

**Effective January 1, 2009**

	<b>Current Title</b>	<b>Pay Period</b>	<b>MIN</b>	<b>MIDPOINT</b>	<b>MAX</b>
Range #					
100	All Starters, Marshalls, Ball Pickers Data Entry Operators, Janitors, Sales Coordinators, and Inventory Clerks that work at the Golf Shops <b>are frozen at minimum wage</b> <b>Lead Starters are .50 above minimum</b>	Hourly Pay period Monthly Annual	7.65 612.00 1,325.99 15,911.88		
	<b>Food Servers</b>		4.65 + Tips		
101	Facility Monitor/PT	Hourly Pay period Monthly Annual	7.65 612.00 1,325.99 15,911.88	8.74 699.20 1,514.92 18,179.06	10.25 820.00 1,776.65 21,319.84
102					
103	Bowling Instructor Asst. Lead Starter/Buyer Merchandise Coord - Grandview	Hourly Bi-monthly Monthly Annual	7.65 612.00 1,325.99 15,911.88	8.74 699.20 1,514.92 18,179.06	10.25 820.00 1,776.65 21,319.84
104	Pool Monitor	Hourly Bi-monthly Monthly Annual	7.65 612.00 1,325.99 15,911.88	8.74 699.28 1,515.09 18,181.12	10.25 819.79 1,776.19 21,314.28
105	Sports Pavilion Desk Monitor Bowling Custodian Tournament/Spec Events - Bowling	Hourly Bi-monthly Monthly Annual	7.65 612.00 1,325.99 15,911.88	9.19 734.92 1,592.32 19,107.83	10.77 861.37 1,866.29 22,395.44
106					
107	Facility Assistants I & II	Hourly Bi-monthly Monthly Annual	8.41 672.97 1,458.09 17,497.12	10.14 811.30 1,757.80 21,093.63	11.88 950.48 2,059.35 24,712.21
108	Landscape Maint Wkr Courier Short Order Cook	Hourly Bi-monthly Monthly Annual	8.84 706.92 1,531.64 18,379.70	10.66 852.88 1,847.90 22,174.79	12.49 998.85 2,164.16 25,969.88
109	Maintenance Helper Bowling Mechanic "C"	Hourly Bi-monthly	9.28 742.56	11.20 896.16	13.11 1,048.92

	Greenskeeper	Monthly	1,608.87	1,941.67	2,272.64
		Annual	19,306.41	23,300.08	27,271.69
110	Facility Assistant Lead	Hourly	9.75	11.76	13.78
	Library Assistant	Bi-monthly	779.90	941.14	1,102.38
	Village Store retail clerk	Monthly	1,689.77	2,039.12	2,388.48
	Receptionist	Annual	20,277.25	24,469.50	28,661.75
	Clerk II				
	Special Events Coord				
	Irrigation Worker				
111	Library Bookkeeper	Hourly	10.25	12.37	14.48
		Bi-monthly	819.79	989.51	1,158.39
		Monthly	1,776.19	2,143.93	2,509.83
		Annual	21,314.28	25,727.17	30,118.00
112	Maintenance Tech I	Hourly	10.77	12.98	15.21
	Human Resources Clerk	Bi-monthly	861.37	1,038.74	1,216.95
	Program Scheduler	Monthly	1,866.29	2,250.58	2,636.70
	Acct Tech	Annual	22,395.44	27,006.91	31,640.45
	Recp/Box Office				
	Chartered Clubs Specialist				
113	Membershp Services Specialist I & II	Hourly	11.31	13.64	15.98
	Irrigation Specialist	Bi-monthly	904.65	1,091.35	1,278.05
		Monthly	1,960.06	2,364.58	2,769.09
		Annual	23,520.73	28,374.91	33,229.09
114	Office Coordinator	Hourly	11.88	14.33	16.79
	Village Store Supervisor	Bi-monthly	950.48	1,146.51	1,343.40
	League Coord/Bowling Program Instructor	Monthly	2,059.35	2,484.09	2,910.67
	Assistant Bowling Mechanic	Annual	24,712.21	29,809.10	34,928.06
115	Senior Greenskeeper (GKIII)	Hourly	12.49	15.06	17.64
	Payroll Technician	Bi-monthly	998.85	1,205.07	1,411.29
	Assistant Librarian	Monthly	2,164.16	2,610.96	3,057.77
		Annual	25,969.88	31,331.55	36,693.21
116	Equipment Mechanical I	Hourly	13.11	15.83	18.53
	Human Resources Assistant	Bi-monthly	1,048.92	1,266.17	1,482.57
	Assistant Membership Services Supervisor	Monthly	2,272.64	2,743.35	3,212.22
	Bowling Mechanic "B"	Annual	27,271.69	32,920.19	38,546.63
117	Help Desk - IT	Hourly	13.78	16.62	19.47
	Acct Tech II	Bi-monthly	1,102.38	1,329.82	1,557.25
	Website Administrator/Computer Trainer	Monthly	2,388.48	2,881.25	3,374.03
	News Assistant	Annual	28,661.75	34,575.02	40,488.30
118	Equipment Mechanical II	Hourly	14.48	17.46	20.45
	Maintenance Technician II	Bi-monthly	1,158.39	1,396.86	1,636.18
	Golf Pro Shop Supervisor	Monthly	2,509.83	3,026.51	3,545.02
	Golf Events Coordinator	Annual	30,118.00	36,318.12	42,540.30
	Rec Events Coordinator				
	Food/Beverage Supervisor				

