

July 2026 -4%

AMPS

| Benefit Group | Grade | Position | Step 1 Hourly | Step 1 Monthly | Step 2 Hourly | Step 2 Monthly | Step 3 Hourly | Step 3 Monthly | Step 4 Hourly | Step 4 Monthly | Step 5 Hourly | Step 5 Monthly | Step 6 Hourly | Step 6 Monthly |
|---------------|---------|-------------------------------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|---------------|----------------|
| 15 | 15.1121 | Airport Manager | 58.1426 | 10,078 | 61.0464 | 10,581 | 64.0997 | 11,111 | 67.3020 | 11,666 | 70.6704 | 12,250 | 74.2133 | 12,864 |
| 15 | 15.2015 | Accountant Auditor | 38.4698 | 6,668 | 40.3977 | 7,002 | 42.4213 | 7,353 | 44.5404 | 7,720 | 46.7702 | 8,107 | 49.1100 | 8,512 |
| 15 | 15.1717 | Asst Community Development Dir | 73.4649 | 12,734 | 77.1424 | 13,371 | 81.0037 | 14,041 | 85.0560 | 14,743 | 89.3079 | 15,480 | 93.7676 | 16,253 |
| 15 | 15.5002 | Asst PW Director/City Engineer | 79.3456 | 13,753 | 83.3129 | 14,441 | 87.4786 | 15,163 | 91.8526 | 15,921 | 96.4451 | 16,717 | 101.2675 | 17,553 |
| 15 | 15.5021 | Associate Engineer | 53.6355 | 9,297 | 56.3172 | 9,762 | 59.1330 | 10,250 | 62.0898 | 10,762 | 65.1943 | 11,300 | 68.4539 | 11,865 |
| 15 | 15.3021 | Associate Planner | 45.3034 | 7,853 | 47.5701 | 8,245 | 49.9496 | 8,658 | 52.4506 | 9,091 | 55.0734 | 9,546 | 57.8254 | 10,023 |
| 15 | 15.1532 | Business Navigator | 43.7899 | 7,590 | 45.9835 | 7,970 | 48.2822 | 8,369 | 50.7024 | 8,788 | 53.2360 | 9,228 | 55.8988 | 9,689 |
| 15 | 15.3107 | Chief Building Official | 65.9998 | 11,440 | 69.3016 | 12,012 | 72.7695 | 12,613 | 76.4037 | 13,243 | 80.2281 | 13,906 | 84.2436 | 14,602 |
| 15 | 15.1718 | Chief of Planning | 73.4649 | 12,734 | 77.1424 | 13,371 | 81.0037 | 14,041 | 85.0560 | 14,743 | 89.3079 | 15,480 | 93.7676 | 16,253 |
| 15 | 15.5003 | City Engineer | 73.4649 | 12,734 | 77.1424 | 13,371 | 81.0037 | 14,041 | 85.0560 | 14,743 | 89.3079 | 15,480 | 93.7676 | 16,253 |
| 15 | 15.3104 | Code Enforcement Manager | 54.0276 | 9,365 | 56.7320 | 9,834 | 59.5694 | 10,325 | 62.5482 | 10,842 | 65.6677 | 11,382 | 68.9530 | 11,952 |
| 15 | 15.3031 | Community Dev Analyst | 43.7899 | 7,590 | 45.9835 | 7,970 | 48.2822 | 8,369 | 50.7024 | 8,788 | 53.2360 | 9,228 | 55.8988 | 9,689 |
| 15 | 15.6007 | Community Education Manager | 45.3242 | 7,856 | 47.5977 | 8,250 | 49.9789 | 8,663 | 52.4761 | 9,096 | 55.1061 | 9,552 | 57.8608 | 10,029 |
| 15 | 15.1146 | Community Safety Administrator | 49.7383 | 8,621 | 52.2188 | 9,051 | 54.8406 | 9,506 | 57.5785 | 9,980 | 60.4573 | 10,479 | 63.4773 | 11,003 |
| 15 | 15.6101 | Community Services Manager | 47.1330 | 8,170 | 49.4893 | 8,578 | 51.9699 | 9,008 | 54.5669 | 9,458 | 57.2962 | 9,931 | 60.1588 | 10,428 |
| 15 | 15.2108 | Computer Systems Administrator | 59.8491 | 10,374 | 62.8437 | 10,893 | 65.9845 | 11,437 | 69.2790 | 12,008 | 72.7513 | 12,610 | 76.3856 | 13,240 |
| 15 | 15.5025 | Construction Inspection Manager | 61.9342 | 10,735 | 65.0372 | 11,273 | 68.2811 | 11,835 | 71.6994 | 12,428 | 75.2917 | 13,051 | 79.0500 | 13,702 |
| 15 | 15.5026 | Construction Inspector Supv | 46.9010 | 8,130 | 49.2486 | 8,536 | 51.7129 | 8,964 | 54.3012 | 9,412 | 57.0142 | 9,882 | 59.8602 | 10,376 |
| 15 | 15.4017 | Criminalist | 58.8046 | 10,193 | 61.7508 | 10,703 | 64.8310 | 11,237 | 68.0764 | 11,800 | 71.4872 | 12,391 | 75.0558 | 13,010 |
| 15 | 15.6008 | Customer Experience Manager | 45.3242 | 7,856 | 47.5977 | 8,250 | 49.9789 | 8,663 | 52.4761 | 9,096 | 55.1061 | 9,552 | 57.8608 | 10,029 |
| 15 | 15.5010 | Deputy City Engineer | 70.3685 | 12,197 | 73.8868 | 12,807 | 77.5811 | 13,447 | 81.4602 | 14,120 | 85.5332 | 14,826 | 89.8098 | 15,567 |
