

APPENDIX A

CLASSIFICATION PLAN FOR NON-EXEMPT AFSCME COMSTOCK CHAPTER EMPLOYEES

REALLOCATION OF CLASSES EFFECTIVE FIRST FULL PAY PERIOD IN JULY 2025

Under this plan, employees will be moved from their current grade and step to the new grade at the step that is closest to, but not less than, their current rate of pay. In certain cases, to maintain fairness and equity, employees may be placed at an appropriate step in the new grade.

This hybrid approach combines the standard reallocation method with selective upward step adjustments, as appropriate.

CLASSIFICATION	GRADE	CBA UNIT	NOTES
Administrative Assistant I	116	A	
Administrative Assistant II	119	A	
Administrative Assistant III	122	A	
Administrative Specialist/Office Manager	126	A	
Administrative Analyst	126	A	
Administrative Analyst Senior	130	B	
Legal Assistant I	120	A	
Legal Assistant II	124	A	
Legal Assistant III	128	A	
Legal Assistant Senior	130	B	
Property Appraiser I	116	A	
Property Appraiser II	122	A	
Property Appraiser III	126	A	
Property Appraiser Senior	128	B	
Deputy Assessor	130	B	
Tourism Assistant	113	A	
Special Events Coordinator	119	A	
Planner	130	A	
Building Inspector Trainee	116	A	One year position
Building Inspector I	124	A	
Building Inspector II	128	A	
Building Inspector III	130	A	
Senior Building Inspector	134	B	
Network Support Technician I	116	A	
Network Support Technician II	122	A	
Network Administrator	130	A	
Network Administrator Senior	134	B	
Communications Specialist Trainee	116	A	One year position
Communications Specialist I	119	A	

Communications Specialist II	122	A	
Communications Specialist III	126	A	
Communications Specialist Senior	130	B	
Oil Technician	116	A	
Auto & Equip Mechanic I	119	A	
Auto & Equip Mechanic II	124	A	
Auto & Equip Specialist Senior	128	B	
Project Coordinator	126	A	
Facilities Maintenance Worker I	113	A	CDL 5% Incentive
Facilities Maintenance Worker II	116	A	CDL 5% Incentive
Facilities Maintenance Worker III	122	A	CDL 5% Incentive
Facilities Maintenance Worker Senior	128	B	CDL 5% Incentive
Road Worker- Heavy Equipment Operator I	116	A	CDL + Water Dist. I required
Road Worker – Heavy Equipment Operator II	122	A	CDL + Water Dist. I required
Road Worker – Heavy Equipment Operator III	126	A	CDL + Water Dist. I required
Road Worker – Heavy Equipment Operator Senior	130	B	CDL + Water Dist. I required
Treatment Plant Operator I	116	A	CDL 5% Incentive
Treatment Plant Operator II	124	A	CDL 5% Incentive
Treatment Plant Operator III	130	A	CDL 5% Incentive
Treatment Plant Operator Senior	133	B	CDL 5% Incentive
Geographic Information Systems (GIS) Coord.	120	A	
Program Coordinator	113	A	
Cook	115	A	
Code Enforcement Officer	124	A	
Meals on Wheels Coordinator	110	A	
Kitchen Aide	110	A	
Community Health Worker	116	A	

