

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Administrative Specialists						
Band AS1						
Court Clerk Police Records Clerk Service Representative I	\$16.58	\$20.76	\$24.89	\$ 34,486.40	\$ 43,180.80	\$ 51,771.20
Band AS2						
Administrative Assistant Airport Service Attendant Cash Receipts Clerk Evidence & Property Tech. I Parking Control Officer Police Services Officer Procurement Officer I Senior Court Clerk Shelter Attendant	\$18.05	\$22.54	\$27.03	\$ 37,544.00	\$ 46,883.20	\$ 56,222.40
Band AS3						
Accounting Clerk Business Services Rep - Dev Ctr Customer Service Rep. EMS Billing Specialist Evidence & Property Tech. II Human Resources Coordinator Office Coordinator Purchasing and Supply Officer Senior Police Records Clerk Treasury Cashier	\$19.64	\$24.53	\$29.43	\$ 40,851.20	\$ 51,022.40	\$ 61,214.40
Band AS4						
Contract/Records Specialist Crime Analyst Deputy City Clerk Inventory And Records Specialist Lead Customer Service Rep. Legal Assistant Payroll Specialist Utility Billing Specialist	\$21.11	\$26.37	\$31.67	\$ 43,908.80	\$ 54,849.60	\$ 65,873.60
Band AS5						
Executive Assistant Graduate Fellow	\$22.80	\$28.51	\$34.17	\$ 47,424.00	\$ 59,300.80	\$ 71,073.60

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	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Technical						
Band T1						
AV Production Specialist Facilities Maintenance Worker I	\$17.39	\$21.78	\$26.11	\$ 36,171.20	\$ 45,302.40	\$ 54,308.80
Band T2						
Airport Attendant	\$19.64	\$24.53	\$29.43	\$ 40,851.20	\$ 51,022.40	\$ 61,214.40
Band T3						
Development Technician Engineering Technician Facilities Maintenance Worker II Facilities Technician Inventory Maintenance Technician Neighborhood Services Officer Utility Technician	\$20.55	\$25.70	\$30.86	\$ 42,744.00	\$ 53,456.00	\$ 64,188.80
Skilled Technical						
Band ST1						
GIS Technician Help Desk Support Specialist Right of Way Inspector System Support Analyst Traffic Operations Technician Web Specialist	\$22.34	\$27.95	\$33.51	\$ 46,467.20	\$ 58,136.00	\$ 69,700.80
Band ST2						
Building Inspector CIP Resident Inspector Field Engineering Inspector Senior GIS Technician Utility Management Analyst	\$24.12	\$30.19	\$36.21	\$ 50,169.60	\$ 62,795.20	\$ 75,316.80
Band ST3						
PW Ops Contract Specialist Right-of-Way Agent System Support Specialist Technical Services Specialist (ITS)	\$26.21	\$32.74	\$39.32	\$ 54,516.80	\$ 68,099.20	\$ 81,785.60
Advanced Technical						
Band AT1						
Senior Engineering Technician Senior Traffic Operations Tech	\$26.21	\$32.74	\$39.32	\$ 54,516.80	\$ 68,099.20	\$ 81,785.60
Band AT2						
Construction Project Manager Equipment Technician Instrumentation & Controls Tech Operations Technician Plans Examiner Project Manger - Public Works	\$28.00	\$35.00	\$41.99	\$ 58,240.00	\$ 72,800.00	\$ 87,339.20
Band AT3						
Applications Analyst Senior Right-of-Way Agent Systems Administrator Web Administrator	\$29.7760	\$37.2202	\$44.6644	\$61,934.00	\$77,418.00	\$92,902.00
Band AT4						
Applications Administrator Database Administrator GIS Coordinator	\$30.9284	\$38.6596	\$46.3928	\$64,331.00	\$80,412.00	\$96,497.00
Band AT5						
Network Administrator	\$34.8149	\$43.5168	\$52.2212	\$72,415.00	\$90,515.00	\$108,620.00

