

Pay and Classification Plan

| | Hourly Rate | | |
|--|-------------|-----------|-----------|
| | Minimum | Midpoint | Maximum |
| Administrative Specialists | | | |
| Band AS1 | | | |
| Deputy Court Clerk Police Records Clerk Service Representative I | \$15.3475 | \$19.1844 | \$23.0213 |
| Band AS2 | | | |
| Administrative Assistant Airport Service Attendant Bond Clerk Cash Receipts Clerk Evidence & Property Tech. Parking Control Officer Police Services Officer Procurement Officer I Records Management Clerk Shelter Attendant Warrant Clerk | \$16.6821 | \$20.8526 | \$25.0231 |
| Band AS3 | | | |
| Accounting Clerk Business Services Rep - Dev Ctr Customer Service Rep. EMS Billing Specialist Human Resources Coordinator Office Coordinator Purchasing and Supply Officer Treasury Cashier | \$18.1327 | \$22.6659 | \$27.1990 |
| Band AS4 | | | |
| Contract/Records Specialist Deputy City Clerk Inventory And Records Specialist Legal Assistant Payroll Specialist Utility Billing Specialist | \$19.5159 | \$24.3949 | \$29.2738 |
| Band AS5 | | | |
| Data Analyst Executive Assistant | \$21.0772 | \$26.3465 | \$31.6158 |
| Seasonal/Part-time | | | |
| Band SP3 | | | |
| Recycling Center Attendant - PTR | \$11.4000 | \$14.2500 | \$17.1000 |

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|--|-------------|-----------|-----------|
| | Minimum | Midpoint | Maximum |
| Technical | | | |
| Band T1 | | | |
| Audiovisual Technician Facilities Maintenance Worker I | \$16.0986 | \$20.1232 | \$24.1478 |
| Band T2 | | | |
| Airport Attendant Facilities Maintenance Worker II Inventory Maintenance Technician Traffic Operations Technician | \$18.1405 | \$22.6756 | \$27.2107 |
| Band T3 | | | |
| Community Standards Officer Development Technician Engineering Technician Facilities Technician Neighborhood Services Officer Utility Technician | \$19.0096 | \$23.7621 | \$28.5145 |
| Skilled Technical | | | |
| Band ST1 | | | |
| Building Inspector Equipment Technician Field Engineering Inspector GIS Technician Help Desk Support Specialist Operations Technician PW Ops Contract Specialist Right of Way Inspector System Support Analyst Web Specialist | \$20.6739 | \$25.8424 | \$31.0109 |
| Band ST2 | | | |
| CIP Resident Inspector Senior GIS Technician Utility Management Analyst | \$22.3279 | \$27.9098 | \$33.4918 |
| Band ST3 | | | |
| Construction Project Manager Project Manger Right-of-Way Agent System Support Specialist Technical Services Specialist (ITS) | \$24.2374 | \$30.2968 | \$36.3561 |
| Advanced Technical | | | |
| Band AT1 | | | |
| Senior Engineering Technician Senior Traffic Operations Tech | \$23.0742 | \$28.8428 | \$34.6113 |
| Band AT2 | | | |
| Instrumentation & Controls Tech Plans Examiner | \$25.3862 | \$31.7327 | \$38.0792 |
| Band AT3 | | | |
| Applications Analyst Systems Administrator Web Administrator | \$27.5392 | \$34.4240 | \$41.3088 |
| Band AT4 | | | |
| Applications Administrator Database Administrator GIS Coordinator | \$28.6052 | \$35.7565 | \$42.9078 |
| Band AT5 | | | |
| Network Administrator | \$32.1996 | \$40.2495 | \$48.2994 |