	1	2	3	4	5	6	7	8	9	10
110	\$ 43,355.38	\$ 44,872.82	\$ 46,443.36	\$ 48,068.87	\$ 49,751.29	\$ 51,492.58	\$ 53,294.83	\$ 55,160.13	\$ 57,090.74	\$ 59,088.92
111	\$ 44,439.25	\$ 45,994.64	\$ 47,604.44	\$ 49,270.59	\$ 50,995.07	\$ 52,779.89	\$ 54,627.18	\$ 56,539.13	\$ 58,518.00	\$ 60,566.13
112	\$ 45,550.23	\$ 47,144.49	\$ 48,794.54	\$ 50,502.35	\$ 52,269.95	\$ 54,099.39	\$ 55,992.87	\$ 57,952.63	\$ 59,980.97	\$ 62,080.30
113	\$ 46,689.01	\$ 48,323.11	\$ 50,014.44	\$ 51,764.94	\$ 53,576.71	\$ 55,451.89	\$ 57,392.71	\$ 59,401.45	\$ 61,480.51	\$ 63,632.32
114	\$ 47,856.22	\$ 49,531.18	\$ 51,264.77	\$ 53,059.04	\$ 54,916.12	\$ 56,838.16	\$ 58,827.49	\$ 60,886.46	\$ 63,017.49	\$ 65,223.10
115	\$ 49,052.62	\$ 50,769.47	\$ 52,546.38	\$ 54,385.53	\$ 56,289.02	\$ 58,259.14	\$ 60,298.19	\$ 62,408.64	\$ 64,592.94	\$ 66,853.70
116	\$ 50,278.95	\$ 52,038.71	\$ 53,860.07	\$ 55,745.17	\$ 57,696.26	\$ 59,715.62	\$ 61,805.67	\$ 63,968.87	\$ 66,207.78	\$ 68,525.06
117	\$ 51,535.92	\$ 53,339.68	\$ 55,206.55	\$ 57,138.80	\$ 59,138.63	\$ 61,208.50	\$ 63,350.79	\$ 65,568.08	\$ 67,862.97	\$ 70,238.17
118	\$ 52,824.30	\$ 54,673.15	\$ 56,586.72	\$ 58,567.25	\$ 60,617.11	\$ 62,738.70	\$ 64,934.57	\$ 67,207.27	\$ 69,559.52	\$ 71,994.11
119	\$ 54,144.93	\$ 56,040.00	\$ 58,001.40	\$ 60,031.46	\$ 62,132.56	\$ 64,307.20	\$ 66,557.95	\$ 68,887.47	\$ 71,298.54	\$ 73,793.98
120	\$ 55,498.56	\$ 57,441.01	\$ 59,451.44	\$ 61,532.23	\$ 63,685.88	\$ 65,914.87	\$ 68,221.89	\$ 70,609.66	\$ 73,081.00	\$ 75,638.83
121	\$ 56,886.00	\$ 58,877.02	\$ 60,937.72	\$ 63,070.54	\$ 65,277.99	\$ 67,562.73	\$ 69,927.43	\$ 72,374.88	\$ 74,907.99	\$ 77,529.77
122	\$ 58,308.17	\$ 60,348.94	\$ 62,461.18	\$ 64,647.32	\$ 66,909.97	\$ 69,251.81	\$ 71,675.64	\$ 74,184.28	\$ 76,780.73	\$ 79,468.06
123	\$ 59,765.87	\$ 61,857.68	\$ 64,022.68	\$ 66,263.47	\$ 68,582.70	\$ 70,983.11	\$ 73,467.50	\$ 76,038.89	\$ 78,700.25	\$ 81,454.76
124	\$ 61,260.02	\$ 63,404.10	\$ 65,623.25	\$ 67,920.07	\$ 70,297.27	\$ 72,757.67	\$ 75,304.20	\$ 77,939.85	\$ 80,667.75	\$ 83,491.12
125	\$ 62,791.49	\$ 64,989.21	\$ 67,263.83	\$ 69,618.06	\$ 72,054.70	\$ 74,576.61	\$ 77,186.79	\$ 79,888.33	\$ 82,684.42	\$ 85,578.38
126	\$ 64,361.30	\$ 66,613.94	\$ 68,945.43	\$ 71,358.51	\$ 73,856.08	\$ 76,441.01	\$ 79,116.46	\$ 81,885.53	\$ 84,751.52	\$ 87,717.83
127	\$ 65,970.35	\$ 68,279.30	\$ 70,669.06	\$ 73,142.49	\$ 75,702.47	\$ 78,352.06	\$ 81,094.39	\$ 83,932.69	\$ 86,870.33	\$ 89,910.80
128	\$ 67,619.58	\$ 69,986.28	\$ 72,435.80	\$ 74,971.04	\$ 77,595.02	\$ 80,310.85	\$ 83,121.74	\$ 86,031.00	\$ 89,042.08	\$ 92,158.56

