

			<b>Bi-weekly</b>
11	11.1000	City Mayor	369.2300
11	11.1001	City Council	276.9200
			<b>Hourly</b>
12	12.1005	City Manager	118.6298
13	13.1010	City Attorney	124.3990

**EXECUTIVE GROUP**

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
14	14.1014	Assistant Chief of Police	86.9255	15,067	91.2745	15,821	95.8414	16,613	100.6267	17,442	105.6631	18,315	110.9463	19,231
14	14.1013	Chief of Police	88.9942	15,426	93.4463	16,197	98.1161	17,007	103.0241	17,858	108.1763	18,751	113.5852	19,688
14	14.1022	Community Development Dir	73.6595	12,768	77.3452	13,407	81.2063	14,076	85.2711	14,780	89.5324	15,519	94.0090	16,295
14	14.1025	Finance Director	72.2300	12,520	75.8408	13,146	79.6278	13,802	83.6114	14,493	87.7913	15,217	92.1809	15,978
14	14.1016	Fire Chief	88.2249	15,292	92.6419	16,058	97.2757	16,861	102.1398	17,704	107.2478	18,590	112.6101	19,519
14	14.1027	Human Resources Director	70.8278	12,277	74.3709	12,891	78.0900	13,536	81.9991	14,213	86.0975	14,924	90.4024	15,670
14	14.1028	Lib/Community Svc Dir	70.8278	12,277	74.3709	12,891	78.0900	13,536	81.9991	14,213	86.0975	14,924	90.4024	15,670
14	14.1019	Public Works Director	73.6595	12,768	77.3452	13,407	81.2063	14,076	85.2711	14,780	89.5324	15,519	94.0090	16,295

**AMPS**

\*Effective 01/09/2024

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	52.7020	9,135	55.3341	9,591	58.1017	10,071	61.0044	10,574	64.0576	11,103	67.2689	11,660
15	15.1717	Asst Community Development Dir	66.5906	11,542	69.9240	12,120	73.4240	12,727	77.0971	13,363	80.9512	14,032	84.9936	14,732
15	15.5021	Associate Engineer	47.0879	8,162	49.4431	8,570	51.9154	8,999	54.5128	9,449	57.2348	9,921	60.0963	10,417
15	15.3021	Associate Planner	41.0643	7,118	43.1188	7,474	45.2758	7,848	47.5427	8,241	49.9201	8,653	52.4145	9,085
15	15.3107	Chief Building Official	59.8240	10,369	62.8169	10,888	65.9603	11,433	69.2544	12,004	72.7210	12,605	76.3608	13,236
15	15.5003	City Engineer	66.5906	11,542	69.9240	12,120	73.4240	12,727	77.0971	13,363	80.9512	14,032	84.9936	14,732
15	15.3104	Code Enforcement Manager	48.9721	8,488	51.4235	8,913	53.9954	9,359	56.6954	9,827	59.5230	10,317	62.5010	10,834
15	15.3031	Community Dev Analyst	39.6924	6,880	41.6807	7,225	43.7643	7,586	45.9581	7,966	48.2546	8,364	50.6682	8,782
15	15.6007	Community Education Manager	41.0832	7,121	43.1438	7,478	45.3022	7,852	47.5658	8,245	49.9496	8,658	52.4466	9,091
15	15.1146	Community Safety Admin	45.0841	7,815	47.3326	8,204	49.7090	8,616	52.1907	9,046	54.8002	9,499	57.5376	9,973
15	15.6101	Community Services Manager	42.7227	7,405	44.8585	7,775	47.1070	8,165	49.4610	8,573	51.9349	9,002	54.5296	9,452
15	15.2108	Computer Systems Administrator	54.2488	9,403	56.9633	9,874	59.8101	10,367	62.7963	10,885	65.9438	11,430	69.2380	12,001
15	15.5026	Construction Inspector Supv	42.5123	7,369	44.6403	7,738	46.8739	8,125	49.2201	8,531	51.6792	8,958	54.2589	9,405
15	15.4028	Crime Analyst	42.5022	7,367	44.6302	7,736	46.8606	8,123	49.2085	8,529	51.6661	8,955	54.2488	9,403
15	15.4017	Criminalist	53.3021	9,239	55.9727	9,702	58.7646	10,186	61.7063	10,696	64.7980	11,232	68.0326	11,792
15	15.5010	Deputy City Engineer	59.8240	10,369	62.8169	10,888	65.9603	11,433	69.2544	12,004	72.7210	12,605	76.3608	13,236
15	15.6001	Deputy Librarian	53.7248	9,312	56.4096	9,778	59.2296	10,266	62.1925	10,780	65.3061	11,320	68.5699	11,885
15	15.5421	Environ Resource Planner	47.3153	8,201	49.6853	8,612	52.1651	9,042	54.7696	9,493	57.5136	9,969	60.3823	10,466
15	15.5382	Facilities Maintenance Manager	48.9721	8,488	51.4235	8,913	53.9954	9,359	56.6954	9,827	59.5230	10,317	62.5010	10,834
15	15.5336	Fleet Maintenance Manager	48.9721	8,488	51.4235	8,913	53.9954	9,359	56.6954	9,827	59.5230	10,317	62.5010	10,834
15	15.5016	GIS Administrator	48.4982	8,406	50.9274	8,827	53.4693	9,268	56.1388	9,731	58.9515	10,218	61.8918	10,728
15	15.3027	Homeless Services Manager	52.1651	9,042	54.7696	9,493	57.5136	9,969	60.3823	10,466	63.4051	10,990	66.5819	11,541
15	15.2101	Information Systems Mgr	56.9736	9,875	59.8240	10,369	62.8169	10,888	65.9603	11,433	69.2544	12,004	72.7210	12,605
15	15.3017	Inspection Services Manager	56.1388	9,731	58.9515	10,218	61.8918	10,728	64.9903	11,265	68.2465	11,829	71.6531	12,420
15	15.2111	Integration/Appl Admin	54.2488	9,403	56.9633	9,874	59.8101	10,367	62.7963	10,885	65.9438	11,430	69.2380	12,001
15	15.5384	Maintenance Manager	48.9721	8,488	51.4235	8,913	53.9954	9,359	56.6954	9,827	59.5230	10,317	62.5010	10,834

