

Pay and Classification Plan				Est. Annualized Rate		
	Minimum	Hourly Rate 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

Pay and Classification Plan				Est. Annualized Rate		
	Hourly 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 Maintenance Worker II 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	Hourly Rate Midpoint	Maximum	Minimum	Midpoint	Maximum
Professional Nonmanagement						
Band PN1						
Contract Compliance Coord./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 Payroll Administrator 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 Planner Research Assistant/Paralegal 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 Staff Attorney	\$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

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

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

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

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

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	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	\$31.5000	\$39.3800	\$47.2500	\$65,520.00	\$81,910.40	\$98,280.00
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

Pay and Classification Plan

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		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		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	\$15.5000	\$20.2300	\$32,240.00	\$42,078.40
Meter Tech I	\$18.0000	\$20.2600	\$37,440.00	\$42,140.80
Meter Tech II	\$18.9000	\$21.2700	\$39,312.00	\$44,241.60
Meter Specialist	\$21.1200	\$23.7600	\$43,929.60	\$49,420.80
Fleet Inventory Tech	\$20.4200	\$29.0600	\$42,473.60	\$60,444.80
Mechanic Technician I	\$20.6700	\$29.4200	\$42,993.60	\$61,193.60
Mechanic Technician II	\$21.7000	\$30.8900	\$45,136.00	\$64,251.20
Mechanic Technician III	\$22.7900	\$32.4400	\$47,403.20	\$67,475.20
Apprentice Utility Worker	\$21.0000	\$21.0000	\$43,680.00	\$43,680.00
Utility Worker	\$25.0000	\$28.1400	\$52,000.00	\$58,531.20
Utility Specialist I	\$28.0000	\$31.5200	\$58,240.00	\$65,561.60
Utility Specialist II	\$29.9000	\$33.6500	\$62,192.00	\$69,992.00
Utility Foreman	\$31.5000	\$35.4500	\$65,520.00	\$73,736.00
Apprentice Operator	\$19.0000	\$20.0000	\$39,520.00	\$41,600.00
Operator	\$21.0000	\$27.4000	\$43,680.00	\$56,992.00
Skilled Operator	\$23.2500	\$30.3400	\$48,360.00	\$63,107.20
Senior Operator	\$25.5000	\$33.2800	\$53,040.00	\$69,222.40