



**City of Vernon**  
**Classification and Compensation Plan**  
**Mid - Management and Management**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit D**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>CITY ADMINISTRATION DEPARTMENT</b>								
<b>1040</b>	<b>Assistant to the City Administrator</b>	<b>E</b>	<b>MM</b>	<b>33</b>				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
<b>1035</b>	<b>Public Information Officer</b>	<b>E</b>	<b>MM</b>	<b>31</b>				
	Step 1				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 2				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 3				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 4				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 5				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
<b>Information Technology Division</b>								
<b>1610</b>	<b>Information Technology Manager</b>	<b>E</b>	<b>MM</b>	<b>37</b>				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
<b>1618</b>	<b>Information Technology Project Manager</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
<b>CITY ATTORNEY'S OFFICE</b>								
<b>1115</b>	<b>Deputy City Attorney</b>	<b>E</b>	<b>MM</b>	<b>38</b>				
	Step 1				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 2				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 3				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 4				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 5				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
<b>1113</b>	<b>Senior Deputy City Attorney</b>	<b>E</b>	<b>M</b>	<b>39</b>				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72



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<b>CITY CLERK DEPARTMENT</b>								
<b>1315</b>	<b>Deputy City Clerk</b>	<b>E</b>	<b>MM</b>	<b>28</b>				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
<b>FINANCE DEPARTMENT</b>								
<b>1220</b>	<b>Assistant Finance Director</b>	<b>E</b>	<b>M</b>	<b>39</b>				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
<b>1225</b>	<b>Deputy City Treasurer</b>	<b>E</b>	<b>M</b>	<b>35</b>				
	Step 1				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 2				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 3				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 4				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 5				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
<b>1224</b>	<b>Finance Manager</b>	<b>E</b>	<b>MM</b>	<b>33</b>				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
<b>1222</b>	<b>Financial Services Administrator</b>	<b>E</b>	<b>MM</b>	<b>34</b>				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
<b>1227</b>	<b>Risk Manager</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11



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<b>HEALTH AND ENVIRONMENTAL CONTROL DEPARTMENT</b>								
<b>2015</b>	<b>Deputy Director of Health and Environmental Control</b>	<b>E</b>	<b>M</b>	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>HUMAN RESOURCES DEPARTMENT</b>								
<b>1420</b>	<b>Human Resources Analyst</b>	<b>E</b>	<b>MM</b>	<b>28</b>				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
<b>1415</b>	<b>Human Resources Analyst, Senior</b>	<b>E</b>	<b>MM</b>	<b>33</b>				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
<b>1411</b>	<b>Human Resources Program Manager</b>	<b>E</b>	<b>MM</b>	<b>34</b>				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
<b>MANAGEMENT ANALYST GROUP</b>								
<b>1450</b>	<b>Principal Management Analyst</b>	<b>E</b>	<b>MM</b>	<b>30</b>				
	Step 1				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 2				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 3				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 4				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 5				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
<b>1460</b>	<b>Senior Management Analyst</b>	<b>E</b>	<b>MM</b>	<b>28</b>				
	Step 1				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 2				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 3				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 4				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 5				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25



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**POLICE DEPARTMENT**

<b>4110</b>	<b>Police Records Manager</b>	<b>E</b>	<b>MM</b>	<b>27</b>				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24

**PUBLIC UTILITIES DEPARTMENT**

<b>8011</b>	<b>Assistant General Manager of Public Utilities</b>	<b>E</b>	<b>M</b>	<b>43</b>				
	Step 1				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 2				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 3				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
	Step 4				\$ 244,329	\$ 20,361	\$ 117.4659	\$ 9,397.27
	Step 5				\$ 256,546	\$ 21,379	\$ 123.3392	\$ 9,867.14
<b>8016</b>	<b>Planning and Analysis Manager</b>	<b>E</b>	<b>MM</b>	<b>39</b>				
	Step 1				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 2				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 3				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 4				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 5				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72

**Compliance Division**

<b>8066</b>	<b>Utilities Compliance Administrator</b>	<b>E</b>	<b>MM</b>	<b>35</b>				
	Step 1				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 2				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 3				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 4				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 5				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47

**Customer Service Division**

<b>8505</b>	<b>Customer Relations and Marketing Manager</b>	<b>E</b>	<b>MM</b>	<b>40</b>				
	Step 1				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 2				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 3				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 4				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 5				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
<b>8710</b>	<b>Business and Account Supervisor</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11



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<b>8507</b>	<b>Customer Service Manager</b>	E	MM	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>8515</b>	<b>Key Accounts Administrator</b>	E	MM	34				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
<b>8512</b>	<b>Utility Program Administrator</b>	E	MM	34				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
<b>Electric Operations Division</b>								
<b>8040</b>	<b>Electric Operations Supervisor</b>	E	MM	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>8320</b>	<b>Maintenance Manager</b>	E	MM	36				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>8316</b>	<b>Operations Manager</b>	E	MM	38				
	Step 1				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 2				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 3				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 4				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 5				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
<b>8015</b>	<b>Utilities Operations Manager</b>	E	MM	41				
	Step 1				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 2				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 3				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 4				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 5				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78



