

**REDDING INDEPENDENT EMPLOYEES ORGANIZATION  
CLERICAL, TECHNICAL AND PROFESSIONAL UNIT  
EXHIBIT "A-1"**

**PART-TIME EMPLOYEE SCHEDULE OF CLASSIFICATIONS AND HOURLY WAGE RATES  
PARS 457 ALTERNATIVE RETIREMENT PLAN**

Effective: July 12, 2020

Classification	Hourly Wage Rate - Salary Step					
	1	2	3	4	5	6
930 Student Aid		\$10.12	\$10.63	\$11.33	\$11.89	\$12.49
931 Cashier	\$11.58	\$12.16	\$12.77	\$13.40	\$14.07	\$14.78
932 Mail Courier	\$11.58	\$12.16	\$12.77	\$13.40	\$14.07	\$14.78
933 Technical Intern	\$11.58	\$12.16	\$12.77	\$13.40	\$14.07	\$14.78
934 Administrative Intern	\$12.45	\$13.07	\$13.72	\$14.41	\$15.13	\$15.89
935 Clerk I	\$13.39	\$14.06	\$14.76	\$15.50	\$16.28	\$17.09
978 Janitor	\$14.71	\$15.44	\$16.22	\$17.03	\$17.88	\$18.77
937 Clerk II	\$14.77	\$15.51	\$16.28	\$17.10	\$17.95	\$18.85
938 Account Clerk I	\$15.11	\$15.87	\$16.66	\$17.50	\$18.37	\$19.29
922 Stage Technician	\$15.92	\$16.72	\$17.55	\$18.43	\$19.35	\$20.32
990 Administrative Assistant I	\$16.28	\$17.10	\$17.95	\$18.85	\$19.79	\$20.78
991 Clerk III	\$16.28	\$17.10	\$17.95	\$18.85	\$19.79	\$20.78
992 Account Clerk II	\$16.70	\$17.53	\$18.41	\$19.33	\$20.29	\$21.31
993 Junior Engineering Aid	\$16.70	\$17.53	\$18.41	\$19.33	\$20.29	\$21.31
994 Administrative Assistant II	\$17.95	\$18.85	\$19.79	\$20.78	\$21.82	\$22.91
948 Customer Service Representative	\$19.81	\$20.80	\$21.85	\$22.94	\$24.08	\$25.29
366 Engineering Aid	\$19.81	\$20.80	\$21.85	\$22.94	\$24.08	\$25.29
995 Electric Utility Distribution Technician I	\$23.16	\$24.32	\$25.54	\$26.82	\$28.16	\$29.56
996 Water Plant Operator - Grade III	\$25.96	\$27.26	\$28.62	\$30.05	\$31.55	\$33.13

\* Salaries originally effective April 10, 2016; revised schedule reflects CA minimum wage changes.

\*\* Effective January 1, 2020, the minimum wage will be \$13.00 per hour.

Note: Pay rates are calculated utilizing a standardized formula and small differences may occur due to rounding.