

| Pay and Classification Plan  |              | Budget Amendment 4 |         |               |
|--|--------------|--------------------|---------|---------------|
| Non-Exempt Job Titles  | Hourly Rates |                    |         | Workday Grade |
|  | Minimum      | Midpoint           | Maximum |               |
| Court Clerk<br>Police Records Clerk<br>Service Representative I  | \$16.92      | \$21.18            | \$25.39 | LSNE2         |
| AV Production Specialist<br>Facilities Maintenance Worker I  | \$17.74      | \$22.22            | \$26.64 | LSNE3         |
| Administrative Assistant<br>Airport Service Attendant<br>Cash Receipts Clerk<br>Evidence & Property Tech. I<br>Parking Control Officer<br>Police Services Officer<br>Procurement Officer I<br>Senior Court Clerk<br>Shelter Attendant  | \$18.42      | \$23.00            | \$27.58 | LSNE4         |
| Animal Control Officer<br>Communications Call Taker - Police   | \$18.83      | \$23.57            | \$28.30 | LSNE5         |
| Accounting Clerk<br>Airport Attendant<br>Business Services Rep - Dev Ctr<br>Customer Service Rep.<br>EMS Billing Specialist<br>Evidence & Property Tech. II<br>Facilities Maintenance Worker II<br>Human Resources Coordinator<br>Office Coordinator<br>Purchasing and Supply Officer<br>Senior Police Records Clerk<br>Treasury Cashier   | \$20.04      | \$25.03            | \$30.02 | LSNE6         |
| Airport Maintenance Worker<br>Communication Specialist - Police<br>Contract/Records Specialist<br>Court Security Officer<br>Crime Analyst<br>Detention Officer<br>Development Technician<br>Engineering Technician<br>Facilities Technician<br>Inventory And Records Specialist<br>Inventory Maintenance Technician<br>Lead Customer Service Rep.<br>Lead Treasury Cashier<br>Legal Assistant<br>Neighborhood Services Officer<br>Payroll Specialist<br>Utility Billing Specialist<br>Utility Technician | \$21.73      | \$27.47            | \$33.22 | LSNE7         |
| Contract Compliance Coor/Para<br>Cultural Arts Specialist<br>GIS Technician<br>Help Desk Support Specialist<br>Police Recruitment Specialist<br>Probation/Compliance Officer<br>Right of Way Inspector<br>Senior Crime Analyst   | \$22.79      | \$28.51            | \$34.19 | LSNE8         |

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| System Support Analyst<br>Traffic Operations Technician  | \$22.79      | \$28.51            | \$34.19 | LSNE8          |
| Executive Assistant<br>Graduate Fellow   | \$23.26      | \$29.09            | \$34.86 | LSNE9          |
| Building Inspector<br>CIP Resident Inspector<br>Field Engineering Inspector<br>Senior GIS Technician<br>Utility Management Analyst   | \$24.61      | \$30.80            | \$36.94 | LSNE10         |
| Accounts Payable Supervisor<br>Animal Control Field Supervisor<br>Animal Shelter Supervisor<br>Comm. Training & QA Specialist (Fire)<br>Court Clerk Supervisor<br>Customer Service Supervisor<br>Lead Airport Attendant<br>Lead Comm Specialist-Police<br>Lead Detention Officer<br>Lead Payroll Specialist Supervisor | \$25.13      | \$31.42            | \$37.72 | LSNE11         |
| Audiovisual Support Specialist<br>Office Manager/Paralegal<br>PW Ops Contract Specialist<br>Research Assistant/Paralegal<br>Right-of-Way Agent<br>Senior Engineering Technician<br>Senior Traffic Operations Technician<br>System Support Specialist   | \$26.74      | \$33.40            | \$40.11 | LSNE12         |
| Police Custodian of Records Supervisor   | \$27.84      | \$34.81            | \$41.77 | LSNE13         |
| Communications Supvr-Fire<br>Communications Supvr-Police<br>Construction Project Manager<br>Detention Supervisor<br>Equipment Technician<br>Instrumentation & Controls Tech<br>Operations Technician<br>Plans Examiner<br>Project Manger - Public Works<br>Radio Systems Specialist                                    | \$28.67      | \$35.85            | \$43.03 | LSNE14         |
| ITS Project Manager (PT)<br>Maintenance Shop Supervisor<br>Right-of-Way Supervisor<br>Senior Right-of-Way Agent  | \$30.38      | \$37.97            | \$45.56 | LSNE15         |
| Lead Traffic Operations Technician<br>Maintenance & Asset Mgmt Supervisor<br>Metered Services Supervisor<br>PW Operations Supervisor<br>Utility System Supervisor  | \$32.78      | \$40.98            | \$49.17 | LSNE16         |
| Control System Supervisor  | \$35.30      | \$44.12            | \$52.94 | LSNE17         |
| Police Recruit   | \$29.81      |                    | \$29.81 | Police Recruit |