119	Facility Supervisor	Hourly	15.21	18.35	21.49
	Safety Coordinator	Bi-monthly	1,216.95	1,468.15	1,719.34
	Sr Office Coordinator	Monthly	2,636.70	3,180.96	3,725.22
	Golf Ops Coordinator	Annual	31,640.45	38,171.53	44,702.62
120	Golf Maintenance Supervisor	Hourly	15.98	19.27	22.57
	Landscape Maintenance Foreman	Bi-monthly	1,278.05	1,541.98	1,805.91
		Monthly	2,769.09	3,340.93	3,912.77
		Annual	33,229.09	40,091.14	46,953.19
121	HVAC Technician	Hourly	16.79	20.25	23.72
	Senior Facilities Supervisor	Bi-monthly	1,343.40	1,620.05	1,897.56
		Monthly	2,910.67	3,510.09	4,111.35
		Annual	34,928.06	42,121.07	49,336.16
122	Accountant	Hourly	17.64	21.28	24.92
	Landscape Maintenance Supervisor	Bi-monthly	1,411.29	1,702.37	1,993.46
		Monthly	3,057.77	3,688.44	4,319.12
		Annual	36,693.21	44,261.33	51,829.44
123	Golf Maintenance Superintendent I	Hourly	18.53	22.36	26.18
	Facilities Maint Superv	Bi-monthly	1,482.57	1,788.93	2,094.44
		Monthly	3,212.22	3,875.99	4,537.93
		Annual	38,546.63	46,511.90	54,455.11
124	Membership Supervisor	Hourly	19.47	23.49	27.51
	Governing Board Office Manager	Bi-monthly	1,557.25	1,878.89	2,200.52
	Senior Accountant Supervisor	Monthly	3,374.03	4,070.89	4,767.76
	Management Assistant	Annual	40,488.30	48,850.74	57,213.17
125		Hourly	20.45	24.67	28.90
		Bi-monthly	1,636.18	1,973.94	2,311.70
		Monthly	3,545.02	4,276.83	5,008.63
		Annual	42,540.30	51,321.96	60,103.62
126	Systems/Network Administrator	Hourly	21.49	25.93	30.36
	Information Support Analyst	Bi-monthly	1,719.34	2,074.08	2,428.81
	Finanical Analyst	Monthly	3,725.22	4,493.80	5,262.38
		Annual	44,702.62	53,925.57	63,148.51
127	Librarian	Hourly	22.57	27.24	31.90
	Facilities Project Superintendent	Bi-monthly	1,805.91	2,179.31	2,551.86
	Facilities Maintenance Superintendent	Monthly	3,912.77	4,721.80	5,528.99
		Annual	46,953.19	56,661.56	66,347.86
128	Golf Maintenance Superintendent II	Hourly	23.72	28.62	33.51
		Bi-monthly	1,897.56	2,289.63	2,680.85
		Monthly	4,111.35	4,960.83	5,808.47
		Annual	49,336.16	59,529.94	69,701.66
129	Sports Pavilion Manager	Hourly	24.91	30.06	35.21
		Bi-monthly	1,992.61	2,405.05	2,816.64
		Monthly	4,317.28	5,210.89	6,102.66
		Annual	51,807.38	62,530.71	73,231.98