**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	15.4030	Management Analyst	42.9133	7,438	45.0557	7,810	47.3153	8,201	49.6853	8,612	52.1651	9,042	54.7696	9,493
15	15.2106	Network/Sys Administrator	54.2488	9,403	56.9633	9,874	59.8101	10,367	62.7963	10,885	65.9438	11,430	69.2380	12,001
15	15.5423	NPDES Permit Manager	48.4982	8,406	50.9274	8,827	53.4693	9,268	56.1388	9,731	58.9515	10,218	61.8918	10,728
15	15.5301	Park Operations Manager	48.9721	8,488	51.4235	8,913	53.9954	9,359	56.6954	9,827	59.5230	10,317	62.5010	10,834
15	15.3105	Permit Center Coordinator	39.8876	6,914	41.8878	7,261	43.9862	7,624	46.1822	8,005	48.4982	8,406	50.9274	8,827
15	15.3117	Plan Check Engineer*	46.6175	8,080	48.9484	8,484	51.3958	8,909	53.9656	9,354	56.6639	9,822	59.4971	10,313
15	15.3001	Planning Manager	56.1388	9,731	58.9515	10,218	61.8918	10,728	64.9903	11,265	68.2465	11,829	71.6531	12,420
15	15.1171	Police Records Coord	39.8876	6,914	41.8878	7,261	43.9862	7,624	46.1822	8,005	48.4982	8,406	50.9274	8,827
15	15.1111	Police Services Administrator	52.1651	9,042	54.7696	9,493	57.5136	9,969	60.3823	10,466	63.4051	10,990	66.5819	11,541
15	15.1151	Pub Works Admin Supv	43.9862	7,624	46.1822	8,005	48.4982	8,406	50.9274	8,827	53.4693	9,268	56.1388	9,731
15	15.6105	Recreation-Parks Superintendent	53.7248	9,312	56.4096	9,778	59.2296	10,266	62.1925	10,780	65.3061	11,320	68.5699	11,885
15	15.2016	Senior Accountant	38.3571	6,649	40.2793	6,982	42.2970	7,331	44.4098	7,698	46.6331	8,083	48.9662	8,487
15	15.2021	Senior Buyer	39.3159	6,815	41.2863	7,156	43.3544	7,515	45.5200	7,890	47.7989	8,285	50.1904	8,700
15	15.5011	Senior Civil Engineer	55.8757	9,685	58.6657	10,169	61.5987	10,677	64.6817	11,211	67.9155	11,772	71.3148	12,361
15	15.3111	Sr Code Enforcement Officer	42.5123	7,369	44.6403	7,738	46.8739	8,125	49.2201	8,531	51.6792	8,958	54.2589	9,405
15	15.3013	Sr Community Development Analyst	43.9862	7,624	46.1822	8,005	48.4982	8,406	50.9274	8,827	53.4693	9,268	56.1388	9,731
15	15.1137	Sr Economic Development Manager	58.1633	10,082	61.0660	10,585	64.1221	11,114	67.3254	11,670	70.6949	12,254	74.2306	12,867
15	15.6011	Senior Librarian	40.8877	7,087	42.9334	7,442	45.0841	7,815	47.3326	8,204	49.7090	8,616	52.1907	9,046
15	15.3103	Senior Plan Check Engineer	55.8757	9,685	58.6657	10,169	61.5987	10,677	64.6817	11,211	67.9155	11,772	71.3148	12,361
15	15.3011	Senior Planner	48.4982	8,406	50.9274	8,827	53.4693	9,268	56.1388	9,731	58.9515	10,218	61.8918	10,728
15	15.3077	Stormwater Compliance Inspector	38.3571	6,649	40.2793	6,982	42.2970	7,331	44.4098	7,698	46.6331	8,083	48.9662	8,487
15	15.5451	Street Maintenance Mgr	48.9721	8,488	51.4235	8,913	53.9954	9,359	56.6954	9,827	59.5230	10,317	62.5010	10,834
15	15.5446	Supt of Maintenance Serv	53.7248	9,312	56.4096	9,778	59.2296	10,266	62.1925	10,780	65.3061	11,320	68.5699	11,885
15	15.6006	Technical Services Mgr	41.0832	7,121	43.1438	7,478	45.3022	7,852	47.5658	8,245	49.9496	8,658	52.4466	9,091
15	15.5008	Traffic Engineer	55.8757	9,685	58.6657	10,169	61.5987	10,677	64.6817	11,211	67.9155	11,772	71.3148	12,361
15	15.5416	Wastewater Manager	48.9721	8,488	51.4235	8,913	53.9954	9,359	56.6954	9,827	59.5230	10,317	62.5010	10,834

**CONFIDENTIAL MANAGEMENT**

Effective 01/08/2024

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
17	17.2006	Accounting Manager	46.1183	7,994	48.4338	8,395	50.8516	8,814	53.3945	9,255	56.0614	9,717	58.8679	10,204
16	16.1101	Assistant City Attorney	67.4776	11,696	70.8554	12,282	74.4019	12,896	78.1241	13,542	82.0296	14,218	86.1258	14,928
16	16.1037	Assistant City Manager	94.0172	16,296	98.7214	17,112	103.6599	17,968	108.8402	18,866	114.2847	19,809	119.9989	20,800
17	17.2001	Asst Finance Director	56.8776	9,859	59.7231	10,352	62.7110	10,870	65.8492	11,414	69.1376	11,984	72.5984	12,584
16	16.1124	Assistant to the City Manager	52.4557	9,092	55.0750	9,546	57.8285	10,024	60.7228	10,525	63.7587	11,052	66.9499	11,605
16	16.1100	Chief Assistant City Attorney	74.2254	12,866	77.9410	13,510	81.8420	14,186	85.9365	14,896	90.2326	15,640	94.7384	16,421
16	16.1131	City Clerk	49.3791	8,559	51.8482	8,987	54.4422	9,437	57.1606	9,908	60.0183	10,403	63.0222	10,924
16	16.1150	Community Relations Manager	43.4877	7,538	45.6599	7,914	47.9432	8,310	50.3377	8,725	52.8566	9,162	55.4932	9,619
16	16.7717	Economic Development Analyst	43.9119	7,611	46.1043	7,991	48.4164	8,392	50.8415	8,813	53.3792	9,252	56.0442	9,714
17	17.2007	Finance Management Analyst	43.9119	7,611	46.1043	7,991	48.4164	8,392	50.8415	8,813	53.3792	9,252	56.0442	9,714
16	16.1166	Human Resource Analyst I	39.4431	6,837	41.4215	7,180	43.4950	7,539	45.6713	7,916	47.9575	8,313	50.3535	8,728
16	16.1161	Human Resource Analyst II	41.4215	7,180	43.4950	7,539	45.6713	7,916	47.9575	8,313	50.3534	8,728	52.8668	9,164
16	16.7017	Risk and Benefits Analyst	41.4215	7,180	43.4950	7,539	45.6713	7,916	47.9575	8,313	50.3534	8,728	52.8668	9,164
16	16.1160	Senior Human Resources Analyst	47.6750	8,264	50.0565	8,676	52.5621	9,111	55.1858	9,566	57.9532	10,045	60.8449	10,546
16	16.1116	Sr Deputy City Attorney	54.4422	9,437	57.1606	9,908	60.0183	10,403	63.0222	10,924	66.1732	11,470	69.4853	12,044
17	17.2005	Sr Finance Management Analyst	46.1183	7,994	48.4338	8,395	50.8516	8,814	53.3945	9,255	56.0614	9,717	58.8679	10,204

