

CITY COUNCIL REPORT



Meeting Date: November 19, 2024
 General Plan Element: *Public Services & Facilities*
 General Plan Goal: *Provide a safe environment for all citizens, visitors and private interests*

ACTION

Adopt Resolution No. 13291 authorizing:

- 1) Adoption and implementation of a pay step system for sworn employees of the Scottsdale Fire Department, which are Firefighter Recruit, Firefighter, Engineer, Captain, Battalion Chief, Deputy Chief, Assistant Chief, and Chief, to be effective January 2025.
- 2) Amending the FY 2024/2025 Job Classification Pay Table to reflect the fire step pay system.
- 3) Salary grade changes for the following positions: Assistant City Manager from pay grade 37 to 39; Chief Information Officer from pay grade 35 to 36; City Clerk from pay grade 36 to 37; Communications and Public Affairs Director from pay grade 34 to 35; and Assistant Police Chief (Civilian) from pay grade 34 to 35.
- 4) A budget transfer of up to \$0.8 million from the PSPRS Pension Liabilities Fund Balance Designation to the Fire Division operating budget.

BACKGROUND

Fire departments across the country, much like law enforcement agencies, are facing challenges in recruitment and retention. With early retirements, resignations, and a shrinking pool of qualified applicants, fire departments are struggling to keep up with vacancies and the demands of modern fire service. This trend, which has impacted the Scottsdale Fire Department, poses significant operational challenges, including maintaining adequate staffing levels and ensuring that critical services remain uninterrupted.

One key factor driving attrition in fire departments is the competitive job market, particularly among neighboring agencies offering higher pay and better benefits. Firefighters, once trained and certified, become highly valuable assets, often targeted by other departments seeking to bolster their ranks. Without a competitive pay structure, Scottsdale is at risk of losing these skilled professionals to neighboring municipalities, much like what has been observed in law enforcement. Furthermore, Scottsdale has the unique experience of having over 1/3 of their incumbent sworn personnel eligible to retire on July 1st, 2025 due to the origins of Scottsdale's municipal fire department.

Action Taken Approved on Consent

A structured step plan for firefighter compensation would address these concerns by providing a clear, predictable path for salary increases and benefits over the course of a firefighter's career. This would not only help retain experienced personnel but also attract new candidates to the department. Training new firefighters is a costly and time-intensive process and losing them to other agencies shortly after they become fully trained and certified is a significant loss of investment for the city.

By adopting a structured step plan, Scottsdale can ensure that its fire service remains competitive in the regional market, retain experienced firefighters, and attract high-quality candidates. In turn, this will help the city maintain the high standards of service its residents have come to expect from the Scottsdale Fire Department, ensuring both public safety and operational efficiency.

Along with the Fire Step Plan, this action recommends approval of the remaining five classification salary grade changes to resolve ongoing compression and compensation structure concerns.

ANALYSIS & ASSESSMENT

A review and analysis of pay and classification structure for other cities was conducted to assess our standing with other cities related to pay. This review indicated that most fire departments have adopted a separate salary plan for sworn personnel that utilizes step program approach to pay. This proposal is intended to position the City in a more favorable and comparable competitive position among Valley agencies. The design of the proposed plan is comparable to the approved SPD Step Plan approved in August of 2022. It includes the following fire sworn job classifications up to the rank of Chief:

- Firefighter Recruit
- Firefighter
- Fire Engineer
- Fire Captain
- Fire Battalion Chief
- Fire Chief Deputy
- Fire Chief Assistant
- Fire Chief

The adoption of this resolution will implement a separate pay table for the above listed fire sworn positions along with a new step program (see Fire Step Range and Pay Table). Upon approval, city staff anticipates requiring 45 days to implement the program. The effective date will occur in January 2025.

The following assumptions are included:

- Distinguishes Firefighter Recruit pay from Firefighter by creating a 1-step pay for recruits while in the academy. Creating a 7-step pay table for Firefighters, a 5-step pay table for Fire Engineer, and a 3-step pay table for Battalion Chief, Deputy Chief, Assistant Chief, and Chief.
- Adjusts the pay scales to a non-overlapping scale by rank.

- Step increments are 5% compounding for each step, except for between the rank of Fire Captain and Battalion Chief. A 15% factor was required in the design of the step program due to existing between rank pay practices outlined in SFD policy. This proposed step plan program replaces the SFD policy.
- The ranks of Firefighter, Engineer, and Captain will maintain eligibility for specialty pays and are FLSA non-exempt. All other ranks will maintain FLSA exempt status but not be eligible for specialty pay.
- Pay progression through the step program will be based upon an Incumbent's anniversary date and most recent performance evaluation (see Fire Step Progression Table).

Classification and Compensation Study Update

Along with the Fire Step Plan, this action recommends approval of salary grade changes to the classifications listed below to resolve compression and structural alignment concerns. This proposed step plan further highlights the current issues within the citywide classification structure. The recent study identified and recommended salary grade changes for the following five additional classifications based on market and internal equity factors:

- Assistant City Manager – From pay grade 37 to 39
- Chief Information Officer – From pay grade 35 to 36
- City Clerk – From pay grade 36 to 37
- Communications and Public Affairs Director – From pay grade 34 to 35
- Police Chief Assistant (Civilian) – From pay grade 34 to 35

When reviewing the city's salary table specifically at the level of Assistant City Manager compared to the chief ranks, of our nine valley comparators, only one sets the Police Chief max of range compensation higher than Assistant City Manager. The cities of Chandler, Glendale, Goodyear, Mesa, Tempe, Phoenix, Peoria, and Surprise set the max compensation of Assistant City Manager on average 7% higher than the sworn chief ranks (2% being the lowest, 20% the highest). Adoption of this action adjusts the city's Assistant City Manager classification to approximately 2-5% higher than the max of the chiefs. It is also consistent with the study's findings to adjust the classification up to pay grade 40; however, pay grade 39 was selected to maintain internal equity structure in the citywide classification plan. This current proposal aligns the pay structure based on best practices found in the local market.

The four other listed classifications also have market and/or internal equity factors that support the proposed salary grade changes. When looking specifically at Police Chief Assistant (Civilian), the market supported a pay grade change. When examining internal equity, without the salary grade adjustment from 34 to 35, the max salary of Police Chief Assistant (Civilian) is currently around 7% lower than the Police Chief Assistant (Sworn) classification. The proposed grade change will better align internal equity for the police leadership classifications and bring the max pay range of the Police Assistant Chief Civilian within 2% of the sworn equivalent classification. These types of market and internal equity factors are the same factors that supported the salary grade changes for the classifications approved this past June. Additionally, the financial impact of these remaining five classifications above grade 34 were included in the original study costing and financial impact statement.

FINANCIAL IMPACT

The step program is estimated to have an annual increase of \$1.6M to the Fire Department budget based on current personnel. Future market and merit adjustments will add to the estimated increase. For FY24/25, a budget adjustment of \$0.8 million is needed to implement the step program with an anticipated effective date in January.

The budget appropriation for the remaining five classification increases were included in the original classification and compensation study approved with the FY 24/25 adopted budget. No additional budget adjustment is necessary.

STAFF RECOMMENDATION

Adopt Resolution No. 13291 authorizing:

- 1) Adoption and implementation of a pay step system for sworn employees of the Scottsdale Fire Department, which are Firefighter Recruit, Firefighter, Engineer, Captain, Battalion Chief, Deputy Chief, Assistant Chief, and Chief, to be effective January 2025.
- 2) Amending the FY 2024/2025 Job Classification Pay Table to reflect the fire step pay system.
- 3) Salary grade changes for the following positions: Assistant City Manager from pay grade 37 to 39; Chief Information Officer from pay grade 35 to 36; City Clerk from pay grade 36 to 37; Communications and Public Affairs Director from pay grade 34 to 35; and Assistant Police Chief (Civilian) from pay grade 34 to 35.
- 4) A budget transfer of up to \$0.8 million from the PSPRS Pension Liabilities Fund Balance Designation to the Fire Division operating budget.

