

Pay and Classification Plan

Exhibit A

Job Family - Administrative Specialists	Base	Midpoint	Maximum
Band - AS-1			
Deputy Court Clerk	\$31,922.82	\$39,903.53	\$47,884.24
Police Records Clerk	\$31,922.82	\$39,903.53	\$47,884.24
Service Representative I	\$31,922.82	\$39,903.53	\$47,884.24
Band - AS-2			
Administrative Assistant	\$34,698.72	\$43,373.40	\$52,048.08
Airport Service Attendant	\$34,698.72	\$43,373.40	\$52,048.08
Bond Clerk	\$34,698.72	\$43,373.40	\$52,048.08
Cash Receipts Clerk	\$34,698.72	\$43,373.40	\$52,048.08
Evidence & Property Tech.	\$34,698.72	\$43,373.40	\$52,048.08
Parking Control Officer	\$34,698.72	\$43,373.40	\$52,048.08
Procurement Officer I	\$34,698.72	\$43,373.40	\$52,048.08
Records Management Clerk	\$34,698.72	\$43,373.40	\$52,048.08
Shelter Attendant	\$34,698.72	\$43,373.40	\$52,048.08
Warrant Clerk	\$34,698.72	\$43,373.40	\$52,048.08
Band - AS-3			
Account Technician	\$37,716.00	\$47,145.00	\$56,574.00
Accounting Clerk	\$37,716.00	\$47,145.00	\$56,574.00
Business Services Rep - Dev Ctr	\$37,716.00	\$47,145.00	\$56,574.00
Customer Service Rep.	\$37,716.00	\$47,145.00	\$56,574.00
EMS Billing Specialist	\$37,716.00	\$47,145.00	\$56,574.00
Human Resources Coordinator	\$37,716.00	\$47,145.00	\$56,574.00
Office Coordinator	\$37,716.00	\$47,145.00	\$56,574.00
Purchasing and Supply Officer	\$37,716.00	\$47,145.00	\$56,574.00
Treasury Cashier	\$37,716.00	\$47,145.00	\$56,574.00
Band - AS-4			
Deputy City Clerk	\$40,593.06	\$50,741.33	\$60,889.60
Inventory And Records Specialist	\$40,593.06	\$50,741.33	\$60,889.60
Legal Assistant	\$40,593.06	\$50,741.33	\$60,889.60
Payroll Specialist	\$40,593.06	\$50,741.33	\$60,889.60
Band - AS-5			
Data Analyst	\$43,840.51	\$54,800.64	\$65,760.77
Executive Assistant	\$43,840.51	\$54,800.64	\$65,760.77

Job Family - Advanced Technical	Base	Midpoint	Maximum
Band - AT-1			
Senior Engineering Technician	\$47,994.40	\$59,993.00	\$71,991.60
Senior Traffic Operations Tech	\$47,994.40	\$59,993.00	\$71,991.60
Water Utilities Analyst	\$47,994.40	\$59,993.00	\$71,991.60
Band - AT-2			
Environmental Specialist	\$52,803.20	\$66,004.00	\$79,204.80
Instrumentation & Controls Tech	\$52,803.20	\$66,004.00	\$79,204.80
Media Services Supervisor	\$52,803.20	\$66,004.00	\$79,204.80
Plans Examiner	\$52,803.20	\$66,004.00	\$79,204.80

Staff Engineer	\$52,803.20	\$66,004.00	\$79,204.80
Band - AT-3			
Applications Analyst	\$57,281.60	\$71,602.00	\$85,922.40
Systems Administrator	\$57,281.60	\$71,602.00	\$85,922.40
Web Administrator	\$57,281.60	\$71,602.00	\$85,922.40
Band - AT-4			
Applications Administrator	\$59,498.80	\$74,373.50	\$89,248.20
Database Administrator	\$59,498.80	\$74,373.50	\$89,248.20
GIS Coordinator	\$59,498.80	\$74,373.50	\$89,248.20
Senior Planner	\$59,498.94	\$74,373.67	\$89,248.40
Band - AT-5			
Network Administrator	\$66,975.20	\$83,719.00	\$100,462.80
Senior Staff Engineer	\$66,975.20	\$83,719.00	\$100,462.80

