

Pay and Classification Plan				
Non-Exempt Job Titles	Hourly Rates			Workday Grade
	Minimum	Midpoint	Maximum	
Court Clerk Police Records Clerk Service Representative I	\$ 16.92	\$ 21.18	\$ 25.39	LSNE2
AV Production Specialist Facilities Maintenance Worker I	\$ 17.74	\$ 22.22	\$ 26.64	LSNE3
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	\$ 18.42	\$ 23.00	\$ 27.58	LSNE4
Animal Control Officer Communications Call Taker - Police	\$ 18.83	\$ 23.57	\$ 28.30	LSNE5
Accounting Clerk Airport Attendant Business Services Rep - Dev Ctr Customer Service Rep. EMS Billing Specialist Evidence & Property Tech. II Facilities Maintenance Worker II Human Resources Coordinator Office Coordinator Purchasing and Supply Officer Senior Police Records Clerk Treasury Cashier	\$ 20.04	\$ 25.03	\$ 30.02	LSNE6
Development Technician Engineering Technician Neighborhood Services Officer Airport Maintenance Worker Facilities Technician Inventory Maintenance Technician Utility Technician 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 Communication Specialist - Police Court Security Officer Detention Officer	\$ 21.73	\$ 27.47	\$ 33.22	LSNE7
GIS Technician Help Desk Support Specialist Right of Way Inspector System Support Analyst Traffic Operations Technician Contract Compliance Coord/Para Cultural Arts Specialist Police Recruitment Specialist	\$ 22.79	\$ 28.51	\$ 34.19	LSNE8

## Exhibit A

Pay and Classification Plan				
Non-Exempt Job Titles	Hourly Rates			Workday Grade
	Minimum	Midpoint	Maximum	
Probation/Compliance Officer Senior Crime Analyst	\$ 22.79	\$ 28.51	\$ 34.19	LSNE8
Executive Assistant Graduate Fellow	\$ 23.26	\$ 29.09	\$ 34.86	LSNE9
Building Inspector CIP Resident Inspector Field Engineering Inspector Senior GIS Technician Utility Management Analyst	\$ 24.61	\$ 30.80	\$ 36.94	LSNE10
Accounts Payable Supervisor Administrative Supervisor Court Clerk Supervisor Customer Service Supervisor Lead Airport Attendant Payroll Supervisor Animal Control Field Supervisor Animal Shelter Supervisor Comm. Training & QA Specialist (Fire) Lead Comm Specialist-Police Lead Detention Officer	\$ 25.13	\$ 31.42	\$ 37.72	LSNE11
Audiovisual Support Specialist PW Ops Contract Specialist Right-of-Way Agent System Support Specialist Senior Engineering Technician Senior Traffic Operations Tech Office Manager/Paralegal Research Assistant/Paralegal	\$ 26.74	\$ 33.40	\$ 40.11	LSNE12
Police Custodian of Records Supervisor	\$ 27.84	\$ 34.81	\$ 41.77	LSNE13
Construction Project Manager Equipment Technician Instrumentation & Controls Tech Operations Technician Plans Examiner Project Manger - Public Works Communications Supvr-Fire Communications Supvr-Police Radio Systems Specialist	\$ 28.67	\$ 35.85	\$ 43.03	LSNE14
Maintenance Shop Supervisor Right of Way Supervisor Senior Right-of-Way Agent	\$ 30.38	\$ 37.97	\$ 45.56	LSNE15
Lead Traffic Operations Technician Maintenance & Asset Mgmt Supervisor Metered Services Supervisor PW Operations Supervisor Utility System Supervisor	\$ 32.78	\$ 40.98	\$ 49.17	LSNE16
Control System Supervisor	\$ 35.30	\$ 44.12	\$ 52.94	LSNE17
Police Recruit	\$ 24.23		\$ 25.1971	Police Recruit