RESPONSIBLE DEPARTMENT(S)

Human Resources, Fire Department, City Treasurer

STAFF CONTACTS (S)

Jim Thompson, City Manager

APPROVED BY

Monica Boyd

Monica Boyd, Human Resources Director

480-312-2615, mboyd@ScottsdaleAZ.gov

11/6/24

Date

Sonia Andrews

Sonia Andrews, City Treasurer
(For Financial Policies Compliance and Budget Appropriation)
480-312-2364, sandrews@ScottsdaleAZ.gov

11/6/24
Date

Jim Thompson

Jim Thompson, City Manager
480-312-2800, jthompson@ScottsdaleAZ.gov

11/6/24
Date

ATTACHMENTS

1. Resolution No. 13291
Exhibit A: Fire Step Range and Pay Table
2. Fire Step Progression Table
3. Updated FY24/25 Job Classification Pay Table

RESOLUTION NO. 13291

A RESOLUTION OF THE CITY OF SCOTTSDALE, MARICOPA COUNTY, ARIZONA, AUTHORIZING ADOPTION AND IMPLEMENTATION OF A PAY STEP SYSTEM FOR ALL SWORN EMPLOYEES OF THE SCOTTSDALE FIRE DEPARTMENT EFFECTIVE JANUARY 2025, AMENDING THE FY 2024/25 JOB CLASSIFICATION PAY TABLE TO REFLECT THE STEP PAY SYSTEM, AUTHORIZING SALARY GRADE CHANGES FOR ASSISTANT CITY MANAGER, CHIEF INFORMATION OFFICER, CITY CLERK, COMMUNICATION AND PUBLIC AFFAIRS DIRECTOR AND ASSISTANT POLICE CHIEF (CIVILIAN), AND A BUDGET TRANSFER OF UP TO \$0.8 MILLION FROM THE PSPRS PENSION LIABILITIES FUND BALANCE DESIGNATION TO THE FIRE DIVISION OPERATING BUDGET.

WHEREAS, consistent with local and national trends, the Scottsdale Fire Department faces challenges in recruitment and retention;

WHEREAS, these challenges are exacerbated by the fact that more than one-third of current sworn Fire Department employees are eligible to retire on July 1, 2025; and

WHEREAS, having a more competitive pay structure for personnel will give the City an opportunity to recruit and retain more sworn personnel; and

WHEREAS, a recent study by the City's Human Resources Department recommended salary grade changes for six job classifications based on market and internal equity factors.

NOW, THEREFORE, BE IT RESOLVED by the Council of the City of Scottsdale, Maricopa County, Arizona, as follows:

Section 1. Adoption and implementation of a pay step system for all sworn employees of the Scottsdale Fire Department, which are Firefighter Recruit, Firefighter, Engineer, Captain, Battalion Chief, Deputy Chief, Assistant Chief and Chief, effective January 2025, is authorized.

Section 2. The amended FY 2024/25 Fire Step Table attached to this Resolution as Exhibit "A" that reflects the step pay system for all sworn employees is approved.

Section 3. Salary grade changes for the following positions are authorized: Assistant City Manager from pay grade 37 to 39; Chief Information Officer from pay grade 35 to 36; City Clerk from pay grade 36 to 37; Communications and Public Affairs Director from pay grade 34 to 35; and Assistant Police Chief (Civilian) from pay grade 34 to 35.

Section 4. A budget transfer of up to \$0.8 Million from the PSPRS Pension Liabilities Fund Designation to the Fire Division Operating Budget.

PASSED AND ADOPTED by the City Council of the City of Scottsdale this ____ day of _____, 2024.

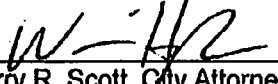
CITY OF SCOTTSDALE, an
Arizona municipal corporation

ATTEST:

Ben Lane, City Clerk

David D. Ortega, Mayor

APPROVED AS TO FORM:



Sherry R. Scott, City Attorney

By: William Hylan
Supervising Assistant City Attorney



Fire Step Table

Firefighter Recruit Grade FR4	Step	Hourly	Annual	Annual Hours
FR = Firefighter Recruit	FR0	29.68	61,734.40	2080

Firefighter Grades FF4 & FF5	Step	Hourly (2080)	Annual Hours	Hourly (2912)	Annual Hours	Annual
FF - Firefighter	FF0	29.88	2080	21.34	2912	62,150.40
	FF1	31.38	2080	22.41	2912	65,270.40
	FF2	32.95	2080	23.54	2912	68,536.00
	FF3	34.60	2080	24.71	2912	71,968.00
	FF4	36.33	2080	25.95	2912	75,566.40
	FF5	38.18	2080	27.27	2912	79,414.40
	FF6	40.09	2080	28.64	2912	83,387.20

Fire Engineer Grades FE4 & FE5	Step	Hourly (2080)	Annual Hours	Hourly (2912)	Annual Hours	Annual
FE = Fire Engineer	FE0	42.10	2080	30.07	2912	87,568.00
	FE1	44.20	2080	31.57	2912	91,936.00
	FE2	46.41	2080	33.15	2912	96,532.80
	FE3	48.73	2080	34.81	2912	101,358.40
	FE4	51.17	2080	36.55	2912	106,433.60

Fire Captain Grades FC4 & FC5	Step	Hourly (2080)	Annual Hours	Hourly (2912)	Annual Hours	Annual
FC = Fire Captain	FC0	53.73	2080	38.38	2912	111,758.40
	FC1	56.42	2080	40.30	2912	117,353.60
	FC2	59.24	2080	42.31	2912	123,219.20

Fire Battalion Chief Grades FBC4 & FBC5	Step	Hourly (2080)	Annual Hours	Hourly (2912)	Annual Hours	Annual
FBC = Fire Battalion Chief	FBC0	68.57	2080	48.98	2912	142,625.60
	FBC1	72.00	2080	51.43	2912	149,760.00
	FBC2	75.60	2080	54.00	2912	157,248.00



Fire Step Table

Fire Deputy Chief Grades FDC4 & FDC5	Step	Hourly	Annual Hours	Hourly (2912)	Annual Hours	Annual
FDC = Fire Deputy Chief	FDC0	79.38	2080	56.70	2912	165,110.40
	FDC1	83.35	2080	59.54	2912	173,368.00
	FDC2	87.52	2080	62.51	2912	182,041.60

Fire Assistant Chief Grade FAC4	Step	Hourly	Annual	Annual Hours
FAC = Fire Assistant Chief	FAC0	91.89	191,131.20	2080
	FAC1	96.49	200,699.20	2080
	FAC2	101.31	210,724.80	2080

Fire Chief Grade FCH4	Step	Hourly	Annual	Annual Hours
FCH = Fire Chief	FCH0	106.38	221,270.40	2080
	FCH1	111.70	232,336.00	2080
	FCH2	117.28	243,942.40	2080

Note: Grade numerical designation:

4 = 40 Hour

5 = 56 Hour

	Step Progression >	Fire Recruit pay During academy - @4-6 months	Upon graduation, placed at FFO in FF Step Plan.	1 YR Anniversary Date from FF Recruit Hire Date	2 YR Anniversary Date from FF Recruit Hire Date	3 YR Anniversary Date from FF Recruit Hire Date	4 YR Anniversary Date from FF Recruit Hire Date	5 YR Anniversary Date from FF Recruit Hire Date	6 YR Anniversary Date from FF Recruit Hire Date	Upon promotion to Engineer, placed at FE0.	1 YR Anniversary Date from Classification Start Date	2 YR Anniversary Date from Classification Start Date	3 YR Anniversary Date from Classification Start Date	4 Year Anniversary Date from Classification Start Date	Upon promotion to Captain, placed at FC0.	1 YR Anniversary Date from Classification Start Date	2 YR Anniversary Date from Classification Start Date
Classification	# of Steps	FR0	FF0	FF1	FF2	FF3	FF4	FF5	FF6	FE0	FE1	FE2	FE3	FE4	FC0	FC1	FC2
Fire Recruit	1 Step	\$61,734.40															
Firefighter	7 Steps		\$62,150.40	\$65,270.40	\$68,534.00	\$71,968.00	\$75,566.40	\$79,434.40	\$83,387.20								
Fire Engineer	5 Steps									\$87,568.00	\$91,636.00	\$95,532.80	\$101,358.40	\$106,433.60			
Fire Captain	3 Steps														\$111,758.40	\$117,333.60	\$123,219.20
			0.67%	5.02%	5.00%	5.01%	5.00%	5.09%	5.00%	5.01%	4.99%	5.00%	5.00%	5.00%	5.00%	5.01%	5.00%