Job Family - Asst Director/Division Head	Base	Midpoint	Maximum
Band - AD-1			
Airport Manager	\$64,917.60	\$81,147.00	\$97,376.40
Court Administrator	\$64,917.60	\$81,147.00	\$97,376.40
Facilities Manager	\$64,917.60	\$81,147.00	\$97,376.40
Fleet Manager	\$64,917.60	\$81,147.00	\$97,376.40
Band - AD-2			
Asst. Dir. of Planning and Special Pro.	\$70,952.40	\$88,690.50	\$106,428.60
Asst. Director of P. Wks. Oper	\$70,952.40	\$88,690.50	\$106,428.60
Band - AD-3			
Asst. Dir. of Field Services	\$79,758.40	\$99,698.00	\$119,637.60
Asst. Dir. of Finance-Cash and Debt	\$79,758.40	\$99,698.00	\$119,637.60
Asst. Dir. of Finance-Controller	\$79,758.40	\$99,698.00	\$119,637.60
Asst. Dir. of Plan Services	\$79,758.40	\$99,698.00	\$119,637.60
Band - AD-4			
Asst. Dir. of Business Services	\$85,764.80	\$107,206.00	\$128,647.20
Asst. Dir. of Engineering Svcs	\$85,764.80	\$107,206.00	\$128,647.20
Asst. Director of App Mgmt Svcs	\$85,764.80	\$107,206.00	\$128,647.20
Asst. Director of Operations	\$85,764.80	\$107,206.00	\$128,647.20
Band - AD-5			
Deputy Dir. of P.Wks./City Eng	\$88,638.40	\$110,798.00	\$132,957.60
Deputy Dir. of P.Wrks./Admin.	\$88,638.40	\$110,798.00	\$132,957.60

Job Family - Executive	Base	Midpoint	Maximum
Band - E-1			
Chief Technology Officer	\$103,473.40	\$129,341.75	\$155,210.10
Dir of Planning & Sp Proj	\$103,473.40	\$129,341.75	\$155,210.10
Director of Development Svcs.	\$103,473.40	\$129,341.75	\$155,210.10

Director of Human Resources	\$103,473.40	\$129,341.75	\$155,210.10
Director of Public Works	\$103,473.40	\$129,341.75	\$155,210.10
Director of Water Utilities	\$103,473.40	\$129,341.75	\$155,210.10
Finance Director	\$103,473.40	\$129,341.75	\$155,210.10
Fire Chief	\$103,473.40	\$129,341.75	\$155,210.10
Police Chief	\$103,473.40	\$129,341.75	\$155,210.10

Band - E-2

Asst. City Mgr., Administrative Service	\$108,388.80	\$135,486.00	\$162,583.20
Asst. City Mgr., Dev Svcs/Comm	\$108,388.80	\$135,486.00	\$162,583.20
Asst. City Mgr., Operations	\$108,388.80	\$135,486.00	\$162,583.20

Job Family - Management & Supervision	Base	Midpoint	Maximum
Band - MS-1			
Administration Manager-Dev.	\$59,045.10	\$73,806.38	\$88,567.66
Administration Manager-PW	\$59,045.10	\$73,806.38	\$88,567.66
Assistant Airport Manager	\$59,045.10	\$73,806.38	\$88,567.66
Engineering Inspections Manager	\$59,045.10	\$73,806.38	\$88,567.66
Mgr., Accreditation/Info Mgmt	\$59,045.10	\$73,806.38	\$88,567.66
Procurement & Contract Svc Mgr.	\$59,045.10	\$73,806.38	\$88,567.66
Band - MS-2			
Building Inspections Manager	\$64,179.46	\$80,224.33	\$96,269.20
Codes Administration Manager	\$64,179.46	\$80,224.33	\$96,269.20
IT Support Services Manager	\$64,179.46	\$80,224.33	\$96,269.20
Planning Manager	\$64,179.46	\$80,224.33	\$96,269.20
Public Works Operations Mgr.	\$64,179.46	\$80,224.33	\$96,269.20
Band - MS-3			
Construction Manager	\$69,760.29	\$87,200.36	\$104,640.43
Creative Services Manager	\$69,760.29	\$87,200.36	\$104,640.43
IT Operations Manager	\$69,760.29	\$87,200.36	\$104,640.43
Operations and Maintenance Manager	\$69,760.29	\$87,200.36	\$104,640.43
Supervisory Engineer	\$69,760.29	\$87,200.36	\$104,640.43
Utility System Manager	\$69,760.29	\$87,200.36	\$104,640.43
Band - MS-4			
City Traffic Engineer	\$75,826.40	\$94,783.00	\$113,739.60
Manager, Entprs. Tech. Svcs.	\$75,826.40	\$94,783.00	\$113,739.60