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|--|-------------|-----------|-----------|
| | Minimum | Midpoint | Maximum |
| Professional Nonmanagement | | | |
| Band PN1 | | | |
| Contract Compliance Coor/Para Probation/Compliance Officer | \$20.5896 | \$25.7370 | \$30.8844 |
| Band PN2 | | | |
| Accountant Benefits Specialist CDBG Administrator Marketing Specialist Procurement Officer II Recruitment Specialist | \$22.2525 | \$27.8156 | \$33.3788 |
| Band PN3 | | | |
| Community Relations Specialist Compensation & Classification Specialist Office Manager/Paralegal Planner Senior Procurement Officer Water Utilities Analyst | \$24.2374 | \$30.2968 | \$36.3561 |
| Band PN4 | | | |
| Environmental Specialist Financial Analyst Safety & Wellness Specialist Staff Engineer Workforce Development Analyst | \$26.1764 | \$32.7205 | \$39.2646 |
| Band PN5 | | | |
| Cultural Arts Manager ITS Project Manager Management Analyst III Project Manager - Dev. Ctr. Public Communications Coordinator Senior Planner | \$27.8923 | \$34.8654 | \$41.8385 |
| Band PN7 | | | |
| Asst. Prosecuting Attorney PTR Senior Staff Engineer Solid Waste Superintendent | \$33.9215 | \$42.4019 | \$50.8823 |
| Band PN9 | | | |
| Chief Counsel of Infrastructure and Recreation Chief Counsel of Management and Operations Chief Counsel of Public Safety - Civil Rights Specialist Chief Counsel of Economic Development & Planning Chief Counsel of Special Projects Chief of Litigation | \$41.0396 | \$51.2995 | \$61.5594 |

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| | Hourly Rate | | |
|---|-------------|-----------|-----------|
| | Minimum | Midpoint | Maximum |
| Operational Supervision | | | |
| Band OS3 | | | |
| Accounts Payable Supervisor Administrative Supervisor Court Clerk Supervisor Customer Service Supervisor Maintenance Shop Supervisor Metered Services Supervisor | \$22.8013 | \$28.5016 | \$34.2019 |
| Band OS4 | | | |
| Lead Traffic Operations Technician Right of Way Supervisor Streets Operations Supervisor | \$25.2430 | \$31.5538 | \$37.8645 |
| Band OS5 | | | |
| Cash Management Officer Facility Maintenance Superintendent City Clerk Lead Engineering Technician Media Services Supervisor PW Operations Supervisor Utility System Supervisor | \$27.4381 | \$34.2976 | \$41.1571 |
| Band OS7 | | | |
| Account Services Manager Control System Supervisor Systems Analyst | \$32.0038 | \$40.0047 | \$48.0057 |

| | | | |
|---|-----------|-----------|-----------|
| Management and Supervision | | | |
| Band MS1 | | | |
| Administration Manager-Dev. Administration Manager-PW Assistant Airport Manager Assistant Utility Manager Engineering Inspections Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr. | \$28.3871 | \$35.4838 | \$42.5806 |
| Band MS2 | | | |
| Building Inspections Manager Codes Administration Manager IT Support Services Manager Planning Manager Public Works Operations Mgr. | \$30.8555 | \$38.5694 | \$46.2833 |
| Band MS3 | | | |
| Construction Manager IT Operations Manager Operations and Maintenance Manager Supervisory Engineer Utility System Manager | \$33.5386 | \$41.9233 | \$50.3079 |
| Band MS4 | | | |
| City Traffic Engineer Manager, Entprs. Tech. Svcs. | \$36.4550 | \$45.5688 | \$54.6825 |