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| Exempt Job Titles  | Est. Annualized Rates |                    |              | Workday Grade |
|  | Minimum               | Midpoint           | Maximum      |               |
| Accountant<br>Data Analyst<br>Grants Specialist<br>Human Resources Generalist<br>Marketing Specialist<br>Procurement Officer II<br>Recruitment Specialist  | \$51,042.00           | \$63,809.00        | \$76,569.00  | LSE1          |
| Benefits Specialist<br>Community Relations Specialist<br>Planner<br>Senior Procurement Officer   | \$55,600.00           | \$69,499.00        | \$83,399.00  | LSE2          |
| Compensation & Classification Specialist<br>Environmental Specialist<br>Financial Analyst<br>Grants Manager<br>Learning & Development Specialist<br>Safety & Wellness Specialist<br>Senior Accountant<br>Staff Engineer  | \$60,047.00           | \$75,055.00        | \$90,068.00  | LSE3          |
| Applications Analyst<br>Cash Management Officer<br>City Clerk<br>Media Services Supervisor<br>Network Administrator<br>Police Administration Supervisor<br>Systems Administrator<br>Web Administrator  | \$63,173.00           | \$78,967.00        | \$94,761.00  | LSE4          |
| Administration Manager<br>Applications Administrator<br>Assistant Airport Manager<br>Communications & Marketing Manager<br>Communications Strategist<br>Cultural Arts Manager<br>Database Administrator<br>GIS Coordinator<br>ITS Project Manager<br>Performance Management Analyst<br>Procurement & Contract Svc Mgr.<br>Project Manager - CBS<br>Project Manager - Dev. Services<br>Senior Compensation & Classification Analyst<br>Senior Planner | \$65,618.00           | \$82,021.00        | \$98,427.00  | LSE5          |
| Animal Control Manager<br>Lead Engineering Technician  | \$68,167.00           | \$85,219.00        | \$102,251.00 | LSE6          |

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| Account Services Manager<br>Assistant Utility Manager<br>Building Inspections Manager<br>CIP Inspections Manager<br>Codes Administration Manager<br>Engineering Inspections Manager<br>Facility and Events Manager<br>Financial Services Manager (Water)<br>Neighborhood Services Manager<br>Planning Manager | \$70,779.00           | \$88,476.00        | \$106,168.00 | LSE7          |
| Senior Network Administrator<br>Systems Analyst   | \$73,864.00           | \$92,326.00        | \$110,793.00 | LSE8          |
| Facilities Operations & Maintenance Manager<br>IT Operations Manager<br>Operations and Maintenance Manager<br>Public Safety Technology Manager<br>Public Works Operations Manager<br>Utility System Manager   | \$76,933.00           | \$96,165.00        | \$115,401.00 | LSE9          |
| Airport Manager<br>Asst. Dir. of Grants & Administration<br>Asst. Prosecuting Attorney PTR<br>Budget Manager<br>Court Administrator<br>Facilities Manager<br>Fleet Manager<br>IT Cyber Security Manager<br>Senior Staff Engineer<br>Solid Waste Superintendent<br>Staff Attorney                              | \$78,249.00           | \$97,808.00        | \$117,373.00 | LSE10         |
| City Traffic Engineer<br>Construction Manager<br>Engineering Manager<br>Manager, Entprs. Tech. Svcs.  | \$83,623.00           | \$104,529.00       | \$125,436.00 | LSE11         |
| Asst. Dir. of Field Services<br>Asst. Dir. of Finance<br>Asst. Dir. of Human Resources<br>Asst. Dir. of Plan Services<br>Asst. Dir. of Police Administrative Services<br>Asst. Dir. of Public Works Administration  | \$87,961.00           | \$109,950.00       | \$131,939.00 | LSE12         |