	Step Progression >	Upon promotion to Batt Fire Chief, placed at FBC0.	1 YR Anniversary Date from Classification Start Date	2 YR Anniversary Date from Classification Start Date	Upon promotion to Deputy Fire Chief, placed at FDC0.	1 YR Anniversary Date from Classification Start Date	2 YR Anniversary Date from Classification Start Date	Upon promotion to Assistant Fire Chief, placed at FAC0.	1 YR Anniversary Date from Classification Start Date	2 YR Anniversary Date from Classification Start Date	Upon promotion to Fire Chief, placed at FC00.	1 YR Anniversary Date from Classification Start Date	2 YR Anniversary Date from Classification Start Date
Classification	# of Steps	FBC0	FBC1	FBC2	FDC0	FDC1	FDC2	FAC0	FAC1	FAC2	FC00	FC01	FC02
Fire Batt Chief	3 Steps	\$142,625.60	\$149,760.00	\$157,248.00									
Deputy Fire Chief	3 Steps				\$165,116.40	\$173,348.00	\$182,041.60						
Assistant Fire Chief	3 Steps							\$191,131.20	\$200,699.20	\$210,724.80			
Fire Chief	3 Steps										\$221,270.40	\$232,136.00	\$243,942.40
		15.75%	5.00%	5.00%	5.00%	5.00%	5.00%	4.99%	5.01%	5.00%	5.00%	5.00%	5.00%

Updated FY24/25 Job Classification Pay Table

Effective 11/19/2024

Job Code	Job Title	Grade	Hourly Min	Hourly Mid	Hourly Max	Annual Hours	Annual Min	Annual Mid	Annual Max
0509	ACCOUNT SPECIALIST I	9	\$21.09	\$24.79	\$28.50	2080	\$43,867.20	\$51,563.20	\$59,280.00
0510	ACCOUNT SPECIALIST II	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
0508	ACCOUNT SPECIALIST III	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0715	ACCOUNTANT I	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2272	ACCOUNTANT II	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2271	ACCOUNTANT SENIOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2195	ACCOUNTING DEPT DIRECTOR	30	\$58.77	\$69.05	\$79.38	2080	\$122,241.60	\$143,624.00	\$165,110.40
2055	ACCOUNTING MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
0425	ACCOUNTING OPERATIONS TECH	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2004	ADA/TITLE VI COMPLIANCE COORD	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0792	ADMINISTRATIVE AIDE	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
0700	ADMINISTRATIVE ASSISTANT	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0721	ADMINISTRATIVE ASSISTANT SR	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0793	ADMINISTRATIVE CLERK	3	\$15.74	\$18.50	\$21.25	2080	\$32,739.20	\$38,480.00	\$44,200.00
0808	ADMINISTRATIVE SUPERVISOR	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0675	AIRPORT MAINTENANCE TECHNICIAN	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
2078	AIRPORT OPERATIONS SUPERVISOR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0460	AIRPORT OPERATIONS TECH	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
0459	AIRPORT OPERATIONS TECH SENIOR	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0786	AMBULANCE BILLING SPECIALIST	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2558	AMBULANCE TRANSPORTATION MGR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2035	APPLICATION DEVELOPMENT MGR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2568	ASSISTANT AVIATION DIRECTOR	32	\$64.79	\$76.13	\$87.54	2080	\$134,763.20	\$158,350.40	\$182,083.20
1014	ASSISTANT CITY ATTORNEY I	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
2273	ASSISTANT CITY ATTORNEY II	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
1994	ASSISTANT CITY MANAGER	39	\$91.17	\$107.12	\$123.08	2080	\$189,633.60	\$222,809.60	\$256,006.40
2293	ASSISTANT CITY PROSECUTOR I	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2294	ASSISTANT CITY PROSECUTOR II	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
2570	ASSISTANT CITY TREASURER	33	\$68.03	\$79.94	\$91.90	2080	\$141,502.40	\$166,275.20	\$191,152.00
2292	ASSISTANT TO THE CITY MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2151	ASST TRAFFIC OPERATIONS MGR	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
1083	AUDITOR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
1581	AUDITOR SENIOR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2198	AVIATION DIRECTOR	35	\$75.00	\$88.13	\$101.31	2080	\$156,000.00	\$183,310.40	\$210,724.80
2569	AVIATION OPERATIONS DIRECTOR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2220	AVIATION PLAN & OUTREACH COORD	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
1343	BID & CONTRACT ANALYST	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2363	BUDGET ANALYST	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
1934	BUDGET ANALYST SENIOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1881	BUDGET DEPARTMENT DIRECTOR	31	\$61.71	\$72.50	\$83.35	2080	\$128,356.80	\$150,800.00	\$173,368.00
2427	BUDGET/RESEARCH ADMINISTRATOR	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
2552	BUDGET/RESEARCH ANALYST PRINC	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
1513	BUILDING INSPECTION SUPERVISOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
0591	BUILDING INSPECTOR I	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20

Updated FY24/25 Job Classification Pay Table

Effective 11/19/2024

0592	BUILDING INSPECTOR II	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2424	BUSINESS & ANALYTICS MANAGER	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2236	BUSINESS INTELLIGENCE MANAGER	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2297	BUSINESS SERVICES DEPT DIR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2304	BUSINESS SERVICES MANAGER	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2430	BUSINESS SERVICES SUPERVISOR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
1022	BUYER	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0014	BUYER AIDE	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
2310	CHIEF INFO SECURITY OFFICER	31	\$61.71	\$72.50	\$83.35	2080	\$128,356.80	\$150,800.00	\$173,368.00
1620	CHIEF INFORMATION OFFICER	36	\$78.75	\$92.54	\$106.38	2080	\$163,800.00	\$192,483.20	\$221,270.40
2361	CIP PROJECT ESTIMATOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1929	CITIZEN ADVISOR	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
1847	CITIZEN LIAISON	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
2147	CITIZEN SERVICE SUPERVISOR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
1025	CITY ATTORNEY	44	\$116.36	\$136.72	\$157.71	2080	\$242,028.80	\$284,377.60	\$328,036.80
1391	CITY AUDITOR	37	\$82.69	\$97.16	\$111.70	2080	\$171,995.20	\$202,092.80	\$232,336.00
1398	CITY CLERK	37	\$82.69	\$97.16	\$111.70	2080	\$171,995.20	\$202,092.80	\$232,336.00
2397	CITY COUNCILMEMBER	C1	\$28.72	\$28.72	\$28.72	1300	\$37,336.00	\$37,336.00	\$37,336.00
2398	CITY COUNCILWOMAN	C1	\$28.72	\$28.72	\$28.72	1300	\$37,336.00	\$37,336.00	\$37,336.00
1769	CITY ENGINEER	33	\$68.03	\$79.94	\$91.90	2080	\$141,502.40	\$166,275.20	\$191,152.00
1933	CITY JUDGE ASSOCIATE	37	\$82.69	\$97.16	\$111.70	2080	\$171,995.20	\$202,092.80	\$232,336.00
1397	CITY MANAGER	48	\$141.43	\$166.18	\$191.04	2080	\$294,174.40	\$345,654.40	\$397,363.20
2573	CITY SAFETY & TRAINING COORD	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
2093	CITY SAFETY & TRAINING MANAGER	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
0616	CITY SAFETY SPECIALIST	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2142	CITY TREASURER	40	\$95.73	\$112.48	\$129.31	2080	\$199,118.40	\$233,958.40	\$268,964.80
1308	CIVIL ENGINEER	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2086	CIVIL ENGINEER PRINCIPAL	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
1469	CIVIL ENGINEER SENIOR	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
0437	CODE ENFORCEMENT ASSISTANT	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
2414	CODE ENFORCEMENT MANAGER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2254	CODE ENFORCEMENT SUPERVISOR	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
0608	CODE INSPECTOR I	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0609	CODE INSPECTOR II	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0546	CODE INSPECTOR III	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2332	COM SVCS BUSINESS OPS MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2447	COMMUNICATION & OUTREACH COORD	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
0757	COMMUNICATIONS SPECIALIST	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2371	COMMUNICATIONS SUPERVISOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2274	COMMUNICATNS & PUB AFFAIRS DIR	35	\$75.00	\$88.13	\$101.31	2080	\$156,000.00	\$183,310.40	\$210,724.80
2572	COMMUNITY & OUTREACH SPEC	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
1561	COMMUNITY ASSISTANCE MANAGER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2399	COMMUNITY INVOLVEMENT MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2405	COMMUNITY SVCS ASST EXEC DIR	33	\$68.03	\$79.94	\$91.90	2080	\$141,502.40	\$166,275.20	\$191,152.00
2256	COMMUNITY SVCS OPERATIONS SUPV	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00