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	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Professional Nonmanagement						
Band PN1						
Contract Compliance Coord/Para Cultural Arts Specialist Probation/Compliance Officer Senior Crime Analyst	\$22.34	\$27.95	\$33.51	\$ 46,467.20	\$ 58,136.00	\$ 69,700.80
Band PN2						
Accountant CDBG Administrator Data Analyst Human Resources Generalist Marketing Specialist Payroll Administrator Procurement Officer II Recruitment Specialist	\$24.0582	\$30.0755	\$36.0899	\$50,041.00	\$62,557.00	\$75,067.00
Band PN3						
Benefits Specialist Community Relations Specialist Office Manager/Paralegal Planner Research Assistant/Paralegal Senior Procurement Officer Water Utilities Analyst	\$26.2063	\$32.7577	\$39.3091	\$54,509.00	\$68,136.00	\$81,763.00
Band PN4						
Compensation & Classification Specialist Environmental Specialist Financial Analyst Grants Manager Safety & Wellness Specialist Senior Accountant Staff Engineer Workforce Development Analyst	\$28.3024	\$35.3764	\$42.4524	\$58,869.00	\$73,583.00	\$88,301.00
Band PN5						
Communications Strategist Cultural Arts Manager ITS Project Manager Management Analyst III Project Manager - CBS Project Manager - Dev. Ctr. Senior Planner Staff Attorney	\$30.1563	\$37.6957	\$45.2356	\$62,725.00	\$78,407.00	\$94,090.00
Band PN7						
Asst. Prosecuting Attorney PTR Budget Manager Senior Staff Engineer Solid Waste Superintendent	\$36.6760	\$45.8462	\$55.0139	\$76,286.00	\$95,360.00	\$114,429.00
Band PN9						
Chief Counsel of Economic Development & Planning Chief Counsel of Infrastructure and Recreation Chief Counsel of Management and Operations Chief Counsel of Public Safety-Civil Rights Specialist Chief Counsel of Special Projects Chief of Litigation	\$44.5808	\$55.7293	\$66.8712	\$92,728.00	\$115,917.00	\$139,092.00

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Operational Supervision						
Band OS3						
Accounts Payable Supervisor Administrative Supervisor Airfield Operations Supervisor Court Clerk Supervisor Customer Service Supervisor Lead Airport Attendant Police Records Supervisor	\$24.63	\$30.80	\$36.98	\$ 51,230.40	\$ 64,064.00	\$ 76,918.40
Band OS4						
	\$27.29	\$34.12	\$40.95	\$ 56,763.20	\$ 70,969.60	\$ 85,176.00
Band OS5						
Cash Management Officer City Clerk Maintenance Shop Supervisor Media Services Supervisor Police Administration Supervisor Right of Way Supervisor	\$29.6659	\$37.0827	\$44.5000	\$61,705.00	\$77,132.00	\$92,560.00
Band OS6						
Facilities Maintenance Superintendent Lead Engineering Technician Lead Traffic Operations Technician Maintenance & Asset Mgmt Supervisor Metered Services Supervisor PW Operations Supervisor Utility System Supervisor	\$32.1298	\$40.1673	\$48.1952	\$66,830.00	\$83,548.00	\$ 100,246.00
Band OS7						
Control System Supervisor Systems Analyst	\$34.6014	\$43.2519	\$51.9048	\$71,971.00	\$89,964.00	\$107,962.00

Management and Supervision						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Band MS1						
Administration Manager Assistant Airport Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr.	\$30.6933	\$38.3654	\$46.0375	\$63,842.00	\$79,800.00	\$95,758.00
Band MS2						
Assistant Utility Manager Building Inspections Manager CIP Inspections Manager Codes Administration Manager Engineering Inspections Manager Financial Services Manager (Water) IT Support Services Manager Neighborhood Services Manager Planning Manager	\$33.3611	\$41.7024	\$50.0413	\$69,391.00	\$86,741.00	\$104,086.00
Band MS3						
IT Operations Manager Operations and Maintenance Manager Public Works Operations Mgr. Utility System Manager	\$36.2615	\$45.3264	\$54.3933	\$75,424.00	\$94,279.00	\$113,138.00
Band MS4						
City Traffic Engineer Construction Manager Engineering Manager Manager, Entprs. Tech. Svcs.	\$39.4149	\$49.2688	\$59.1231	\$81,983.00	\$102,479.00	\$122,976.00

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	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Asst Director/Division Head						
Band AD2						
Airport Manager Asst. Dir. of Grants & Administration Court Administrator Facilities Manager Fleet Manager	\$36.8817	\$46.1010	\$55.3226	\$76,714.00	\$95,890.00	\$115,071.00
Band AD3						
Asst. Dir. of Customer Care (Water) Asst. Dir. of Field Services Asst. Dir. of Finance-Cash and Debt Asst. Dir. of Finance-Controller Asst. Dir. of Human Resources Asst. Dir. of Plan Services Asst. Dir. of Public Works Administration	\$41.4596	\$51.8240	\$62.1880	\$86,236.00	\$107,794.00	\$129,351.00
Band AD4						
Asst. Dir. of Business Services Asst. Dir. of App Mgmt Services Asst. Dir. of Engineering Services Asst. Dir. of Public Works Operation Asst. Dir. of Water Operations	\$44.5808	\$55.7274	\$66.8712	\$92,728.00	\$115,913.00	\$139,092.00
Band AD5						
Deputy Dir. of Development Services Deputy Dir. of Finance Deputy Dir. of Public Works/City Engineer Deputy Dir. of Public Works/Operations Deputy Dir. of Water Utilities	\$46.0740	\$57.5933	\$69.1125	\$95,834.00	\$119,794.00	\$143,754.00