129	69,310.08	\$	71,735.94	\$	74,246.71	\$	76,845.34	\$	79,534.93	\$	82,318.63	\$	85,199.79	\$	88,181.78	\$	91,268.15	\$	94,462.54	\$
130	71,042.84	\$	73,529.35	\$	76,102.87	\$	78,766.47	\$	81,523.29	\$	84,376.60	\$	87,329.78	\$	90,386.32	\$	93,549.84	\$	96,824.08	\$
131	72,818.91	\$	75,367.56	\$	78,005.42	\$	80,735.63	\$	83,561.36	\$	86,486.00	\$	89,513.02	\$	92,645.99	\$	95,888.60	\$	99,244.69	\$
132	74,639.38	\$	77,251.75	\$	79,955.56	\$	82,754.01	\$	85,650.39	\$	88,648.16	\$	91,750.84	\$	94,962.12	\$	98,285.79	\$	101,725.80	\$
133	76,505.34	\$	79,183.04	\$	81,954.44	\$	84,822.84	\$	87,791.64	\$	90,864.35	\$	94,044.61	\$	97,336.18	\$	100,742.95	\$	104,268.95	\$
134	78,417.98	\$	81,162.61	\$	84,003.30	\$	86,943.42	\$	89,986.43	\$	93,135.97	\$	96,395.71	\$	99,769.57	\$	103,261.51	\$	106,875.65	\$
135	80,378.44	\$	83,191.68	\$	86,103.39	\$	89,117.01	\$	92,236.10	\$	95,464.36	\$	98,805.62	\$	102,263.81	\$	105,843.04	\$	109,547.55	\$
136	82,387.90	\$	85,271.47	\$	88,255.98	\$	91,344.95	\$	94,542.02	\$	97,850.98	\$	101,275.77	\$	104,820.42	\$	108,489.14	\$	112,286.26	\$
137	84,447.60	\$	87,403.27	\$	90,462.38	\$	93,628.56	\$	96,905.56	\$	100,297.25	\$	103,807.65	\$	107,440.94	\$	111,201.37	\$	115,093.41	\$
138	86,558.78	\$	89,588.35	\$	92,723.94	\$	95,969.28	\$	99,328.20	\$	102,804.70	\$	106,402.86	\$	110,126.95	\$	113,981.40	\$	117,970.74	\$
139	88,722.77	\$	91,828.06	\$	95,042.05	\$	98,368.51	\$	101,811.41	\$	105,374.80	\$	109,062.94	\$	112,880.15	\$	116,830.95	\$	120,920.03	\$
140	90,940.83	\$	94,123.76	\$	97,418.11	\$	100,827.74	\$	104,356.72	\$	108,009.19	\$	111,789.53	\$	115,702.15	\$	119,751.72	\$	123,943.04	\$
141	93,214.34	\$	96,476.85	\$	99,853.55	\$	103,348.42	\$	106,965.60	\$	110,709.40	\$	114,584.24	\$	118,594.70	\$	122,745.51	\$	127,041.60	\$
142	95,544.71	\$	98,888.78	\$	102,349.89	\$	105,932.14	\$	109,639.75	\$	113,477.15	\$	117,448.85	\$	121,559.55	\$	125,814.13	\$	130,217.63	\$
143	97,933.34	\$	101,361.01	\$	104,908.63	\$	108,580.45	\$	112,380.75	\$	116,314.07	\$	120,385.08	\$	124,598.55	\$	128,959.50	\$	133,473.08	\$
144	100,381.67	\$	103,895.04	\$	107,531.36	\$	111,294.96	\$	115,190.30	\$	119,221.95	\$	123,394.71	\$	127,713.53	\$	132,183.50	\$	136,809.93	\$
145	102,891.19	\$	106,492.41	\$	110,219.62	\$	114,077.33	\$	118,070.02	\$	122,202.47	\$	126,479.56	\$	130,906.35	\$	135,488.07	\$	140,230.16	\$
146	105,463.49	\$	109,154.71	\$	112,975.13	\$	116,929.26	\$	121,021.80	\$	125,257.55	\$	129,641.56	\$	134,179.01	\$	138,875.27	\$	143,735.91	\$
147	108,100.07	\$	111,883.59	\$	115,799.50	\$	119,852.49	\$	124,047.33	\$	128,388.97	\$	132,882.59	\$	137,533.50	\$	142,347.17	\$	147,329.32	\$
148	110,802.58	\$	114,680.66	\$	118,694.48	\$	122,848.78	\$	127,148.51	\$	131,598.69	\$	136,204.66	\$	140,971.81	\$	145,905.83	\$	151,012.53	\$

