

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Administrative Specialists						
Band AS1						
Court Clerk Police Records Clerk Service Representative I	\$16.25	\$20.35	\$24.40	\$ 33,800.00	\$ 42,328.00	\$ 50,752.00
Band AS2						
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	\$17.70	\$22.10	\$26.50	\$ 36,816.00	\$ 45,968.00	\$ 55,120.00
Band AS3						
Accounting Clerk Business Services Rep - Dev Ctr Customer Service Rep. EMS Billing Specialist Human Resources Coordinator Office Coordinator Purchasing and Supply Officer Treasury Cashier	\$19.20	\$24.05	\$28.85	\$ 39,936.00	\$ 50,024.00	\$ 60,008.00
Band AS4						
Contract/Records Specialist Deputy City Clerk Inventory And Records Specialist Lead Customer Service Rep. Legal Assistant Payroll Specialist Utility Billing Specialist	\$20.70	\$25.85	\$31.05	\$ 43,056.00	\$ 53,768.00	\$ 64,584.00
Band AS5						
Executive Assistant Graduate Fellow	\$22.35	\$27.95	\$33.50	\$ 46,488.00	\$ 58,136.00	\$ 69,680.00

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	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Technical						
Band T1						
Audiovisual Technician Facilities Maintenance Worker I	\$17.05	\$21.35	\$25.60	\$ 35,464.00	\$ 44,408.00	\$ 53,248.00
Band T2						
Airport Attendant Facilities Maintenance Worker II Inventory Maintenance Technician Traffic Operations Technician	\$19.25	\$24.05	\$28.85	\$ 40,040.00	\$ 50,024.00	\$ 60,008.00
Band T3						
Development Technician Engineering Technician Facilities Technician Lead Airport Attendant I Neighborhood Services Officer Utility Technician	\$20.15	\$25.20	\$30.25	\$ 41,912.00	\$ 52,416.00	\$ 62,920.00
Skilled Technical						
Band ST1						
Equipment Technician GIS Technician Help Desk Support Specialist Operations Technician PW Ops Contract Specialist Right of Way Inspector System Support Analyst Web Specialist	\$21.90	\$27.40	\$32.85	\$ 45,552.00	\$ 56,992.00	\$ 68,328.00
Band ST2						
Building Inspector CIP Resident Inspector Field Engineering Inspector Senior GIS Technician Utility Management Analyst	\$23.65	\$29.60	\$35.50	\$ 49,192.00	\$ 61,568.00	\$ 73,840.00
Band ST3						
Construction Project Manager Project Manger - Public Works Right-of-Way Agent System Support Specialist Technical Services Specialist (ITS)	\$25.70	\$32.10	\$38.55	\$ 53,456.00	\$ 66,768.00	\$ 80,184.00
Advanced Technical						
Band AT1						
Senior Engineering Technician Senior Traffic Operations Tech	\$24.45	\$30.55	\$36.70	\$ 50,856.00	\$ 63,544.00	\$ 76,336.00
Band AT2						
Instrumentation & Controls Tech Plans Examiner	\$26.90	\$33.65	\$40.35	\$ 55,952.00	\$ 69,992.00	\$ 83,928.00
Band AT3						
Applications Analyst Senior Right-of-Way Agent Systems Administrator Web Administrator	\$29.1923	\$36.4904	\$43.7885	\$60,720.00	\$75,900.00	\$91,080.00
Band AT4						
Applications Administrator Database Administrator GIS Coordinator	\$30.3221	\$37.9014	\$45.4832	\$63,070.00	\$78,835.00	\$94,605.00
Band AT5						
Network Administrator	\$34.1322	\$42.6635	\$51.1971	\$70,995.00	\$88,740.00	\$106,490.00

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	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
Professional Nonmanagement						
Band PN1						
Contract Compliance Coor/Para Probation/Compliance Officer	\$21.80	\$27.30	\$32.75	\$ 45,344.00	\$ 56,784.00	\$ 68,120.00
Band PN2						
Accountant CDBG Administrator Data Analyst Marketing Specialist Procurement Officer II Recruitment Specialist	\$23.5865	\$29.4856	\$35.3822	\$49,060.00	\$61,330.00	\$73,595.00
Band PN3						
Benefits Specialist Community Relations Specialist Office Manager/Paralegal Research Assistant/Paralegal Planner Senior Procurement Officer Water Utilities Analyst	\$25.6923	\$32.1154	\$38.5385	\$53,440.00	\$66,800.00	\$80,160.00
Band PN4						
Compensation & Classification Specialist Environmental Specialist Financial Analyst Safety & Wellness Specialist Senior Accountant Staff Engineer Workforce Development Analyst	\$27.7476	\$34.6827	\$41.6202	\$57,715.00	\$72,140.00	\$86,570.00
Band PN5						
Communications Strategist Cultural Arts Manager ITS Project Manager Management Analyst III Project Manager - CBS Project Manager - Dev. Ctr. Senior Planner	\$29.5649	\$36.9567	\$44.3486	\$61,495.00	\$76,870.00	\$92,245.00
Band PN7						
Asst. Prosecuting Attorney PTR Budget Manager Senior Staff Engineer Solid Waste Superintendent	\$35.9567	\$44.9471	\$53.9351	\$74,790.00	\$93,490.00	\$112,185.00
Band PN9						
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	\$43.5024	\$54.3774	\$65.2524	\$90,485.00	\$113,105.00	\$135,725.00