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<b>8042</b>	<b>Utilities Operations Supervisor</b>	E	MM	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>Engineering Division (Public Utilities)</b>								
<b>8110</b>	<b>Utilities Engineering Manager</b>	E	MM	<b>42</b>				
	Step 1				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 2				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 3				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 4				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
	Step 5				\$ 244,329	\$ 20,361	\$ 117.4659	\$ 9,397.27
<b>Gas Division</b>								
<b>8211</b>	<b>Gas Systems Field Supervisor</b>	E	MM	<b>34</b>				
	Step 1				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 2				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 3				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 4				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 5				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
<b>8208</b>	<b>Gas Systems Manager</b>	E	MM	<b>37</b>				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
<b>8210</b>	<b>Gas Systems Superintendent</b>	E	MM	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>Malburg Generation Station Division</b>								
<b>8330</b>	<b>Plant Engineer</b>	E	MM	<b>37</b>				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01



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<b>Resource Planning and Scheduling Division</b>								
<b>8405</b>	<b>Integrated Resources Manager</b>	<b>E</b>	<b>MM</b>	<b>41</b>				
	Step 1				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 2				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 3				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 4				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 5				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
<b>8411</b>	<b>Principal Resource Planner</b>	<b>E</b>	<b>MM</b>	<b>37</b>				
	Step 1				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 2				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 3				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 4				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
	Step 5				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
<b>Water Operations Division</b>								
<b>7127</b>	<b>Civil Engineer - Public Utilities</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
<b>7905</b>	<b>Water Administrator</b>	<b>E</b>	<b>MM</b>	<b>36</b>				
	Step 1				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 2				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 3				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 4				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47
	Step 5				\$ 182,322	\$ 15,194	\$ 87.6549	\$ 7,012.39
<b>7914</b>	<b>Water Supervisor</b>	<b>E</b>	<b>MM</b>	<b>27</b>				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
<b>7911</b>	<b>Water Project Specialist</b>	<b>E</b>	<b>MM</b>	<b>35</b>				
	Step 1				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 2				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 3				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
	Step 4				\$ 165,372	\$ 13,781	\$ 79.5055	\$ 6,360.44
	Step 5				\$ 173,640	\$ 14,470	\$ 83.4808	\$ 6,678.47



**City of Vernon**  
**Classification and Compensation Plan**  
**Mid - Management and Management**  
**Fiscal Year: 2024-2025**  
**Effective July 14, 2024**  
**Exhibit D**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>7910</b>	<b>Water Superintendent</b>	<b>E</b>	<b>MM</b>	<b>33</b>				
	Step 1				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 2				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 3				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 4				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
	Step 5				\$ 157,497	\$ 13,125	\$ 75.7195	\$ 6,057.56
<b>PUBLIC WORKS DEPARTMENT</b>								
<b>7015</b>	<b>Deputy Director of Public Works</b>	<b>E</b>	<b>M</b>	<b>41</b>				
	Step 1				\$ 191,438	\$ 15,953	\$ 92.0376	\$ 7,363.01
	Step 2				\$ 201,010	\$ 16,751	\$ 96.6395	\$ 7,731.16
	Step 3				\$ 211,061	\$ 17,588	\$ 101.4715	\$ 8,117.72
	Step 4				\$ 221,614	\$ 18,468	\$ 106.5451	\$ 8,523.60
	Step 5				\$ 232,694	\$ 19,391	\$ 111.8723	\$ 8,949.78
<b>Building and Planning Division</b>								
<b>7207</b>	<b>Building and Planning Operations Supervisor</b>	<b>E</b>	<b>MM</b>	<b>29</b>				
	Step 1				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 2				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 3				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24
	Step 4				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 5				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
<b>Engineering Division (Public Works)</b>								
<b>7118</b>	<b>Civil Engineer</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11
<b>Public Works Operations Division</b>								
<b>7307</b>	<b>Facilities Maintenance Supervisor</b>	<b>E</b>	<b>MM</b>	<b>26</b>				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
<b>7515</b>	<b>Fleet Supervisor</b>	<b>E</b>	<b>MM</b>	<b>27</b>				
	Step 1				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 2				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 3				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 4				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
	Step 5				\$ 117,526	\$ 9,794	\$ 56.5030	\$ 4,520.24





**City of Vernon**  
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**Exhibit D**

CLASS CODE	OCCUPATIONAL JOB FAMILIES AND JOB CLASSES	FLSA	EMPLOYEE GROUP	PAY GRADE	{a} ANNUAL	{a} MONTHLY	HOURLY	PAY PERIOD
<b>7308</b>	<b>Street Maintenance Supervisor</b>	<b>E</b>	<b>MM</b>	<b>26</b>				
	Step 1				\$ 92,085	\$ 7,674	\$ 44.2716	\$ 3,541.73
	Step 2				\$ 96,689	\$ 8,057	\$ 46.4852	\$ 3,718.81
	Step 3				\$ 101,524	\$ 8,460	\$ 48.8094	\$ 3,904.75
	Step 4				\$ 106,600	\$ 8,883	\$ 51.2499	\$ 4,099.99
	Step 5				\$ 111,930	\$ 9,327	\$ 53.8124	\$ 4,305.00
<b>7300</b>	<b>Public Works Superintendent</b>	<b>E</b>	<b>MM</b>	<b>32</b>				
	Step 1				\$ 123,403	\$ 10,284	\$ 59.3282	\$ 4,746.25
	Step 2				\$ 129,573	\$ 10,798	\$ 62.2946	\$ 4,983.57
	Step 3				\$ 136,051	\$ 11,338	\$ 65.4093	\$ 5,232.75
	Step 4				\$ 142,854	\$ 11,905	\$ 68.6798	\$ 5,494.38
	Step 5				\$ 149,997	\$ 12,500	\$ 72.1138	\$ 5,769.11

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