



# Compensation Grades / Step Tables

## Effective 03/08/2026

Report	Page #
Full-Time Classifications	2
Hourly (Part-Time) Classifications	11
Compensation Range Assignments	18

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Monthly Range Salary	Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Accountant	CON	7/13/2025	\$7,153.47	\$8,692.67	\$7,153.47	\$7,512.27	\$7,890.14	\$8,285.34	\$8,692.67
Accounting Supervisor	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Accounting Technician	CON	7/13/2025	\$5,999.07	\$7,288.67	\$5,999.07	\$6,295.47	\$6,610.94	\$6,938.54	\$7,288.67
Accounts Payable Technician	CON	7/13/2025	\$5,999.07	\$7,288.67	\$5,999.07	\$6,295.47	\$6,610.94	\$6,938.54	\$7,288.67
Administrative Assistant	CON	7/13/2025	\$5,912.40	\$7,184.67	\$5,912.40	\$6,210.54	\$6,515.60	\$6,843.20	\$7,184.67
Administrative Assistant to the City Council	CON	7/13/2025	\$8,047.87	\$9,774.27	\$8,047.87	\$8,451.74	\$8,869.47	\$9,314.94	\$9,774.27
Administrative Officer	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Administrative Officer - Confidential	CONMGMT	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Administrative Specialist	TMTR	7/13/2025	\$6,503.47	\$7,904.00	\$6,503.47	\$6,824.14	\$7,169.07	\$7,526.14	\$7,904.00
Administrative Specialist - Confidential	CON	7/13/2025	\$6,503.47	\$7,904.00	\$6,503.47	\$6,824.14	\$7,169.07	\$7,526.14	\$7,904.00
Administrative Technician	TMTR	7/13/2025	\$5,598.67	\$6,803.34	\$5,598.67	\$5,882.94	\$6,175.87	\$6,480.94	\$6,803.34
Asset Forfeiture Fiscal Coordinator	TMTR	7/13/2025	\$8,385.87	\$10,188.54	\$8,385.87	\$8,800.14	\$9,242.14	\$9,701.47	\$10,188.54
Assistant City Engineer	AOME	7/13/2025	\$15,749.07	\$19,141.20	\$15,749.07	\$16,534.27	\$17,364.54	\$18,232.94	\$19,141.20
Assistant Curator	TMTR	7/13/2025	\$5,598.67	\$6,803.34	\$5,598.67	\$5,882.94	\$6,175.87	\$6,480.94	\$6,803.34
Assistant Engineer	TMTR	7/13/2025	\$10,004.80	\$12,159.34	\$10,004.80	\$10,507.47	\$11,034.40	\$11,583.87	\$12,159.34
Assistant Planner	TMTR	7/13/2025	\$7,841.60	\$9,529.87	\$7,841.60	\$8,233.34	\$8,645.87	\$9,077.47	\$9,529.87
Assistant Planning Director	AOME	7/13/2025	\$14,875.47	\$18,082.14	\$14,875.47	\$15,620.80	\$16,400.80	\$17,220.67	\$18,082.14
Associate Civil Engineer	TMTR	7/13/2025	\$11,006.67	\$13,377.87	\$11,006.67	\$11,556.14	\$12,135.07	\$12,740.00	\$13,377.87
Associate Engineer	TMTR	7/13/2025	\$11,006.67	\$13,377.87	\$11,006.67	\$11,556.14	\$12,135.07	\$12,740.00	\$13,377.87
Associate Landscape Planner	TMTR	7/13/2025	\$8,859.07	\$10,770.94	\$8,859.07	\$9,306.27	\$9,772.54	\$10,259.60	\$10,770.94
Associate Planner	TMTR	2/22/2026	\$10,446.80	\$12,698.40	\$10,446.80	\$10,970.27	\$11,518.00	\$12,095.20	\$12,698.40
Broadband Analyst	TMTR	7/13/2025	\$8,590.40	\$10,441.60	\$8,590.40	\$8,904.14	\$9,476.14	\$9,945.87	\$10,441.60
Broadband Coordinator	AOME	7/13/2025	\$9,342.67	\$11,349.87	\$9,342.67	\$9,810.67	\$10,299.47	\$10,814.27	\$11,349.87
Broadband Operations Manager	AOME	7/13/2025	\$12,956.67	\$15,742.14	\$12,956.67	\$13,601.47	\$14,280.94	\$14,993.34	\$15,742.14
Broadband Technician	AFSCME	7/14/2025	\$7,462.00	\$9,067.07	\$7,462.00	\$7,832.94	\$8,219.47	\$8,637.20	\$9,067.07
Building Inspector	TMTR	7/13/2025	\$7,394.40	\$8,989.07	\$7,394.40	\$7,761.87	\$8,155.34	\$8,562.67	\$8,989.07
Building Manager	AOME	7/13/2025	\$12,875.20	\$15,650.27	\$12,875.20	\$13,520.00	\$14,192.54	\$14,898.00	\$15,650.27
Building Plans Examiner	TMTR	7/13/2025	\$10,159.07	\$12,350.00	\$10,159.07	\$10,668.67	\$11,199.07	\$11,762.40	\$12,350.00
Building Plans Specialist	TMTR	7/13/2025	\$7,777.47	\$9,451.87	\$7,777.47	\$8,165.74	\$8,574.80	\$9,004.67	\$9,451.87
Business License Specialist	TMTR	2/22/2026	\$5,997.34	\$7,290.40	\$5,997.34	\$6,297.20	\$6,612.67	\$6,943.74	\$7,290.40
Business License Supervisor	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Buyer	TMTR	7/13/2025	\$7,935.20	\$9,644.27	\$7,935.20	\$8,330.40	\$8,748.14	\$9,184.94	\$9,644.27
Case Manager	TMTR	7/13/2025	\$7,283.47	\$8,853.87	\$7,283.47	\$7,649.20	\$8,034.00	\$8,434.40	\$8,853.87
Central Services Specialist	TMTR	7/13/2025	\$4,971.20	\$6,037.20	\$4,971.20	\$5,220.80	\$5,480.80	\$5,749.47	\$6,037.20
City Auditor	AOME	7/13/2025	\$11,145.34	\$13,544.27	\$11,145.34	\$11,703.47	\$12,284.14	\$12,899.47	\$13,544.27
Combination Building Inspector	TMTR	7/13/2025	\$8,164.00	\$9,921.60	\$8,164.00	\$8,573.07	\$9,001.20	\$9,448.40	\$9,921.60
Communications and Community Relations Manager	AOME	7/23/2025	\$12,228.67	\$14,863.34	\$12,228.67	\$12,840.54	\$13,480.14	\$14,149.20	\$14,863.34