| 15 | 15.6102 | Deputy Dir. of Library & Comm. Svcs | 69.4047 | 12,030 | 72.8750 | 12,632 | 76.5187 | 13,263 | 80.3447 | 13,926 | 84.3619 | 14,623 | 88.5800 | 15,354 |
| 15 | 15.4532 | Deputy Fire Marshal | 63.7576 | 11,051 | 66.9455 | 11,604 | 70.2928 | 12,184 | 73.8073 | 12,793 | 77.4978 | 13,433 | 81.3727 | 14,105 |
| 15 | 15.6001 | Deputy Librarian | 59.2710 | 10,274 | 62.2329 | 10,787 | 65.3440 | 11,326 | 68.6128 | 11,893 | 72.0478 | 12,488 | 75.6486 | 13,112 |
| 15 | 15.5020 | Engineering Division Manager | 63.8262 | 11,063 | 67.0175 | 11,616 | 70.3684 | 12,197 | 73.8868 | 12,807 | 77.5811 | 13,447 | 81.4602 | 14,120 |
| 15 | 15.5382 | Facilities Maintenance Manager | 54.0276 | 9,365 | 56.7320 | 9,834 | 59.5694 | 10,325 | 62.5482 | 10,842 | 65.6677 | 11,382 | 68.9530 | 11,952 |
| 15 | 15.5336 | Fleet Maintenance Manager | 54.0276 | 9,365 | 56.7320 | 9,834 | 59.5694 | 10,325 | 62.5482 | 10,842 | 65.6677 | 11,382 | 68.9530 | 11,952 |
| 15 | 15.5016 | GIS Administrator | 53.5048 | 9,274 | 56.1848 | 9,739 | 58.9891 | 10,225 | 61.9342 | 10,735 | 65.0372 | 11,273 | 68.2811 | 11,835 |
| 15 | 15.3027 | Homeless Services Manager | 57.5502 | 9,975 | 60.4236 | 10,473 | 63.4508 | 10,998 | 66.6156 | 11,547 | 69.9505 | 12,125 | 73.4553 | 12,732 |
| 15 | 15.2101 | Information Systems Manager | 62.8551 | 10,895 | 65.9998 | 11,440 | 69.3016 | 12,012 | 72.7695 | 12,613 | 76.4037 | 13,243 | 80.2281 | 13,906 |
| 15 | 15.3017 | Inspection Services Manager | 61.9342 | 10,735 | 65.0372 | 11,273 | 68.2811 | 11,835 | 71.6994 | 12,428 | 75.2917 | 13,051 | 79.0500 | 13,702 |
| 15 | 15.2111 | Integration/Applications Admin | 59.8491 | 10,374 | 62.8437 | 10,893 | 65.9845 | 11,437 | 69.2790 | 12,008 | 72.7513 | 12,610 | 76.3856 | 13,240 |
| 15 | 15.5384 | Maintenance Manager | 54.0276 | 9,365 | 56.7320 | 9,834 | 59.5694 | 10,325 | 62.5482 | 10,842 | 65.6677 | 11,382 | 68.9530 | 11,952 |
| 15 | 15.4030 | Management Analyst | 47.3433 | 8,206 | 49.7069 | 8,616 | 52.1998 | 9,048 | 54.8144 | 9,501 | 57.5502 | 9,975 | 60.4236 | 10,473 |
| 15 | 15.2106 | Network/Sys Administrator | 59.8491 | 10,374 | 62.8437 | 10,893 | 65.9845 | 11,437 | 69.2790 | 12,008 | 72.7513 | 12,610 | 76.3856 | 13,240 |
| 15 | 15.5423 | NPDES Permit Manager | 53.5048 | 9,274 | 56.1848 | 9,739 | 58.9891 | 10,225 | 61.9342 | 10,735 | 65.0372 | 11,273 | 68.2811 | 11,835 |
| 15 | 15.5301 | Park Operations Manager | 54.0276 | 9,365 | 56.7320 | 9,834 | 59.5694 | 10,325 | 62.5482 | 10,842 | 65.6677 | 11,382 | 68.9530 | 11,952 |
| 15 | 15.3108 | Permit Analyst | 38.1731 | 6,617 | 40.0774 | 6,947 | 42.0873 | 7,295 | 44.1957 | 7,661 | 46.4054 | 8,044 | 48.7259 | 8,446 |
| 15 | 15.3105 | Permit Center Coordinator | 44.0053 | 7,628 | 46.2120 | 8,010 | 48.5269 | 8,411 | 50.9497 | 8,831 | 53.5048 | 9,274 | 56.1848 | 9,739 |
| 15 | 15.3117 | Plan Check Engineer | 51.4299 | 8,915 | 54.0014 | 9,360 | 56.7015 | 9,828 | 59.5366 | 10,320 | 62.5135 | 10,836 | 65.6391 | 11,377 |
| 15 | 15.3001 | Planning Manager | 61.9342 | 10,735 | 65.0372 | 11,273 | 68.2811 | 11,835 | 71.6994 | 12,428 | 75.2917 | 13,051 | 79.0500 | 13,702 |
| 15 | 15.1171 | Police Records Coordinator | 44.0053 | 7,628 | 46.2120 | 8,010 | 48.5269 | 8,411 | 50.9497 | 8,831 | 53.5048 | 9,274 | 56.1848 | 9,739 |
| 15 | 15.1111 | Police Services Administrator | 57.5502 | 9,975 | 60.4236 | 10,473 | 63.4508 | 10,998 | 66.6156 | 11,547 | 69.9505 | 12,125 | 73.4553 | 12,732 |
| 15 | 15.3015 | Public Safety Information Officer | 44.0222 | 7,631 | 46.2232 | 8,012 | 48.5344 | 8,413 | 50.9611 | 8,833 | 53.5092 | 9,275 | 56.1848 | 9,739 |
| 15 | 15.1151 | Pub Works Admin Supv | 48.5269 | 8,411 | 50.9497 | 8,831 | 53.5048 | 9,274 | 56.1848 | 9,739 | 58.9891 | 10,225 | 61.9342 | 10,735 |
