

Pay and Classification Plan				Est. Annualized Rate		
	Minimum	Hourly Rate 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. Lead Treasury Cashier 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

Pay and Classification Plan						
	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 Facilities Maintenance Worker II	\$19.64	\$24.53	\$29.43	\$ 40,851.20	\$ 51,022.40	\$ 61,214.40
Band T3						
Airport Maintenance Worker Development Technician Engineering Technician 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	\$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						
Audiovisual Support Specialist PW Ops Contract Specialist Right-of-Way Agent System Support Specialist	\$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 Network Administrator 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						
Senior Network Administrator Systems Analyst	\$34.8149	\$43.5168	\$52.2212	\$72,415.00	\$90,515.00	\$108,620.00
Band AT6						
IT Cyber Security Manager	\$36.6760	\$45.8462	\$55.0139	\$76,286.00	\$95,360.00	\$114,429.00

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Professional Nonmanagement						
Band PN1						
Contract Compliance Coord/Para Cultural Arts Specialist Police Recruitment 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 Grants Specialist Data Analyst Human Resources Generalist Marketing Specialist 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	\$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 Learning & Development Specialist Safety & Wellness Specialist Senior Accountant Staff Engineer	\$28.3024	\$35.3764	\$42.4524	\$58,869.00	\$73,583.00	\$88,301.00
Band PN5						
Communications Strategist ITS Project Manager Performance Management Analyst Project Manager - CBS Project Manager - Dev. Services Senior Compensation & Classification Analyst Senior Planner	\$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 Staff Attorney	\$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	\$24.63	\$30.80	\$36.98	\$ 51,230.40	\$ 64,064.00	\$ 76,918.40
Administrative Supervisor						
Airfield Operations Supervisor						
Court Clerk Supervisor						
Customer Service Supervisor						
Lead Airport Attendant						
Payroll Supervisor						
Police Records Supervisor						
Band OS4						
Police Custodian of Records Supervisor	\$27.29	\$34.12	\$40.95	\$ 56,763.20	\$ 70,969.60	\$ 85,176.00
Band OS5						
Cash Management Officer	\$29.6659	\$37.0827	\$44.5000	\$61,705.00	\$77,132.00	\$92,560.00
City Clerk						
Maintenance Shop Supervisor						
Media Services Supervisor						
Police Administration Supervisor						
Right of Way Supervisor						
Band OS6						
Lead Engineering Technician	\$32.1298	\$40.1673	\$48.1952	\$66,830.00	\$83,548.00	\$ 100,246.00
Lead Traffic Operations Technician						
Maintenance & Asset Mgmt Supervisor						
Metered Services Supervisor						
PW Operations Supervisor						
Utility System Supervisor						
Band OS7						
Control System Supervisor	\$34.6014	\$43.2519	\$51.9048	\$71,971.00	\$89,964.00	\$107,962.00

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

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

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

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	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Protective Services						
Band R1						
Police Recruit	\$24.2279		\$25.1971	\$50,394.03		\$52,409.97
Band PS2						
Animal Control Officer	\$18.46	\$23.10	\$27.74	\$ 38,396.80	\$ 48,048.00	\$ 57,699.20
Communications Call Taker - Police						
Band PS3						
Communication Specialist - Police	\$21.30	\$26.93	\$32.56	\$ 44,304.00	\$ 56,014.40	\$ 67,724.80
Court Security Officer						
Detention Officer						
Band PS4						
Animal Control Field Supervisor	\$24.63	\$30.80	\$36.98	\$ 51,230.40	\$ 64,064.00	\$ 76,918.40
Animal Shelter Supervisor						
Comm. Training & QA Specialist (Fire)						
Lead Comm Specialist-Police						
Lead Detention Officer						
Band PS5						
Communications Supvr-Fire	\$28.10	\$35.14	\$42.18	\$ 58,448.00	\$ 73,091.20	\$ 87,734.40
Communications Supvr-Police						
Radio Systems Specialist						
Band PS6						
Animal Control Manager	\$32.1298	\$40.1673	\$48.1952	\$66,830.00	\$83,548.00	\$100,246.00
Band PS7						
Battalion Chief	\$55.0120	\$62.5553	\$70.0986	\$114,425.00	\$130,115.00	\$145,805.00
Police Captain						
Band PS8						
Asst. Fire Chief	\$60.5130	\$68.8894	\$77.2659	\$125,867.00	\$143,290.00	\$160,713.00
Police Major						
Band PS9						
Deputy Fire Chief	\$66.5644	\$75.6918	\$84.8192	\$138,454.00	\$157,439.00	\$176,424.00
Deputy Police Chief						

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		Based on 2080 hours per year	
Police Officer	\$25.1971	\$41.7404	\$52,409.97	\$86,820.03
Sergeant	\$41.7404	\$49.8120	\$86,820.03	\$103,608.96
Fire - Union	Based on 2912 hours per year		Based on 2912 hours per year	
Fire Fighter	\$18.81	\$24.30	\$54,774.72	\$70,761.60
Fire Fighter - Paramedic	\$21.81	\$27.31	\$63,510.72	\$79,526.72
Fire Engineer	\$22.88	\$28.71	\$66,626.56	\$83,603.52
Fire Engineer - Paramedic	\$25.88	\$31.72	\$75,362.56	\$92,368.64
Fire Captain	\$29.57	\$33.32	\$86,107.84	\$97,027.84
Fire Captain - Paramedic	\$32.58	\$36.32	\$94,872.96	\$105,763.84
	Based on 2080 hours per year		Based on 2080 hours per year	
Communication Specialist	\$22.45	\$33.54	\$46,696.00	\$69,763.20
Lead Communication Specialist	\$23.57	\$35.22	\$49,025.60	\$73,257.60
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 Maintenance Tech	\$17.00	\$24.20	\$35,360.00	\$50,336.00
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