149	\$ 113,572.64	\$ 117,547.70	\$ 121,661.87	\$ 125,920.03	\$ 130,327.24	\$ 134,888.69	\$ 139,609.79	\$ 144,496.13	\$ 149,553.49	\$ 154,787.87
150	\$ 116,411.97	\$ 120,486.39	\$ 124,703.39	\$ 129,068.03	\$ 133,585.39	\$ 138,260.90	\$ 143,100.03	\$ 148,108.53	\$ 153,292.33	\$ 158,657.56
151	\$ 119,322.28	\$ 123,498.55	\$ 127,821.01	\$ 132,294.72	\$ 136,925.06	\$ 141,717.42	\$ 146,677.53	\$ 151,811.25	\$ 157,124.65	\$ 162,624.01
152	\$ 122,305.32	\$ 126,586.03	\$ 131,016.52	\$ 135,602.09	\$ 140,348.16	\$ 145,260.36	\$ 150,344.47	\$ 155,606.52	\$ 161,052.75	\$ 166,689.59
153	\$ 125,362.96	\$ 129,750.65	\$ 134,291.92	\$ 138,992.15	\$ 143,856.88	\$ 148,891.87	\$ 154,103.08	\$ 159,496.70	\$ 165,079.08	\$ 170,856.84
154	\$ 128,497.03	\$ 132,994.41	\$ 137,649.23	\$ 142,466.95	\$ 147,453.28	\$ 152,614.13	\$ 157,955.65	\$ 163,484.10	\$ 169,206.05	\$ 175,128.26
155	\$ 131,709.46	\$ 136,319.27	\$ 141,090.45	\$ 146,028.63	\$ 151,139.63	\$ 156,429.52	\$ 161,904.54	\$ 167,571.20	\$ 173,436.19	\$ 179,506.45
156	\$ 135,002.20	\$ 139,727.27	\$ 144,617.73	\$ 149,679.35	\$ 154,918.12	\$ 160,340.27	\$ 165,952.17	\$ 171,760.50	\$ 177,772.12	\$ 183,994.15
157	\$ 138,377.25	\$ 143,220.45	\$ 148,233.16	\$ 153,421.32	\$ 158,791.07	\$ 164,348.76	\$ 170,100.97	\$ 176,054.50	\$ 182,216.41	\$ 188,593.98
158	\$ 141,836.67	\$ 146,800.94	\$ 151,938.99	\$ 157,256.85	\$ 162,760.83	\$ 168,457.48	\$ 174,353.48	\$ 180,455.84	\$ 186,771.79	\$ 193,308.81
159	\$ 145,382.60	\$ 150,470.99	\$ 155,737.48	\$ 161,188.28	\$ 166,829.87	\$ 172,668.93	\$ 178,712.33	\$ 184,967.27	\$ 191,441.13	\$ 198,141.56
160	\$ 149,017.17	\$ 154,232.77	\$ 159,630.91	\$ 165,218.00	\$ 171,000.63	\$ 176,985.66	\$ 183,180.16	\$ 189,591.46	\$ 196,227.16	\$ 203,095.11
161	\$ 152,742.59	\$ 158,088.58	\$ 163,621.68	\$ 169,348.45	\$ 175,275.65	\$ 181,410.27	\$ 187,759.64	\$ 194,331.23	\$ 201,132.82	\$ 208,172.46
162	\$ 156,561.14	\$ 162,040.79	\$ 167,712.21	\$ 173,582.15	\$ 179,657.53	\$ 185,945.54	\$ 192,453.64	\$ 199,189.51	\$ 206,161.14	\$ 213,376.78
163	\$ 160,475.20	\$ 166,091.81	\$ 171,905.03	\$ 177,921.70	\$ 184,148.96	\$ 190,594.18	\$ 197,264.97	\$ 204,169.26	\$ 211,315.18	\$ 218,711.22
164	\$ 164,487.07	\$ 170,244.10	\$ 176,202.65	\$ 182,369.74	\$ 188,752.67	\$ 195,359.02	\$ 202,196.60	\$ 209,273.48	\$ 216,598.05	\$ 224,178.99
165	\$ 168,599.25	\$ 174,500.21	\$ 180,607.73	\$ 186,928.99	\$ 193,471.50	\$ 200,243.00	\$ 207,251.50	\$ 214,505.33	\$ 222,013.02	\$ 229,783.47