



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

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



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



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



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<b>HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT</b>								
<b>2022</b>	<b>Environmental Specialist, Temporary</b>	<b>NE</b>	<b>U</b>	<b>T26</b>				
	Step 1				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
	Step 2				\$ 99,590	\$ 8,299	\$ 47.8798	\$ 3,830.38
	Step 3				\$ 104,569	\$ 8,714	\$ 50.2738	\$ 4,021.90
	Step 4				\$ 109,798	\$ 9,150	\$ 52.7875	\$ 4,223.00
	Step 5				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 6				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 7				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 8				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
<b>2045</b>	<b>Environmental Health Intern</b>	<b>NE</b>	<b>U</b>	<b>Hourly</b>				
	Step 1						\$ 18.50	
<b>HUMAN RESOURCES DEPARTMENT</b>								
<b>1425</b>	<b>Human Resources Assistant</b>	<b>NE</b>	<b>C</b>	<b>17</b>				
	Step 1				\$ 61,139	\$ 5,095	\$ 29.3939	\$ 2,351.52
	Step 2				\$ 64,196	\$ 5,350	\$ 30.8637	\$ 2,469.09
	Step 3				\$ 67,406	\$ 5,617	\$ 32.4069	\$ 2,592.55
	Step 4				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 5				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
<b>1515</b>	<b>Human Resources Specialist</b>	<b>NE</b>	<b>C</b>	<b>22</b>				
	Step 1				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 2				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 3				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
	Step 4				\$ 90,331	\$ 7,528	\$ 43.4283	\$ 3,474.27
	Step 5				\$ 94,848	\$ 7,904	\$ 45.5998	\$ 3,647.98
<b>POLICE DEPARTMENT</b>								
<b>4035</b>	<b>Police Officer Recruit</b>	<b>NE</b>	<b>U</b>	<b>20</b>				
	Step 1				\$ 70,777	\$ 5,898	\$ 34.0272	\$ 2,722.18
	Step 2				\$ 74,315	\$ 6,193	\$ 35.7286	\$ 2,858.28
	Step 3				\$ 78,031	\$ 6,503	\$ 37.5150	\$ 3,001.20
	Step 4				\$ 81,933	\$ 6,828	\$ 39.3908	\$ 3,151.26
	Step 5				\$ 86,029	\$ 7,169	\$ 41.3603	\$ 3,308.82
<b>4145</b>	<b>Reserve Police Officer</b>	<b>NE</b>	<b>U</b>	<b>Stipend</b>				
	Step 1				\$ 3,600			



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<b>PUBLIC UTILITIES DEPARTMENT</b>								
<b>8612</b>	<b>Utilities Strategic Planning Coordinator</b>	<b>NE</b>	<b>C</b>	<b>30</b>				
	Step 1				\$ 115,288	\$ 9,607	\$ 55.4268	\$ 4,434.15
	Step 2				\$ 121,052	\$ 10,088	\$ 58.1982	\$ 4,655.86
	Step 3				\$ 127,105	\$ 10,592	\$ 61.1081	\$ 4,888.65
	Step 4				\$ 133,460	\$ 11,122	\$ 64.1635	\$ 5,133.08
	Step 5				\$ 140,133	\$ 11,678	\$ 67.3716	\$ 5,389.73

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