## Compensation Grades / Step Tables

Effective 03/08/2026

Classification	Group	Effective Date	Monthly Range Salary	Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Community Improvement Officer	TMTR	7/13/2025	\$6,903.87	\$8,391.07	\$6,903.87	\$7,248.80	\$7,609.34	\$7,990.67	\$8,391.07
Community Improvement Supervisor	AOME	7/13/2025	\$8,656.27	\$10,521.34	\$8,656.27	\$9,086.14	\$9,540.27	\$10,018.67	\$10,521.34
Community Information Specialist	CON	7/13/2025	\$6,177.60	\$7,507.07	\$6,177.60	\$6,480.94	\$6,810.27	\$7,148.27	\$7,507.07
Community Information Supervisor	AOME	7/13/2025	\$8,434.40	\$10,254.40	\$8,434.40	\$8,860.80	\$9,302.80	\$9,765.60	\$10,254.40
Community Service Officer	TMTR	2/22/2026	\$5,730.40	\$6,964.54	\$5,730.40	\$6,016.40	\$6,318.00	\$6,633.47	\$6,964.54
Construction Project Manager	AOME	7/13/2025	\$10,280.40	\$12,488.67	\$10,280.40	\$10,784.80	\$11,329.07	\$11,892.40	\$12,488.67
Continuum of Care Social Worker	TMTR	7/13/2025	\$8,179.60	\$9,940.67	\$8,179.60	\$8,588.67	\$9,020.27	\$9,469.20	\$9,940.67
Crime Analyst	TMTR	7/13/2025	\$7,935.20	\$9,644.27	\$7,935.20	\$8,330.40	\$8,748.14	\$9,184.94	\$9,644.27
Crime Prevention Specialist	TMTR	7/13/2025	\$6,158.54	\$7,482.80	\$6,158.54	\$6,463.60	\$6,787.74	\$7,127.47	\$7,482.80
Cross-Connection Control Specialist	TMTR	7/13/2025	\$8,184.80	\$9,942.40	\$8,184.80	\$8,588.67	\$9,020.27	\$9,472.67	\$9,942.40
Cross-Connection Control Supervisor	TMTR	11/16/2025	\$9,450.14	\$11,485.07	\$9,450.14	\$9,921.60	\$10,419.07	\$10,939.07	\$11,485.07
Cross-Connection Control Technician	TMTR	3/5/2026	\$6,817.20	\$8,285.34	\$6,817.20	\$7,156.94	\$7,515.74	\$7,890.14	\$8,285.34
Custodial Services Supervisor	TMTR	7/13/2025	\$6,682.00	\$8,115.47	\$6,682.00	\$7,014.80	\$7,363.20	\$7,730.67	\$8,115.47
Custodian	AFSCME	7/13/2025	\$4,199.87	\$5,101.20	\$4,199.87	\$4,409.60	\$4,629.74	\$4,860.27	\$5,101.20
Customer Service Representative I	TMTR	2/22/2026	\$5,193.07	\$6,311.07	\$5,193.07	\$5,453.07	\$5,725.20	\$6,011.20	\$6,311.07
Customer Service Representative II	TMTR	2/22/2026	\$5,711.34	\$6,942.00	\$5,711.34	\$5,997.34	\$6,297.20	\$6,612.67	\$6,942.00
Customer Service Supervisor	AOME	7/13/2025	\$8,434.40	\$10,254.40	\$8,434.40	\$8,862.54	\$9,302.80	\$9,765.60	\$10,254.40
Database Administrator	CON	7/13/2025	\$11,046.54	\$13,422.94	\$11,046.54	\$11,601.20	\$12,181.87	\$12,786.80	\$13,422.94
Deputy Building Official	AOME	10/30/2025	\$13,734.94	\$16,695.47	\$13,734.94	\$14,421.34	\$15,142.40	\$15,899.87	\$16,695.47
Deputy City Clerk/Records Manager	AOME	7/23/2025	\$11,346.40	\$13,790.40	\$11,346.40	\$11,913.20	\$12,509.47	\$13,135.20	\$13,790.40
Deputy Fire Chief - 40 hr	FMG	7/13/2025	\$17,321.20	\$21,047.87	\$17,321.20	\$18,186.14	\$19,092.67	\$20,047.74	\$21,047.87
Deputy Fire Marshal	AOME	7/13/2025	\$10,883.60	\$13,230.54	\$10,883.60	\$11,431.34	\$12,001.60	\$12,603.07	\$13,230.54
DH 1	DH	7/13/2025	\$12,298.00	\$16,364.40					
DH 2	DH	7/13/2025	\$12,913.34	\$17,180.80					
DH 3	DH	7/13/2025	\$13,558.14	\$18,040.54					
DH 4	DH	7/13/2025	\$14,237.60	\$18,943.60					
DH 5	DH	7/13/2025	\$14,950.00	\$19,890.00					
DH 6	DH	7/13/2025	\$15,691.87	\$20,883.20					
DH 7	DH	7/13/2025	\$16,480.54	\$21,928.40					
DH 8	DH	7/13/2025	\$17,303.87	\$23,023.87					
DH 9	DH	7/13/2025	\$18,170.54	\$24,174.80					
DH10	DH	7/13/2025	\$19,078.80	\$25,384.67					
DH11	DH	7/13/2025	\$20,032.14	\$26,653.47					
DIF Analyst	TMTR	7/13/2025	\$9,935.47	\$12,069.20	\$9,935.47	\$10,431.20	\$10,952.94	\$11,502.40	\$12,069.20
Digital Forensic Specialist	TMTR	7/13/2025	\$6,971.47	\$8,476.00	\$6,971.47	\$7,319.87	\$7,685.60	\$8,068.67	\$8,476.00
Digital Investigative Analyst	TMTR	7/13/2025	\$9,935.47	\$12,069.20	\$9,935.47	\$10,431.20	\$10,952.94	\$11,502.40	\$12,069.20
Economic Development Analyst	CON	7/13/2025	\$7,935.20	\$9,644.27	\$7,935.20	\$8,330.40	\$8,748.14	\$9,184.94	\$9,644.27