Pay and Classification Plan				
Exempt Job Titles	Est. Annualized Rates			Workday Grade
	Minimum	Midpoint	Maximum	
Accountant Grants Specialist Data Analyst Human Resources Generalist Marketing Specialist Procurement Officer II Recruitment Specialist	\$51,042.00	\$63,809.00	\$76,569.00	LSE1
Benefits Specialist Community Relations Specialist Planner Senior Procurement Officer	\$55,600.00	\$69,499.00	\$83,399.00	LSE2
Compensation & Classification Specialist Environmental Specialist Financial Analyst Grants Manager Safety & Wellness Specialist Senior Accountant Staff Engineer Workforce Development Analyst	\$60,047.00	\$75,055.00	\$90,068.00	LSE3
Cash Management Officer City Clerk Media Services Supervisor Police Administration Supervisor Applications Analyst Network Administrator Systems Administrator Web Administrator	\$63,173.00	\$78,967.00	\$94,761.00	LSE4
Communications Strategist ITS Project Manager Performance Management Analyst Project Manager - CBS Project Manager - Dev. Services Senior Compensation & Classification Analyst Senior Planner Administration Manager Assistant Airport Manager Communications & Marketing Manager Cultural Arts Manager Procurement & Contract Svc Mgr. Applications Administrator Database Administrator GIS Coordinator	\$65,618.00	\$82,021.00	\$98,427.00	LSE5

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Exempt Job Titles	Est. Annualized Rates			Workday Grade
	Minimum	Midpoint	Maximum	
Animal Control Manager Facilities Maintenance Superintendent Lead Engineering Technician	\$68,167.00	\$85,219.00	\$102,251.00	LSE6
Assistant Utility Manager 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	\$70,779.00	\$88,476.00	\$106,168.00	LSE7
Senior Network Administrator Systems Analyst	\$73,864.00	\$92,326.00	\$110,793.00	LSE8
IT Operations Manager Facilities Operations & Maintenance Manager Operations and Maintenance Manager Public Safety Technology Manager Public Works Operations Mgr. Utility System Manager	\$76,933.00	\$96,165.00	\$115,401.00	LSE9
IT Cyber Security Manager Asst. Prosecuting Attorney PTR Budget Manager Senior Staff Engineer Solid Waste Superintendent Staff Attorney Airport Manager Asst. Dir. of Grants & Administration Court Administrator Facilities Manager Fleet Manager	\$78,249.00	\$97,808.00	\$117,373.00	LSE10
City Traffic Engineer Construction Manager Engineering Manager Manager, Entprs. Tech. Svcs.	\$83,623.00	\$104,529.00	\$125,436.00	LSE11
Asst. Dir. of Customer Care (Water) Asst. Dir. of Field Services Asst. Dir. of Finance Asst. Dir. of Human Resources Asst. Dir. of Plan Services Asst. Dir. of Police Administrative Services Asst. Dir. of Public Works Administration	\$87,961.00	\$109,950.00	\$131,939.00	LSE12

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Exempt Job Titles	Est. Annualized Rates			Workday Grade
	Minimum	Midpoint	Maximum	
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 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	\$94,583.00	\$118,229.00	\$141,874.00	LSE13
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	\$97,751.00	\$122,190.00	\$146,630.00	LSE14
Director of Creative Services Director of Development Svcs. Director of Human Resources Director of ITS Director of Public Works Director of Water Utilities Finance Director	\$114,112.00	\$142,639.00	\$171,173.00	LSE15
Battalion Chief Police Captain	\$116,714.00	\$132,718.00	\$148,722.00	LSE16
Asst. Fire Chief Police Major	\$128,385.00	\$146,156.00	\$163,928.00	LSE17
Deputy Fire Chief Deputy Police Chief	\$141,224.00	\$160,588.00	\$179,953.00	LSE18
Assistant City Manager Fire Chief Police Chief	\$142,800.00	\$168,300.00	\$193,800.00	LSE19