**FSA** Effective 01/08/2024

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
18	18.4521	Battalion Chief EMS/Trng-40 Hour	68.9021	11,943	72.3473	12,540	75.9646	13,167	79.7628	13,826	83.7510	14,517	87.9385	15,243
18	18.4526	Battalion Chief EMS/Trng-56 Hour	49.2159	11,943	51.6768	12,540	54.2606	13,167	56.9736	13,826	59.8222	14,517	62.8134	15,243
18	18.4506	Battalion Chief-40 Hours	68.9021	11,943	72.3473	12,540	75.9646	13,167	79.7628	13,826	83.7510	14,517	87.9385	15,243
18	18.4511	Battalion Chief-56 Hours	49.2159	11,943	51.6768	12,540	54.2606	13,167	56.9736	13,826	59.8222	14,517	62.8134	15,243
18	18.4516	BC/Fire Marshal	68.9021	11,943	72.3473	12,540	75.9646	13,167	79.7628	13,826	83.7510	14,517	87.9385	15,243
18	18.4501	Deputy Fire Chief	77.5757	13,446	81.4545	14,119	85.5272	14,825	89.8036	15,566	94.2938	16,344	99.0085	17,161
18	18.4531	Emergency Med Svcs Offcr	58.9248	10,214	61.8711	10,724	64.9646	11,261	68.2128	11,824	71.6235	12,415	75.2047	13,035
18	18.4504	Fire Division Chief	73.2390	12,695	76.9009	13,329	80.7460	13,996	84.7832	14,696	89.0224	15,431	93.4735	16,202

**IAFF** Effective 01/08/2024

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
19	19.4533	Administrative Fire Captain	54.5540	9,456	57.2780	9,928	60.1416	10,425	63.1518	10,946	66.3090	11,494	69.6280	12,069
19	19.4576	FF Hired Post 9/2013-40 Hours	41.2205	7,145	43.2816	7,502	45.4456	7,877	47.7178	8,271	50.1037	8,685	52.6088	9,119
19	19.4581	FF-Hired Post 9/2013-56 Hours	29.4431	7,145	30.9153	7,502	32.4611	7,877	34.0841	8,271	35.7883	8,685	37.5778	9,119
19	19.4586	FF/Prmdc Hire Post 9/2013-40Hour	41.2205	7,145	43.2816	7,502	45.4456	7,877	47.7178	8,271	50.1037	8,685	52.6088	9,119
19	19.4591	FF/Prmdc Hire Post 9/2013-56Hour	29.4431	7,145	30.9153	7,502	32.4611	7,877	34.0841	8,271	35.7883	8,685	37.5778	9,119
19	19.4556	FF-Hired Pre 9/2013-40 Hours	43.2218	7,492	45.3829	7,866	47.6520	8,260	50.0346	8,673	52.5362	9,106	55.1631	9,562
19	19.4561	FF-Hired Pre 9/2013-56 Hours	30.8726	7,492	32.4163	7,866	34.0372	8,260	35.7390	8,673	37.5259	9,106	39.4023	9,562
19	19.4566	FF/Prmdc Hire Pre 9/2013-40 Hour	43.2218	7,492	45.3829	7,866	47.6520	8,260	50.0346	8,673	52.5362	9,106	55.1631	9,562
19	19.4571	FF/Prmdc Hire Pre 9/2013-56Hour	30.8726	7,492	32.4163	7,866	34.0372	8,260	35.7390	8,673	37.5259	9,106	39.4023	9,562
19	19.4536	Fire Captain-40 Hours	53.8084	9,327	56.4987	9,793	59.3236	10,283	62.2899	10,797	65.4043	11,337	68.6746	11,904
19	19.4541	Fire Captain-56 Hours	38.4346	9,327	40.3563	9,793	42.3742	10,283	44.4929	10,797	46.7175	11,337	49.0534	11,904
19	19.4546	Fire Engineer-40 Hours	47.5353	8,239	49.9121	8,651	52.4077	9,084	55.0281	9,538	57.7794	10,015	60.6684	10,516
19	19.4551	Fire Engineer-56 Hours	33.9538	8,239	35.6514	8,651	37.4340	9,084	39.3057	9,538	41.2709	10,015	43.3345	10,516
19	19.4596	Firefighter Recruit-40 Hours	39.4938	6,846	41.4685	7,188	43.5420	7,547	45.7190	7,925	48.0049	8,321	50.4051	8,737
19	19.4601	Fire Fighter Recruit-56 Hours	28.2099	6,846	29.6205	7,188	31.1015	7,547	32.6565	7,925	34.2893	8,321	36.0038	8,737

**PMA**

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
20	20.4001	Deputy Chief of Police	80.3835	13,933	84.4018	14,630	88.6274	15,362	93.0604	16,130	97.7138	16,937	102.6006	17,784
20	20.4006	Police Commander	74.6794	12,944	78.4154	13,592	82.3397	14,272	86.4522	14,985	90.7740	15,734	95.3183	16,522
20	20.4011	Police Sergeant	63.2552	10,964	66.4128	11,512	69.7376	12,088	73.2226	12,692	76.8890	13,327	80.7364	13,994

**POA**

Benefit Group	Grade	Position	Step 0 Hourly	Step 0 Monthly	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
21	21.4026	Police Officer-New Hire	42.4001	7,349	44.5233	7,717	46.7495	8,103	49.0856	8,508	51.5383	8,933	54.1150	9,380	56.8220	9,849
21	21.4021	Police Officer			44.5233	7,717	46.7495	8,103	49.0856	8,508	51.5383	8,933	54.1150	9,380	56.8220	9,849
22	22.4036	Police Recruit			31.6336	5,483										

**CREW SUPERVISORS**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
23	23.5341	Equipment Mechanic Crew Sup	39.3018	6,812	41.2658	7,153	43.3356	7,512	45.5035	7,887	47.7772	8,281	50.1717	8,696
24	24.5381	Facility Maint Mech Crew Sup	39.3018	6,812	41.2658	7,153	43.3356	7,512	45.5035	7,887	47.7772	8,281	50.1717	8,696
23	23.5456	P.S. Maint Crew Supv	39.3018	6,812	41.2658	7,153	43.3356	7,512	45.5035	7,887	47.7772	8,281	50.1717	8,696
24	24.5311	Park Maint Crew Supvsr	39.3018	6,812	41.2658	7,153	43.3356	7,512	45.5035	7,887	47.7772	8,281	50.1717	8,696
23	23.5306	Urban Forestry Crew Supv	39.3018	6,812	41.2658	7,153	43.3356	7,512	45.5035	7,887	47.7772	8,281	50.1717	8,696
23	24.5711	Wastewater Crew Sup	39.3018	6,812	41.2658	7,153	43.3356	7,512	45.5035	7,887	47.7772	8,281	50.1717	8,696