Executive						
Band E1						
Chief Technology Officer Director of Creative Services Director of Development Svcs. Director of Human Resources Director of Public Works Director of Water Utilities Finance Director	\$53.7856	\$67.2317	\$80.6808	\$111,874.00	\$139,842.00	\$167,816.00
Band E2						
Assistant City Manager Fire Chief Police Chief	\$56.3404	\$70.4264	\$84.5130	\$117,188.00	\$146,487.00	\$175,787.00

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	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Protective Services						
Band R1						
Police Recruit	\$23.2962		\$25.1971	\$48,456.10		\$52,409.97
Band PS2						
Animal Control Officer Communications Call Taker - Police	\$18.46	\$23.10	\$27.74	\$ 38,396.80	\$ 48,048.00	\$ 57,699.20
Band PS3						
Communication Specialist - Police Court Security Officer Detention Officer	\$21.30	\$26.93	\$32.56	\$ 44,304.00	\$ 56,014.40	\$ 67,724.80
Band PS4						
Animal Control Field Supervisor Lead Comm Specialist-Police Lead Detention Officer	\$24.63	\$30.80	\$36.98	\$ 51,230.40	\$ 64,064.00	\$ 76,918.40
Band PS5						
Communications Supvr-Fire Communications Supvr-Police Radio Systems Specialist	\$28.10	\$35.14	\$42.18	\$ 58,448.00	\$ 73,091.20	\$ 87,734.40
Band PS6						
Animal Control Manager	\$32.1298	\$40.1673	\$48.1952	\$66,830.00	\$83,548.00	\$100,246.00
Band PS7						
Battalion Chief Police Captain	\$52.9904	\$60.1899	\$67.3894	\$110,220.00	\$125,195.00	\$140,170.00
Band PS8						
Asst. Fire Chief Police Major	\$58.1731	\$66.2264	\$74.2798	\$121,000.00	\$137,751.00	\$154,502.00
Band PS9						
Deputy Fire Chief Deputy Police Chief	\$64.1106	\$72.8260	\$81.5413	\$133,350.00	\$151,478.00	\$169,606.00

Pay and Classification Plan				
See contracts for union progression rates	Hourly Rate		Est. Annualized Rate	
	Minimum	Maximum	Minimum	Maximum
Police - Union			Based on 2080 hours per year	
Police Officer	\$23.2962	\$38.5913	\$48,456.00	\$80,270.00
Sergeant	\$38.5913	\$46.0543	\$80,270.00	\$95,793.00
Fire - Union	Based on 2912 hours per year		Based on 2912 hours per year	
Fire Fighter	\$16.15	\$22.33	\$47,028.80	\$65,024.96
Fire Fighter - Paramedic	\$18.38	\$24.56	\$53,522.56	\$71,518.72
Fire Engineer	\$20.95	\$26.10	\$61,006.40	\$76,003.20
Fire Engineer - Paramedic	\$23.18	\$28.34	\$67,500.16	\$82,526.08
Fire Captain	\$26.96	\$31.94	\$78,507.52	\$93,009.28
Fire Captain - Paramedic	\$29.19	\$34.17	\$85,001.28	\$99,503.04
	Based on 2080 hours per year		Based on 2080 hours per year	
Communication Specialist	\$21.16	\$31.62	\$44,012.80	\$65,769.60
Lead Communication Specialist	\$22.22	\$33.20	\$46,217.60	\$69,056.00
IAM - Union			Based on 2080 hours per year	
Custodian	\$15.50	\$20.23	\$32,240.00	\$42,078.40
Meter Tech I	\$18.00	\$20.26	\$37,440.00	\$42,140.80
Meter Tech II	\$18.90	\$21.27	\$39,312.00	\$44,241.60
Meter Specialist	\$21.12	\$23.76	\$43,929.60	\$49,420.80
Fleet Inventory Tech	\$20.42	\$29.06	\$42,473.60	\$60,444.80
Mechanic Technician I	\$20.67	\$29.42	\$42,993.60	\$61,193.60
Mechanic Technician II	\$21.70	\$30.89	\$45,136.00	\$64,251.20
Mechanic Technician III	\$22.79	\$32.44	\$47,403.20	\$67,475.20
Apprentice Utility Worker	\$21.00	\$21.00	\$43,680.00	\$43,680.00
Utility Worker	\$25.00	\$28.14	\$52,000.00	\$58,531.20
Utility Specialist I	\$28.00	\$31.52	\$58,240.00	\$65,561.60
Utility Specialist II	\$29.90	\$33.65	\$62,192.00	\$69,992.00
Utility Foreman	\$31.50	\$35.45	\$65,520.00	\$73,736.00
Apprentice Operator	\$19.00	\$20.00	\$39,520.00	\$41,600.00
Operator	\$21.00	\$27.40	\$43,680.00	\$56,992.00
Skilled Operator	\$23.25	\$30.34	\$48,360.00	\$63,107.20
Senior Operator	\$25.50	\$33.28	\$53,040.00	\$69,222.40