130		Hourly	26.18	31.59	36.99
		Bi-monthly	2,094.44	2,527.25	2,959.21
		Monthly	4,537.93	5,475.67	6,411.57
		Annual	54,455.11	65,707.99	76,938.81
131	Human Resources Officer	Hourly	27.51	33.19	38.87
		Bi-monthly	2,200.52	2,655.39	3,109.42
		Monthly	4,767.76	5,753.31	6,737.02
		Annual	57,213.17	69,039.73	80,844.22
132	General Services Officer Recreation Activities Mgr	Hourly	28.90	34.87	40.84
		Bi-monthly	2,311.70	2,789.48	3,267.26
		Monthly	5,008.63	6,043.83	7,079.02
		Annual	60,103.62	72,525.91	84,948.21
133	Chief Financial Officer	Hourly	30.36	36.63	42.90
		Bi-monthly	2,428.81	2,930.35	3,431.90
		Monthly	5,262.38	6,349.05	7,435.73
		Annual	63,148.51	76,188.62	89,228.72
134		Hourly	31.91	38.49	45.07
		Bi-monthly	2,552.71	3,078.87	3,605.87
		Monthly	5,530.83	6,670.82	7,812.66
		Annual	66,369.93	80,049.90	93,751.93
135	Environmental Services Manager	Hourly	33.51	40.44	47.35
		Bi-monthly	2,680.85	3,235.02	3,788.33
		Monthly	5,808.47	7,009.15	8,207.98
		Annual	69,701.66	84,109.76	98,495.80
136		Hourly	35.21	42.49	49.75
		Bi-monthly	2,816.64	3,398.80	3,980.12
		Monthly	6,102.66	7,364.02	8,623.53
		Annual	73,231.98	88,368.20	103,482.37
137		Hourly	36.99	44.64	52.28
		Bi-monthly	2,959.21	3,571.08	4,182.10
		Monthly	6,411.57	7,737.27	9,061.14
		Annual	76,938.81	92,847.29	108,733.71
138		Hourly	38.87	46.90	54.92
		Bi-monthly	3,109.42	3,751.84	4,393.41
		Monthly	6,737.02	8,128.92	9,518.98
		Annual	80,844.22	97,547.02	114,227.76
139		Hourly	40.84	49.27	57.70
		Bi-monthly	3,267.26	3,941.93	4,615.75
		Monthly	7,079.02	8,540.79	10,000.72
		Annual	84,948.21	102,489.46	120,008.65
140		Hourly	42.90	51.77	60.62
		Bi-monthly	3,431.90	4,141.36	4,849.98
		Monthly	7,435.73	8,972.88	10,508.20
		Annual	89,228.72	107,674.61	126,098.45
141		Hourly	45.07	54.39	63.69

142	General Manager	Bi-monthly	3,605.87	4,350.98	5,095.23
		Monthly	7,812.66	9,427.04	11,039.59
		Annual	93,751.93	113,124.54	132,475.08
		Hourly	47.35	57.13	66.92
143		Bi-monthly	3,788.33	4,570.78	5,353.22
		Monthly	8,207.98	9,903.27	11,598.56
		Annual	98,495.80	118,839.24	139,182.68
		Hourly	49.75	60.03	70.30
144		Bi-monthly	3,980.12	4,802.45	5,623.94
		Monthly	8,623.53	10,405.24	12,185.10
		Annual	103,482.37	124,862.84	146,221.24
		Hourly	52.28	63.04	73.81
		Bi-monthly	4,182.10	5,043.47	5,904.84
		Monthly	9,061.14	10,927.43	12,793.72
		Annual	108,733.71	131,129.15	153,524.58
		Hourly			

1/11/2012

New Minimum Wage effective 1-1-12