

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Administrative Specialists</b>						
<b>Band AS1</b>						
Court Clerk Police Records Clerk Service Representative I	\$16.25	\$20.35	\$24.40	\$ 33,800.00	\$ 42,328.00	\$ 50,752.00
<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	\$17.70	\$22.10	\$26.50	\$ 36,816.00	\$ 45,968.00	\$ 55,120.00
<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 <b>Senior Police Records Clerk</b> Treasury Cashier	\$19.25	\$24.05	\$28.85	\$ 40,040.00	\$ 50,024.00	\$ 60,008.00
<b>Band AS4</b>						
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
<b>Band AS5</b>						
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
<b>Technical</b>						
<b>Band T1</b>						
Audiovisual Technician Facilities Maintenance Worker I	\$17.05	\$21.35	\$25.60	\$ 35,464.00	\$ 44,408.00	\$ 53,248.00
<b>Band T2</b>						
Airport Attendant <del>Facilities Maintenance Worker II</del> <del>Inventory Maintenance Technician</del> <del>Traffic Operations Technician</del>	\$19.25	\$24.05	\$28.85	\$ 40,040.00	\$ 50,024.00	\$ 60,008.00
<b>Band T3</b>						
Development Technician Engineering Technician <del>Facilities Maintenance Worker II (\$21.00)</del> Facilities Technician (\$21.00) <del>Inventory Maintenance Technician (\$21.00)</del> Neighborhood Services Officer Utility Technician (\$21.00)	\$20.15	\$25.20	\$30.25	\$ 41,912.00	\$ 52,416.00	\$ 62,920.00
<b>Skilled Technical</b>						
<b>Band ST1</b>						
<del>Equipment Technician</del> GIS Technician Help Desk Support Specialist <del>Operations Technician</del> <del>PW Ops Contract Specialist</del> Right of Way Inspector System Support Analyst <del>Traffic Operations Technician</del> Web Specialist	\$21.90	\$27.40	\$32.85	\$ 45,552.00	\$ 56,992.00	\$ 68,328.00
<b>Band ST2</b>						
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
<b>Band ST3</b>						
<del>Construction Project Manager</del> <del>Project Manger – Public Works</del> <del>PW Ops Contract Specialist</del> 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
<b>Advanced Technical</b>						
<b>Band AT1</b>						
Senior Engineering Technician Senior Traffic Operations Tech	\$25.70 <del>\$24.45</del>	\$32.10 <del>\$30.55</del>	\$38.55 <del>\$36.70</del>	\$ 53,456.00 <del>\$ 50,856.00</del>	\$ 66,768.00 <del>\$ 63,544.00</del>	\$ 80,184.00 <del>\$ 76,336.00</del>
<b>Band AT2</b>						
Construction Project Manager Equipment Technician (\$28.00) Instrumentation & Controls Tech (\$28.00) <del>Operations Technician (\$28.00)</del> Plans Examiner <del>Project Manger - Public Works</del>	\$26.99 \$27.45	\$33.65 \$34.31	\$40.35 \$41.17	<del>\$ 55,952.00</del> \$ 57,096.00	<del>\$ 69,992.00</del> \$ 71,364.80	<del>\$ 83,928.00</del> \$ 85,633.60
<b>Band AT3</b>						
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
<b>Band AT4</b>						
Applications Administrator Database Administrator GIS Coordinator	\$30.3221	\$37.9014	\$45.4832	\$63,070.00	\$78,835.00	\$94,605.00
<b>Band AT5</b>						
Network Administrator	\$34.1322	\$42.6635	\$51.1971	\$70,995.00	\$88,740.00	\$106,490.00

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	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Professional Nonmanagement</b>						
<b>Band PN1</b>						
Contract Compliance Coord./Para Probation/Compliance Officer	\$21.90	\$27.40	\$32.85	\$ 45,552.00	\$ 56,992.00	\$ 68,328.00
<b>Band PN2</b>						
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
<b>Band PN3</b>						
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
<b>Band PN4</b>						
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
<b>Band PN5</b>						
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
<b>Band PN7</b>						
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
<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	\$43.7067	\$54.6366	\$65.5601	\$90,910.00	\$113,640.00	\$136,365.00