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2176	CONSTRUCTION ADMIN SUPERVISOR	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
0023	CONTAINER REPAIRER	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
1424	CONTRACTS COORDINATOR	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0787	COURT ADMINISTRATION COORD	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
1759	COURT ADMINISTRATOR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
0794	COURT CLERK	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0795	COURT CLERK SENIOR	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0796	COURT CLERK SUPERVISOR	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0443	COURT INTERPRETER	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2366	COURT SECURITY MANAGER	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0748	COURT SECURITY OFFICER	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
0750	COURT SECURITY SCREENER	7	\$19.13	\$22.48	\$25.84	2080	\$39,790.40	\$46,758.40	\$53,747.20
2563	COURT SERVICES MANAGER	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
1432	CPM PROJECT MANAGER	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
2435	DATA SCIENTIST	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
1704	DATABASE ADMINISTRATOR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2560	DEPARTMENT FINANCE MANAGER	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
2571	DEPT SAFETY & TRAINING COORD	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0783	DEPT SYSTEM SUPPORT ANALYST I	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0784	DEPT SYSTEM SUPPORT ANALYST II	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2553	DEPT SYSTEMS ANALYST/PROG I	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2554	DEPT SYSTEMS ANALYST/PROG II	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
2555	DEPT SYSTEMS ANALYST/PROG III	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2556	DEPT SYSTEMS SUPPORT ENGINEER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2557	DEPT TECHNOLOGY SUPERVISOR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
1363	DEPUTY CITY ATTORNEY	34	\$71.43	\$83.93	\$96.49	2080	\$148,574.40	\$174,574.40	\$200,699.20
1455	DEPUTY CITY CLERK	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
1777	DEPUTY COURT ADMINISTRATOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1924	DEVELOPMENT ENGINEERING MGR	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
1051	DEVELOPMENT SERVICES MANAGER	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
0797	DEVELOPMENT SERVICES REP	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0798	DEVELOPMENT SERVICES REP SR	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0716	DEVELOPMENT SVCS SUPERVISOR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2245	DIGITAL MEDIA DESIGNER	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2344	DIVERSITY PROGRAM DIRECTOR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2561	DIVISION FINANCE MANAGER	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
0583	DRAINAGE INSPECTOR	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
2335	DRAINAGE/FLOOD CONTROL MGR	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
2299	ECONOMIC DEVELOPMENT DIRECTOR	32	\$64.79	\$76.13	\$87.54	2080	\$134,763.20	\$158,350.40	\$182,083.20
2301	ECONOMIC DEVELOPMENT PROG MGR	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2302	ECONOMIC DEVELOPMENT SPEC	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0684	ELECTRICIAN	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
2097	EMERGENCY MANAGEMENT COORD	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2331	EMERGENCY MANAGER	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2349	EMS PERFORM IMPROVEMENT COORD	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20

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0574	ENERGY MANAGEMENT CONTROL SPEC	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0489	ENGINEERING ASSOCIATE	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2448	ENTERPRISE APP PORTFOLIO MGR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
1711	ENTERPRISE COMMUNICATIONS ENGR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2320	ENTERPRISE COMMUNICATIONS SPEC	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
2409	ENTERPRISE SECURITY ANALYST	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1788	ENTERPRISE SECURITY ENGINEER	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2084	ENTERPRISE SYS ENGINEERING MGR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2116	ENTERPRISE SYSTEMS ENGINEER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2124	ENTERPRISE SYSTEMS INTEG SUPV	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
1674	ENTERPRISE SYSTEMS INTEGRATOR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2446	ENVIRONMENTAL POLICY MANAGER	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2566	ENVIRONMENTAL PROG COORD	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
0535	EQUIPMENT COORD/RADIO TECH	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0768	EVENT COORDINATOR	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2358	EVENTS MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
0727	EXEC ASST TO CHARTER OFFICER	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2334	EXEC ASST TO CITY MANAGER	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0811	EXECUTIVE ASSISTANT	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0807	EXECUTIVE ASSISTANT SENIOR	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0524	EXECUTIVE ASSISTANT TO MAYOR	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0737	FACILITIES MAINT TECH - CDL	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
2174	FACILITIES MAINTENANCE SUPV	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0676	FACILITIES MAINTENANCE TECH	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
1646	FACILITIES MANAGEMENT COORD	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2567	FACILITIES PROJECT MANAGER	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
1651	FACILITIES SERVICE AREA MGR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
0746	FACILITY CONDITION ASSESS INSP	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0761	FAMILY SELF-SUFFICIENCY SPEC	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2079	FIELD ENGINEERING SUPERVISOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
0738	FIELD INSPECTOR I	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0739	FIELD INSPECTOR II	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
1867	FINANCE ANALYST	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2207	FINANCE ANALYST SENIOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2346	FINANCE PROGRAM DIRECTOR	30	\$58.77	\$69.05	\$79.38	2080	\$122,241.60	\$143,624.00	\$165,110.40
2002	FIRE BATTALION CHIEF (40)	FBC4	\$68.57	\$72.09	\$75.60	2080	\$142,625.60	\$149,947.20	\$157,248.00
1976	FIRE BATTALION CHIEF (56)	FBC5	\$48.98	\$51.49	\$54.00	2912	\$142,625.60	\$149,947.20	\$157,248.00
0998	FIRE CAPTAIN (40)	FC4	\$53.73	\$56.49	\$59.24	2080	\$111,758.40	\$117,499.20	\$123,219.20
0995	FIRE CAPTAIN (56)	FC5	\$38.38	\$40.35	\$42.31	2912	\$111,758.40	\$117,499.20	\$123,219.20
0996	FIRE CAPTAIN DAY ASSIGNMENT	FC4	\$53.73	\$56.49	\$59.24	2080	\$111,758.40	\$117,499.20	\$123,219.20
1947	FIRE CHIEF	FCH4	\$106.38	\$111.83	\$117.28	2080	\$221,270.40	\$232,606.40	\$243,942.40
1956	FIRE CHIEF ASSISTANT	FAC4	\$91.89	\$96.60	\$101.31	2080	\$191,131.20	\$200,928.00	\$210,724.80
1967	FIRE CHIEF DEPUTY (40)	FDC4	\$79.38	\$83.45	\$87.52	2080	\$165,110.40	\$173,576.00	\$182,041.60
2389	FIRE CHIEF DEPUTY (56)	FDC5	\$56.70	\$59.61	\$62.51	2912	\$165,110.40	\$173,576.00	\$182,041.60
2550	FIRE DATA ANALYST	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60

