

**Pay and Classification Plan**

	Hourly Rate		
	Minimum	Midpoint	Maximum
<b>Administrative Specialists</b>			
<b>Band AS1</b>			
Court Clerk Police Records Clerk Service Representative I	\$15.3475	\$19.1844	\$23.0213
<b>Band AS2</b>			
Administrative Assistant Airport Service Attendant Cash Receipts Clerk Evidence & Property Tech. Parking Control Officer Police Services Officer Procurement Officer I Senior Court Clerk Shelter Attendant	\$16.6821	\$20.8526	\$25.0231
<b>Band AS3</b>			
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
<b>Band AS4</b>			
Contract/Records Specialist Deputy City Clerk Inventory And Records Specialist Legal Assistant Payroll Specialist Utility Billing Specialist	\$19.5159	\$24.3949	\$29.2738
<b>Band AS5</b>			
Executive Assistant	\$21.0772	\$26.3465	\$31.6158

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

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	Hourly Rate		
	Minimum	Midpoint	Maximum
<b>Professional Nonmanagement</b>			
<b>Band PN1</b>			
Contract Compliance Coord/Para Probation/Compliance Officer	\$20.5896	\$25.7370	\$30.8844
<b>Band PN2</b>			
Accountant CDBG Administrator Data Analyst Marketing Specialist Procurement Officer II Recruitment Specialist	\$22.2525	\$27.8156	\$33.3788
<b>Band PN3</b>			
Benefits Specialist Community Relations Specialist Office Manager/Paralegal Planner Senior Procurement Officer Water Utilities Analyst	\$24.2374	\$30.2968	\$36.3561
<b>Band PN4</b>			
Compensation & Classification Specialist Environmental Specialist Financial Analyst Safety & Wellness Specialist Senior Accountant Staff Engineer Workforce Development Analyst	\$26.1764	\$32.7205	\$39.2646
<b>Band PN5</b>			
Cultural Arts Manager ITS Project Manager Management Analyst III Project Manager - Dev. Ctr. Communications Strategist Senior Planner	\$27.8923	\$34.8654	\$41.8385
<b>Band PN7</b>			
Asst. Prosecuting Attorney PTR Budget Manager Senior Staff Engineer Solid Waste Superintendent	\$33.9215	\$42.4019	\$50.8823
<b>Band PN9</b>			
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
<b>Operational Supervision</b>			
<b>Band OS3</b>			
Accounts Payable Supervisor Administrative Supervisor Court Clerk Supervisor Customer Service Supervisor Maintenance Shop Supervisor Metered Services Supervisor	\$22.8013	\$28.5016	\$34.2019
<b>Band OS4</b>			
Lead Traffic Operations Technician Right of Way Supervisor	\$25.2430	\$31.5538	\$37.8645
<b>Band OS5</b>			
Cash Management Officer Facilities Maintenance Superintendent City Clerk Lead Engineering Technician Media Services Supervisor Police Administration Supervisor PW Operations Supervisor Utility System Supervisor	\$27.4381	\$34.2976	\$41.1571
<b>Band OS7</b>			
Control System Supervisor Systems Analyst	\$32.0038	\$40.0047	\$48.0057

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

**Pay and Classification Plan**

	Hourly Rate		
	Minimum	Midpoint	Maximum
<b>Asst Director/Division Head</b>			
<b>Band AD2</b>			
Airport Manager Court Administrator Creative Services Manager Facilities Manager Fleet Manager	\$34.1117	\$42.6397	\$51.1676
<b>Band AD3</b>			
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
<b>Band AD4</b>			
Asst. Dir. of Business Services Asst. Dir. of Engineering Services Asst. Dir. of App Mgmt Services Asst. Dir. of Water Operations Asst. Dir. of Public Works Operation	\$41.2331	\$51.5413	\$61.8496
<b>Band AD5</b>			
Deputy Dir. of PW/City Engineer Deputy Dir. of PW/Administration Deputy Dir. of Water Utilities	\$42.6146	\$53.2683	\$63.9219
<b>Executive</b>			
<b>Band E1</b>			
Chief Technology Officer Director of Development Svcs. Director of Human Resources Director of Public Works Director of Water Utilities Finance Director	\$49.7468	\$62.1835	\$74.6202
<b>Band E2</b>			
Asst. City Mgr., Dev Svcs/Comm Asst. City Mgr., Operations Fire Chief Police Chief	\$52.1100	\$65.1375	\$78.1650

**Pay and Classification Plan**

	Hourly Rate		
	Minimum	Midpoint	Maximum
<b>Protective Services</b>			
<b>Band R1</b>			
Police Recruit	\$19.5000		\$19.5000
<b>Band PS2</b>			
Animal Control Officer Communications Call Taker - Police	\$17.0938	\$21.3673	\$25.6407
<b>Band PS3</b>			
Communication Specialist - Police Court Security Officer Detention Officer	\$19.6579	\$24.5724	\$29.4868
<b>Band PS4</b>			
Animal Control Field Supvr. Lead Comm Specialist-Police Lead Detention Officer	\$22.6066	\$28.2582	\$33.9098
<b>Band PS5</b>			
Communications Supvr-Fire Communications Supvr-Police	\$25.9976	\$32.4969	\$38.9963
<b>Band PS6</b>			
Animal Control Manager	\$29.6331	\$37.0414	\$44.4497
<b>Band PS7</b>			
Police Captain	\$36.7819	\$45.9774	\$55.1729
<b>Band PS8</b>			
Battalion Chief Battalion Chief Paramedic	\$37.7573	\$47.1966	\$56.6360
<b>Band PS9</b>			
Police Major I Police Major II	\$40.9285	\$50.5596	\$60.6715
<b>Band PS10 (PSX in Lawson - 3 character limit on grade)</b>			
Asst. Fire Chief Deputy Fire Chief Deputy Police Chief	\$42.4223	\$53.0279	\$63.6335

**Pay and Classification Plan**

See separate schedules for union progression rates	Hourly Rate	
	Minimum	Maximum
<b>Police - Union</b>		
Police Officer	\$22.3462	\$36.2981
Sergeant	\$34.0370	\$44.1106
<b>Fire - Union</b>	<b>Based on 2912 hours per year</b>	
Fire Fighter	\$14.5100	\$22.8300
Fire Fighter - Paramedic	\$16.6300	\$24.9500
Fire Engineer	\$18.6100	\$24.7600
Fire Engineer - Paramedic	\$20.7300	\$26.8900
Fire Captain	\$25.5100	\$30.8000
Fire Captain - Paramedic	\$27.6300	\$32.9200
	<b>Based on 2080 hours per year</b>	
Communication Specialist	\$18.8700	\$31.1000
Lead Communication Specialist	\$19.8100	\$32.6600
<b>IAM - Union</b>		
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