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|  | Minimum               | Midpoint           | Maximum      |               |
| Asst. Dir. of Business Services<br>Asst. Dir. of Engineering Services<br>Asst. Dir. of Public Works Operation<br>Asst. Dir. of Water Operations<br>Chief Counsel of Economic Development & Planning<br>Chief Counsel of Infrastructure and Recreation<br>Chief Counsel of Management and Operations<br>Chief Counsel of Public Safety-Civil Rights Specialist<br>Chief of Litigation | \$94,583.00           | \$118,229.00       | \$141,874.00 | LSE13         |
| Deputy Dir. of Development Services<br>Deputy Dir. of Finance<br>Deputy Dir. of Public Works/City Engineer<br>Deputy Dir. of Public Works/Operations<br>Deputy Dir. of Water Utilities   | \$97,751.00           | \$122,190.00       | \$146,630.00 | LSE14         |
| Director of Creative Services<br>Director of Development Svcs.<br>Director of Human Resources<br>Director of ITS<br>Director of Public Works<br>Director of Water Utilities<br>Finance Director  | \$114,112.00          | \$142,639.00       | \$171,173.00 | LSE15         |
| Battalion Chief<br>Police Captain  | \$116,714.00          | \$132,718.00       | \$148,722.00 | LSE16         |
| Asst. Fire Chief<br>Police Major   | \$128,385.00          | \$146,156.00       | \$163,928.00 | LSE17         |
| Deputy Fire Chief<br>Deputy Police Chief   | \$141,224.00          | \$160,588.00       | \$179,953.00 | LSE18         |
| Assistant City Manager<br>Fire Chief<br>Police Chief   | \$142,800.00          | \$168,300.00       | \$193,800.00 | LSE19         |

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|--|-------------------------------------|--------------------|-------------------------------------|--------------|
| See contracts for union step progression rates | Hourly Rate                         |                    | Est. Annualized Rate                |              |
|  | Minimum                             | Maximum            | Minimum                             | Maximum      |
| <b>Police - Union</b>                          | <b>Based on 2080 hours per year</b> |                    | <b>Based on 2080 hours per year</b> |              |
| Police Officer                                 | \$29.81                             | \$50.00            | \$62,004.80                         | \$104,000.00 |
| Sergeant                                       | \$50.49                             | \$56.25            | \$105,019.20                        | \$117,000.00 |
| <b>Fire - Union</b>                            | <b>Based on 2912 hours per year</b> |                    | <b>Based on 2912 hours per year</b> |              |
| 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 |
|  | <b>Based on 2080 hours per year</b> |                    | <b>Based on 2080 hours per year</b> |              |
| 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  |
| <b>IAM - Union</b>                             | <b>Based on 2080 hours per year</b> |                    |                                     |              |
| Meter Technician I                             | \$19.44                             | \$21.04            |                                     |              |
| Meter Technician II                            | \$20.41                             | \$22.09            |                                     |              |
| Meter Specialist                               | \$22.81                             | \$24.69            |                                     |              |
| Fleet Maintenance Technician                   | \$19.00                             | \$19.00            |                                     |              |
| Fleet Inventory Technician                     | \$23.00                             | \$24.40            |                                     |              |
| Mechanic Technician I                          | \$24.00                             | \$24.72            |                                     |              |
| Mechanic Technician II                         | \$26.50                             | \$26.50            |                                     |              |
| Mechanic Technician III                        | \$29.00                             | \$29.00            |                                     |              |
| Apprentice Utility Worker                      | \$22.68                             | \$22.68            |                                     |              |
| Utility Worker                                 | \$27.00                             | \$28.09            |                                     |              |
| Utility Specialist I                           | \$30.24                             | \$31.46            |                                     |              |
| Utility Specialist II                          | \$32.29                             | \$33.60            |                                     |              |
| Utility Foreman                                | \$34.02                             | \$35.39            |                                     |              |
| Apprentice Operator                            | \$21.00                             | \$21.00            |                                     |              |
| Operator                                       | \$23.00                             | \$24.40            |                                     |              |
| Skilled Operator                               | \$26.00                             | \$26.78            |                                     |              |
| Senior Operator                                | \$30.00                             | \$32.78            |                                     |              |
| Operations Foreman                             | \$32.50                             | \$34.48            |                                     |              |