| 15 | 15.6105 | Recreation-Parks Superintendent | 59.2710 | 10,274 | 62.2329 | 10,787 | 65.3440 | 11,326 | 68.6128 | 11,893 | 72.0478 | 12,488 | 75.6486 | 13,112 |
| 15 | 15.2016 | Senior Accountant | 42.3168 | 7,335 | 44.4374 | 7,702 | 46.6634 | 8,088 | 48.9943 | 8,492 | 51.4471 | 8,917 | 54.0210 | 9,364 |
| 15 | 15.2021 | Senior Buyer | 43.3746 | 7,518 | 45.5483 | 7,895 | 47.8300 | 8,291 | 50.2191 | 8,705 | 52.7333 | 9,140 | 55.3717 | 9,598 |
| 15 | 15.5011 | Senior Civil Engineer | 67.0176 | 11,616 | 70.3684 | 12,197 | 73.8868 | 12,807 | 77.5812 | 13,447 | 81.4603 | 14,120 | 85.5332 | 14,826 |
| 15 | 15.3111 | Sr Code Enforcement Officer | 46.9010 | 8,130 | 49.2486 | 8,536 | 51.7129 | 8,964 | 54.3012 | 9,412 | 57.0142 | 9,882 | 59.8602 | 10,376 |
| 15 | 15.3013 | Sr Community Development Analyst | 48.5269 | 8,411 | 50.9497 | 8,831 | 53.5048 | 9,274 | 56.1848 | 9,739 | 58.9891 | 10,225 | 61.9342 | 10,735 |
| 15 | 15.6011 | Senior Librarian | 45.1086 | 7,819 | 47.3654 | 8,210 | 49.7383 | 8,621 | 52.2188 | 9,051 | 54.8406 | 9,506 | 57.5785 | 9,980 |
| 15 | 15.3011 | Senior Planner | 53.5048 | 9,274 | 56.1848 | 9,739 | 58.9891 | 10,225 | 61.9342 | 10,735 | 65.0372 | 11,273 | 68.2811 | 11,835 |
| 15 | 15.5451 | Street Maintenance Manager | 54.0276 | 9,365 | 56.7320 | 9,834 | 59.5694 | 10,325 | 62.5482 | 10,842 | 65.6677 | 11,382 | 68.9530 | 11,952 |
| 15 | 15.3102 | Supervising Plan Checker | 63.8263 | 11,063 | 67.0175 | 11,616 | 70.3684 | 12,197 | 73.8868 | 12,807 | 77.5812 | 13,447 | 81.4602 | 14,120 |
| 15 | 15.5446 | Supt of Maintenance Services | 59.2710 | 10,274 | 62.2329 | 10,787 | 65.3440 | 11,326 | 68.6128 | 11,893 | 72.0478 | 12,488 | 75.6486 | 13,112 |
| 15 | 15.5442 | Sustainability Analyst | 52.1998 | 9,048 | 54.8144 | 9,501 | 57.5502 | 9,975 | 60.4236 | 10,473 | 63.4508 | 10,998 | 66.6157 | 11,547 |
| 15 | 15.6006 | Technical Services Manager | 45.3242 | 7,856 | 47.5977 | 8,250 | 49.9789 | 8,663 | 52.4761 | 9,096 | 55.1061 | 9,552 | 57.8608 | 10,029 |
| 15 | 15.5008 | Traffic Engineer | 61.6438 | 10,685 | 64.7218 | 11,218 | 67.9577 | 11,779 | 71.3590 | 12,369 | 74.9266 | 12,987 | 78.6767 | 13,637 |
| 15 | 15.5416 | Wastewater Manager | 54.0276 | 9,365 | 56.7320 | 9,834 | 59.5694 | 10,325 | 62.5482 | 10,842 | 65.6677 | 11,382 | 68.9530 | 11,952 |

July 2027 - 2%

AMPS

| Benefit | Group | Grade | Position | Step 1 Hourly | Step 1 Monthly | Step 2 Hourly | Step 2 Monthly | Step 3 Hourly | Step 3 Monthly | Step 4 Hourly | Step 4 Monthly | Step 5 Hourly | Step 5 Monthly | Step 6 Hourly | Step 6 Monthly |
|---------|---------|-------|-------------------------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|------------------|-------------------|
| 15 | 15.1121 | | Airport Manager | 59.3055 | 10,280 | 62.2673 | 10,793 | 65.3817 | 11,333 | 68.6480 | 11,899 | 72.0838 | 12,495 | 75.6976 | 13,121 |
| 15 | 15.2015 | | Accountant Auditor | 39.2392 | 6,801 | 41.2057 | 7,142 | 43.2697 | 7,500 | 45.4312 | 7,875 | 47.7056 | 8,269 | 50.0922 | 8,683 |
| 15 | 15.1717 | | Asst Community Development Dir | 74.9342 | 12,989 | 78.6852 | 13,639 | 82.6238 | 14,321 | 86.7571 | 15,038 | 91.0941 | 15,790 | 95.6430 | 16,578 |
| 15 | 15.5002 | | Asst PW Director/City Engineer | 80.9325 | 14,028 | 84.9792 | 14,730 | 89.2282 | 15,466 | 93.6897 | 16,240 | 98.3740 | 17,051 | 103.2929 | 17,904 |
| 15 | 15.5021 | | Associate Engineer | 54.7082 | 9,483 | 57.4435 | 9,957 | 60.3157 | 10,455 | 63.3316 | 10,977 | 66.4982 | 11,526 | 69.8230 | 12,103 |
| 15 | 15.3021 | | Associate Planner | 46.2095 | 8,010 | 48.5215 | 8,410 | 50.9486 | 8,831 | 53.4996 | 9,273 | 56.1749 | 9,737 | 58.9819 | 10,224 |