Job Family - Operational Supervision	Base	Midpoint	Maximum
Band - OS-1			
Court Clerk Supervisor	\$40,141.93	\$50,177.41	\$60,212.89
Band - OS-3			
Accounts Payable Supervisor	\$47,426.66	\$59,283.33	\$71,140.00
Administrative Supervisor	\$47,426.66	\$59,283.33	\$71,140.00
Customer Service Supervisor	\$47,426.66	\$59,283.33	\$71,140.00
Maintenance Shop Supervisor	\$47,426.66	\$59,283.33	\$71,140.00

Metered Services Supervisor	\$47,426.66	\$59,283.33	\$71,140.00
Band - OS-4			
Lead Traffic Operations Technician	\$52,505.50	\$65,631.88	\$78,758.26
Streets Operations Supervisor	\$52,505.50	\$65,631.88	\$78,758.26
Band - OS-5			
Cash Management Officer	\$57,071.20	\$71,339.00	\$85,606.80
Central Building Services Supv	\$57,071.20	\$71,339.00	\$85,606.80
City Clerk	\$57,071.20	\$71,339.00	\$85,606.80
Lead Engineering Technician	\$57,071.20	\$71,339.00	\$85,606.80
Utility System Supervisor	\$57,071.20	\$71,339.00	\$85,606.80
Band - OS-6			
Animal Control Manager	\$61,636.90	\$77,046.12	\$92,455.34
Band - OS-7			
Account Services Manager	\$66,567.85	\$83,209.81	\$99,851.77
Control System Supervisor	\$66,567.85	\$83,209.81	\$99,851.77
Systems Analyst	\$66,567.85	\$83,209.81	\$99,851.77

Job Family - Professional Nonmangement	Base	Midpoint	Maximum
Band - PN-1			
Contract Compliance Coor/Para	\$42,826.40	\$53,533.00	\$64,239.60
Probation/Compliance Officer	\$42,826.40	\$53,533.00	\$64,239.60
Band - PN-2			
Accountant	\$46,285.20	\$57,856.50	\$69,427.80
Benefits Specialist	\$46,285.20	\$57,856.50	\$69,427.80
Marketing Specialist	\$46,285.20	\$57,856.50	\$69,427.80
Procurement Officer II	\$46,285.20	\$57,856.50	\$69,427.80
Recruitment Specialist	\$46,285.20	\$57,856.50	\$69,427.80
Band - PN-3			
Community Relations Specialist	\$50,413.80	\$63,017.25	\$75,620.70
Office Manager/Paralegal	\$50,413.80	\$63,017.25	\$75,620.70
Senior Procurement Officer	\$50,413.80	\$63,017.25	\$75,620.70
Band - PN-4			
Financial Analyst	\$54,446.90	\$68,058.63	\$81,670.36
Risk Management Officer	\$54,446.90	\$68,058.63	\$81,670.36
Workforce Development Analyst	\$54,446.90	\$68,058.63	\$81,670.36
Band - PN-5			
Cultural Arts Manager	\$58,016.00	\$72,520.00	\$87,024.00
ITS Project Manager	\$58,016.00	\$72,520.00	\$87,024.00
Management Analyst III	\$58,016.00	\$72,520.00	\$87,024.00
Project Manager - Dev. Ctr.	\$58,016.00	\$72,520.00	\$87,024.00
Public Communications Coordinator	\$58,016.00	\$72,520.00	\$87,024.00