**SEIU**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
25	25.5317	Airport Maintenance Worker	23.5440	4,081	24.7251	4,286	25.9650	4,501	27.2637	4,726	28.6283	4,962	30.0517	5,209
25	25.5376	Airport Operations Supv	38.1737	6,617	40.0811	6,947	42.0915	7,296	44.1972	7,661	46.4056	8,044	48.7314	8,447
25	25.5411	Comm Facilities Svr Wkr	21.6730	3,757	22.7588	3,945	23.8887	4,141	25.0848	4,348	26.3466	4,567	27.6599	4,794
25	25.4017	Emergency Vehicle Upfitter	32.5124	5,635	34.1358	5,917	35.8437	6,213	37.6366	6,524	39.5136	6,849	41.4922	7,192
25	25.5361	Equipment Inventory Tech	27.1318	4,703	28.4890	4,938	29.9050	5,184	31.4018	5,443	32.9793	5,716	34.6226	6,001
25	25.5366	Equipment Mechanic I	25.5909	4,436	26.8674	4,657	28.2104	4,890	29.6189	5,134	31.1008	5,391	32.6565	5,660
25	25.5356	Equipment Mechanic II	28.2104	4,890	29.6189	5,134	31.1008	5,391	32.6565	5,660	34.2852	5,943	36.0019	6,240
25	25.5396	Facility Maint Mechanic	25.0848	4,348	26.3466	4,567	27.6599	4,794	29.0392	5,033	30.4921	5,285	32.0179	5,550
25	25.5401	Facility Maint Worker	23.5440	4,081	24.7251	4,286	25.9650	4,501	27.2637	4,726	28.6283	4,962	30.0517	5,209
25	25.5398	Graffiti Abatement Worker	23.2065	4,022	24.3657	4,223	25.5909	4,436	26.8674	4,657	28.2104	4,890	29.6189	5,134
25	25.5466	Inmate Crew Coordinator	29.4721	5,108	30.9468	5,364	32.4950	5,632	34.1163	5,913	35.8186	6,209	37.6162	6,520
25	25.5481	Motor Sweeper Operator	26.7355	4,634	28.0707	4,866	29.4721	5,108	30.9468	5,364	32.4950	5,632	34.1163	5,913
25	25.5499	Neighborhood Svcs Worker	21.7757	3,774	22.8617	3,963	24.0062	4,161	25.2093	4,370	26.4713	4,588	27.7920	4,817
25	25.5331	Park Maint Worker	23.5440	4,081	24.7251	4,286	25.9650	4,501	27.2637	4,726	28.6283	4,962	30.0517	5,209
25	25.4081	Pub Safety Facilities Wkr	21.6730	3,757	22.7588	3,945	23.8887	4,141	25.0848	4,348	26.3466	4,567	27.6599	4,794
25	25.5491	Public Serv Maint Wkr II	24.0062	4,161	25.2093	4,370	26.4713	4,588	27.7920	4,817	29.1789	5,058	30.6387	5,311
25	25.5486	Public Serv Maint Wkr III	26.7355	4,634	28.0707	4,866	29.4721	5,108	30.9468	5,364	32.4950	5,632	34.1163	5,913
25	25.5496	Public Svc Maint Wkr I	21.7757	3,774	22.8617	3,963	24.0062	4,161	25.2093	4,370	26.4713	4,588	27.7920	4,817
25	25.5471	Public Svc Maint Wkr IV	29.4721	5,108	30.9468	5,364	32.4950	5,632	34.1163	5,913	35.8186	6,209	37.6162	6,520
25	25.5477	Pub Works Resource Coordinator	29.4721	5,108	30.9468	5,364	32.4950	5,632	34.1163	5,913	35.8186	6,209	37.6162	6,520
25	25.5351	Pump Maint Mechanic	28.2104	4,890	29.6189	5,134	31.1008	5,391	32.6565	5,660	34.2852	5,943	36.0019	6,240
25	25.5391	Senior Airport Technician	28.2104	4,890	29.6189	5,134	31.1008	5,391	32.6565	5,660	34.2852	5,943	36.0019	6,240
25	25.5476	SL/Traffic Signal Tech	26.7355	4,634	28.0707	4,866	29.4721	5,108	30.9468	5,364	32.4950	5,632	34.1163	5,913
25	25.5406	Sr Comm Facilities Svc Wk	23.2065	4,022	24.3657	4,223	25.5909	4,436	26.8674	4,657	28.2104	4,890	29.6189	5,134
25	25.5479	Senior Equipment Mechanic	32.5124	5,635	34.1358	5,917	35.8437	6,213	37.6366	6,524	39.5136	6,849	41.4922	7,192
25	25.5386	Sr Facility Maint Mech	28.2104	4,890	29.6189	5,134	31.1008	5,391	32.6565	5,660	34.2852	5,943	36.0019	6,240
25	25.5377	Sr Park Maintenance Worker	28.4890	4,938	29.9050	5,184	31.4018	5,443	32.9793	5,716	34.6226	6,001	36.3542	6,301
25	25.5357	Sr Pump Maintenance Mechanic	32.5124	5,635	34.1358	5,917	35.8437	6,213	37.6366	6,524	39.5136	6,849	41.4922	7,192
25	25.5316	Sr Urban Forestry Worker	28.4890	4,938	29.9050	5,184	31.4018	5,443	32.9793	5,716	34.6226	6,001	36.3542	6,301
25	25.4076	Sr Vehicle Maint Asst	23.4340	4,062	24.6078	4,265	25.8405	4,479	27.1318	4,703	28.4890	4,938	29.9050	5,184
25	25.5326	Urban Forestry Worker I	24.3657	4,223	25.5909	4,436	26.8674	4,657	28.2104	4,890	29.6189	5,134	31.1008	5,391
25	25.5321	Urban Forestry Worker II	25.8405	4,479	27.1318	4,703	28.4890	4,938	29.9050	5,184	31.4018	5,443	32.9793	5,716
25	25.5436	Wastewater Operator	27.5278	4,771	28.9072	5,011	30.3452	5,260	31.8639	5,523	33.4560	5,799	35.1289	6,089