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| | Hourly Rate | | |
|---|-------------|-----------|-----------|
| | Minimum | Midpoint | Maximum |
| Asst Director/Division Head | | | |
| Band AD2 | | | |
| Airport Manager Court Administrator Creative Services Manager Facilities Manager Fleet Manager | \$34.1117 | \$42.6397 | \$51.1676 |
| Band AD3 | | | |
| Asst. Dir. of Field Services Asst. Dir. of Finance-Cash and Debt Asst. Dir. of Finance-Controller Asst. Dir. of Plan Services Asst. Director of P. Wks. Oper | \$38.3454 | \$47.9317 | \$57.5181 |
| Band AD4 | | | |
| Asst. Dir. of Business Services Asst. Dir. of Engineering Svcs Asst. Director of App Mgmt Svcs Asst. Director of Operations | \$41.2331 | \$51.5413 | \$61.8496 |
| Band AD5 | | | |
| Deputy Dir. of P.Wks./City Eng Deputy Dir. of P.Wrks./Admin. | \$42.6146 | \$53.2683 | \$63.9219 |
| Executive | | | |
| Band E1 | | | |
| Chief Technology Officer Director of Development Svcs. Director of Human Resources Director of Public Works Director of Water Utilities Finance Director Fire Chief Police Chief | \$49.7468 | \$62.1835 | \$74.6202 |
| Band E2 | | | |
| Asst. City Mgr., Dev Svcs/Comm Asst. City Mgr., Operations | \$52.1100 | \$65.1375 | \$78.1650 |

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| | Hourly Rate | | |
|--|-------------|-----------|-----------|
| | Minimum | Midpoint | Maximum |
| Protective Services | | | |
| Band R1 | | | |
| Police Recruit | \$19.2308 | | \$19.2308 |
| Band PS2 | | | |
| Animal Control Officer | \$17.0938 | \$21.3673 | \$25.6407 |
| Band PS3 | | | |
| Communications Specialist-Pol Court Security Officer Detention Officer | \$19.6579 | \$24.5724 | \$29.4868 |
| Band PS4 | | | |
| Animal Control Field Supvr. Lead Comm Specialist-Police Lead Detention Officer | \$22.6066 | \$28.2582 | \$33.9098 |
| Band PS5 | | | |
| Communications Supvr-Police | \$25.9976 | \$32.4969 | \$38.9963 |
| Band PS6 | | | |
| Animal Control Manager | \$29.6331 | \$37.0414 | \$44.4497 |
| Band PS7 | | | |
| Police Captain | \$36.7819 | \$45.9774 | \$55.1729 |
| Band PS8 | | | |
| Battalion Chief Battalion Chief Paramedic | \$37.7573 | \$47.1966 | \$56.6360 |
| Band PS9 | | | |
| Police Major I Police Major II | \$40.9285 | \$50.5596 | \$60.6715 |
| Band PS10 (PSX in Lawson - 3 character limit on grade) | | | |
| Asst. Fire Chief Deputy Police Chief | \$42.4223 | \$53.0279 | \$63.6335 |

| See separate schedules for union progression rates | Hourly Rate | |
|--|-------------|-----------|
| | Minimum | Maximum |
| Police - Union | | |
| Police Officer | \$21.5385 | \$35.6798 |
| Sergeant | \$32.8067 | \$42.8548 |
| | | |
| Fire - Union | | |
| Fire Fighter | \$14.0797 | \$22.1587 |
| Fire Fighter - Paramedic | \$16.1401 | \$24.2191 |
| Fire Engineer | \$18.0632 | \$24.0388 |
| Fire Engineer - Paramedic | \$20.1236 | \$26.0993 |
| Fire Captain | \$24.7600 | \$29.8942 |
| Fire Captain - Paramedic | \$26.8204 | \$31.9547 |
| | | |
| Communication Specialist | \$18.3118 | \$30.1904 |
| Lead Communication Specialist | \$19.2274 | \$31.6999 |
| | | |
| IAM - Union | | |
| Custodian | \$14.5000 | \$19.5629 |
| Meter Tech | \$14.7500 | \$21.0000 |
| Meter Specialist | \$17.0000 | \$22.5000 |
| Mechanic | \$19.0000 | \$27.0000 |
| Utility Worker Trainee | \$16.0000 | \$16.0000 |
| Utility Worker | \$18.0000 | \$25.2500 |
| Utility Specialist I | \$22.0000 | \$28.5000 |
| Utility Specialist II | \$24.0000 | \$31.2500 |
| Apprentice Operator | \$16.0000 | \$16.0000 |
| Operator | \$18.0000 | \$25.2500 |
| Skilled Operator | \$22.0000 | \$28.5000 |
| Senior Operator | \$24.0000 | \$31.2500 |