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Monthly Range Salary	Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Economic Development Coordinator	AOME	7/23/2025	\$9,342.67	\$11,349.87	\$9,342.67	\$9,810.67	\$10,299.47	\$10,814.27	\$11,349.87
Economic Development Specialist	CON	7/13/2025	\$6,968.00	\$8,469.07	\$6,968.00	\$7,318.14	\$7,680.40	\$8,065.20	\$8,469.07
Emergency Management Coordinator	TMTR	7/13/2025	\$8,748.14	\$10,627.07	\$8,748.14	\$9,184.94	\$9,644.27	\$10,122.67	\$10,627.07
Emergency Manager	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
EMS Nurse	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Engineering Aide	TMTR	7/13/2025	\$7,401.34	\$8,997.74	\$7,401.34	\$7,774.00	\$8,158.80	\$8,567.87	\$8,997.74
Engineering Assistant	TMTR	7/13/2025	\$8,342.54	\$10,134.80	\$8,342.54	\$8,758.54	\$9,197.07	\$9,654.67	\$10,134.80
Engineering Assistant/GIS	TMTR	7/13/2025	\$8,342.54	\$10,134.80	\$8,342.54	\$8,758.54	\$9,197.07	\$9,654.67	\$10,134.80
Environmental Technician	TMTR	7/13/2025	\$6,077.07	\$7,380.54	\$6,077.07	\$6,378.67	\$6,695.87	\$7,032.14	\$7,380.54
Equipment Mechanic	AFSCME	7/13/2025	\$5,943.60	\$7,226.27	\$5,943.60	\$6,245.20	\$6,557.20	\$6,883.07	\$7,226.27
Equipment Service Technician	AFSCME	7/13/2025	\$5,382.00	\$6,541.60	\$5,382.00	\$5,652.40	\$5,929.74	\$6,231.34	\$6,541.60
Evidence Technician	TMTR	7/13/2025	\$6,004.27	\$7,299.07	\$6,004.27	\$6,309.34	\$6,619.60	\$6,950.67	\$7,299.07
EX 1	EX	7/13/2025	\$16,889.60	\$22,462.27					
EX 2	EX	7/13/2025	\$17,733.74	\$23,587.20					
EX 3	EX	7/13/2025	\$18,619.47	\$24,765.87					
EX 4	EX	7/13/2025	\$19,550.27	\$26,001.74					
EX 5	EX	7/13/2025	\$20,527.87	\$27,301.74					
EX 6	EX	7/13/2025	\$21,555.74	\$28,665.87					
EX 7	EX	7/13/2025	\$22,632.14	\$30,101.07					
EX 8	EX	7/13/2025	\$23,764.00	\$31,605.60					
EX 9	EX	7/13/2025	\$24,953.07	\$33,186.40					
EX10	EX	7/13/2025	\$26,201.07	\$34,845.20					
EX11	EX	7/13/2025	\$27,509.74	\$36,585.47					
EX12	EX	7/13/2025	\$28,884.27	\$38,415.87					
Executive Assistant to the City Manager	SCN	7/13/2025	\$11,934.00	\$14,499.34	\$11,934.00	\$12,528.54	\$13,156.00	\$13,811.20	\$14,499.34
Facilities Maintenance Superintendent	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Facilities Maintenance Supervisor	TMTR	7/13/2025	\$7,777.47	\$9,451.87	\$7,777.47	\$8,165.74	\$8,574.80	\$9,001.20	\$9,451.87
Facilities Maintenance Technician	AFSCME	7/13/2025	\$5,596.94	\$6,803.34	\$5,596.94	\$5,884.67	\$6,170.67	\$6,484.40	\$6,803.34
Facility Attendant	TMTR	7/13/2025	\$4,520.54	\$5,496.40	\$4,520.54	\$4,745.87	\$4,983.34	\$5,232.94	\$5,496.40
Financial Analyst	CON	7/13/2025	\$9,531.60	\$11,578.67	\$9,531.60	\$10,006.54	\$10,507.47	\$11,036.14	\$11,578.67
Fire Battalion Chief - 56 hr	FMG	7/13/2025	\$15,635.02	\$19,003.23	\$15,635.02	\$16,418.83	\$17,234.19	\$18,098.08	\$19,003.23
Fire Captain - 40 hr	FFA	7/13/2025	\$11,415.74	\$13,873.60	\$11,415.74	\$11,989.47	\$12,587.47	\$13,216.67	\$13,873.60
Fire Captain - 56 hr	FFA	7/13/2025	\$12,060.54	\$14,661.92	\$12,060.54	\$12,672.06	\$13,298.14	\$13,965.47	\$14,661.92
Fire Communications Manager	AOME	7/13/2025	\$11,129.74	\$13,523.47	\$11,129.74	\$11,684.40	\$12,268.54	\$12,876.94	\$13,523.47
Fire Dispatch Supervisor	TMTR	7/13/2025	\$9,223.07	\$11,206.00	\$9,223.07	\$9,677.20	\$10,164.27	\$10,673.87	\$11,206.00
Fire Dispatcher	TMTR	2/22/2026	\$7,203.74	\$8,756.80	\$7,203.74	\$7,564.27	\$7,942.14	\$8,339.07	\$8,756.80
Fire Dispatcher Trainee	TMTR	2/22/2026	\$6,484.40	\$7,881.47	\$6,484.40	\$6,808.54	\$7,148.27	\$7,505.34	\$7,881.47

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Monthly Range Salary	Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Fire Engineer - 40 hr	FFA	7/13/2025	\$9,659.87	\$11,736.40	\$9,659.87	\$10,143.47	\$10,649.60	\$11,178.27	\$11,736.40
Fire Engineer - 56 hr	FFA	7/13/2025	\$10,206.56	\$12,400.27	\$10,206.56	\$10,716.16	\$11,254.88	\$11,810.59	\$12,400.27
Fire Equipment Mechanic	AFSCME	7/13/2025	\$6,565.87	\$7,978.54	\$6,565.87	\$6,893.47	\$7,241.87	\$7,602.40	\$7,978.54
Fire Investigation Supervisor - 40 hr	FFA	7/13/2025	\$11,415.74	\$13,873.60	\$11,415.74	\$11,989.47	\$12,587.47	\$13,216.67	\$13,873.60
Fire Investigation Supervisor - 56 hr	FFA	7/13/2025	\$12,060.54	\$14,661.92	\$12,060.54	\$12,672.06	\$13,298.14	\$13,965.47	\$14,661.92
Fire Protection Analyst	AOME	7/13/2025	\$10,453.74	\$12,705.34	\$10,453.74	\$10,975.47	\$11,524.94	\$12,100.40	\$12,705.34
Fire Safety Specialist	TMTR	7/13/2025	\$7,777.47	\$9,451.87	\$7,777.47	\$8,165.74	\$8,574.80	\$9,004.67	\$9,451.87
Fire Safety Technician	TMTR	7/13/2025	\$6,503.47	\$7,904.00	\$6,503.47	\$6,824.14	\$7,169.07	\$7,526.14	\$7,904.00
Firefighter - 40 hr	FFA	7/13/2025	\$8,108.54	\$9,850.54	\$8,108.54	\$8,507.20	\$8,935.34	\$9,382.54	\$9,850.54
Firefighter - 56 hr	FFA	7/13/2025	\$8,566.14	\$10,410.40	\$8,566.14	\$8,993.23	\$9,439.74	\$9,917.79	\$10,410.40
Firefighter Trainee	FFA	7/13/2025	\$7,340.67	\$8,921.47	\$7,340.67	\$7,706.40	\$8,091.20	\$8,496.80	\$8,921.47
Fleet Services Coordinator	TMTR	7/13/2025	\$6,661.20	\$8,094.67	\$6,661.20	\$6,992.27	\$7,344.14	\$7,711.60	\$8,094.67
Fleet Services Superintendent	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Fleet Services Supervisor	TMTR	7/13/2025	\$8,179.60	\$9,940.67	\$8,179.60	\$8,588.67	\$9,020.27	\$9,469.20	\$9,940.67
Forensic Field Supervisor	TMTR	7/13/2025	\$9,223.07	\$11,206.00	\$9,223.07	\$9,677.20	\$10,164.27	\$10,673.87	\$11,206.00
Forensic Specialist	TMTR	2/22/2026	\$7,233.20	\$8,793.20	\$7,233.20	\$7,595.47	\$7,975.07	\$8,373.74	\$8,793.20
Forensic Specialist Trainee	TMTR	7/13/2025	\$6,503.47	\$7,904.00	\$6,503.47	\$6,824.14	\$7,169.07	\$7,526.14	\$7,904.00
Forensics Manager	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Government Affairs Manager	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Graphic and Marketing Specialist	TMTR	7/13/2025	\$6,503.47	\$7,904.00	\$6,503.47	\$6,824.14	\$7,169.07	\$7,526.14	\$7,904.00
Helicopter Mechanic	AFSCME	7/13/2025	\$9,067.07	\$11,018.80	\$9,067.07	\$9,516.00	\$9,989.20	\$10,491.87	\$11,018.80
Homeless Services Manager	AOME	7/13/2025	\$12,486.94	\$15,178.80	\$12,486.94	\$13,112.67	\$13,764.40	\$14,449.07	\$15,178.80
Housing Manager	AOME	7/13/2025	\$12,486.94	\$15,178.80	\$12,486.94	\$13,112.67	\$13,764.40	\$14,449.07	\$15,178.80
Housing Technician	TMTR	7/13/2025	\$5,598.67	\$6,803.34	\$5,598.67	\$5,882.94	\$6,175.87	\$6,480.94	\$6,803.34
Human Resources Analyst	SCN	7/13/2025	\$8,732.54	\$10,608.00	\$8,732.54	\$9,169.34	\$9,626.94	\$10,103.60	\$10,608.00
Human Resources Coordinator	CON	7/13/2025	\$7,304.27	\$8,874.67	\$7,304.27	\$7,668.27	\$8,049.60	\$8,453.47	\$8,874.67
Human Resources Specialist	CON	7/13/2025	\$6,177.60	\$7,507.07	\$6,177.60	\$6,480.94	\$6,810.27	\$7,148.27	\$7,507.07
Human Resources Technician	CON	7/13/2025	\$6,621.34	\$8,049.60	\$6,621.34	\$6,952.40	\$7,299.07	\$7,664.80	\$8,049.60
Integrated Waste Collector	AFSCME	7/13/2025	\$4,778.80	\$5,808.40	\$4,778.80	\$5,014.54	\$5,262.40	\$5,529.34	\$5,808.40
Integrated Waste Dispatcher	TMTR	7/13/2025	\$5,468.67	\$6,643.87	\$5,468.67	\$5,740.80	\$6,025.07	\$6,328.40	\$6,643.87
Integrated Waste Lead Collector	AFSCME	7/13/2025	\$6,188.00	\$7,515.74	\$6,188.00	\$6,494.80	\$6,822.40	\$7,158.67	\$7,515.74
Integrated Waste Maintenance Worker	AFSCME	7/13/2025	\$4,593.34	\$5,576.14	\$4,593.34	\$4,820.40	\$5,063.07	\$5,314.40	\$5,576.14
Integrated Waste Manager	AOME	7/13/2025	\$11,464.27	\$13,937.74	\$11,464.27	\$12,041.47	\$12,641.20	\$13,270.40	\$13,937.74
Integrated Waste Route Specialist	TMTR	7/13/2025	\$6,077.07	\$7,380.54	\$6,077.07	\$6,378.67	\$6,695.87	\$7,032.14	\$7,380.54
Integrated Waste Superintendent	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Integrated Waste Supervisor	TMTR	7/13/2025	\$7,777.47	\$9,451.87	\$7,777.47	\$8,165.74	\$8,574.80	\$9,001.20	\$9,451.87
Internal Audit Manager	AOME	7/13/2025	\$10,453.74	\$12,705.34	\$10,453.74	\$10,975.47	\$11,524.94	\$12,100.40	\$12,705.34

