$3,853.92
	Hourly	\$35.94	\$37.74	\$39.63	\$41.60	\$43.69	\$45.88
24 + 1/2 STEP CERTIFICATE (24C)	Annual	\$76,658.40	\$80,502.24	\$84,520.80	\$88,757.76	\$93,191.28	\$97,843.20
	Bi-Weekly	\$2,948.40	\$3,096.24	\$3,250.80	\$3,413.76	\$3,584.28	\$3,763.20
	Hourly	\$35.10	\$36.86	\$38.70	\$40.64	\$42.67	\$44.80
24 + 1/2 STEP CERTIFICATE (24C)	Annual	\$78,580.32	\$82,533.36	\$86,661.12	\$90,985.44	\$95,528.16	\$100,311.12
	Bi-Weekly	\$3,022.32	\$3,174.36	\$3,333.12	\$3,499.44	\$3,674.16	\$3,858.12
	Hourly	\$35.98	\$37.79	\$39.68	\$41.66	\$43.74	\$45.93
24 + FULL STEP ASSOCIATES (24A)	Annual	\$80,502.24	\$84,520.80	\$88,757.76	\$93,191.28	\$97,843.20	\$102,757.20
	Bi-Weekly	\$3,096.24	\$3,250.80	\$3,413.76	\$3,584.28	\$3,763.20	\$3,952.20
	Hourly	\$36.86	\$38.70	\$40.64	\$42.67	\$44.80	\$47.05
24 + 1 1/2 STEP BACHELORS (24B)	Annual	\$82,424.16	\$86,551.92	\$90,854.40	\$95,418.96	\$100,201.92	\$105,181.44
	Bi-Weekly	\$3,170.16	\$3,328.92	\$3,494.40	\$3,669.96	\$3,853.92	\$4,045.44
	Hourly	\$37.74	\$39.63	\$41.60	\$43.69	\$45.88	\$48.16
25	Annual	\$80,502.24	\$84,520.80	\$88,757.76	\$93,191.28	\$97,843.20	\$102,757.20
	Bi-Weekly	\$3,096.24	\$3,250.80	\$3,413.76	\$3,584.28	\$3,763.20	\$3,952.20
	Hourly	\$36.86	\$38.70	\$40.64	\$42.67	\$44.80	\$47.05

Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.