Band - PN-7			
Asst. Prosecuting Attorney PTR	\$70,556.80	\$88,196.00	\$105,835.20
Solid Waste Superintendent	\$70,556.80	\$88,196.00	\$105,835.20
Band - PN-9			
Chief Counsel of Infrastructure and PI	\$85,362.40	\$106,703.00	\$128,043.60
Chief Counsel of Management and Oj	\$85,362.40	\$106,703.00	\$128,043.60
Chief Counsel of Public Safety - Civil I	\$85,362.40	\$106,703.00	\$128,043.60
Chief of Litigation	\$85,362.40	\$106,703.00	\$128,043.60

Job Family - Protective Services	Base	Midpoint	Maximum
Band - PS-1			
Police Services Officer	\$32,710.72	\$40,888.40	\$49,066.08
Band - PS-2			
Animal Control Officer	\$35,555.13	\$44,443.91	\$53,332.69
Band - PS-3			
Communications Specialist-Pol	\$40,888.40	\$51,110.50	\$61,332.60
Court Security Officer	\$40,888.40	\$51,110.50	\$61,332.60
Detention Officer	\$40,888.40	\$51,110.50	\$61,332.60
Band - PS-4			
Animal Control Field Supvr.	\$47,021.66	\$58,777.07	\$70,532.48
Lead Comm Specialist-Police	\$47,021.66	\$58,777.07	\$70,532.48
Lead Detention Officer	\$47,021.66	\$58,777.07	\$70,532.48
Band - PS-5			
Communications Supvr-Police	\$54,074.90	\$67,593.63	\$81,112.36

Job Family - Skilled Technical	Base	Midpoint	Maximum
Band - ST-1			
Building Inspector	\$43,001.80	\$53,752.25	\$64,502.70
Field Engineering Inspector	\$43,001.80	\$53,752.25	\$64,502.70
GIS Technician	\$43,001.80	\$53,752.25	\$64,502.70
System Support Analyst	\$43,001.80	\$53,752.25	\$64,502.70
Band - ST-2			
CIP Resident Inspector	\$46,441.94	\$58,052.43	\$69,662.92
Compensation & Classification Specie	\$46,441.94	\$58,052.43	\$69,662.92
Senior GIS Technician	\$46,441.94	\$58,052.43	\$69,662.92
Utility Management Analyst	\$46,441.94	\$58,052.43	\$69,662.92
Band - ST-3			
Construction Project Manager	\$50,413.80	\$63,017.25	\$75,620.70
Planner	\$50,413.80	\$63,017.25	\$75,620.70
Project Manger	\$50,413.80	\$63,017.25	\$75,620.70
Right-of-Way Agent	\$50,413.80	\$63,017.25	\$75,620.70
System Support Specialist	\$50,413.80	\$63,017.25	\$75,620.70

Technical Services Specialist (ITS)

\$50,413.80

\$63,017.25

\$75,620.70

Job Family - Technical	Base	Midpoint	Maximum
Band - T-1			
Audiovisual Technician (Evening)	\$33,484.98	\$41,856.23	\$50,227.48
Facilities Maintenance Worker I	\$33,484.98	\$41,856.23	\$50,227.48
Band - T-2			
Airport Attendant	\$37,732.19	\$47,165.24	\$56,598.29
Facilities Maintenance Worker II	\$37,732.19	\$47,165.24	\$56,598.29
Traffic Operations Technician	\$37,732.19	\$47,165.24	\$56,598.29
Band - T-3			
Community Standards Officer	\$39,540.06	\$49,425.07	\$59,310.08
Development Technician	\$39,540.06	\$49,425.07	\$59,310.08
Engineering Technician	\$39,540.06	\$49,425.07	\$59,310.08
Facility Technician	\$39,540.06	\$49,425.07	\$59,310.08
Neighborhood Services Officer	\$39,540.06	\$49,425.07	\$59,310.08
Permit Technician	\$39,540.06	\$49,425.07	\$59,310.08
Utility Technician	\$39,540.06	\$49,425.07	\$59,310.08
T-4			
Crime Scene Technician	\$43,001.80	\$53,752.25	\$64,502.70
Equipment Technician	\$43,001.80	\$53,752.25	\$64,502.70
Help Desk Support Specialist	\$43,001.80	\$53,752.25	\$64,502.70
Operations Technician	\$43,001.80	\$53,752.25	\$64,502.70
Public Works Inspector	\$43,001.80	\$53,752.25	\$64,502.70
Web Specialist	\$43,001.80	\$53,752.25	\$64,502.70