## Compensation Grades / Step Tables

Effective 03/08/2026

Classification	Group	Effective Date	Monthly Range Salary	Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Internal Auditor	SCN	7/13/2025	\$8,368.54	\$10,169.47	\$8,368.54	\$8,788.00	\$9,223.07	\$9,685.87	\$10,169.47
Inventory Assistant	AFSCME	7/13/2025	\$4,111.47	\$4,995.47	\$4,111.47	\$4,319.47	\$4,530.94	\$4,759.74	\$4,995.47
Investment and Treasury Officer	AOME	7/13/2025	\$10,474.54	\$12,731.34	\$10,474.54	\$10,996.27	\$11,547.47	\$12,122.94	\$12,731.34
Irrigation Conservation Specialist	TMTR	7/13/2025	\$6,682.00	\$8,115.47	\$6,682.00	\$7,014.80	\$7,363.20	\$7,730.67	\$8,115.47
Irrigation Maintenance Technician	AFSCME	7/13/2025	\$6,188.00	\$7,515.74	\$6,188.00	\$6,494.80	\$6,822.40	\$7,158.67	\$7,515.74
IT Manager	AOME	7/13/2025	\$12,485.20	\$15,177.07	\$12,485.20	\$13,109.20	\$13,764.40	\$14,452.54	\$15,177.07
IT Specialist	CON	7/13/2025	\$6,968.00	\$8,469.07	\$6,968.00	\$7,318.14	\$7,680.40	\$8,065.20	\$8,469.07
IT Technician	CON	7/13/2025	\$6,271.20	\$7,619.74	\$6,271.20	\$6,584.94	\$6,910.80	\$7,255.74	\$7,619.74
Landscape Planner	TMTR	7/13/2025	\$7,841.60	\$9,529.87	\$7,841.60	\$8,233.34	\$8,645.87	\$9,077.47	\$9,529.87
Legislative Analyst	SCN	7/13/2025	\$7,935.20	\$9,644.27	\$7,935.20	\$8,330.40	\$8,748.14	\$9,184.94	\$9,644.27
Librarian	TMTR	7/13/2025	\$6,877.87	\$8,434.40	\$6,877.87	\$7,234.94	\$7,614.54	\$8,016.67	\$8,434.40
Library Assistant	TMTR	7/13/2025	\$4,998.94	\$6,071.87	\$4,998.94	\$5,243.34	\$5,505.07	\$5,780.67	\$6,071.87
Library Clerk	TMTR	7/13/2025	\$4,114.94	\$5,000.67	\$4,114.94	\$4,321.20	\$4,537.87	\$4,761.47	\$5,000.67
Library Services Manager	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Maintenance Worker	AFSCME	7/13/2025	\$4,593.34	\$5,576.14	\$4,593.34	\$4,820.40	\$5,063.07	\$5,314.40	\$5,576.14
Management Analyst	TMTR	7/13/2025	\$7,935.20	\$9,644.27	\$7,935.20	\$8,330.40	\$8,748.14	\$9,184.94	\$9,644.27
Management Analyst - Confidential	CON	7/13/2025	\$7,935.20	\$9,644.27	\$7,935.20	\$8,330.40	\$8,748.14	\$9,184.94	\$9,644.27
Management Assistant	TMTR	7/13/2025	\$6,971.47	\$8,476.00	\$6,971.47	\$7,319.87	\$7,685.60	\$8,068.67	\$8,476.00
Municipal Services Manager	AOME	7/13/2025	\$10,646.14	\$12,937.60	\$10,646.14	\$11,218.14	\$11,793.60	\$12,365.60	\$12,937.60
Museum Curator	TMTR	7/13/2025	\$6,248.67	\$7,671.74	\$6,248.67	\$6,578.00	\$6,924.67	\$7,283.47	\$7,671.74
Museum, Arts and Culture Manager	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Office Assistant	TMTR	7/13/2025	\$4,114.94	\$5,000.67	\$4,114.94	\$4,321.20	\$4,537.87	\$4,761.47	\$5,000.67
Office Assistant - Confidential	CON	7/13/2025	\$4,114.94	\$5,000.67	\$4,114.94	\$4,321.20	\$4,537.87	\$4,761.47	\$5,000.67
Office Specialist	TMTR	7/13/2025	\$4,969.47	\$6,037.20	\$4,969.47	\$5,220.80	\$5,480.80	\$5,749.47	\$6,037.20
Office Specialist - Confidential	CON	7/13/2025	\$4,969.47	\$6,037.20	\$4,969.47	\$5,220.80	\$5,480.80	\$5,749.47	\$6,037.20
Park Maintenance Technician	AFSCME	7/13/2025	\$5,596.94	\$6,803.34	\$5,596.94	\$5,884.67	\$6,170.67	\$6,484.40	\$6,803.34
Parking Enforcement Officer	TMTR	7/13/2025	\$4,617.60	\$5,616.00	\$4,617.60	\$4,848.14	\$5,089.07	\$5,347.34	\$5,616.00
Parks & Maintenance Supervisor	TMTR	7/13/2025	\$7,777.47	\$9,451.87	\$7,777.47	\$8,165.74	\$8,574.80	\$9,001.20	\$9,451.87
Parks & Street Maintenance Manager	AOME	7/13/2025	\$11,464.27	\$13,937.74	\$11,464.27	\$12,041.47	\$12,641.20	\$13,270.40	\$13,937.74
Parks and Streets Maintenance Superintendent	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Parts Specialist	AFSCME	7/13/2025	\$5,487.74	\$6,671.60	\$5,487.74	\$5,759.87	\$6,049.34	\$6,352.67	\$6,671.60
Payroll Coordinator	CON	7/13/2025	\$7,687.34	\$9,340.94	\$7,687.34	\$8,072.14	\$8,476.00	\$8,900.67	\$9,340.94
Payroll Supervisor	CONMGMT	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$7,777.47
Payroll Technician	CON	7/13/2025	\$6,621.34	\$8,049.60	\$6,621.34	\$6,952.40	\$7,299.07	\$7,664.80	\$8,049.60
Performance and Optimization Manager	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Permit Services Supervisor	AOME	7/13/2025	\$9,176.27	\$11,154.00	\$9,176.27	\$9,635.60	\$10,117.47	\$10,623.60	\$11,154.00
Permit Technician	TMTR	7/13/2025	\$6,201.87	\$7,536.54	\$6,201.87	\$6,515.60	\$6,839.74	\$7,181.20	\$7,536.54

