

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 Procurement Officer I Records Management Clerk Shelter Attendant Warrant Clerk	\$16.6821	\$20.8526	\$25.0231
Band AS3			
Account Technician Accounting Clerk Business Services Rep - Dev Ctr Contract/Records Administrator 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			
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 SP1			
	\$9.4500	\$11.8000	\$14.2000
Band SP2			
Fire Hydrant Painter (seasonal)	\$10.0000	\$12.5000	\$15.0000
Band SP3			
Recycling Center Attendant - PTR	\$11.4000	\$14.2500	\$17.1000

	Hourly Rate		
	Minimum	Midpoint	Maximum
Technical			
Band T1			
Audiovisual Technician (Evening) 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 Facility Technician Neighborhood Services Officer Permit Technician Utility Technician	\$19.0096	\$23.7621	\$28.5145
Band T4			
Crime Scene Technician Equipment Technician Help Desk Support Specialist Operations Technician Right of Way Inspector Web Specialist	\$20.6739	\$25.8424	\$31.0109
Skilled Technical			
Band ST1			
Building Inspector Field Engineering Inspector GIS Technician System Support Analyst	\$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 Water Utilities Analyst	\$23.0742	\$28.8428	\$34.6113
Band AT2			
Environmental Specialist Instrumentation & Controls Tech Media Services Supervisor Plans Examiner Staff Engineer	\$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 Senior Staff Engineer	\$32.1996	\$40.2495	\$48.2994

	Hourly Rate		
	Minimum	Midpoint	Maximum
Professional Nonmanagement			
Band PN1			
Contract Compliance Coord./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 Office Manager/Paralegal Compensation & Classification Specialist Planner Senior Procurement Officer	\$24.2374	\$30.2968	\$36.3561
Band PN4			
Financial Analyst Safety & Wellness Specialist 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 Solid Waste Superintendent	\$33.9215	\$42.4019	\$50.8823
Band PN9			
Chief Counsel of Infrastructure and Planning Chief Counsel of Management and Operations Chief Counsel of Public Safety - Civil Rights Specialist Chief Counsel of Economic Development & Planning Chief of Litigation	\$41.0396	\$51.2995	\$61.5594
Law			
Band 23 Law			
Chief Prosecuting Attorney	\$32.1173	\$44.1204	\$56.1236
Band 24 Law			
City Attorney	\$43.2692	\$69.7115	\$98.0769

	Minimum	Hourly Rate Midpoint	Maximum
Operational Supervision			
Band OS1			
Court Clerk Supervisor	\$19.2990	\$24.1238	\$28.9485
Band OS3			
Accounts Payable Supervisor Administrative Supervisor Customer Service Supervisor Maintenance Shop Supervisor Metered Services Supervisor	\$22.8013	\$28.5016	\$34.2019
Band OS4			
Lead Traffic Operations Technician Streets Operations Supervisor	\$25.2430	\$31.5538	\$37.8645
Band OS5			
Cash Management Officer Central Building Services Supv City Clerk Lead Engineering Technician Utility System Supervisor	\$27.4381	\$34.2976	\$41.1571
Band OS6			
Animal Control Manager	\$29.6331	\$37.0414	\$44.4497
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 Creative Services 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

	Hourly Rate		
	Minimum	Midpoint	Maximum
Asst Director/Division Head			
Band AD1			
Airport Manager Court Administrator Facilities Manager Fleet Manager	\$31.2104	\$39.0130	\$46.8156
Band AD2			
Asst. Dir. of Planning and Special Projects Asst. Director of P. Wks. Oper	\$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	\$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., Administrative Services Asst. City Mgr., Dev Svcs/Comm Asst. City Mgr., Operations	\$52.1100	\$65.1375	\$78.1650

	Hourly Rate		
	Minimum	Midpoint	Maximum
Protective Services			
Band R1			
Police Recruit	\$19.2308		\$19.2308
Band PS1			
Police Services Officer	\$15.7263	\$19.6579	\$23.5895
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 PS7			
Police Captain	\$36.7819	\$45.9774	\$55.1729
Band PS8			
Battalion Chief	\$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

	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