| 15 | 15.1532 | | Business Navigator | 44.6657 | 7,742 | 46.9032 | 8,130 | 49.2478 | 8,536 | 51.7164 | 8,964 | 54.3007 | 9,412 | 57.0168 | 9,883 |
| 15 | 15.3107 | | Chief Building Official | 67.3198 | 11,669 | 70.6876 | 12,253 | 74.2249 | 12,866 | 77.9318 | 13,508 | 81.8327 | 14,184 | 85.9285 | 14,894 |
| 15 | 15.1718 | | Chief of Planning | 74.9342 | 12,989 | 78.6852 | 13,639 | 82.6238 | 14,321 | 86.7571 | 15,038 | 91.0941 | 15,790 | 95.6430 | 16,578 |
| 15 | 15.5003 | | City Engineer | 74.9342 | 12,989 | 78.6852 | 13,639 | 82.6238 | 14,321 | 86.7571 | 15,038 | 91.0941 | 15,790 | 95.6430 | 16,578 |
| 15 | 15.3104 | | Code Enforcement Manager | 55.1082 | 9,552 | 57.8666 | 10,030 | 60.7608 | 10,532 | 63.7992 | 11,059 | 66.9811 | 11,610 | 70.3321 | 12,191 |
| 15 | 15.3031 | | Community Dev Analyst | 44.6657 | 7,742 | 46.9032 | 8,130 | 49.2478 | 8,536 | 51.7164 | 8,964 | 54.3007 | 9,412 | 57.0168 | 9,883 |
| 15 | 15.6007 | | Community Education Manager | 46.2307 | 8,013 | 48.5497 | 8,415 | 50.9785 | 8,836 | 53.5256 | 9,278 | 56.2082 | 9,743 | 59.0180 | 10,230 |
| 15 | 15.1146 | | Community Safety Administrator | 50.7331 | 8,794 | 53.2632 | 9,232 | 55.9374 | 9,696 | 58.7301 | 10,180 | 61.6664 | 10,689 | 64.7468 | 11,223 |
| 15 | 15.6101 | | Community Services Manager | 48.0757 | 8,333 | 50.4791 | 8,750 | 53.0093 | 9,188 | 55.6582 | 9,647 | 58.4421 | 10,130 | 61.3620 | 10,636 |
| 15 | 15.2108 | | Computer Systems Administrator | 61.0461 | 10,581 | 64.1006 | 11,111 | 67.3042 | 11,666 | 70.6646 | 12,249 | 74.2063 | 12,862 | 77.9133 | 13,505 |
| 15 | 15.5025 | | Construction Inspection Manager | 63.1729 | 10,950 | 66.3379 | 11,499 | 69.6467 | 12,072 | 73.1334 | 12,676 | 76.7975 | 13,312 | 80.6310 | 13,976 |
| 15 | 15.5026 | | Construction Inspector Supv | 47.8390 | 8,292 | 50.2336 | 8,707 | 52.7472 | 9,143 | 55.3872 | 9,600 | 58.1545 | 10,080 | 61.0574 | 10,583 |
| 15 | 15.4017 | | Criminalist | 59.9807 | 10,397 | 62.9858 | 10,918 | 66.1276 | 11,462 | 69.4379 | 12,036 | 72.9169 | 12,639 | 76.5569 | 13,270 |
| 15 | 15.6008 | | Customer Experience Manager | 46.2307 | 8,013 | 48.5497 | 8,415 | 50.9785 | 8,836 | 53.5256 | 9,278 | 56.2082 | 9,743 | 59.0180 | 10,230 |
| 15 | 15.5010 | | Deputy City Engineer | 71.7759 | 12,441 | 75.3645 | 13,063 | 79.1327 | 13,716 | 83.0894 | 14,402 | 87.2439 | 15,122 | 91.6060 | 15,878 |
| 15 | 15.6102 | | Deputy Dir. of Library & Comm. Svcs | 70.7928 | 12,271 | 74.3325 | 12,884 | 78.0491 | 13,529 | 81.9516 | 14,205 | 86.0491 | 14,915 | 90.3516 | 15,661 |
| 15 | 15.4532 | | Deputy Fire Marshal | 65.0328 | 11,272 | 68.2844 | 11,836 | 71.6987 | 12,428 | 75.2834 | 13,049 | 79.0478 | 13,702 | 83.0002 | 14,387 |
| 15 | 15.6001 | | Deputy Librarian | 60.4564 | 10,479 | 63.4776 | 11,003 | 66.6509 | 11,553 | 69.9851 | 12,131 | 73.4888 | 12,738 | 77.1616 | 13,375 |
| 15 | 15.5020 | | Engineering Division Manager | 65.1027 | 11,284 | 68.3579 | 11,849 | 71.7758 | 12,441 | 75.3645 | 13,063 | 79.1327 | 13,716 | 83.0894 | 14,402 |
| 15 | 15.5382 | | Facilities Maintenance Manager | 55.1082 | 9,552 | 57.8666 | 10,030 | 60.7608 | 10,532 | 63.7992 | 11,059 | 66.9811 | 11,610 | 70.3321 | 12,191 |
| 15 | 15.5336 | | Fleet Maintenance Manager | 55.1082 | 9,552 | 57.8666 | 10,030 | 60.7608 | 10,532 | 63.7992 | 11,059 | 66.9811 | 11,610 | 70.3321 | 12,191 |
| 15 | 15.5016 | | GIS Administrator | 54.5749 | 9,460 | 57.3085 | 9,933 | 60.1689 | 10,429 | 63.1729 | 10,950 | 66.3379 | 11,499 | 69.6467 | 12,072 |
| 15 | 15.3027 | | Homeless Services Manager | 58.7012 | 10,175 | 61.6321 | 10,683 | 64.7198 | 11,218 | 67.9480 | 11,778 | 71.3495 | 12,367 | 74.9244 | 12,987 |