## Compensation Grades / Step Tables

Effective 03/08/2026

Classification	Group	Effective Date	Monthly Range Salary	Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Personnel and Training Coordinator	CON	7/13/2025	\$6,621.34	\$8,049.60	\$6,621.34	\$6,952.40	\$7,299.07	\$7,664.80	\$8,049.60
Plan Check Engineer	AOME	7/13/2025	\$10,453.74	\$12,705.34	\$10,453.74	\$10,975.47	\$11,524.94	\$12,100.40	\$12,705.34
Plan Checker	TMTR	7/13/2025	\$9,022.00	\$10,965.07	\$9,022.00	\$9,476.14	\$9,945.87	\$10,441.60	\$10,965.07
Police Captain	PMG	7/13/2025	\$15,724.80	\$19,115.20	\$15,724.80	\$16,513.47	\$17,336.80	\$18,205.20	\$19,115.20
Police Communications Manager	AOME	7/13/2025	\$11,129.74	\$13,523.47	\$11,129.74	\$11,684.40	\$12,268.54	\$12,876.94	\$13,523.47
Police Corporal	POA	7/13/2025	\$9,186.67	\$11,167.87	\$9,186.67	\$9,647.74	\$10,129.60	\$10,635.74	\$11,167.87
Police Detective	POA	7/13/2025	\$10,150.40	\$12,336.14	\$10,150.40	\$10,660.00	\$11,190.40	\$11,748.54	\$12,336.14
Police Dispatch Supervisor	TMTR	7/13/2025	\$9,223.07	\$11,206.00	\$9,223.07	\$9,677.20	\$10,164.27	\$10,673.87	\$11,206.00
Police Dispatcher	TMTR	2/22/2026	\$7,203.74	\$8,756.80	\$7,203.74	\$7,564.27	\$7,942.14	\$8,339.07	\$8,756.80
Police Dispatcher Trainee	TMTR	2/22/2026	\$6,484.40	\$7,881.47	\$6,484.40	\$6,808.54	\$7,148.27	\$7,505.34	\$7,881.47
Police Lieutenant	PMG	7/13/2025	\$14,043.47	\$17,059.47	\$14,043.47	\$14,743.74	\$15,478.67	\$16,250.00	\$17,059.47
Police Officer	POA	7/13/2025	\$8,313.07	\$10,107.07	\$8,313.07	\$8,732.54	\$9,169.34	\$9,621.74	\$10,107.07
Police Records Manager	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Police Records Specialist	TMTR	7/13/2025	\$4,969.47	\$6,037.20	\$4,969.47	\$5,220.80	\$5,480.80	\$5,749.47	\$6,037.20
Police Records Specialist Trainee	TMTR	7/13/2025	\$4,617.60	\$5,616.00	\$4,617.60	\$4,848.14	\$5,089.07	\$5,347.34	\$5,616.00
Police Records Supervisor	TMTR	7/13/2025	\$7,266.14	\$8,827.87	\$7,266.14	\$7,624.94	\$8,004.54	\$8,404.94	\$8,827.87
Police Recruit	POA	7/13/2025	\$7,526.14	\$9,150.27	\$7,526.14	\$7,902.27	\$8,300.94	\$8,718.67	\$9,150.27
Police Sergeant	PMG	7/13/2025	\$12,396.80	\$15,064.40	\$12,396.80	\$13,013.87	\$13,665.60	\$14,348.54	\$15,064.40
Principal Broadband Analyst	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Principal Construction Project Manager	AOME	7/13/2025	\$12,956.67	\$15,742.14	\$12,956.67	\$13,601.47	\$14,280.94	\$14,993.34	\$15,742.14
Principal Engineer	AOME	7/13/2025	\$13,384.80	\$16,263.87	\$13,384.80	\$14,050.40	\$14,757.60	\$15,490.80	\$16,263.87
Principal Human Resources Agency Partner	CONMGMT	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Principal IT Analyst	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Principal Planner	AOME	7/13/2025	\$13,530.40	\$16,438.94	\$13,530.40	\$14,202.94	\$14,910.14	\$15,655.47	\$16,438.94
Project Coordinator	TMTR	7/13/2025	\$8,094.67	\$9,834.94	\$8,094.67	\$8,498.54	\$8,923.20	\$9,372.14	\$9,834.94
Project Manager	AOME	7/13/2025	\$10,280.40	\$12,488.67	\$10,280.40	\$10,784.80	\$11,329.07	\$11,892.40	\$12,488.67
PS1	DH_PS	7/13/2025	\$21,800.14	\$28,993.47					
PS2	DH_PS	7/13/2025	\$23,107.07	\$30,732.00					
PS3	DH_PS	7/13/2025	\$23,869.74	\$31,746.00					
PS4	DH_PS	7/13/2025	\$25,303.20	\$33,652.67					
Public Works Inspector	TMTR	7/13/2025	\$8,164.00	\$9,921.60	\$8,164.00	\$8,573.07	\$9,001.20	\$9,448.40	\$9,921.60
Purchasing Assistant	TMTR	7/13/2025	\$5,888.14	\$7,150.00	\$5,888.14	\$6,181.07	\$6,486.14	\$6,812.00	\$7,150.00
Purchasing Supervisor	AOME	7/15/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Real-Time Information Center Operator	TMTR	2/22/2026	\$7,203.74	\$8,756.80	\$7,203.74	\$7,564.27	\$7,942.14	\$8,339.07	\$8,756.80
Records Coordinator	CON	7/13/2025	\$6,597.07	\$8,016.67	\$6,597.07	\$6,928.14	\$7,273.07	\$7,637.07	\$8,016.67
Records Specialist	CON	7/13/2025	\$5,092.54	\$6,186.27	\$5,092.54	\$5,347.34	\$5,610.80	\$5,889.87	\$6,186.27
Recreation/Community Services Coordinator	TMTR	2/22/2026	\$6,619.60	\$8,046.14	\$6,619.60	\$6,950.67	\$7,297.34	\$7,663.07	\$8,046.14