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\*Effective 01/08/2024

\*\*Effective 01/01/2024

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
26	26.7046	Administrative Aide	26.0743	4,520	27.3756	4,745	28.7454	4,983	30.1837	5,232	31.6906	5,493	33.2726	5,767
26	26.7001	Administrative Analyst I	31.3823	5,440	32.9507	5,711	34.6012	5,998	36.3273	6,297	38.1491	6,613	40.0602	6,944
26	26.7091	Administrative Clerk I	17.1432	2,971	17.9993	3,120	18.8965	3,275	19.8486	3,440	20.8347	3,611	21.8765	3,792
26	26.7086	Administrative Clerk II	17.9993	3,120	18.8965	3,275	19.8486	3,440	20.8347	3,611	21.8765	3,792	22.9703	3,982
26	26.7041	Administrative Secretary	26.0743	4,520	27.3756	4,745	28.7454	4,983	30.1837	5,232	31.6906	5,493	33.2726	5,767
26	26.4071	Animal Care Tech	22.5197	3,903	23.6496	4,099	24.8346	4,305	26.0743	4,520	27.3756	4,745	28.7454	4,983
26	26.4056	Animal Control Officer	23.8894	4,141	25.0811	4,347	26.3347	4,565	27.6496	4,793	29.0330	5,032	30.4852	5,284
26	26.4046	Animal Services Supv	27.6496	4,793	29.0330	5,032	30.4852	5,284	32.0055	5,548	33.6083	5,825	35.2861	6,116
26	26.4086	Animal Servs Office Asst	20.1361	3,490	21.1430	3,665	22.1978	3,848	23.3074	4,040	24.4717	4,242	25.6975	4,454
26	26.5031	Assistant Engineer	36.6902	6,360	38.5258	6,678	40.4502	7,011	42.4777	7,363	44.6010	7,731	46.8336	8,118
26	26.3041	Assistant Planner	34.2657	5,939	35.9848	6,237	37.7861	6,550	39.6762	6,877	41.6628	7,222	43.7448	7,582
26	26.3126	Bldg Permit Spec	33.7726	5,854	35.4642	6,147	37.2381	6,455	39.1012	6,778	41.0599	7,117	43.1078	7,472
26	26.2123	Business Systems Analyst	34.5275	5,985	36.2460	6,283	38.0561	6,596	39.9580	6,926	41.9638	7,274	44.0675	7,638
26	26.3151	Code Enforcement Officer I	30.6357	5,310	32.1631	5,575	33.7726	5,854	35.4642	6,147	37.2381	6,455	39.1012	6,778
26	26.3136	Code Enforcement Officer II	33.6083	5,825	35.2861	6,116	37.0533	6,423	38.9094	6,744	40.8544	7,081	42.9023	7,436
26	26.3131	Comb Bldg Inspector II	33.6083	5,825	35.2861	6,116	37.0533	6,423	38.9094	6,744	40.8544	7,081	42.9023	7,436
26	26.3141	Combo Bldg Insp I	30.6357	5,310	32.1631	5,575	33.7726	5,854	35.4642	6,147	37.2381	6,455	39.1012	6,778
26	26.3051	Comm Improve Asst	26.8549	4,655	28.1905	4,886	29.6015	5,131	31.0809	5,387	32.6356	5,657	34.2657	5,939
26	26.3017	Community Outreach Assistant	26.8549	4,655	28.1905	4,886	29.6015	5,131	31.0809	5,387	32.6356	5,657	34.2657	5,939
26	26.7003	Community Safety Program Coord	31.3823	5,440	32.9507	5,711	34.6012	5,998	36.3273	6,297	38.1491	6,613	40.0602	6,944
26	26.4017	Community Service Aide	20.1361	3,490	21.1430	3,665	22.1978	3,848	23.3074	4,040	24.4717	4,242	25.6975	4,454
26	26.4066	Community Service Officer	23.8894	4,141	25.0811	4,347	26.3347	4,565	27.6496	4,793	29.0330	5,032	30.4852	5,284
26	26.5051	Construction Inspector	30.6357	5,310	32.1631	5,575	33.7726	5,854	35.4642	6,147	37.2381	6,455	39.1012	6,778
26	26.5071	Engineering Aide I	23.7663	4,119	24.9579	4,326	26.2044	4,542	27.5126	4,769	28.8891	5,007	30.3344	5,258
26	26.5066	Engineering Aide II	26.2044	4,542	27.5126	4,769	28.8891	5,007	30.3344	5,258	31.8479	5,520	33.4370	5,796
26	26.5431	Env Compliance Insp I	30.6357	5,310	32.1631	5,575	33.7726	5,854	35.4642	6,147	37.2381	6,455	39.1012	6,778
26	26.5426	Env Compliance Insp II	33.6083	5,825	35.2861	6,116	37.0533	6,423	38.9094	6,744	40.8544	7,081	42.9023	7,436
26	26.4606	Fire Inspector*	32.8056	5,686	34.4485	5,971	36.1683	6,269	37.9796	6,583	39.8821	6,913	41.8758	7,258
26	26.4035	Forensic Specialist I	30.6357	5,310	32.1631	5,575	33.7726	5,854	35.4642	6,147	37.2381	6,455	39.1012	6,778
26	26.4030	Forensic Specialist II	33.6083	5,825	35.2861	6,116	37.0533	6,423	38.9094	6,744	40.8544	7,081	42.9023	7,436
26	26.5058	GIS Analyst I	31.3823	5,440	32.9507	5,711	34.6012	5,998	36.3273	6,297	38.1491	6,613	40.0602	6,944
26	26.5057	GIS Analyst II	34.5275	5,985	36.2460	6,283	38.0561	6,596	39.9580	6,926	41.9638	7,274	44.0675	7,638
26	26.5047	GIS Analyst III	38.0561	6,596	39.9580	6,926	41.9638	7,274	44.0675	7,638	46.2709	8,020	48.5845	8,421
26	26.5064	GIS Technician I	23.5871	4,088	24.7613	4,292	26.0148	4,509	27.2991	4,732	28.6628	4,968	30.0938	5,216
26	26.5063	GIS Technician II	26.2044	4,542	27.5126	4,769	28.8891	5,007	30.3344	5,258	31.8479	5,520	33.4370	5,796
26	26.2130	Information Technologies Tech I	26.9003	4,663	28.2440	4,896	29.6556	5,140	31.1409	5,398	32.6944	5,667	34.3341	5,951
26	26.2128	Information Technologies Tech II	29.8891	5,181	31.3823	5,440	32.9507	5,711	34.6012	5,998	36.3273	6,297	38.1491	6,613
26	26.5036	Junior Engineer	33.2726	5,767	34.9371	6,056	36.6902	6,360	38.5258	6,678	40.4502	7,011	42.4777	7,363
26	26.6031	Librarian I	25.6975	4,454	26.9852	4,677	28.3275	4,910	29.7453	5,156	31.2316	5,413	32.7932	5,684
26	26.6026	Librarian II	27.6496	4,793	29.0330	5,032	30.4852	5,284	32.0055	5,548	33.6083	5,825	35.2861	6,116
26	26.6066	Library Aide**	18.5402	3,214	19.4673	3,374	20.4406	3,543	21.4627	3,720	22.5358	3,906	23.6626	4,102
26	26.6024	Library Automation Svc Coord	30.7745	5,334	32.3160	5,601	33.9291	5,881	35.6395	6,178	37.4129	6,485	39.2831	6,809
26	26.6056	Library Clerk**	19.8486	3,440	20.8347	3,611	21.8759	3,792	22.9717	3,982	24.1203	4,181	25.3263	4,390
26	26.6071	Library Page**	17.5665	3,045	18.4448	3,197	19.3670	3,357	20.3354	3,525	21.3521	3,701	22.4197	3,886
26	26.6051	Library Technician	20.4307	3,541	21.4512	3,718	22.5197	3,903	23.6496	4,099	24.8346	4,305	26.0743	4,520
26	26.6046	Literacy Asst	20.4307	3,541	21.4512	3,718	22.5197	3,903	23.6496	4,099	24.8346	4,305	26.0743	4,520
26	26.6061	Literacy Clerk	17.9993	3,120	18.8965	3,275	19.8486	3,440	20.8347	3,611	21.8759	3,792	22.9717	3,982
26	26.6041	Literacy Specialist*	23.0827	4,001	24.2408	4,202	25.4555	4,412	26.7262	4,633	28.0600	4,864	29.4640	5,107
26	26.6106	Neighborhood Svcs Coord	31.3823	5,440	32.9507	5,711	34.6012	5,998	36.3273	6,297	38.1491	6,613	40.0602	6,944