| 15 | 15.2101 | | Information Systems Manager | 64.1122 | 11,113 | 67.3198 | 11,669 | 70.6876 | 12,253 | 74.2249 | 12,866 | 77.9318 | 13,508 | 81.8327 | 14,184 |
| 15 | 15.3017 | | Inspection Services Manager | 63.1729 | 10,950 | 66.3379 | 11,499 | 69.6467 | 12,072 | 73.1334 | 12,676 | 76.7975 | 13,312 | 80.6310 | 13,976 |
| 15 | 15.2111 | | Integration/Applications Admin | 61.0461 | 10,581 | 64.1006 | 11,111 | 67.3042 | 11,666 | 70.6646 | 12,249 | 74.2063 | 12,862 | 77.9133 | 13,505 |
| 15 | 15.5384 | | Maintenance Manager | 55.1082 | 9,552 | 57.8666 | 10,030 | 60.7608 | 10,532 | 63.7992 | 11,059 | 66.9811 | 11,610 | 70.3321 | 12,191 |
| 15 | 15.4030 | | Management Analyst | 48.2902 | 8,370 | 50.7010 | 8,788 | 53.2438 | 9,229 | 55.9107 | 9,691 | 58.7012 | 10,175 | 61.6321 | 10,683 |
| 15 | 15.2106 | | Network/Sys Administrator | 61.0461 | 10,581 | 64.1006 | 11,111 | 67.3042 | 11,666 | 70.6646 | 12,249 | 74.2063 | 12,862 | 77.9133 | 13,505 |
| 15 | 15.5423 | | NPDES Permit Manager | 54.5749 | 9,460 | 57.3085 | 9,933 | 60.1689 | 10,429 | 63.1729 | 10,950 | 66.3379 | 11,499 | 69.6467 | 12,072 |
| 15 | 15.5301 | | Park Operations Manager | 55.1082 | 9,552 | 57.8666 | 10,030 | 60.7608 | 10,532 | 63.7992 | 11,059 | 66.9811 | 11,610 | 70.3321 | 12,191 |
| 15 | 15.3108 | | Permit Analyst | 38.9366 | 6,749 | 40.8789 | 7,086 | 42.9290 | 7,441 | 45.0796 | 7,814 | 47.3335 | 8,204 | 49.7004 | 8,615 |
| 15 | 15.3105 | | Permit Center Coordinator | 44.8854 | 7,780 | 47.1362 | 8,170 | 49.4974 | 8,580 | 51.9687 | 9,008 | 54.5749 | 9,460 | 57.3085 | 9,933 |
| 15 | 15.3117 | | Plan Check Engineer | 52.4585 | 9,093 | 55.0814 | 9,547 | 57.8354 | 10,025 | 60.7273 | 10,526 | 63.7638 | 11,052 | 66.9519 | 11,605 |
| 15 | 15.3001 | | Planning Manager | 63.1729 | 10,950 | 66.3379 | 11,499 | 69.6467 | 12,072 | 73.1334 | 12,676 | 76.7975 | 13,312 | 80.6310 | 13,976 |
| 15 | 15.1171 | | Police Records Coordinator | 44.8854 | 7,780 | 47.1362 | 8,170 | 49.4974 | 8,580 | 51.9687 | 9,008 | 54.5749 | 9,460 | 57.3085 | 9,933 |
| 15 | 15.1111 | | Police Services Administrator | 58.7012 | 10,175 | 61.6321 | 10,683 | 64.7198 | 11,218 | 67.9480 | 11,778 | 71.3495 | 12,367 | 74.9244 | 12,987 |
| 15 | 15.3015 | | Public Safety Information Officer | 44.9026 | 7,783 | 47.1477 | 8,172 | 49.5051 | 8,581 | 51.9803 | 9,010 | 54.5794 | 9,460 | 57.3085 | 9,933 |
| 15 | 15.1151 | | Pub Works Admin Supv | 49.4974 | 8,580 | 51.9687 | 9,008 | 54.5749 | 9,460 | 57.3085 | 9,933 | 60.1689 | 10,429 | 63.1729 | 10,950 |
| 15 | 15.6105 | | Recreation-Parks Superintendent | 60.4564 | 10,479 | 63.4776 | 11,003 | 66.6509 | 11,553 | 69.9851 | 12,131 | 73.4888 | 12,738 | 77.1616 | 13,375 |
| 15 | 15.2016 | | Senior Accountant | 43.1631 | 7,482 | 45.3261 | 7,857 | 47.5967 | 8,250 | 49.9742 | 8,662 | 52.4760 | 9,096 | 55.1014 | 9,551 |
| 15 | 15.2021 | | Senior Buyer | 44.2421 | 7,669 | 46.4595 | 8,053 | 48.7866 | 8,456 | 51.2235 | 8,879 | 53.7880 | 9,323 | 56.4791 | 9,790 |
| 15 | 15.5011 | | Senior Civil Engineer | 68.3580 | 11,849 | 71.7758 | 12,441 | 75.3645 | 13,063 | 79.1328 | 13,716 | 83.0895 | 14,402 | 87.2439 | 15,122 |
| 15 | 15.3111 | | Sr Code Enforcement Officer | 47.8390 | 8,292 | 50.2336 | 8,707 | 52.7472 | 9,143 | 55.3872 | 9,600 | 58.1545 | 10,080 | 61.0574 | 10,583 |
| 15 | 15.3013 | | Sr Community Development Analyst | 49.4974 | 8,580 | 51.9687 | 9,008 | 54.5749 | 9,460 | 57.3085 | 9,933 | 60.1689 | 10,429 | 63.1729 | 10,950 |
| 15 | 15.6011 | | Senior Librarian | 46.0108 | 7,975 | 48.3127 | 8,374 | 50.7331 | 8,794 | 53.2632 | 9,232 | 55.9374 | 9,696 | 58.7301 | 10,180 |