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0533	FIRE ENGINEER (40)	FE4	\$42.10	\$46.64	\$51.17	2080	\$87,568.00	\$97,011.20	\$106,433.60
0530	FIRE ENGINEER (56)	FE5	\$30.07	\$33.31	\$36.55	2912	\$87,568.00	\$97,011.20	\$106,433.60
0571	FIRE INSPECTOR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
2429	FIRE MARSHAL	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
0997	FIRE MARSHAL DEPUTY (40)	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0991	FIRE MARSHAL DEPUTY (56)	F21	\$27.06	\$31.79	\$36.55	2912	\$78,790.40	\$92,580.80	\$106,433.60
0573	FIRE MARSHAL SR DEPUTY (40)	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
0572	FIRE MARSHAL SR DEPUTY (56)	F23	\$29.56	\$34.91	\$40.29	2912	\$86,070.40	\$101,670.40	\$117,332.80
2576	FIRE SAFETY & TRAINING COORD	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
2238	FIRE SAFETY FIT & WELL COORD	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
0534	FIREFIGHTER (40)	FF4	\$29.88	\$34.99	\$40.09	2080	\$62,150.40	\$72,779.20	\$83,387.20
0531	FIREFIGHTER (56)	FF5	\$21.34	\$24.99	\$28.64	2912	\$62,150.40	\$72,779.20	\$83,387.20
0569	FIREFIGHTER PIPELINE (40)	0	\$0.00	\$0.00	\$0.00	2080	\$0.00	\$0.00	\$0.00
0730	FIREFIGHTER PIPELINE (56)	F0	\$0.00	\$0.00	\$0.00	2912	\$0.00	\$0.00	\$0.00
0532	FIREFIGHTER RECRUIT	FR4	\$29.68	\$29.68	\$29.68	2080	\$61,734.40	\$61,734.40	\$61,734.40
1916	FLEET EQUIPMENT PARTS SUPV	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0561	FLEET MECHANIC	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2033	FLEET MECHANIC CREW CHIEF	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0562	FLEET MECHANIC SENIOR	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2368	FLEET OPERATIONS MANAGER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
0674	FLEET PARTS SPECIALIST	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0517	FLEET SERVICE WRITER	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0563	FLEET TECHNICIAN	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
0722	FRC EARLY LEARNING SPECIALIST	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2347	FRC HUM SVCS SPECIALIST	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2348	FRC SUPERVISOR	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2248	GIS ANALYST	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1485	GIS MANAGER	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
0393	GIS TECHNICIAN	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2411	GOVERNMENT RELATIONS COORD	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
1982	GOVERNMENT RELATIONS DIRECTOR	31	\$61.71	\$72.50	\$83.35	2080	\$128,356.80	\$150,800.00	\$173,368.00
1349	GRANTS ACCOUNTANT	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2060	GREEN BUILDING PROGRAM MANAGER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
0485	HEAD LIFEGUARD	7	\$19.13	\$22.48	\$25.84	2080	\$39,790.40	\$46,758.40	\$53,747.20
1654	HEARING OFFICER	30	\$58.77	\$69.05	\$79.38	2080	\$122,241.60	\$143,624.00	\$165,110.40
2328	HOUSING REHAB SPECIALIST	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0436	HOUSING SPECIALIST I	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
0718	HOUSING SPECIALIST II	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
1709	HOUSING SUPERVISOR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
1905	HUMAN RESOURCES ANALYST	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
1898	HUMAN RESOURCES ANALYST SR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
1075	HUMAN RESOURCES DIRECTOR	36	\$78.75	\$92.54	\$106.38	2080	\$163,800.00	\$192,483.20	\$221,270.40
1925	HUMAN RESOURCES MANAGER	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
1959	HUMAN RESOURCES SUPERVISOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1079	HUMAN SERVICES CASE WORKER	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00

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1688	HUMAN SERVICES DEPT DIRECTOR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
1078	HUMAN SERVICES MANAGER	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
1569	HUMAN SERVICES OPS SUPV	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0800	HUMAN SERVICES REP I	7	\$19.13	\$22.48	\$25.84	2080	\$39,790.40	\$46,758.40	\$53,747.20
0801	HUMAN SERVICES REP II	9	\$21.09	\$24.79	\$28.50	2080	\$43,867.20	\$51,563.20	\$59,280.00
0802	HUMAN SERVICES REP SENIOR	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0809	HUMAN SERVICES SUPERVISOR	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0324	HVAC TECHNICIAN	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
1958	INFORMATION TECHNOLOGY DIR	31	\$61.71	\$72.50	\$83.35	2080	\$128,356.80	\$150,800.00	\$173,368.00
0713	INSTRUMENT & CONTROLS TECH I	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0714	INSTRUMENT & CONTROLS TECH II	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0712	INSTRUMENT/CONTROLS APPRENTICE	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
0386	INTERN	8	\$20.09	\$23.61	\$27.14	2080	\$41,787.20	\$49,108.80	\$56,451.20
0679	IRRIGATION SYSTEMS SPECIALIST	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0614	IRRIGATION SYSTEMS SUPERVISOR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0439	IRRIGATION TECHNICIAN	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
2440	IT CLOUD ENGINEER/ARCHITECT	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2342	IT COMMUNICATIONS MANAGER	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2373	IT COMPUTER SYSTEMS ENGINEER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2343	IT DIRECTOR APPLICATIONS/GIS	31	\$61.71	\$72.50	\$83.35	2080	\$128,356.80	\$150,800.00	\$173,368.00
2559	IT ENTERPRISE ARCHITECT	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
0702	IT NETWORK TECHNICIAN	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2101	IT PROJECT MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
1680	IT SUPPORT MANAGER	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
0424	IT TECHNICIAN	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0423	IT TECHNICIAN SENIOR	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
1797	ITS ANALYST	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
2417	ITS ENGINEER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
0731	ITS OPERATOR	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0755	ITS SIGNALS SUPERVISOR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0688	ITS SIGNALS TECH I	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0689	ITS SIGNALS TECH II	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0690	ITS SIGNALS TECH III	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2422	LANDLORD LIAISON	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0400	LEGAL ASSISTANT	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2338	LEGAL DEPARTMENT MANAGER	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0064	LEGAL SECRETARY	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0719	LIBRARIAN I	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
2193	LIBRARIAN II	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2165	LIBRARIAN III	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2164	LIBRARIAN IV	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
0066	LIBRARY AIDE	6	\$18.22	\$21.41	\$24.62	2080	\$37,897.60	\$44,532.80	\$51,209.60
0607	LIBRARY ASSISTANT	9	\$21.09	\$24.79	\$28.50	2080	\$43,867.20	\$51,563.20	\$59,280.00
0067	LIBRARY COURIER	6	\$18.22	\$21.41	\$24.62	2080	\$37,897.60	\$44,532.80	\$51,209.60
1089	LIBRARY DEPARTMENT DIRECTOR	30	\$58.77	\$69.05	\$79.38	2080	\$122,241.60	\$143,624.00	\$165,110.40