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Monthly Range Salary	Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Recreation/Community Services Driver	TMTR	7/13/2025	\$4,520.54	\$5,496.40	\$4,520.54	\$4,747.60	\$4,986.80	\$5,236.40	\$5,496.40
Recreation/Community Services Driver Trainee	TMTR	7/13/2025	\$4,114.94	\$5,000.67	\$4,114.94	\$4,321.20	\$4,537.87	\$4,761.47	\$5,000.67
Recreation/Community Services Manager	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Revenue Manager	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Risk Management Adjuster	SCN	7/13/2025	\$8,318.27	\$10,107.07	\$8,318.27	\$8,732.54	\$9,169.34	\$9,626.94	\$10,107.07
Risk Management Specialist	CON	7/13/2025	\$6,177.60	\$7,507.07	\$6,177.60	\$6,480.94	\$6,810.27	\$7,148.27	\$7,507.07
Risk Manager	CON MGT	2/10/2026	\$11,342.94	\$13,790.40	\$11,342.94	\$11,956.54	\$12,566.67	\$13,180.27	\$13,790.40
Safety Officer	CONMGMT	7/13/2025	\$9,602.67	\$11,667.07	\$9,602.67	\$10,118.77	\$10,634.87	\$11,150.97	\$11,667.07
Senior Accountant	CON	7/13/2025	\$8,306.14	\$10,093.20	\$8,306.14	\$8,722.14	\$9,158.94	\$9,614.80	\$10,093.20
Senior Accounts Payable Technician	CON	7/13/2025	\$6,326.67	\$7,687.34	\$6,326.67	\$6,642.14	\$7,000.94	\$7,325.07	\$7,687.34
Senior Administrative Assistant	CON	7/13/2025	\$6,505.20	\$7,902.27	\$6,505.20	\$6,829.34	\$7,167.34	\$7,527.87	\$7,902.27
Senior Associate Civil Engineer	AOME	7/13/2025	\$11,585.60	\$14,076.40	\$11,585.60	\$12,164.54	\$12,771.20	\$13,409.07	\$14,076.40
Senior Associate Engineer	AOME	7/13/2025	\$11,585.60	\$14,076.40	\$11,585.60	\$12,164.54	\$12,771.20	\$13,409.07	\$14,076.40
Senior Combo Building Inspector	TMTR	7/13/2025	\$9,113.87	\$11,077.74	\$9,113.87	\$9,566.27	\$10,044.67	\$10,547.34	\$11,077.74
Senior Community Improvement Officer	TMTR	7/13/2025	\$7,588.54	\$9,219.60	\$7,588.54	\$7,968.14	\$8,365.07	\$8,781.07	\$9,219.60
Senior Community Information Specialist	SCN	7/13/2025	\$7,687.34	\$9,340.94	\$7,687.34	\$8,072.14	\$8,476.00	\$8,900.67	\$9,340.94
Senior Community Service Officer	TMTR	2/22/2026	\$6,018.14	\$7,314.67	\$6,018.14	\$6,318.00	\$6,633.47	\$6,966.27	\$7,314.67
Senior Custodian	AFSCME	7/13/2025	\$5,073.47	\$6,162.00	\$5,073.47	\$5,324.80	\$5,586.54	\$5,865.60	\$6,162.00
Senior Deputy Fire Chief	FMG	2/23/2026	\$18,201.74	\$22,122.54	\$18,201.74	\$19,115.20	\$20,070.27	\$21,072.14	\$22,122.54
Senior Economic Development Coordinator	AOME	7/13/2025	\$10,280.40	\$12,488.67	\$10,280.40	\$10,784.80	\$11,329.07	\$11,892.40	\$12,488.67
Senior Electrician	AFSCME	7/13/2025	\$7,462.00	\$9,067.07	\$7,462.00	\$7,832.94	\$8,219.47	\$8,637.20	\$9,067.07
Senior Environmental Technician	TMTR	7/13/2025	\$6,682.00	\$8,115.47	\$6,682.00	\$7,014.80	\$7,363.20	\$7,730.67	\$8,115.47
Senior Equipment Mechanic	AFSCME	7/13/2025	\$6,565.87	\$7,978.54	\$6,565.87	\$6,893.47	\$7,241.87	\$7,602.40	\$7,978.54
Senior Evidence Technician	TMTR	7/13/2025	\$6,503.47	\$7,904.00	\$6,503.47	\$6,824.14	\$7,169.07	\$7,526.14	\$7,904.00
Senior Facilities Maintenance Technician	AFSCME	7/13/2025	\$6,188.00	\$7,515.74	\$6,188.00	\$6,494.80	\$6,822.40	\$7,158.67	\$7,515.74
Senior Financial Analyst	AOME	7/13/2025	\$10,474.54	\$12,731.34	\$10,474.54	\$10,996.27	\$11,547.47	\$12,122.94	\$12,731.34
Senior Financial Analyst - Confidential	CONMGMT	7/13/2025	\$10,474.54	\$12,731.34	\$10,474.54	\$10,996.27	\$11,547.47	\$12,122.94	\$12,731.34
Senior Fire Business Analyst	AOME	7/13/2025	\$10,323.74	\$12,545.87	\$10,323.74	\$10,838.54	\$11,381.07	\$11,951.34	\$12,545.87
Senior Fire Dispatcher	TMTR	2/22/2026	\$7,564.27	\$9,195.34	\$7,564.27	\$7,942.14	\$8,339.07	\$8,756.80	\$9,195.34
Senior Fire Equipment Mechanic	AFSCME	7/13/2025	\$7,254.00	\$8,814.00	\$7,254.00	\$7,616.27	\$7,995.87	\$8,398.00	\$8,814.00
Senior Fire Safety Specialist	TMTR	7/13/2025	\$8,590.40	\$10,441.60	\$8,590.40	\$9,022.00	\$9,476.14	\$9,945.87	\$10,441.60
Senior Forensic Specialist	TMTR	7/13/2025	\$7,727.20	\$9,389.47	\$7,727.20	\$8,110.27	\$8,517.60	\$8,940.54	\$9,389.47
Senior Helicopter Mechanic	AFSCME	7/13/2025	\$10,015.20	\$12,174.94	\$10,015.20	\$10,516.14	\$11,041.34	\$11,596.00	\$12,174.94
Senior Human Resources Analyst	CONMGMT	7/13/2025	\$9,602.67	\$11,667.07	\$9,602.67	\$10,084.54	\$10,587.20	\$11,115.87	\$11,667.07
Senior Information Technology Specialist	CON	7/13/2025	\$7,936.94	\$9,644.27	\$7,936.94	\$8,335.60	\$8,749.87	\$9,188.40	\$9,644.27
Senior Integrated Waste Collector	AFSCME	7/13/2025	\$5,278.00	\$6,411.60	\$5,278.00	\$5,543.20	\$5,818.80	\$6,104.80	\$6,411.60
Senior Internal Auditor	SCN	7/13/2025	\$9,436.27	\$11,462.54	\$9,436.27	\$9,906.00	\$10,401.74	\$10,925.20	\$11,462.54