Job Family - Police Sworn/Represented	Base	Midpoint	Maximum
Band - P1			
Police Officer I	\$38,629.42	\$46,077.33	\$53,778.27
Band - P2			
Police Officer II	\$42,032.31	\$49,798.30	\$57,826.85
Band - P3			
Master Police Officer I	\$45,794.26	\$57,400.16	\$69,006.06
Band - P4			
Master Police Officer II	\$57,201.54	\$63,103.80	\$69,006.06
Band - P5			
Police Sergeant I	\$57,500.00	\$72,073.54	\$86,647.00
Band - P6			
Police Sergeant II	\$72,073.00	\$79,360.00	\$86,647.00
Band - PD4			
Police Captain	\$76,506.40	\$95,633.00	\$114,759.60
Band - PD5			
Police Major I	\$85,131.20	\$105,164.00	\$126,196.80
Police Major II	\$85,131.20	\$105,164.00	\$126,196.80

Job Family - Fire Sworn/Represented	Base	Midpoint	Maximum
Band - F1			

Firefighter	\$37,626.54	\$44,982.53	\$52,338.51
Band - F1P			
Firefighter Paramedic	\$43,626.54	\$50,982.53	\$58,338.51
Band - F2			
Fire Engineer	\$40,941.09	\$48,617.55	\$56,294.00
Band - F2P			
Fire Engineer Paramedic	\$46,941.09	\$54,617.55	\$62,294.00
Band - F3			
Fire Specialist	\$44,604.37	\$55,779.02	\$66,952.67
Band - F3P			
Fire Specialist Paramedic	\$50,604.37	\$61,779.02	\$72,952.67
Band - F4			
Fire Captain I	\$53,153.26	\$63,597.88	\$74,042.49
Band - F4P			
Fire Captain I Paramedic	\$59,153.26	\$69,597.88	\$80,042.49
Band - F5			
Fire Captain II	\$58,134.06	\$71,940.59	\$85,747.12
Band - F5P			
Fire Captain II Paramedic	\$64,134.06	\$77,940.59	\$91,747.12
Band - FD-6			
Battalion Chief	\$88,238.40	\$98,169.00	\$117,802.80
Band - FD-7			
Assistant Fire Chief	\$88,238.40	\$110,298.00	\$132,357.60
Band - F11			
Communications Specialist	\$35,412.83	\$47,929.75	\$59,271.85
Band - F12			
Lead Communications Specialist	\$38,487.76	\$50,864.49	\$61,964.45

Job Family - Represented	Base	Midpoint	Maximum
Band - 9			
Custodian	\$28,268.71	\$36,904.80	\$46,451.71
Band - UN0			
Mechanic	\$33,473.65	\$41,713.36	\$49,953.07
Band - UN2			
Maintenance Worker	\$28,443.17	\$36,418.62	\$44,394.06
Band - UN4			
Equipment Operator	\$35,075.25	\$42,514.16	\$49,953.07
Equipment Operator Sewer	\$35,075.25	\$42,514.16	\$49,953.07
Equipment Operator Water	\$35,075.25	\$42,514.16	\$49,953.07
Band - UN6			
Meter Service Technician	\$26,111.70	\$37,815.86	\$49,520.22
Band - UN7			
Metered Services Specialist	\$33,261.49	\$43,572.46	\$53,883.44

Job Family - Part Time	Base	Midpoint	Maximum
Band - PTT			
Administrative support	\$0.00	\$25,000.00	\$50,000.00
Intern	\$0.00	\$25,000.00	\$50,000.00
Construction Inspector	\$0.00	\$25,000.00	\$50,000.00
Fire Hydrant Painter	\$0.00	\$25,000.00	\$50,000.00
Payroll Support	\$0.00	\$25,000.00	\$50,000.00
Prosecuting Attorney PTR	\$0.00	\$25,000.00	\$50,000.00

Job Family - Law	Base	Midpoint	Maximum
Band - 24			
Chief Prosecuting Attorney	\$90,000.00	\$145,000.00	\$204,000.00
City Attorney	\$90,000.00	\$145,000.00	\$204,000.00