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2163	LIBRARY MANAGER	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
0495	LIBRARY MONITOR	6	\$18.22	\$21.41	\$24.62	2080	\$37,897.60	\$44,532.80	\$51,209.60
0069	LIBRARY PAGE	4	\$16.53	\$19.42	\$22.33	2080	\$34,382.40	\$40,393.60	\$46,446.40
0720	LIBRARY SUPERVISOR	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
0315	LICENSE INSPECTOR	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
0072	LIFEGUARD/INSTRUCTOR	5	\$17.35	\$20.39	\$23.45	2080	\$36,088.00	\$42,411.20	\$48,776.00
0681	LOCKSMITH	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
2406	MAIL SVCS/REPROGRAPHICS SUPV	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
0733	MAINT TECH AQUATICS/FOUNTAINS	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
0615	MAINTENANCE SUPV AQUATICS	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0742	MAINTENANCE TECH - CDL	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0322	MAINTENANCE TECH AQUATICS	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0734	MAINTENANCE TECH SPORTS FIELDS	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
0325	MAINTENANCE TECHNICIAN	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
0327	MAINTENANCE WORKER I	6	\$18.22	\$21.41	\$24.62	2080	\$37,897.60	\$44,532.80	\$51,209.60
0328	MAINTENANCE WORKER II	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
0519	MAINTENANCE WORKER II - CDL	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
1918	MANAGEMENT ANALYST	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2018	MANAGEMENT ANALYST SENIOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2359	MANAGEMENT ASSISTANT	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2384	MANAGEMENT ASSOCIATE	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2385	MANAGEMENT ASSOCIATE SENIOR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2574	MARKETING PROGRAM MGR	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
2396	MAYOR	M1	\$47.21	\$47.21	\$47.21	1300	\$61,373.00	\$61,373.00	\$61,373.00
2233	MAYOR'S CHIEF OF STAFF	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2562	MEDICAL DIRECTOR	0	\$0.00	\$0.00	\$0.00	2080	\$0.00	\$0.00	\$0.00
2099	MUNICIPAL SECURITY MANAGER	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0319	MUNICIPAL SECURITY OFFICER	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2327	NATURAL RESOURCES SUPERVISOR	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0318	OCCUPANCY SPECIALIST	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0680	PAINTER	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0640	PARALEGAL	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0644	PARALEGAL SENIOR	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0799	PARATRANSIT & TRIP REDUCT SPEC	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
1945	PARKS & RECREATION MANAGER	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
0732	PARKS MAINTENANCE FOREMAN	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0418	PAYROLL SPECIALIST	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
0539	PAYROLL SPECIALIST SENIOR	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0317	PERSONNEL SPECIALIST	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
1984	PLAN REVIEW MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
1107	PLANNER	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
1321	PLANNER ASSOCIATE	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
1892	PLANNER PRINCIPAL	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
1142	PLANNER SENIOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2316	PLANNING & DEVELOP AREA DIR	31	\$61.71	\$72.50	\$83.35	2080	\$128,356.80	\$150,800.00	\$173,368.00

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2205	PLANNING & DEVELOP AREA MGR	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
2315	PLANNING & DEVELOP SVCS DIR	36	\$78.75	\$92.54	\$106.38	2080	\$163,800.00	\$192,483.20	\$221,270.40
2075	PLANNING ADMINISTRATION MGR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
0743	PLANNING INSPECTOR	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0803	PLANNING TECHNICIAN	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
0488	PLANS EXAMINER	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
1806	PLANS EXAMINER SENIOR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0686	PLUMBER	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
2564	POLICE ACCES CONT & SEC COORD	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0092	POLICE AIDE	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
1109	POLICE CHIEF	PCH0	\$108.76	\$114.20	\$119.90	2080	\$226,220.80	\$237,536.00	\$249,392.00
2223	POLICE CHIEF ASST (CIVILIAN)	35	\$75.00	\$88.13	\$101.31	2080	\$156,000.00	\$183,310.40	\$210,724.80
2058	POLICE CHIEF ASST (SWORN)	PCA0	\$93.95	\$98.65	\$103.58	2080	\$195,416.00	\$205,192.00	\$215,446.40
0780	POLICE CIVILIAN INVESTIGATOR	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
1932	POLICE COMMANDER	PC0	\$81.16	\$85.21	\$89.48	2080	\$168,812.80	\$177,236.80	\$186,118.40
2419	POLICE COMMUNICATIONS ASST MGR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
0415	POLICE COMMUNICATIONS DISPATCH	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
2379	POLICE COMMUNICATIONS MANAGER	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
0416	POLICE COMMUNICATIONS SUPV	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0380	POLICE COMMUNICATIONS TECH	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0461	POLICE CRIME SCENE SPECIALIST	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0577	POLICE CRIME SCENE SUPERVISOR	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0094	POLICE CRISIS INTERVEN SPEC	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0337	POLICE CRISIS INTERVEN SUPV	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
1494	POLICE DETENTION MANAGER	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0309	POLICE DETENTION OFFICER	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0412	POLICE DETENTION SUPERVISOR	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0759	POLICE DIGITAL FORENSIC TECH	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0763	POLICE FINGERPRINT TECH SENIOR	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0214	POLICE FINGERPRINT TECHNICIAN	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
2339	POLICE FORENSIC ACCOUNTANT	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2354	POLICE FORENSIC COMPUT EXAM SR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2378	POLICE FORENSIC COMPUTER EXAM	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2266	POLICE FORENSIC LABORATORY MGR	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2216	POLICE FORENSIC OPERATIONS MGR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
2262	POLICE FORENSIC SCIENTIST I	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2263	POLICE FORENSIC SCIENTIST II	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2264	POLICE FORENSIC SCIENTIST III	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2265	POLICE FORENSIC SCIENTIST SUPV	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
2219	POLICE FORENSIC SERVICES DIR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2441	POLICE LIEUTENANT	PL0	\$66.77	\$72.04	\$77.29	2080	\$138,881.60	\$149,843.20	\$160,763.20
0361	POLICE LOGISTICS TECHNICIAN	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0096	POLICE OFFICER	P0	\$33.72	\$40.57	\$47.45	2080	\$70,137.60	\$84,385.60	\$98,696.00
0769	POLICE OFFICER - PARK RANGER	P0	\$33.72	\$40.57	\$47.45	2080	\$70,137.60	\$84,385.60	\$98,696.00
0456	POLICE OFFICER PIPELINE	0	\$0.00	\$0.00	\$0.00	2080	\$0.00	\$0.00	\$0.00

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0272	POLICE OFFICER TRAINEE	P0	\$33.72	\$40.57	\$47.45	2080	\$70,137.60	\$84,385.60	\$98,696.00
2394	POLICE OPS SUPPORT AREA MGR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2222	POLICE OPS SUPPORT DIRECTOR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
0079	POLICE PARKING ENFORCE SPEC	8	\$20.09	\$23.61	\$27.14	2080	\$41,787.20	\$49,108.80	\$56,451.20
0475	POLICE PAWN SPECIALIST	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
2341	POLICE PERSONNEL MANAGER	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
2390	POLICE PLAN & RESEARCH MGR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2307	POLICE POLYGRAPH EXAMINER	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0612	POLICE PROPERTY/EVIDENCE SUPV	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0518	POLICE PROPERTY/EVIDENCE TECH	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
2439	POLICE QUALITY ASSURANCE COORD	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0597	POLICE RANGEMASTER	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
1130	POLICE RECORDS MANAGER	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0588	POLICE RECORDS SPECIALIST	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0589	POLICE RECORDS SPECIALIST SR	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0599	POLICE RECORDS SUPERVISOR	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2290	POLICE RESOURCES MANAGER	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0771	POLICE RTCC SUPERVISOR	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0770	POLICE RTCC TECHNICIAN	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0339	POLICE SERGEANT	PS0	\$49.83	\$56.71	\$63.59	2080	\$103,646.40	\$117,956.80	\$132,267.20
2098	POLICE TRAFFIC PROGRAM SUPV	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0189	POLICE WRANGLER	3	\$15.74	\$18.50	\$21.25	2080	\$32,739.20	\$38,480.00	\$44,200.00
0100	POOL MANAGER	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0009	POOL MANAGER ASSISTANT	9	\$21.09	\$24.79	\$28.50	2080	\$43,867.20	\$51,563.20	\$59,280.00
1026	PRESIDING CITY JUDGE	41	\$100.51	\$118.10	\$135.76	2080	\$209,060.80	\$245,648.00	\$282,380.80
0294	PRINT SHOP ASSISTANT	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2140	PRO TEM JUDGE	33	\$68.03	\$79.94	\$91.90	2080	\$141,502.40	\$166,275.20	\$191,152.00
0782	PROCARD SPECIALIST	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2432	PROCESS CONTROL PROGRAM MGR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
0560	PROJECT MANAGEMENT ASSISTANT	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
2436	PROJECT MANAGER PRINCIPAL	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
1498	PROJECT MANAGER SENIOR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2575	PROSECUTION ADMINISTRATIVE SUP	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2391	PUBLIC AFFAIRS SPECIALIST	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
2370	PUBLIC AFFAIRS SUPERVISOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1973	PUBLIC INFORMATION OFFICER	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
2306	PUBLIC WORKS DEPT DIRECTOR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2313	PUBLIC WORKS EXEC DIRECTOR	36	\$78.75	\$92.54	\$106.38	2080	\$163,800.00	\$192,483.20	\$221,270.40
1562	PUBLIC WORKS PLANNER	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
1124	PUBLIC WORKS PROJECT COORD	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
1125	PURCHASING DEPARTMENT DIRECTOR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2421	PURCHASING SUPERVISOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1487	PURCHASING/WAREHOUSE MANAGER	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
0740	PW BUILDING INSPECTOR I	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0741	PW BUILDING INSPECTOR II	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80