| 15 | 15.3011 | | Senior Planner | 54.5749 | 9,460 | 57.3085 | 9,933 | 60.1689 | 10,429 | 63.1729 | 10,950 | 66.3379 | 11,499 | 69.6467 | 12,072 |
| 15 | 15.5451 | | Street Maintenance Manager | 55.1082 | 9,552 | 57.8666 | 10,030 | 60.7608 | 10,532 | 63.7992 | 11,059 | 66.9811 | 11,610 | 70.3321 | 12,191 |
| 15 | 15.3102 | | Supervising Plan Checker | 65.1028 | 11,284 | 68.3579 | 11,849 | 71.7758 | 12,441 | 75.3645 | 13,063 | 79.1328 | 13,716 | 83.0894 | 14,402 |
| 15 | 15.5446 | | Supt of Maintenance Services | 60.4564 | 10,479 | 63.4776 | 11,003 | 66.6509 | 11,553 | 69.9851 | 12,131 | 73.4888 | 12,738 | 77.1616 | 13,375 |
| 15 | 15.5442 | | Sustainability Analyst | 53.2438 | 9,229 | 55.9107 | 9,691 | 58.7012 | 10,175 | 61.6321 | 10,683 | 64.7198 | 11,218 | 67.9480 | 11,778 |
| 15 | 15.6006 | | Technical Services Manager | 46.2307 | 8,013 | 48.5497 | 8,415 | 50.9785 | 8,836 | 53.5256 | 9,278 | 56.2082 | 9,743 | 59.0180 | 10,230 |
| 15 | 15.5008 | | Traffic Engineer | 62.8767 | 10,899 | 66.0162 | 11,443 | 69.3169 | 12,015 | 72.7862 | 12,616 | 76.4250 | 13,247 | 80.2502 | 13,910 |
| 15 | 15.5416 | | Wastewater Manager | 55.1082 | 9,552 | 57.8666 | 10,030 | 60.7608 | 10,532 | 63.7992 | 11,059 | 66.9811 | 11,610 | 70.3321 | 12,191 |

July 2028 - 3%
AMPS

| Benefit Group | Grade | Position | Step 1 | Step 1 | Step 2 | Step 2 | Step 3 | Step 3 | Step 4 | Step 4 | Step 5 | Step 5 | Step 6 | Step 6 |
|---------------|---------|-------------------------------------|---------|---------|---------|---------|---------|---------|---------|---------|----------|---------|----------|---------|
| | | | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly | Hourly | Monthly |
| 15 | 15.1121 | Airport Manager | 61.0847 | 10,588 | 64.1353 | 11,117 | 67.3432 | 11,673 | 70.7074 | 12,256 | 74.2463 | 12,869 | 77.9685 | 13,515 |
| 15 | 15.2015 | Accountant Auditor | 40.4164 | 7,006 | 42.4419 | 7,357 | 44.5678 | 7,725 | 46.7941 | 8,111 | 49.1368 | 8,517 | 51.5950 | 8,943 |
| 15 | 15.1717 | Asst Community Development Dir | 77.1822 | 13,378 | 81.0458 | 14,048 | 85.1025 | 14,751 | 89.3598 | 15,489 | 93.8269 | 16,263 | 98.5123 | 17,075 |
| 15 | 15.5002 | Asst PW Director/City Engineer | 83.3605 | 14,449 | 87.5286 | 15,172 | 91.9050 | 15,930 | 96.5004 | 16,727 | 101.3252 | 17,563 | 106.3917 | 18,441 |
| 15 | 15.5021 | Associate Engineer | 56.3494 | 9,767 | 59.1668 | 10,256 | 62.1252 | 10,768 | 65.2315 | 11,307 | 68.4931 | 11,872 | 71.9177 | 12,466 |
| 15 | 15.3021 | Associate Planner | 47.5958 | 8,250 | 49.9771 | 8,663 | 52.4771 | 9,096 | 55.1046 | 9,551 | 57.8601 | 10,029 | 60.7514 | 10,530 |
| 15 | 15.1532 | Business Navigator | 46.0057 | 7,974 | 48.3103 | 8,374 | 50.7252 | 8,792 | 53.2679 | 9,233 | 55.9297 | 9,694 | 58.7273 | 10,179 |
| 15 | 15.3107 | Chief Building Official | 69.3394 | 12,019 | 72.8082 | 12,620 | 76.4516 | 13,252 | 80.2698 | 13,913 | 84.2877 | 14,610 | 88.5064 | 15,341 |
| 15 | 15.1718 | Chief of Planning | 77.1822 | 13,378 | 81.0458 | 14,048 | 85.1025 | 14,751 | 89.3598 | 15,489 | 93.8269 | 16,263 | 98.5123 | 17,075 |
| 15 | 15.5003 | City Engineer | 77.1822 | 13,378 | 81.0458 | 14,048 | 85.1025 | 14,751 | 89.3598 | 15,489 | 93.8269 | 16,263 | 98.5123 | 17,075 |
| 15 | 15.3104 | Code Enforcement Manager | 56.7614 | 9,839 | 59.6026 | 10,331 | 62.5836 | 10,848 | 65.7132 | 11,390 | 68.9905 | 11,958 | 72.4421 | 12,557 |
| 15 | 15.3031 | Community Dev Analyst | 46.0057 | 7,974 | 48.3103 | 8,374 | 50.7252 | 8,792 | 53.2679 | 9,233 | 55.9297 | 9,694 | 58.7273 | 10,179 |
| 15 | 15.6007 | Community Education Manager | 47.6176 | 8,254 | 50.0062 | 8,668 | 52.5079 | 9,101 | 55.1314 | 9,556 | 57.8944 | 10,035 | 60.7885 | 10,537 |