**SMEA**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
26	26.2124	Network System Specialist*	32.4754	5,629	34.1022	5,911	35.8033	6,206	37.5988	6,517	39.4822	6,844	41.4534	7,185
26	26.7081	Office Assistant	20.1361	3,490	21.1430	3,665	22.1978	3,848	23.3074	4,040	24.4717	4,242	25.6975	4,454
26	26.7061	Office Technician	23.8894	4,141	25.0811	4,347	26.3347	4,565	27.6496	4,793	29.0330	5,032	30.4852	5,284
26	26.3156	Permit Center Clerk*	26.8549	4,655	28.1905	4,886	29.6015	5,131	31.0809	5,387	32.6356	5,657	34.2657	5,939
26	26.7067	Permit Services Technician*	29.6015	5,131	31.0809	5,387	32.6356	5,657	34.2657	5,939	35.9790	6,236	37.7780	6,548
26	26.3116	Plan Checker II	37.8547	6,561	39.8062	6,900	41.8534	7,255	43.9958	7,626	46.2553	8,018	48.6253	8,428
26	26.7076	Police Services Tech	20.6395	3,578	21.6716	3,756	22.7527	3,944	23.8901	4,141	25.0835	4,348	26.3399	4,566
26	26.7085	Print Shop Technician	23.7663	4,119	24.9579	4,326	26.2044	4,542	27.5126	4,769	28.8891	5,007	30.3344	5,258
26	26.4068	Property/Evidence Supervisor	28.9993	5,027	30.4485	5,278	32.1302	5,569	33.7386	5,848	35.4264	6,141	37.2000	6,448
26	26.4061	Property/Evidence Technician	23.8894	4,141	25.0811	4,347	26.3347	4,565	27.6496	4,793	29.0330	5,032	30.4852	5,284
26	26.7026	Public Works Assistant	26.8549	4,655	28.1905	4,886	29.6015	5,131	31.0809	5,387	32.6356	5,657	34.2657	5,939
26	26.2051	Purchasing Technician	23.8894	4,141	25.0811	4,347	26.3347	4,565	27.6496	4,793	29.0330	5,032	30.4852	5,284
26	26.5061	PW Compliance Officer I	27.1084	4,699	28.4646	4,934	29.8891	5,181	31.3823	5,440	32.9507	5,711	34.6012	5,998
26	26.6121	Recreation Assistant**	21.8750	3,792	22.9687	3,981	24.1171	4,180	25.3230	4,389	26.5891	4,609	27.9186	4,839
26	26.6111	Recreation Coordinator	31.3823	5,440	32.9507	5,711	34.6012	5,998	36.3273	6,297	38.1491	6,613	40.0602	6,944
26	26.2048	Revenue Technician	25.1667	4,362	26.4194	4,579	27.7366	4,808	29.1181	5,047	30.5701	5,299	32.0992	5,564
26	26.7071	Secretary	20.1043	3,485	21.1430	3,665	22.1978	3,848	23.3074	4,040	24.4717	4,242	25.6975	4,454
26	26.7056	Senior Police Svc Tech	23.8894	4,141	25.0811	4,347	26.3347	4,565	27.6496	4,793	29.0330	5,032	30.4852	5,284
26	26.6114	Senior Recreation Assistant**	24.4755	4,242	25.6993	4,455	26.9842	4,677	28.3334	4,911	29.7501	5,157	31.2376	5,415
26	26.6116	Sports Program Assistant**	24.4755	4,242	25.6993	4,455	26.9842	4,677	28.3334	4,911	29.7501	5,157	31.2376	5,415
26	26.2056	Sr Accounting Clerk	22.8553	3,962	24.0057	4,161	25.2044	4,369	26.4646	4,587	27.7866	4,816	29.1769	5,057
26	26.2041	Sr Accounting Technician	27.5126	4,769	28.8891	5,007	30.3344	5,258	31.8479	5,520	33.4370	5,796	35.1152	6,087
26	26.5041	Sr Construction Inspector	32.7932	5,684	34.4301	5,968	36.1560	6,267	37.9642	6,580	39.8684	6,911	41.8612	7,256
26	26.6036	Sr Librarian Technician	22.5197	3,903	23.6496	4,099	24.8346	4,305	26.0743	4,520	27.3756	4,745	28.7454	4,983
26	26.4051	Sr Property/Evidence Technician	26.0743	4,520	27.3756	4,745	28.7454	4,983	30.1837	5,232	31.6906	5,493	33.2726	5,767
26	26.2046	Sr Purchasing Technician	27.5126	4,769	28.8891	5,007	30.3344	5,258	31.8479	5,520	33.4370	5,796	35.1152	6,087
26	26.3117	Stormwater Analyst	31.3823	5,440	32.9507	5,711	34.6012	5,998	36.3273	6,297	38.1491	6,613	40.0602	6,944
26	26.7005	Street Outreach Specialist	20.1361	3,490	21.1430	3,665	22.1978	3,848	23.3074	4,040	24.4717	4,242	25.6975	4,454
26	26.7036	Supvsg Police Serv Tech*	27.3944	4,748	28.7615	4,985	30.2007	5,235	31.7118	5,497	33.2950	5,771	34.9569	6,059
26	26.2121	Telecom Svc Tech	33.6083	5,825	35.2861	6,116	37.0533	6,423	38.9094	6,744	40.8544	7,081	42.9023	7,436
26	26.4021	Victim Advocate	24.1223	4,181	25.3277	4,390	26.5948	4,610	27.9167	4,839	29.3139	5,081	30.7865	5,336

