

Pay and Classification Plan

	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Protective Services						
Band R1						
Police Recruit	\$20.50	\$21.00	\$21.50			
Band PS2						
Animal Control Officer Communications Call Taker - Police	\$18.10	\$22.65	\$27.20	\$ 37,648.00	\$ 47,112.00	\$ 56,576.00
Band PS3						
Communication Specialist - Police Court Security Officer Detention Officer	\$20.85	\$26.05	\$31.25	\$ 43,368.00	\$ 54,184.00	\$ 65,000.00
Band PS4						
Animal Control Field Supvr. Lead Comm Specialist-Police Lead Detention Officer	\$23.95	\$29.95	\$35.95	\$ 49,816.00	\$ 62,296.00	\$ 74,776.00
Band PS5						
Communications Supvr-Fire Communications Supvr-Police Radio Systems Specialist	\$27.55	\$34.45	\$41.35	\$ 57,304.00	\$ 71,656.00	\$ 86,008.00
Band PS6						
Animal Control Manager	\$31.4111	\$39.2644	\$47.1178	\$65,335.00	\$81,670.00	\$98,005.00
Band PS7						
Battalion Chief Police Captain	\$43.2692	\$54.0865	\$64.9038	\$90,000.00	\$112,500.00	\$135,000.00
Band PS8						
Asst. Fire Chief Police Major	\$47.5962	\$59.4952	\$71.3942	\$99,000.00	\$123,750.00	\$148,500.00
Band PS9						
Deputy Fire Chief Deputy Police Chief	\$52.3558	\$65.4447	\$78.5337	\$108,900.00	\$136,125.00	\$163,350.00

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See separate schedules for union progression rates	Hourly Rate		Est. Annualized Rate	
	Minimum	Maximum	Minimum	Maximum
Police - Union			Based on 2080 hours per year	
Police Officer	\$22.3462	\$36.2981	\$46,480.00	\$75,500.00
Sergeant	\$34.0370	\$44.1106	\$70,797.00	\$91,750.00
Fire - Union			Based on 2912 hours per year	
Fire Fighter	\$14.5021	\$22.8234	\$42,230.00	\$66,461.85
Fire Fighter - Paramedic	\$16.6243	\$24.9457	\$48,410.00	\$72,641.85
Fire Engineer	\$18.6051	\$24.7600	\$54,178.00	\$72,101.06
Fire Engineer - Paramedic	\$20.7273	\$26.8822	\$60,358.00	\$78,281.06
Fire Captain	\$25.5028	\$30.7911	\$74,264.09	\$89,663.56
Fire Captain - Paramedic	\$27.6250	\$32.9133	\$80,444.09	\$95,843.56
			Based on 2080 hours per year	
Communication Specialist	\$18.8611	\$31.0961	\$39,231.16	\$64,679.87
Lead Communication Specialist	\$19.8042	\$32.6509	\$41,192.71	\$67,913.86
IAM - Union			Based on 2080 hours per year	
Custodian	\$14.5000	\$19.5629	\$30,160.00	\$40,690.83
Meter Tech	\$14.7500	\$21.0000	\$30,680.00	\$43,680.00
Meter Specialist	\$17.0000	\$22.5000	\$35,360.00	\$46,800.00
Mechanic	\$19.0000	\$27.0000	\$39,520.00	\$56,160.00
Mechanic/Inventory Tech	\$19.0000	\$27.0000	\$39,520.00	\$56,160.00
Utility Worker Trainee	\$16.0000	\$16.0000	\$33,280.00	\$33,280.00
Utility Worker	\$18.0000	\$25.2500	\$37,440.00	\$52,520.00
Utility Specialist I	\$22.0000	\$28.5000	\$45,760.00	\$59,280.00
Utility Specialist II	\$24.0000	\$31.2500	\$49,920.00	\$65,000.00
Apprentice Operator	\$16.0000	\$16.0000	\$33,280.00	\$33,280.00
Operator	\$18.0000	\$25.2500	\$37,440.00	\$52,520.00
Skilled Operator	\$22.0000	\$28.5000	\$45,760.00	\$59,280.00
Senior Operator	\$24.0000	\$31.2500	\$49,920.00	\$65,000.00