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0593	PW INFRASTRUCTURE INSPECTOR I	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
0594	PW INFRASTRUCTURE INSPECTOR II	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2064	RADIO ENGINEERING MANAGER	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2109	RADIO SYSTMS NETWRK INTEGRATOR	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
2402	RAILROAD ENG&CAROUSEL CREW CHF	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0710	RAILROAD ENG&CAROUSEL MECHANIC	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2318	REAL ESTATE ASSET MANAGER	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
1421	REAL ESTATE ASSET SUPERVISOR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2127	REAL ESTATE MGMT SPECIALIST	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0111	RECREATION LEADER I	7	\$19.13	\$22.48	\$25.84	2080	\$39,790.40	\$46,758.40	\$53,747.20
0112	RECREATION LEADER II	9	\$21.09	\$24.79	\$28.50	2080	\$43,867.20	\$51,563.20	\$59,280.00
0113	RECREATION LEADER SENIOR	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0788	REMITTANCE PROCESSING SPEC	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
0789	REMITTANCE PROCESSING SPEC SR	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0115	REVENUE COLLECTOR	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
0223	REVENUE COLLECTOR SENIOR	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
1314	RIGHT-OF-WAY AGENT	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
1495	RIGHT-OF-WAY AGENT SENIOR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2404	RISK MGMT CLAIMS ADJUSTER	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1136	SAFETY & RISK MGMT DEPT DIR	30	\$58.77	\$69.05	\$79.38	2080	\$122,241.60	\$143,624.00	\$165,110.40
0709	SCADA APPRENTICE	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2433	SCADA MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
0804	SCADA SPECIALIST	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
0810	SCADA SPECIALIST SENIOR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2041	SCIENTIST	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2255	SCIENTIST PRINCIPAL	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2042	SCIENTIST SENIOR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
2261	SENIOR ASST CITY ATTORNEY	31	\$61.71	\$72.50	\$83.35	2080	\$128,356.80	\$150,800.00	\$173,368.00
2260	SENIOR ASST CITY PROSECUTOR	30	\$58.77	\$69.05	\$79.38	2080	\$122,241.60	\$143,624.00	\$165,110.40
0651	SIGN FABRICATOR	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0590	SIGN TECHNICIAN	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0758	SIGNING & MARKINGS SUPERVISOR	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2415	SOFTWARE DEVELOPER/ARCHITECT	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2094	SOFTWARE ENGINEER	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2095	SOFTWARE ENGINEER SENIOR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2351	SOLID WASTE CS & OUTREACH MGR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0043	SOLID WASTE EQUIP OPERATOR I	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
0044	SOLID WASTE EQUIP OPERATOR II	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0045	SOLID WASTE EQUIP OPERATOR III	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
0726	SOLID WASTE EQUIP OPERATOR IV	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2352	SOLID WASTE OPERATIONS MANAGER	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
0398	SOLID WASTE PROGRAM REP	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0725	SOLID WASTE PROGRAM REP SENIOR	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0775	SOLID WASTE ROUTING SPECIALIST	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0723	SOLID WASTE SAFETY/TRAIN SPEC	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20

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0765	SOLID WASTE SERVICE WORKER	7	\$19.13	\$22.48	\$25.84	2080	\$39,790.40	\$46,758.40	\$53,747.20
2170	SOLID WASTE SERVICES SUPV	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0785	SPACE PLANNING SPECIALIST	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0751	STADIUM EVENTS COORDINATOR	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2208	STADIUM OPS & EVENTS SUPV	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0063	STOCK CLERK	9	\$21.09	\$24.79	\$28.50	2080	\$43,867.20	\$51,563.20	\$59,280.00
2036	STORMWATER ENGINEER	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2037	STORMWATER ENGINEER SENIOR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
0760	STREET MAINTENANCE SUPERVISOR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0682	STREET MAINTENANCE WORKER	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
2184	STREET OPERATIONS MANAGER	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
0805	STREETS EQUIPMENT OPERATOR	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
0806	STREETS EQUIPMENT OPERATOR SR	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0791	STREETS SWEEPER OPERATOR	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
1808	STRUCTURAL ENGINEER	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
1807	STRUCTURAL ENGINEER SENIOR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2443	SUPERVISING ASST CITY ATTY	32	\$64.79	\$76.13	\$87.54	2080	\$134,763.20	\$158,350.40	\$182,083.20
2377	SUPERVISING ASST CITY PROS	32	\$64.79	\$76.13	\$87.54	2080	\$134,763.20	\$158,350.40	\$182,083.20
2412	SUSTAINABILITY PROGRAM DIR	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
0776	TAX & LICENSE SPECIALIST I	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
0777	TAX & LICENSE SPECIALIST II	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2418	TAX & LICENSING MANAGER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2426	TAX AUDIT SUPERVISOR	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
1441	TAX AUDITOR	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
1442	TAX AUDITOR SENIOR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
1744	TELECOM POLICY COORDINATOR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
0138	TEMPORARY WORKER	0	\$0.00	\$0.00	\$0.00	2080	\$0.00	\$0.00	\$0.00
2311	TOURISM AND EVENTS DIRECTOR	31	\$61.71	\$72.50	\$83.35	2080	\$128,356.80	\$150,800.00	\$173,368.00
2360	TOURISM DEVELOPMENT MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
1966	TRAFFIC ENGINEER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
1964	TRAFFIC ENGINEER PRINCIPAL	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
1965	TRAFFIC ENGINEER SENIOR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2159	TRAFFIC ENGINEERING & OPS MGR	30	\$58.77	\$69.05	\$79.38	2080	\$122,241.60	\$143,624.00	\$165,110.40
1504	TRAFFIC ENGINEERING ANALYST	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0526	TRAFFIC ENGINEERING TECH SR	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2153	TRAFFIC ENGINEERING TECH SUPV	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0175	TRAFFIC ENGINEERING TECHNICIAN	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
2386	TRANSIT MANAGER	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
2551	TRANSIT OPERATIONS ANALYST	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2325	TRANSIT OPERATIONS COORDINATOR	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
2423	TRANSIT PLANNER	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2309	TRANSIT PLANNER PRINCIPAL	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
2400	TRANSIT PLANNER SENIOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2383	TRANSPORTATION & STREETS DIR	32	\$64.79	\$76.13	\$87.54	2080	\$134,763.20	\$158,350.40	\$182,083.20
1962	TRANSPORTATION PLANNER	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00