| 15 | 15.1146 | Community Safety Administrator | 52.2551 | 9,058 | 54.8611 | 9,509 | 57.6155 | 9,987 | 60.4920 | 10,485 | 63.5164 | 11,010 | 66.6892 | 11,559 |
| 15 | 15.6101 | Community Services Manager | 49.5180 | 8,583 | 51.9935 | 9,012 | 54.5996 | 9,464 | 57.3279 | 9,937 | 60.1954 | 10,434 | 63.2029 | 10,955 |
| 15 | 15.2108 | Computer Systems Administrator | 62.8775 | 10,899 | 66.0236 | 11,444 | 69.3233 | 12,016 | 72.7845 | 12,616 | 76.4325 | 13,248 | 80.2507 | 13,910 |
| 15 | 15.5025 | Construction Inspection Manager | 65.0681 | 11,278 | 68.3280 | 11,844 | 71.7361 | 12,434 | 75.3274 | 13,057 | 79.1014 | 13,711 | 83.0499 | 14,395 |
| 15 | 15.5026 | Construction Inspector Supv | 49.2742 | 8,541 | 51.7406 | 8,968 | 54.3296 | 9,417 | 57.0488 | 9,888 | 59.8991 | 10,383 | 62.8891 | 10,901 |
| 15 | 15.4017 | Criminalist | 61.7801 | 10,709 | 64.8754 | 11,245 | 68.1114 | 11,806 | 71.5210 | 12,397 | 75.1044 | 13,018 | 78.8536 | 13,668 |
| 15 | 15.6008 | Customer Experience Manager | 47.6176 | 8,254 | 50.0062 | 8,668 | 52.5079 | 9,101 | 55.1314 | 9,556 | 57.8944 | 10,035 | 60.7885 | 10,537 |
| 15 | 15.5010 | Deputy City Engineer | 73.9292 | 12,814 | 77.6254 | 13,455 | 81.5067 | 14,128 | 85.5821 | 14,834 | 89.8612 | 15,576 | 94.3542 | 16,355 |
| 15 | 15.6102 | Deputy Dir. of Library & Comm. Svcs | 72.9166 | 12,639 | 76.5625 | 13,271 | 80.3906 | 13,934 | 84.4101 | 14,631 | 88.6306 | 15,363 | 93.0621 | 16,131 |
| 15 | 15.4532 | Deputy Fire Marshal | 66.9838 | 11,611 | 70.3329 | 12,191 | 73.8497 | 12,801 | 77.5419 | 13,441 | 81.4192 | 14,113 | 85.4902 | 14,818 |
| 15 | 15.6001 | Deputy Librarian | 62.2701 | 10,793 | 65.3819 | 11,333 | 68.6504 | 11,899 | 72.0847 | 12,495 | 75.6935 | 13,120 | 79.4764 | 13,776 |
| 15 | 15.5020 | Engineering Division Manager | 67.0558 | 11,623 | 70.4086 | 12,204 | 73.9291 | 12,814 | 77.6254 | 13,455 | 81.5067 | 14,128 | 85.5821 | 14,834 |
| 15 | 15.5382 | Facilities Maintenance Manager | 56.7614 | 9,839 | 59.6026 | 10,331 | 62.5836 | 10,848 | 65.7132 | 11,390 | 68.9905 | 11,958 | 72.4421 | 12,557 |
| 15 | 15.5336 | Fleet Maintenance Manager | 56.7614 | 9,839 | 59.6026 | 10,331 | 62.5836 | 10,848 | 65.7132 | 11,390 | 68.9905 | 11,958 | 72.4421 | 12,557 |
| 15 | 15.5016 | GIS Administrator | 56.2121 | 9,743 | 59.0278 | 10,231 | 61.9740 | 10,742 | 65.0681 | 11,278 | 68.3280 | 11,844 | 71.7361 | 12,434 |
| 15 | 15.3027 | Homeless Services Manager | 60.4622 | 10,480 | 63.4811 | 11,003 | 66.6614 | 11,555 | 69.9864 | 12,131 | 73.4900 | 12,738 | 77.1721 | 13,376 |
| 15 | 15.2101 | Information Systems Manager | 66.0356 | 11,446 | 69.3394 | 12,019 | 72.8082 | 12,620 | 76.4516 | 13,252 | 80.2698 | 13,913 | 84.2877 | 14,610 |
| 15 | 15.3017 | Inspection Services Manager | 65.0681 | 11,278 | 68.3280 | 11,844 | 71.7361 | 12,434 | 75.3274 | 13,057 | 79.1014 | 13,711 | 83.0499 | 14,395 |
| 15 | 15.2111 | Integration/Applications Admin | 62.8775 | 10,899 | 66.0236 | 11,444 | 69.3233 | 12,016 | 72.7845 | 12,616 | 76.4325 | 13,248 | 80.2507 | 13,910 |
| 15 | 15.5384 | Maintenance Manager | 56.7614 | 9,839 | 59.6026 | 10,331 | 62.5836 | 10,848 | 65.7132 | 11,390 | 68.9905 | 11,958 | 72.4421 | 12,557 |
| 15 | 15.4030 | Management Analyst | 49.7389 | 8,621 | 52.2220 | 9,052 | 54.8411 | 9,506 | 57.5880 | 9,982 | 60.4622 | 10,958 | 63.4811 | 11,003 |
| 15 | 15.2106 | Network/Sys Administrator | 62.8775 | 10,899 | 66.0236 | 11,444 | 69.3233 | 12,016 | 72.7845 | 12,616 | 76.4325 | 13,248 | 80.2507 | 13,910 |
| 15 | 15.5423 | NPDES Permit Manager | 56.2121 | 9,743 | 59.0278 | 10,231 | 61.9740 | 10,742 | 65.0681 | 11,278 | 68.3280 | 11,844 | 71.7361 | 12,434 |