**CONFIDENTIAL MISCELLANEOUS**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
27	27.7027	Assistant City Clerk	32.9279	5,708	34.5800	5,994	36.3009	6,292	38.1157	6,607	40.0243	6,938	42.0330	7,286
27	27.7047	Communications Specialist	35.3057	6,120	37.0720	6,426	38.9238	6,747	40.8748	7,085	42.9179	7,439	45.0663	7,811
27	27.7061	Confidential Office Technician	25.5578	4,430	26.8327	4,651	28.1739	4,883	29.5805	5,127	31.0605	5,384	32.6142	5,653
27	27.7006	Executive Assistant	31.3609	5,436	32.9366	5,709	34.5777	5,993	36.3070	6,293	38.1242	6,608	40.0293	6,938
27	27.7051	Human Resource Technician	26.3125	4,561	27.6239	4,788	29.0017	5,027	30.4525	5,278	31.9764	5,543	33.5738	5,819
27	27.7011	Legal Secretary	29.2875	5,077	30.7529	5,331	32.2916	5,597	33.9038	5,877	35.5962	6,170	37.3770	6,479
27	27.2026	Payroll Supervisor	37.1935	6,447	39.0548	6,769	41.0111	7,109	43.0629	7,464	45.2170	7,838	47.4812	8,230
27	27.2031	Payroll Technician	30.5990	5,304	32.1305	5,569	33.7352	5,847	35.4203	6,140	37.1935	6,447	39.0548	6,769
27	27.7017	Sr Human Resources Technician	30.5990	5,304	32.1305	5,569	33.7352	5,847	35.4203	6,140	37.1935	6,447	39.0548	6,769
27	27.7077	Sr Risk Management Technician	30.5990	5,304	32.1305	5,569	33.7352	5,847	35.4203	6,140	37.1935	6,447	39.0548	6,769

**TEMPORARY**

\*Effective 01/08/2024

\*\*Effective 01/01/2024

Benefit			Step 1	Step 2	Step 3	Step 4	Step 5
Group	Grade	Position	Hourly	Hourly	Hourly	Hourly	Hourly
29	29.9003	Accountant	25.4250	26.6943	28.0269	29.4289	30.9058
29	29.9006	Administrative Aide	21.1269	22.1828	23.2904	24.4558	25.6789
29	29.9008	Administrative Analyst I	25.4177	26.6881	28.0248	29.4228	30.8984
29	29.9011	Administrative Clerk I	16.0752	16.8789	17.7228	18.6089	19.5393
29	29.9021	Administrative Secretary	21.1269	22.1828	23.2904	24.4558	25.6789
29	29.9001	Assistant Finance Director	42.4500	44.5731	46.8000	49.1424	51.6058
29	29.9046	Associate Planner	31.0558	32.6135	34.2461	35.9596	37.7596
29	29.9056	City Clerk	36.6693	38.5039	40.4308	42.4500	44.5731
29	29.9061	Clerical Aide	16.1584	16.9663	17.8146	18.7053	19.6406
29	29.9063	Code Enforcement Officer II	28.3096	29.7231	31.2115	32.7750	34.4135
29	29.9066	Code Enforcement Officer I	24.8135	26.0596	27.3578	28.7250	30.1615
29	29.9071	Comm Improve Asst	21.7500	22.8346	23.9769	25.1769	26.4346
29	29.9078	Community Outreach Assistant	21.7500	22.8346	23.9769	25.1769	26.4346
29	29.9081	Community Service Officer	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9091	Community Services Asst	18.1558	19.0673	20.0193	21.0231	22.0731
29	29.9096	Community Services Mgr	31.5173	33.0981	34.7539	36.4904	38.3193
29	29.9106	Confidential Secretary	17.1231	17.9769	18.8769	19.8231	20.8154
29	29.9111	Crime Analyst	32.1346	33.7443	35.4289	37.2058	39.0693
29	29.9116	Deputy City Engineer	44.1404	46.3500	48.6635	51.1039	53.6539
29	29.9121	Deputy Dir of Permit Svcs	44.1404	46.3500	48.6635	51.1039	53.6539
29	29.9126	Deputy Fire Chief	60.6058	63.6404	66.8250	70.1654	73.6731
29	29.9131	Deputy Fire Marshall	43.4943	45.6635	47.9481	50.3481	52.8693
29	29.9136	Deputy PW Dir/Eng	79.6731				
29	29.9141	Engineering Aide I	19.2519	20.2211	21.2308	22.2923	23.4058
29	29.9146	Engineering Aide II	21.2308	22.2923	23.4058	24.5769	25.8058
29	29.9151	Engineering Tech	23.4058	24.5769	25.8058	27.0923	28.4481
29	29.9152	Environmental Resource Planner	35.7808	37.5693	39.4500	41.4231	43.4943
29	29.9155	Evidence Technician	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9156	Executive Assistant	23.7461	24.9346	26.1808	27.4904	28.8635
29	29.9161	Facility Maintenance Wkr	17.8096	18.6981	19.6328	20.6135	21.6461
29	29.9166	Finance Director	61.5115	64.5865	67.8115	71.2039	74.7635
29	29.9171	Fire Inspector	25.9328	27.2250	28.5865	30.0173	31.5173
29	29.9176	Fire Plan Checker	27.7558	29.1461	30.6000	32.1346	33.7443
29	29.9178	Fire Prevention Aide	21.1269	22.1828	23.2904	24.4558	25.6789
29	29.9181	Firearms Examiner	29.8731	31.3673	32.9365	34.5865	36.3115
29	29.9186	GIS Administrator	35.7808	37.5693	39.4500	41.4231	43.4943
29	29.9191	GIS Technician	21.2308	22.2923	23.4058	24.5769	25.8058
29	29.9196	Homework Center Assistant**	16.7142	17.5499	18.4274	19.3488	20.3162
29	29.9206	Human Resources Analyst I	29.8731	31.3673	32.9365	34.5865	36.3115
29	29.9201	Human Resource Analyst II	31.3673	32.9365	34.5865	36.3115	38.1346
29	29.9211	Human Resources Technician	19.9212	20.9193	21.9635	23.0596	24.2135
29	29.9216	Industrial Waster Crew Suprv	23.7461	24.9346	26.1808	27.4904	28.8635
29	29.9217	Information Technologies Tech I	21.7922	22.8825	24.0249	25.2243	26.4861

**TEMPORARY**

Benefit			Step 1	Step 2	Step 3	Step 4	Step 5
Group	Grade	Position	Hourly	Hourly	Hourly	Hourly	Hourly
29	29.9101	Information Technologies Tech II	24.2135	25.4250	26.6943	28.0269	29.4289
29	29.9221	Junior Engineer	26.9596	28.3096	29.7231	31.2115	32.7750
29	29.9231	Legal Secretary	22.1828	23.2904	24.4558	25.6789	26.9596