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1961	TRANSPORTATION PLANNER SENIOR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
2392	TRANSPORTATION PLANNING MGR	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
2345	TREASURY TECHNOLOGY MANAGER	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
0790	UTILITY BILLING SPECIALIST	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
0762	VEHICLE IMPOUND SPECIALIST	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
1884	VICTIM ADVOCATE	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
1885	VICTIM ADVOCATE SENIOR	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
0744	VIDEO PRODUCTION ASSISTANT	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
1353	VIDEO PRODUCTION SPECIALIST	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2187	VIDEO PRODUCTION SUPERVISOR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
2425	VOLUNTEER COORDINATOR	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0625	W/WW ELECTRICIAN I	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0626	W/WW ELECTRICIAN II	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0627	W/WW ELECTRICIAN III	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0656	W/WW MAINTENANCE TECH I	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0657	W/WW MAINTENANCE TECH II	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0658	W/WW MAINTENANCE TECH III	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
2181	W/WW OPERATIONS SUPERVISOR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
0694	W/WW TREAT PLANT OP APPRENTICE	6	\$18.22	\$21.41	\$24.62	2080	\$37,897.60	\$44,532.80	\$51,209.60
0438	W/WW TREATMENT PLANT OP I	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
0623	W/WW TREATMENT PLANT OP II	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0667	W/WW TREATMENT PLANT OP III	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2442	WAREHOUSE SUPERVISOR	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0619	WAREHOUSE/MAIL TECHNICIAN	6	\$18.22	\$21.41	\$24.62	2080	\$37,897.60	\$44,532.80	\$51,209.60
0772	WASTEWATER COLLECTION OPER III	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2305	WASTEWATER COLLECTIONS MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
0781	WASTEWATER COLLECTIONS OPER I	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0707	WASTEWATER COLLECTIONS OPER II	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2365	WASTEWATER TREATMENT MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
0420	WATER AUDIT TECHNICIAN	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
2063	WATER CONSERVATION PROG SUPV	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
1490	WATER CONSERVATION SPECIALIST	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2196	WATER DISTRIBUTION MANAGER	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2288	WATER MAINTENANCE MANAGER	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
0711	WATER METER COORDINATOR	16	\$29.68	\$34.88	\$40.09	2080	\$61,734.40	\$72,550.40	\$83,387.20
0132	WATER METER TECHNICIAN I	8	\$20.09	\$23.61	\$27.14	2080	\$41,787.20	\$49,108.80	\$56,451.20
0729	WATER METER TECHNICIAN II	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
0248	WATER METER TECHNICIAN III	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2253	WATER POLICY MANAGER	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
2197	WATER PRODUCTION MANAGER	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
2449	WATER PROG & POLICY ANALYST	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2049	WATER QUALITY ASSURANCE COORD	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
2017	WATER QUALITY DIRECTOR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2249	WATER QUALITY LABORATORY MGR	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
2252	WATER QUALITY REGULATORY MGR	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20

Updated FY24/25 Job Classification Pay Table

Effective 11/19/2024

0383	WATER QUALITY SPECIALIST	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
2211	WATER QUALITY SPECIALIST SR.	17	\$31.17	\$36.62	\$42.10	2080	\$64,833.60	\$76,169.60	\$87,568.00
2043	WATER QUALITY SUPERVISOR	21	\$37.88	\$44.51	\$51.17	2080	\$78,790.40	\$92,580.80	\$106,433.60
0377	WATER QUALITY TECHNICIAN	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2251	WATER RECLAMATION SVC DIRECTOR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
1468	WATER RES ENGINEER	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2257	WATER RES ENGINEER PRINCIPAL	27	\$50.77	\$59.65	\$68.59	2080	\$105,601.60	\$124,072.00	\$142,667.20
1809	WATER RES ENGINEER SENIOR	25	\$46.05	\$54.10	\$62.19	2080	\$95,784.00	\$112,528.00	\$129,355.20
0621	WATER RES HVAC CONTRACTS COORD	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
2008	WATER RES PLNG & ENG DIRECTOR	30	\$58.77	\$69.05	\$79.38	2080	\$122,241.60	\$143,624.00	\$165,110.40
2410	WATER RESOURCES ASSET PROG MGR	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2565	WATER RESOURCES ASST EXEC DIR	34	\$71.43	\$83.93	\$96.49	2080	\$148,574.40	\$174,574.40	\$200,699.20
2314	WATER RESOURCES EXEC DIRECTOR	36	\$78.75	\$92.54	\$106.38	2080	\$163,800.00	\$192,483.20	\$221,270.40
0265	WATER RESOURCES PIPELINE	0	\$0.00	\$0.00	\$0.00	2080	\$0.00	\$0.00	\$0.00
2062	WATER SEC & SAFETY PROG COORD	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2182	WATER SERVICES DIRECTOR	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
0628	WATER SERVICES WORKER I	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
0629	WATER SERVICES WORKER II	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0665	WATER SERVICES WORKER III	14	\$26.92	\$31.63	\$36.36	2080	\$55,993.60	\$65,790.40	\$75,628.80
0666	WATER SERVICES WORKER IV	18	\$32.72	\$38.45	\$44.21	2080	\$68,057.60	\$79,976.00	\$91,956.80
0632	WATER SERVICES WORKER V	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
2232	WATER SYSTEMS & TECHNOLOGY MGR	28	\$53.30	\$62.63	\$72.00	2080	\$110,864.00	\$130,270.40	\$149,760.00
0620	WATER SYSTEMS ANALYST	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
2234	WATER SYSTEMS TECHNOLOGY SUPV	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2188	WEB & DESIGN SERVICES MANAGER	29	\$55.97	\$65.76	\$75.61	2080	\$116,417.60	\$136,780.80	\$157,268.80
2077	WEB SERVICES ENGINEER	24	\$43.85	\$51.53	\$59.23	2080	\$91,208.00	\$107,182.40	\$123,198.40
2434	WESTWORLD ASST GENERAL MANAGER	30	\$58.77	\$69.05	\$79.38	2080	\$122,241.60	\$143,624.00	\$165,110.40
2241	WESTWORLD BUSINESS & CONT MGR	20	\$36.08	\$42.39	\$48.75	2080	\$75,046.40	\$88,171.20	\$101,400.00
0774	WESTWORLD CUSTOMER SERVICE REP	10	\$22.15	\$26.02	\$29.92	2080	\$46,072.00	\$54,121.60	\$62,233.60
2244	WESTWORLD EVENTS DIRECTOR	26	\$48.35	\$56.81	\$65.31	2080	\$100,568.00	\$118,164.80	\$135,844.80
1668	WESTWORLD FACILITIES MANAGER	19	\$34.36	\$40.37	\$46.41	2080	\$71,468.80	\$83,969.60	\$96,532.80
1848	WESTWORLD GENERAL MANAGER	32	\$64.79	\$76.13	\$87.54	2080	\$134,763.20	\$158,350.40	\$182,083.20
0767	WESTWORLD INTERN	8	\$20.09	\$23.61	\$27.14	2080	\$41,787.20	\$49,108.80	\$56,451.20
0753	WESTWORLD MAINT FOREMAN - CDL	15	\$28.27	\$33.22	\$38.19	2080	\$58,801.60	\$69,097.60	\$79,435.20
0773	WESTWORLD MAINT WORKER I	8	\$20.09	\$23.61	\$27.14	2080	\$41,787.20	\$49,108.80	\$56,451.20
0735	WESTWORLD MAINT WRKR I - CDL	11	\$23.26	\$27.33	\$31.42	2080	\$48,380.80	\$56,846.40	\$65,353.60
0778	WESTWORLD MAINT WRKR II - CDL	12	\$24.42	\$28.69	\$32.99	2080	\$50,793.60	\$59,675.20	\$68,619.20
0355	WESTWORLD MAINT WRKR III - CDL	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20
2340	WORKER'S COMP CLAIMS ADJ SR	23	\$41.38	\$48.88	\$56.41	2080	\$86,070.40	\$101,670.40	\$117,332.80
2209	WORKER'S COMP CLAIMS ADJUSTER	22	\$39.78	\$46.74	\$53.74	2080	\$82,742.40	\$97,219.20	\$111,779.20
0756	WORKER'S COMP SPECIALIST	13	\$25.64	\$30.13	\$34.64	2080	\$53,331.20	\$62,670.40	\$72,051.20