## Compensation Grades / Step Tables

Effective 03/08/2026

Classification	Group	Effective Date	Monthly Range Salary	Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Senior Landscape Architect	AOME	7/13/2025	\$10,453.74	\$12,705.34	\$10,453.74	\$10,975.47	\$11,524.94	\$12,100.40	\$12,705.34
Senior Landscape Planner	TMTR	7/13/2025	\$10,318.54	\$12,538.94	\$10,318.54	\$10,835.07	\$11,367.20	\$11,940.94	\$12,538.94
Senior Legislative Analyst	AOME	7/13/2025	\$9,342.67	\$11,349.87	\$9,342.67	\$9,810.67	\$10,299.47	\$10,814.27	\$11,349.87
Senior Librarian	TMTR	7/13/2025	\$7,559.07	\$9,282.00	\$7,559.07	\$7,957.74	\$8,375.47	\$8,820.94	\$9,282.00
Senior Library Assistant	TMTR	7/13/2025	\$5,678.40	\$6,976.67	\$5,678.40	\$5,983.47	\$6,297.20	\$6,626.54	\$6,976.67
Senior Library Clerk	TMTR	7/13/2025	\$4,520.54	\$5,496.40	\$4,520.54	\$4,747.60	\$4,986.80	\$5,236.40	\$5,496.40
Senior Management Analyst	AOME	7/13/2025	\$9,342.67	\$11,349.87	\$9,342.67	\$9,810.67	\$10,299.47	\$10,814.27	\$11,349.87
Senior Management Analyst - Confidential	CONMGMT	7/13/2025	\$9,342.67	\$11,349.87	\$9,342.67	\$9,810.67	\$10,299.47	\$10,814.27	\$11,349.87
Senior Network Engineer	AOME	7/13/2025	\$11,342.94	\$13,790.40	\$11,342.94	\$11,914.94	\$12,507.74	\$13,136.94	\$13,790.40
Senior Park Maintenance Technician	AFSCME	7/13/2025	\$6,188.00	\$7,515.74	\$6,188.00	\$6,494.80	\$6,822.40	\$7,158.67	\$7,515.74
Senior Park Maintenance Worker	AFSCME	7/13/2025	\$5,073.47	\$6,162.00	\$5,073.47	\$5,324.80	\$5,586.54	\$5,865.60	\$6,162.00
Senior Parts Specialist	AFSCME	7/13/2025	\$6,063.20	\$7,368.40	\$6,063.20	\$6,364.80	\$6,682.00	\$7,016.54	\$7,368.40
Senior Performance and Optimization Analyst	CON	7/13/2025	\$10,320.27	\$12,545.87	\$10,320.27	\$10,842.00	\$11,377.60	\$11,951.34	\$12,545.87
Senior Permit Technician	TMTR	7/13/2025	\$6,903.87	\$8,391.07	\$6,903.87	\$7,248.80	\$7,609.34	\$7,990.67	\$8,391.07
Senior Plan Check Engineer	AOME	7/13/2025	\$11,706.94	\$14,227.20	\$11,706.94	\$12,291.07	\$12,908.14	\$13,551.20	\$14,227.20
Senior Planner	AOME	7/13/2025	\$11,186.94	\$13,596.27	\$11,186.94	\$11,748.54	\$12,332.67	\$12,948.00	\$13,596.27
Senior Police Dispatcher	TMTR	2/22/2026	\$7,564.27	\$9,195.34	\$7,564.27	\$7,942.14	\$8,339.07	\$8,756.80	\$9,195.34
Senior Police Records Specialist	TMTR	7/13/2025	\$5,759.87	\$7,006.14	\$5,759.87	\$6,051.07	\$6,352.67	\$6,668.14	\$7,006.14
Senior Project Coordinator	AOME	7/13/2025	\$8,413.60	\$10,228.40	\$8,413.60	\$8,840.00	\$9,280.27	\$9,744.80	\$10,228.40
Senior Project Manager	AOME	7/13/2025	\$11,349.87	\$13,800.80	\$11,349.87	\$11,920.14	\$12,519.87	\$13,143.87	\$13,800.80
Senior Public Safety Business Analyst	AOME	7/13/2025	\$10,323.74	\$12,547.60	\$10,323.74	\$10,843.74	\$11,384.54	\$11,953.07	\$12,544.14
Senior Public Works Inspector	TMTR	7/13/2025	\$9,113.87	\$11,077.74	\$9,113.87	\$9,566.27	\$10,044.67	\$10,547.34	\$11,077.74
Senior Real Time Information Center Operator	TMTR	2/22/2026	\$7,564.27	\$9,195.34	\$7,564.27	\$7,942.14	\$8,339.07	\$8,756.80	\$9,195.34
Senior Records Specialist	CON	7/13/2025	\$6,002.54	\$7,290.40	\$6,002.54	\$6,300.67	\$6,614.40	\$6,945.47	\$7,290.40
Senior Recreation/Community Services Supervisor	TMTR	7/13/2025	\$8,164.00	\$9,918.14	\$8,164.00	\$8,573.07	\$9,001.20	\$9,448.40	\$9,918.14
Senior Street Maintenance Technician	AFSCME	7/13/2025	\$6,188.00	\$7,515.74	\$6,188.00	\$6,494.80	\$6,822.40	\$7,158.67	\$7,515.74
Senior Street Maintenance Worker	AFSCME	7/13/2025	\$5,073.47	\$6,162.00	\$5,073.47	\$5,324.80	\$5,586.54	\$5,865.60	\$6,162.00
Senior Systems Analyst	CON	7/13/2025	\$10,323.74	\$12,547.60	\$10,323.74	\$10,843.74	\$11,384.54	\$11,953.07	\$12,547.60
Senior Utilities Technician	AFSCME	7/13/2025	\$6,425.47	\$7,808.67	\$6,425.47	\$6,746.14	\$7,092.80	\$7,434.27	\$7,808.67
Street Maintenance Supervisor	TMTR	7/13/2025	\$7,777.47	\$9,451.87	\$7,777.47	\$8,165.74	\$8,574.80	\$9,001.20	\$9,451.87
Street Maintenance Technician	AFSCME	7/13/2025	\$5,596.94	\$6,803.34	\$5,596.94	\$5,884.67	\$6,170.67	\$6,484.40	\$6,803.34
Supervising Building Inspector	AOME	7/13/2025	\$11,015.34	\$13,383.07	\$11,015.34	\$11,559.60	\$12,143.74	\$12,748.67	\$13,383.07
Supervising Librarian	TMTR	7/13/2025	\$8,689.20	\$10,668.67	\$8,689.20	\$9,148.54	\$9,628.67	\$10,134.80	\$10,668.67
Supervising Library Clerk	TMTR	7/13/2025	\$4,998.94	\$6,071.87	\$4,998.94	\$5,243.34	\$5,505.07	\$5,780.67	\$6,071.87
Supervising Public Works Inspector	AOME	7/13/2025	\$11,015.34	\$13,383.07	\$11,015.34	\$11,559.60	\$12,143.74	\$12,748.67	\$13,383.07
Survey Party Chief	TMTR	7/13/2025	\$8,365.07	\$10,164.27	\$8,365.07	\$8,781.07	\$9,221.34	\$9,684.14	\$10,164.27
Survey Technician	TMTR	7/13/2025	\$7,605.87	\$9,243.87	\$7,605.87	\$7,985.47	\$8,389.34	\$8,803.60	\$9,243.87