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Operational Supervision						
Band OS3						
Accounts Payable Supervisor Administrative Supervisor Airfield Operations Supervisor Court Clerk Supervisor Customer Service Supervisor Lead Airport Attendant II Maintenance Shop Supervisor Metered Services Supervisor	\$24.15	\$30.20	\$36.25	\$ 50,232.00	\$ 62,816.00	\$ 75,400.00
Band OS4						
Lead Traffic Operations Technician Right of Way Supervisor	\$26.75	\$33.45	\$40.15	\$ 55,640.00	\$ 69,576.00	\$ 83,512.00
Band OS5						
Cash Management Officer Facilities Maintenance Superintendent City Clerk Lead Engineering Technician Media Services Supervisor Police Administration Supervisor PW Operations Supervisor Utility System Supervisor	\$29.0841	\$36.3558	\$43.6274	\$60,495.00	\$75,620.00	\$90,745.00
Band OS7						
Control System Supervisor Maintenance & Asset Mgmt Supervisor Systems Analyst	\$33.9231	\$42.4038	\$50.8870	\$70,560.00	\$88,200.00	\$105,845.00

Management and Supervision						
Band MS1						
Administration Manager Assistant Airport Manager Assistant Utility Manager Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr.	\$30.0913	\$37.6130	\$45.1346	\$62,590.00	\$78,235.00	\$93,880.00
Band MS2						
Building Inspections Manager CIP Inspections Manager Codes Administration Manager Engineering Inspections Manager Financial Services Manager (Water) IT Support Services Manager Neighborhood Services Manager Planning Manager Public Works Operations Mgr.	\$32.7067	\$40.8846	\$49.0601	\$68,030.00	\$85,040.00	\$102,045.00
Band MS3						
Account Services Manager IT Operations Manager Operations and Maintenance Manager Utility System Manager	\$35.5505	\$44.4375	\$53.3269	\$73,945.00	\$92,430.00	\$110,920.00
Band MS4						
City Traffic Engineer Construction Manager Engineering Manager Manager, Entprs. Tech. Svcs.	\$38.6418	\$48.3029	\$57.9639	\$80,375.00	\$100,470.00	\$120,565.00

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Asst Director/Division Head						
Band AD2						
Airport Manager	\$36.1587	\$45.1971	\$54.2380	\$75,210.00	\$94,010.00	\$112,815.00
Court Administrator						
Creative Services Manager						
Facilities Manager						
Fleet Manager						
Band AD3						
Asst. Dir. of Field Services	\$40.6466	\$50.8077	\$60.9688	\$84,545.00	\$105,680.00	\$126,815.00
Asst. Dir. of Finance-Cash and Debt						
Asst. Dir. of Finance-Controller						
Asst. Dir. of Customer Care (Water)						
Asst. Dir. of Public Works Administration						
Asst. Dir. of Human Resources						
Asst. Dir. of Plan Services						
Band AD4						
Asst. Dir. of Business Services	\$43.7067	\$54.6346	\$65.5601	\$90,910.00	\$113,640.00	\$136,365.00
Asst. Dir. of Engineering Services						
Asst. Dir. of App Mgmt Services						
Asst. Dir. of Water Operations						
Asst. Dir. of Public Works Operation						
Band AD5						
Deputy Dir. of Public Works/City Engineer	\$45.1707	\$56.4639	\$67.7572	\$93,955.00	\$117,445.00	\$140,935.00
Deputy Dir. of Public Works/Operations						
Deputy Dir. of Water Utilities						

Executive						
Band E1						
Chief Technology Officer	\$52.7308	\$65.9135	\$79.0986	\$109,680.00	\$137,100.00	\$164,525.00
Director of Creative Services						
Director of Development Svcs.						
Director of Human Resources						
Director of Public Works						
Director of Water Utilities						
Finance Director						
Band E2						
Assistant City Manager	\$55.2356	\$69.0457	\$82.8558	\$114,890.00	\$143,615.00	\$172,340.00
Fire Chief						
Police Chief						