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Operational Supervision</b>						
<b>Band OS3</b>						
Accounts Payable Supervisor Administrative Supervisor Airfield Operations Supervisor Court Clerk Supervisor Customer Service Supervisor Lead Airport Attendant <del>Police Records Supervisor</del> <del>Maintenance Shop Supervisor</del> <del>Metered Services Supervisor</del>	\$24.15	\$30.20	\$36.25	\$ 50,232.00	\$ 62,816.00	\$ 75,400.00
<b>Band OS4</b>						
<del>Lead Traffic Operations Technician</del> <del>Right of Way Supervisor</del>	\$26.75	\$33.45	\$40.15	\$ 55,640.00	\$ 69,576.00	\$ 83,512.00
<b>Band OS5</b>						
Cash Management Officer City Clerk Facilities Maintenance Superintendent <del>Lead Engineering Technician</del> <del>Maintenance Shop Supervisor</del> Media Services Supervisor Police Administration Supervisor <del>PW Operations Supervisor</del> <del>Right of Way Supervisor</del> <del>Utility System Supervisor</del>	\$29.0841	\$36.3558	\$43.6274	\$60,495.00	\$75,620.00	\$90,745.00
<b>Band OS6</b>						
<del>Lead Engineering Technician</del> <del>Lead Traffic Operations Technician</del> <del>Maintenance &amp; Asset Mgmt Supervisor</del> <del>Metered Services Supervisor</del> <del>PW Operations Supervisor</del> <del>Utility System Supervisor</del>	\$31.5000	\$39.3800	\$47.2500	\$65,520.00	\$81,910.40	\$ 98,280.00
<b>Band OS7</b>						
Control System Supervisor <del>Maintenance &amp; Asset Mgmt Supervisor</del> Systems Analyst	\$33.9231	\$42.4038	\$50.8870	\$70,560.00	\$88,200.00	\$105,845.00

Management and Supervision						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Band MS1</b>						
Administration Manager Assistant Airport Manager <del>Assistant Utility Manager</del> Mgr., Accreditation/Info Mgmt Procurement & Contract Svc Mgr.	\$30.0913	\$37.6130	\$45.1346	\$62,590.00	\$78,235.00	\$93,880.00
<b>Band MS2</b>						
<del>Assistant Utility Manager</del> 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	\$32.7067	\$40.8846	\$49.0601	\$68,030.00	\$85,040.00	\$102,045.00
<b>Band MS3</b>						
IT Operations Manager Operations and Maintenance Manager Public Works Operations Mgr. Utility System Manager	\$35.5505	\$44.4375	\$53.3269	\$73,945.00	\$92,430.00	\$110,920.00
<b>Band MS4</b>						
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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	Hourly Rate			Minimum	Midpoint	Maximum
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Asst Director/Division Head</b>						
<b>Band AD2</b>						
Airport Manager Court Administrator Facilities Manager Fleet Manager	\$36.1587	\$45.1971	\$54.2380	\$75,210.00	\$94,010.00	\$112,815.00
<b>Band AD3</b>						
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
<b>Band AD4</b>						
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
<b>Band AD5</b>						
Deputy Dir. of Public Works/City Engineer Deputy Dir. of Finance 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

<b>Executive</b>						
<b>Band E1</b>						
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
<b>Band E2</b>						
Assistant City Manager Fire Chief Police Chief	\$55.2356	\$69.0457	\$82.8558	\$114,890.00	\$143,615.00	\$172,340.00

Pay and Classification Plan						
	Hourly Rate			Est. Annualized Rate		
	Minimum	Midpoint	Maximum	Minimum	Midpoint	Maximum
<b>Protective Services</b>						
<b>Band R1</b>						
Police Recruit	\$20.50	\$21.00	\$21.50	\$42,640.00	\$43,680.00	\$44,720.00
<b>Band PS2</b>						
Animal Control Officer Communications Call Taker - Police	\$18.10	\$22.65	\$27.20	\$ 37,648.00	\$ 47,112.00	\$ 56,576.00
<b>Band PS3</b>						
Communication Specialist - Police Court Security Officer Detention Officer	\$20.85	\$26.05	\$31.25	\$ 43,368.00	\$ 54,184.00	\$ 65,000.00
<b>Band PS4</b>						
Animal Control Field Supvr. Lead Comm Specialist-Police Lead Detention Officer	\$24.15	\$30.20	\$36.25	\$ 50,232.00	\$ 62,816.00	\$ 75,400.00
<b>Band PS5</b>						
Communications Supvr-Fire Communications Supvr-Police Radio Systems Specialist	\$27.55	\$34.45	\$41.35	\$ 57,304.00	\$ 71,656.00	\$ 86,008.00
<b>Band PS6</b>						
Animal Control Manager	\$31.5000	\$39.3800	\$47.2500	\$65,520.00	\$81,910.40	\$98,280.00
<b>Band PS7</b>						
Battalion Chief Police Captain	\$43.2692	\$54.0865	\$64.9038	\$90,000.00	\$112,500.00	\$135,000.00
<b>Band PS8</b>						
Asst. Fire Chief Police Major	\$47.5962	\$59.4952	\$71.3942	\$99,000.00	\$123,750.00	\$148,500.00
<b>Band PS9</b>						
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
<b>Police - Union</b>			<b>Based on 2080 hours per year</b>	
Police Officer	\$22.3462	\$36.2981	\$46,480.00	\$75,500.00
Sergeant	\$34.0370	\$44.1106	\$70,797.00	\$91,750.00
<b>Fire - Union</b>	<b>Based on 2912 hours per year</b>		<b>Based on 2912 hours per year</b>	
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
	<b>Based on 2080 hours per year</b>		<b>Based on 2080 hours per year</b>	
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
<b>IAM - Union</b>			<b>Based on 2080 hours per year</b>	
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