84 hours per pay period

1.5% Increase

Hourly rate times 84 equals biweekly rate

Hourly rate times 2184 equals annual rate

Exhibit B
SALARY SCHEDULE

Police
1/1/2027

GRADE		A	B	C	D	E	F
19	Annual	\$60,977.28	\$64,013.04	\$67,223.52	\$70,586.88	\$74,103.12	\$77,837.76
	Bi-Weekly	\$2,345.28	\$2,462.04	\$2,585.52	\$2,714.88	\$2,850.12	\$2,993.76
	Hourly	\$27.92	\$29.31	\$30.78	\$32.32	\$33.93	\$35.64
20	Annual	\$64,013.04	\$67,223.52	\$70,586.88	\$74,103.12	\$77,815.92	\$81,703.44
	Bi-Weekly	\$2,462.04	\$2,585.52	\$2,714.88	\$2,850.12	\$2,992.92	\$3,142.44
	Hourly	\$29.31	\$30.78	\$32.32	\$33.93	\$35.63	\$37.41
20 + 1/2 STEP CERTIFICATE (20C)	Annual	\$65,629.20	\$68,905.20	\$72,355.92	\$75,959.52	\$79,759.68	\$83,778.24
	Bi-Weekly	\$2,524.20	\$2,650.20	\$2,782.92	\$2,921.52	\$3,067.68	\$3,222.24
	Hourly	\$30.05	\$31.55	\$33.13	\$34.78	\$36.52	\$38.36
20 + FULL STEP ASSOCIATES (20A)	Annual	\$67,223.52	\$70,586.88	\$74,103.12	\$77,815.92	\$81,703.44	\$85,787.52
	Bi-Weekly	\$2,585.52	\$2,714.88	\$2,850.12	\$2,992.92	\$3,142.44	\$3,299.52
	Hourly	\$30.78	\$32.32	\$33.93	\$35.63	\$37.41	\$39.28
20 + 1 1/2 STEP BACHELORS (20B)	Annual	\$68,817.84	\$72,268.56	\$75,872.16	\$79,672.32	\$83,669.04	\$87,840.48
	Bi-Weekly	\$2,646.84	\$2,779.56	\$2,918.16	\$3,064.32	\$3,218.04	\$3,378.48
	Hourly	\$31.51	\$33.09	\$34.74	\$36.48	\$38.31	\$40.22
21	Annual	\$67,223.52	\$70,586.88	\$74,103.12	\$77,815.92	\$81,703.44	\$85,787.52
	Bi-Weekly	\$2,585.52	\$2,714.88	\$2,850.12	\$2,992.92	\$3,142.44	\$3,299.52
	Hourly	\$30.78	\$32.32	\$33.93	\$35.63	\$37.41	\$39.28
21 + 1/2 STEP CERTIFICATE (21C)	Annual	\$68,905.20	\$72,355.92	\$75,959.52	\$79,759.68	\$83,778.24	\$87,971.52
	Bi-Weekly	\$2,650.20	\$2,782.92	\$2,921.52	\$3,067.68	\$3,222.24	\$3,383.52
	Hourly	\$31.55	\$33.13	\$34.78	\$36.52	\$38.36	\$40.28
21 + FULL STEP ASSOCIATES (21A)	Annual	\$70,586.88	\$74,103.12	\$77,815.92	\$81,703.44	\$85,787.52	\$90,090.00
	Bi-Weekly	\$2,714.88	\$2,850.12	\$2,992.92	\$3,142.44	\$3,299.52	\$3,465.00
	Hourly	\$32.32	\$33.93	\$35.63	\$37.41	\$39.28	\$41.25
21 + 1 1/2 STEP BACHELORS (21B)	Annual	\$72,268.56	\$75,872.16	\$79,672.32	\$83,669.04	\$87,840.48	\$92,208.48
	Bi-Weekly	\$2,779.56	\$2,918.16	\$3,064.32	\$3,218.04	\$3,378.48	\$3,546.48
	Hourly	\$33.09	\$34.74	\$36.48	\$38.31	\$40.22	\$42.22
22	Annual	\$70,586.88	\$74,103.12	\$77,815.92	\$81,703.44	\$85,787.52	\$90,090.00
	Bi-Weekly	\$2,714.88	\$2,850.12	\$2,992.92	\$3,142.44	\$3,299.52	\$3,465.00
	Hourly	\$32.32	\$33.93	\$35.63	\$37.41	\$39.28	\$41.25