| 15 | 15.5301 | Park Operations Manager | 56.7614 | 9,839 | 59.6026 | 10,331 | 62.5836 | 10,848 | 65.7132 | 11,390 | 68.9905 | 11,958 | 72.4421 | 12,557 |
| 15 | 15.3108 | Permit Analyst | 40.1047 | 6,951 | 42.1053 | 7,298 | 44.2169 | 7,664 | 46.4320 | 8,048 | 48.7535 | 8,451 | 51.1914 | 8,873 |
| 15 | 15.3105 | Permit Center Coordinator | 46.2320 | 8,014 | 48.5503 | 8,415 | 50.9823 | 8,837 | 53.5278 | 9,278 | 56.2121 | 9,743 | 59.0278 | 10,231 |
| 15 | 15.3117 | Plan Check Engineer | 54.0323 | 9,366 | 56.7338 | 9,834 | 59.5705 | 10,326 | 62.5491 | 10,842 | 65.6767 | 11,384 | 68.9605 | 11,953 |
| 15 | 15.3001 | Planning Manager | 65.0681 | 11,278 | 68.3280 | 11,844 | 71.7361 | 12,434 | 75.3274 | 13,057 | 79.1014 | 13,711 | 83.0499 | 14,395 |
| 15 | 15.1171 | Police Records Coordinator | 46.2320 | 8,014 | 48.5503 | 8,415 | 50.9823 | 8,837 | 53.5278 | 9,278 | 56.2121 | 9,743 | 59.0278 | 10,231 |
| 15 | 15.1111 | Police Services Administrator | 60.4622 | 10,480 | 63.4811 | 11,003 | 66.6614 | 11,555 | 69.9864 | 12,131 | 73.4900 | 12,738 | 77.1721 | 13,376 |
| 15 | 15.3015 | Public Safety Information Officer | 46.2497 | 8,017 | 48.5621 | 8,417 | 50.9903 | 8,838 | 53.5397 | 9,280 | 56.2168 | 9,744 | 59.0278 | 10,231 |
| 15 | 15.1151 | Pub Works Admin Supv | 50.9823 | 8,837 | 53.5278 | 9,278 | 56.2121 | 9,743 | 59.0278 | 10,231 | 61.9740 | 10,742 | 65.0681 | 11,278 |
| 15 | 15.6105 | Recreation-Parks Superintendent | 62.2701 | 10,793 | 65.3819 | 11,333 | 68.6504 | 11,899 | 72.0847 | 12,495 | 75.6935 | 13,120 | 79.4764 | 13,776 |
| 15 | 15.2016 | Senior Accountant | 44.4580 | 7,706 | 46.6859 | 8,092 | 49.0246 | 8,498 | 51.4734 | 8,922 | 54.0503 | 9,369 | 56.7544 | 9,837 |
| 15 | 15.2021 | Senior Buyer | 45.5694 | 7,899 | 47.8533 | 8,295 | 50.2502 | 8,710 | 52.7602 | 9,145 | 55.4016 | 9,603 | 58.1735 | 10,083 |
| 15 | 15.5011 | Senior Civil Engineer | 70.4087 | 12,204 | 73.9291 | 12,814 | 77.6254 | 13,455 | 81.5068 | 14,128 | 85.5822 | 14,834 | 89.8612 | 15,576 |
| 15 | 15.3111 | Sr Code Enforcement Officer | 49.2742 | 8,541 | 51.7406 | 8,968 | 54.3296 | 9,417 | 57.0488 | 9,888 | 59.8991 | 10,383 | 62.8891 | 10,901 |
| 15 | 15.3013 | Sr Community Development Analyst | 50.9823 | 8,837 | 53.5278 | 9,278 | 56.2121 | 9,743 | 59.0278 | 10,231 | 61.9740 | 10,742 | 65.0681 | 11,278 |
| 15 | 15.6011 | Senior Librarian | 47.3911 | 8,214 | 49.7621 | 8,625 | 52.2551 | 9,058 | 54.8611 | 9,509 | 57.6155 | 9,987 | 60.4920 | 10,485 |
| 15 | 15.3011 | Senior Planner | 56.2121 | 9,743 | 59.0278 | 10,231 | 61.9740 | 10,742 | 65.0681 | 11,278 | 68.3280 | 11,844 | 71.7361 | 12,434 |
| 15 | 15.5451 | Street Maintenance Manager | 56.7614 | 9,839 | 59.6026 | 10,331 | 62.5836 | 10,848 | 65.7132 | 11,390 | 68.9905 | 11,958 | 72.4421 | 12,557 |
| 15 | 15.3102 | Supervising Plan Checker | 67.0559 | 11,623 | 70.4086 | 12,204 | 73.9291 | 12,814 | 77.6254 | 13,455 | 81.5068 | 14,128 | 85.5821 | 14,834 |
| 15 | 15.5446 | Supt of Maintenance Services | 62.2701 | 10,793 | 65.3819 | 11,333 | 68.6504 | 11,899 | 72.0847 | 12,495 | 75.6935 | 13,120 | 79.4764 | 13,776 |
| 15 | 15.5442 | Sustainability Analyst | 54.8411 | 9,506 | 57.5880 | 9,982 | 60.4622 | 10,480 | 63.4811 | 11,003 | 66.6614 | 11,555 | 69.9864 | 12,131 |
| 15 | 15.6006 | Technical Services Manager | 47.6176 | 8,254 | 50.0062 | 8,668 | 52.5079 | 9,101 | 55.1314 | 9,556 | 57.8944 | 10,035 | 60.7885 | 10,537 |
| 15 | 15.5008 | Traffic Engineer | 64.7630 | 11,226 | 67.9967 | 11,786 | 71.3964 | 12,375 | 74.9698 | 12,995 | 78.7178 | 13,644 | 82.6577 | 14,327 |
| 15 | 15.5416 | Wastewater Manager | 56.7614 | 9,839 | 59.6026 | 10,331 | 62.5836 | 10,848 | 65.7132 | 11,390 | 68.9905 | 11,958 | 72.4421 | 12,557 |