29	29.9236	Librarian I	20.8154	21.8539	22.9443	24.0923	25.2981
29	29.9241	Librarian II	22.4019	23.5154	24.6923	25.9328	27.2250
29	29.9246	Library Clerk**	17.7205	18.6065	19.5368	20.5136	21.5393
29	29.9251	Library Page**	16.3130	17.1286	17.9850	18.8843	19.8285
29	29.9256	Library Technician	17.3828	18.2481	19.1596	20.1231	21.1293
29	29.9261	Literacy Assistant	17.3828	18.2481	19.1596	20.1231	21.1293
29	29.9266	Literacy Clerk	16.8767	17.7205	18.6065	19.5368	20.5136
29	29.9271	Literacy Specialist	19.1605	20.1185	21.1244	22.1806	23.2896
29	29.9276	Management Analyst	34.0132	35.7112	37.5022	39.3806	41.3462
29	29.9281	Neighborhood Svcs Worker	16.4711	17.2961	18.1558	19.0673	20.0193
29	29.9286	Network/Sys Administrator	41.0193	43.0673	45.2250	47.4808	49.8578
29	29.9291	Office Assistant	16.3096	17.1231	17.9769	18.8769	19.8231
29	29.9296	Office Technician	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9298	Operations & Development Mgr	41.8328	43.9269	46.1193	48.4269	50.8500
29	29.9301	Park Maintenance Aide**	16.8945	17.7392	18.6262	19.5575	20.5354
29	29.9305	Payroll Supervisor	31.8062	33.3965	35.0663	36.8196	38.6606
29	29.9306	PC Services Coordinator	30.3115	31.8289	33.4211	35.0943	36.8481
29	29.9311	PD Personnel/Trng Spec	24.6923	25.9328	27.2250	28.5865	30.0173
29	29.9313	Peer Outreach Worker	18.1558	19.0673	20.0193	21.0231	22.0731
29	29.9315	Permit Center Clerk	19.2519	20.2211	21.2308	22.2923	23.4058
29	29.9316	Planning Manager	41.4231	43.4943	45.6635	47.9481	50.3481
29	29.9326	Police Commander	58.8693	61.8115	64.9039	68.1519	71.5558
29	29.9331	Police Officer	35.6019	37.3846	39.2539	41.2154	43.2750
29	29.9336	Police Reserve	26.8269	28.1654	29.5789	31.0558	32.6135
29	29.9341	Police Sergeant	49.8578	52.3558	54.9693	57.7211	60.6058
29	29.9346	Police Services Tech	16.3096	17.1231	17.9769	18.8769	19.8231
29	29.9354	Public Serv Maint Aide	16.0731	16.8808	17.7238	18.6100	19.5405
29	29.9356	Public Serv Maint Wkr I	16.4711	17.2961	18.1558	19.0673	20.0193
29	29.9351	Public Serv Maint Wkr II	18.1558	19.0673	20.0193	21.0231	22.0731
29	29.9366	Recreation Aide**	16.3130	17.1286	17.9850	18.8843	19.8285
29	29.9371	Recreation Assistant**	20.5136	21.5392	22.6162	23.6174	24.7983
29	29.9376	Recreation Coordinator	25.4250	26.6943	28.0269	29.4289	30.9058
29	29.9381	Recreation Leader I**	18.5220	19.4481	20.4205	21.3246	22.3908
29	29.9391	Recreation Program Specialist**	20.5219	21.5480	22.6254	23.6271	24.8084
29	29.9610	Retired Annuity Accounting Mgr*	46.1183	48.4338	50.8516	53.3945	56.0614
29	29.9620	Retired Annuity Comb Bld Insp II*	33.6083	35.2861	37.0533	38.9094	40.8544
29	29.9625	Retired Annuity Combo Bld Insp I*	30.6357	32.1631	33.7726	35.4642	37.2381
29	29.9632	Retired Annuity Deputy Librarian	53.7248	56.4096	59.2296	62.1925	65.3061
29	29.9640	Retired Annuity Fire Inspector*	32.8056	34.4485	36.1683	37.9796	39.8821
29	29.9643	Retired Annuity Integration/Appl Admin*	54.2488	56.9633	59.8101	62.7963	65.9438
29	29.9647	Retired Annuity Librarian I*	25.6975	26.9852	28.3275	29.7453	31.2316
29	29.9650	Retired Annuity Office Tech*	23.8894	25.0811	26.3347	27.6496	29.0330
29	29.9655	Retired Annuity Police Officer	43.5436	45.7208	48.0055	50.4042	52.9242

**TEMPORARY**

Benefit Group	Grade	Position	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly
29	29.9660	Retired Annuity Pub Works Admin Supv*	43.9862	46.1822	48.4982	50.9274	53.4693
29	29.9401	Revenue Technician	20.4173	21.4385	22.5115	23.6308	24.8135
29	29.9421	Scorekeeper I**	16.7998	17.6397	18.5217	19.4478	20.4202
29	29.9416	Scorekeeper II**	17.8113	18.7018	19.6369	20.6187	21.6496
29	29.9423	Senior Fire Inspector	29.8731	31.3673	32.9365	34.5865	36.3115
29	29.9426	Senior Librarian	30.1615	31.6731	33.2596	34.9211	36.6693



29	29.9431	Senior Planner*	43.6484	45.8347	48.1224	50.5249	53.0564
29	29.9436	Senior Police Services Tech	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9441	Shop Assistant	16.2338	17.0454	17.8977	18.7926	19.7322
29	29.9516	Sports Official I**	16.7998	17.6397	18.5217	19.4478	20.4202
29	29.9461	Sports Official II**	17.8918	18.7863	19.7256	20.7119	21.7475
29	29.9526	Sports Program Assistant**	20.8131	21.8537	22.9463	24.0936	25.2983
29	29.9531	Sr Accounting Clerk	19.2519	20.2211	21.2308	22.2923	23.4058
29	29.9536	Sr Accounting Technician	22.2923	23.4058	24.5769	25.8058	27.0923
29	29.9538	Sr Facility Maint Mech	21.8628	22.9544	24.1028	25.3084	26.5706
29	29.9541	Sr Library Technician	18.2481	19.1596	20.1231	21.1269	22.1828
29	29.9543	Sr Programmer Analyst	37.9443	38.8423	41.8328	43.9269	46.1193
29	29.9546	Sr Recreation Asst	19.8220	20.8131	21.8537	22.9463	24.0936
29	29.9547	Stormwater Technician	21.2308	22.2923	23.4058	24.5769	25.8058
29	29.9551	Student Intern**	16.7998	17.6397	18.5217	19.4478	20.4202
29	29.9566	Vehicle Maint Assistant	16.2289	17.0423	17.8961	18.7846	19.7238
29	29.9576	Wastewater Operator	20.8154	21.8539	22.9443	24.0923	25.2981
29	29.9581	Webmaster/Sys Analyst	31.3673	32.9365	34.5865	36.3115	38.1346
29	29.9596	Youth Program Assistant**	16.5604	17.3884	18.2578	19.1707	20.1292
29	29.9601	Youth Program Leader**	17.7205	18.6065	19.5368	20.5136	21.5393