

| Position | Hours per Workweek | Step A | Step B | Step C | Step D | Step E | Cafeteria Benefit | Effective Date |
|---|--------------------|-----------|----------|----------|----------|-----------|-------------------|----------------|
| MANAGEMENT EMPLOYEES | | | | | | | | |
| Chief of Police | 40 | \$ 10,279 | | | | \$ 12,849 | \$ 1,125 | 7/1/2010 |
| Director of Administrative Services | 35 | \$ 8,209 | | | | \$ 10,261 | \$ 1,125 | 7/1/2010 |
| Director of Community Development | 35 | \$ 8,316 | | | | \$ 10,395 | \$ 1,125 | 7/1/2010 |
| Director of Public Works / Town Engineer | 40 | \$ 10,083 | | | | \$ 12,604 | \$ 1,125 | 7/1/2010 |
| MID-MANAGEMENT / NON-REPRESENTED EMPLOYEES | | | | | | | | |
| Assistant Planner | 35 | \$ 4,443 | | | | \$ 5,554 | \$ 1,075 | 7/1/2010 |
| Associate Planner | 35 | \$ 4,937 | | | | \$ 6,171 | \$ 1,075 | 7/1/2010 |
| Building Official | 40 | \$ 7,132 | | | | \$ 8,915 | \$ 1,075 | 7/1/2010 |
| Superintendent of Public Works | 40 | \$ 7,017 | | | | \$ 8,772 | \$ 1,075 | 7/1/2010 |
| Emergency Services Coordinator | 40 | \$ 4,955 | | | | \$ 6,193 | \$ 1,075 | 7/1/2010 |
| Information Technology Coordinator | 35 | \$ 6,153 | | | | \$ 7,431 | \$ 1,075 | 7/1/2010 |
| Police Captain | 40 | \$ 8,653 | | | | \$ 10,817 | \$ 1,075 | 7/1/2010 |
| Police Secretary | 40 | \$ 4,680 | | | | \$ 5,850 | \$ 1,075 | 7/1/2010 |
| Planning Manager | 35 | \$ 5,924 | | | | \$ 7,405 | \$ 1,075 | 7/1/2010 |
| Engineering Technician | 40 | \$ 5,042 | | | | \$ 6,302 | \$ 1,075 | 7/1/2010 |
| Assistant to Building Official | 35 | \$ 4,955 | | | | \$ 6,193 | \$ 1,075 | 7/1/2010 |
| Town Clerk | 35 | \$ 5,505 | | | | \$ 6,882 | \$ 1,075 | 7/1/2010 |
| Account Clerk | 35 | \$ 3,402 | | | | \$ 4,253 | \$ 950 | 7/1/2010 |
| Building Inspector | 40 | \$ 5,629 | | | | \$ 7,036 | \$ 950 | 7/1/2010 |
| Building Permit Clerk * | 35 | \$ 3,755 | | | | \$ 4,694 | \$ 950 | 7/1/2010 |
| Building Technician * | 35 | \$ 4,404 | | | | \$ 5,353 | \$ 950 | 7/1/2010 |
| Office Assistant III | 35 | \$ 3,402 | | | | \$ 4,253 | \$ 950 | 7/1/2010 |
| Planning Secretary | 35 | \$ 3,402 | | | | \$ 4,253 | \$ 950 | 7/1/2010 |
| SEIU 1021 REPRESENTED EMPLOYEES | | | | | | | | |
| Maintenance Worker I | 40 | 3,691 | 3,876 | 4,069 | 4,273 | 4,486 | \$ 950 | 7/1/2010 |
| Maintenance Worker II | 40 | 3,973 | 4,171 | 4,380 | 4,599 | 4,829 | \$ 950 | 7/1/2010 |
| Public Works Foreman | 40 | 4,793 | 5,033 | 5,284 | 5,549 | 5,826 | \$ 950 | 7/1/2010 |
| Senior Maintenance Worker | 40 | 4,324 | 4,541 | 4,768 | 5,006 | 5,256 | \$ 950 | 7/1/2010 |
| TIBURON POLICE ASSOCIATION EMPLOYEES | | | | | | | | |
| Police Officer | 40 | \$ 5,574 | \$ 5,852 | \$ 6,145 | \$ 6,452 | \$ 6,775 | ** | 7/1/2010 |
| Police Sergeant | 40 | \$ 6,677 | \$ 7,010 | \$ 7,361 | \$ 7,729 | \$ 8,115 | ** | 7/1/2010 |
| Police Service Aide | 40 | \$ 4,013 | \$ 4,214 | \$ 4,424 | \$ 4,646 | \$ 4,878 | ** | 7/1/2010 |

* The Town has one building department position that can be filled at either the Building Permit Clerk or Building Technician level.

** Town pays medical up to Kaiser Employee + 1 rate, Dental Family rate, Life Insurance and LTD. Maximum contribution based on prior is \$1,187.58