22 + 1/2 STEP CERTIFICATE (22C)	Annual	\$72,355.92	\$75,937.68	\$79,759.68	\$83,778.24	\$87,971.52	\$92,339.52
	Bi-Weekly	\$2,782.92	\$2,920.68	\$3,067.68	\$3,222.24	\$3,383.52	\$3,551.52
	Hourly	\$33.13	\$34.77	\$36.52	\$38.36	\$40.28	\$42.28
22 + FULL STEP ASSOCIATES (22A)	Annual	\$74,103.12	\$77,815.92	\$81,703.44	\$85,787.52	\$90,090.00	\$94,589.04
	Bi-Weekly	\$2,850.12	\$2,992.92	\$3,142.44	\$3,299.52	\$3,465.00	\$3,638.04
	Hourly	\$33.93	\$35.63	\$37.41	\$39.28	\$41.25	\$43.31
22 + 1 1/2 STEP BACHELORS (22B)	Annual	\$75,872.16	\$79,672.32	\$83,669.04	\$87,840.48	\$92,208.48	\$96,860.40
	Bi-Weekly	\$2,918.16	\$3,064.32	\$3,218.04	\$3,378.48	\$3,546.48	\$3,725.40
	Hourly	\$34.74	\$36.48	\$38.31	\$40.22	\$42.22	\$44.35
23	Annual	\$74,103.12	\$77,815.92	\$81,703.44	\$85,787.52	\$90,090.00	\$94,589.04
	Bi-Weekly	\$2,850.12	\$2,992.92	\$3,142.44	\$3,299.52	\$3,465.00	\$3,638.04
	Hourly	\$33.93	\$35.63	\$37.41	\$39.28	\$41.25	\$43.31
23 + 1/2 STEP CERTIFICATE (23C)	Annual	\$75,959.52	\$79,759.68	\$83,778.24	\$87,971.52	\$92,339.52	\$96,969.60
	Bi-Weekly	\$2,921.52	\$3,067.68	\$3,222.24	\$3,383.52	\$3,551.52	\$3,729.60
	Hourly	\$34.78	\$36.52	\$38.36	\$40.28	\$42.28	\$44.40
23 + FULL STEP ASSOCIATES (23A)	Annual	\$77,815.92	\$81,703.44	\$85,787.52	\$90,090.00	\$94,589.04	\$99,306.48
	Bi-Weekly	\$2,992.92	\$3,142.44	\$3,299.52	\$3,465.00	\$3,638.04	\$3,819.48
	Hourly	\$35.63	\$37.41	\$39.28	\$41.25	\$43.31	\$45.47
23 + 1 1/2 STEP BACHELORS (23B)	Annual	\$79,672.32	\$83,669.04	\$87,840.48	\$92,208.48	\$96,860.40	\$101,708.88
	Bi-Weekly	\$3,064.32	\$3,218.04	\$3,378.48	\$3,546.48	\$3,725.40	\$3,911.88
	Hourly	\$36.48	\$38.31	\$40.22	\$42.22	\$44.35	\$46.57
24	Annual	\$77,815.92	\$81,703.44	\$85,787.52	\$90,090.00	\$94,589.04	\$99,306.48
	Bi-Weekly	\$2,992.92	\$3,142.44	\$3,299.52	\$3,465.00	\$3,638.04	\$3,819.48
	Hourly	\$35.63	\$37.41	\$39.28	\$41.25	\$43.31	\$45.47
24 + 1/2 STEP CERTIFICATE (24C)	Annual	\$79,759.68	\$83,778.24	\$87,971.52	\$92,339.52	\$96,969.60	\$101,818.08
	Bi-Weekly	\$3,067.68	\$3,222.24	\$3,383.52	\$3,551.52	\$3,729.60	\$3,916.08
	Hourly	\$36.52	\$38.36	\$40.28	\$42.28	\$44.40	\$46.62
24 + FULL STEP ASSOCIATES (24A)	Annual	\$81,703.44	\$85,787.52	\$90,090.00	\$94,589.04	\$99,306.48	\$104,307.84
	Bi-Weekly	\$3,142.44	\$3,299.52	\$3,465.00	\$3,638.04	\$3,819.48	\$4,011.84
	Hourly	\$37.41	\$39.28	\$41.25	\$43.31	\$45.47	\$47.76
24 + 1 1/2 STEP BACHELORS (24B)	Annual	\$83,669.04	\$87,840.48	\$92,208.48	\$96,860.40	\$101,708.88	\$106,753.92
	Bi-Weekly	\$3,218.04	\$3,378.48	\$3,546.48	\$3,725.40	\$3,911.88	\$4,105.92
	Hourly	\$38.31	\$40.22	\$42.22	\$44.35	\$46.57	\$48.88
25	Annual	\$81,703.44	\$85,787.52	\$90,090.00	\$94,589.04	\$99,306.48	\$104,307.84
	Bi-Weekly	\$3,142.44	\$3,299.52	\$3,465.00	\$3,638.04	\$3,819.48	\$4,011.84
	Hourly	\$37.41	\$39.28	\$41.25	\$43.31	\$45.47	\$47.76

Every effort has been made to accurately represent the applicable rates in each of the grades and steps above as they appear in the payroll system. However, please note that errors do occasionally occur. In the event of a discrepancy, the information in the City's payroll system shall prevail.