**Compensation Grades / Step Tables**  
Effective 03/08/2026

<b>Classification</b>	<b>Group</b>	<b>Effective Date</b>	<b>Monthly Range Salary</b>	<b>Monthly Range Salary</b>	<b>Step 1 Monthly</b>	<b>Step 2 Monthly</b>	<b>Step 3 Monthly</b>	<b>Step 4 Monthly</b>	<b>Step 5 Monthly</b>
Systems Analyst	CON	7/13/2025	\$7,936.94	\$9,644.27	\$7,936.94	\$8,335.60	\$8,749.87	\$9,188.40	\$9,644.27
Systems Specialist	CON	7/13/2025	\$6,968.00	\$8,469.07	\$6,968.00	\$7,318.14	\$7,680.40	\$8,065.20	\$8,469.07
Traffic/Transportation Manager	AOME	7/13/2025	\$15,749.07	\$19,141.20	\$15,749.07	\$16,534.27	\$17,364.54	\$18,232.94	\$19,141.20
Urban Forestry Superintendent	AOME	7/13/2025	\$9,677.20	\$11,757.20	\$9,677.20	\$10,159.07	\$10,666.94	\$11,197.34	\$11,757.20
Urban Forestry Technician	AFSCME	7/13/2025	\$6,188.00	\$7,515.74	\$6,188.00	\$6,494.80	\$6,822.40	\$7,158.67	\$7,515.74
Utilities Customer Services Specialist	TMTR	2/22/2026	\$5,997.34	\$7,290.40	\$5,997.34	\$6,297.20	\$6,612.67	\$6,943.74	\$7,290.40
Utilities Engineering Manager	AOME	7/13/2025	\$15,749.07	\$19,141.20	\$15,749.07	\$16,534.27	\$17,361.07	\$18,232.94	\$19,141.20
Utilities Maintenance Worker	AFSCME	7/13/2025	\$5,262.40	\$6,397.74	\$5,262.40	\$5,529.34	\$5,808.40	\$6,092.67	\$6,397.74
Utilities Operations Assistant Manager	AOME	1/21/2026	\$10,348.00	\$12,577.07	\$10,348.00	\$10,864.54	\$11,407.07	\$11,979.07	\$12,577.07
Utilities Operations Manager	AOME	7/13/2025	\$12,225.20	\$14,854.67	\$12,225.20	\$12,837.07	\$13,474.94	\$14,145.74	\$14,854.67
Utilities Project Manager	AOME	7/13/2025	\$10,868.00	\$13,213.20	\$10,868.00	\$11,415.74	\$11,982.54	\$12,582.27	\$13,213.20
Utilities Service Representative	AFSCME	7/13/2025	\$5,810.14	\$7,052.94	\$5,810.14	\$6,094.40	\$6,399.47	\$6,720.14	\$7,052.94
Utilities Supervisor	TMTR	11/16/2025	\$9,448.40	\$11,485.07	\$9,448.40	\$9,919.87	\$10,417.34	\$10,937.34	\$11,485.07
Utilities Technician	AFSCME	7/13/2025	\$5,817.07	\$7,070.27	\$5,817.07	\$6,104.80	\$6,411.60	\$6,728.80	\$7,070.27
Wastewater Compliance Manager	AOME	7/13/2025	\$9,977.07	\$12,117.74	\$9,977.07	\$10,472.80	\$10,996.27	\$11,544.00	\$12,117.74
Water Production Manager	AOME	7/13/2025	\$12,225.20	\$14,854.67	\$12,225.20	\$12,837.07	\$13,474.94	\$14,145.74	\$14,854.67
Water Production Operator I	TMTR	2/22/2026	\$7,231.47	\$8,791.47	\$7,231.47	\$7,593.74	\$7,973.34	\$8,372.00	\$8,791.47
Water Production Operator II	TMTR	2/22/2026	\$7,956.00	\$9,670.27	\$7,956.00	\$8,352.94	\$8,770.67	\$9,209.20	\$9,670.27
Water Production Operator III	TMTR	2/22/2026	\$8,552.27	\$10,394.80	\$8,552.27	\$8,980.40	\$9,429.34	\$9,900.80	\$10,394.80
Water Production Supervisor	TMTR	11/16/2025	\$9,448.40	\$11,485.07	\$9,448.40	\$9,919.87	\$10,417.34	\$10,937.34	\$11,485.07
Water Quality and Production Control Manager	AOME	7/13/2025	\$13,450.67	\$16,341.87	\$13,450.67	\$14,119.74	\$14,825.20	\$15,563.60	\$16,341.87
Water Quality Programs Manager	AOME	7/13/2025	\$9,977.07	\$12,117.74	\$9,977.07	\$10,472.80	\$10,996.27	\$11,544.00	\$12,117.74
Water Quality Specialist	TMTR	7/13/2025	\$8,590.40	\$10,441.60	\$8,590.40	\$9,022.00	\$9,476.14	\$9,945.87	\$10,441.60
Water Resources Coordinator	TMTR	7/13/2025	\$8,590.40	\$10,441.60	\$8,590.40	\$9,022.00	\$9,476.14	\$9,945.87	\$10,441.60
Water Resources Manager	AOME	7/13/2025	\$13,384.80	\$16,263.87	\$13,384.80	\$14,050.40	\$14,757.60	\$15,490.80	\$16,263.87
Water/Sewer Maintenance Manager	AOME	7/13/2025	\$10,868.00	\$13,213.20	\$10,868.00	\$11,415.74	\$11,982.54	\$12,582.27	\$13,213.20
Water/Wastewater Technician	TMTR	7/13/2025	\$7,051.20	\$8,567.87	\$7,051.20	\$7,401.34	\$7,774.00	\$8,158.80	\$8,567.87
Welder	AFSCME	7/13/2025	\$5,387.20	\$6,543.34	\$5,387.20	\$5,657.60	\$5,931.47	\$6,234.80	\$6,543.34

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Minimum - Hourly Rate	Maximum - Hourly Rate	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Step 9 Hourly	Step 10 Hourly
Accountant	HRLY (PT)	7/13/2025	\$41.27	\$50.15	\$41.27	\$43.34	\$45.52	\$47.80	\$50.15					
Accounting Supervisor	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Accounting Technician	HRLY (PT)	7/13/2025	\$34.61	\$42.05	\$34.61	\$36.32	\$38.14	\$40.03	\$42.05					
Accounts Payable Technician	HRLY (PT)	7/13/2025	\$34.61	\$42.05	\$34.61	\$36.32	\$38.14	\$40.03	\$42.05					
Administrative Assistant	HRLY (PT)	7/13/2025	\$34.11	\$41.45	\$34.11	\$35.83	\$37.59	\$39.48	\$41.45					
Administrative Assistant to the City Council	HRLY (PT)	7/13/2025	\$46.43	\$56.39	\$46.43	\$48.76	\$51.17	\$53.74	\$56.39					
Administrative Officer	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Administrative Officer - Confidential	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Administrative Specialist	HRLY (PT)	7/13/2025	\$37.52	\$45.60	\$37.52	\$39.37	\$41.36	\$43.42	\$45.60					
Administrative Specialist - Confidential	HRLY (PT)	7/13/2025	\$37.52	\$45.60	\$37.52	\$39.37	\$41.36	\$43.42	\$45.60					
Administrative Technician	HRLY (PT)	7/13/2025	\$32.30	\$39.25	\$32.30	\$33.94	\$35.63	\$37.39	\$39.25					
Asset Forfeiture Fiscal Coordinator	HRLY (PT)	7/13/2025	\$48.38	\$58.78	\$48.38	\$50.77	\$53.32	\$55.97	\$58.78					
Assistant City Engineer	HRLY (PT)	7/13/2025	\$90.86	\$110.43	\$90.86	\$95.39	\$100.18	\$105.19	\$110.43					
Assistant Curator	HRLY (PT)	7/13/2025	\$32.30	\$39.25	\$32.30	\$33.94	\$35.63	\$37.39	\$39.25					
Assistant Engineer	HRLY (PT)	7/13/2025	\$57.72	\$70.15	\$57.72	\$60.62	\$63.66	\$66.83	\$70.15					
Assistant Planner	HRLY (PT)	7/13/2025	\$45.24	\$54.98	\$45.24	\$47.50	\$49.88	\$52.37	\$54.98					
Assistant Planning Director	HRLY (PT)	7/13/2025	\$85.82	\$104.32	\$85.82	\$90.12	\$94.62	\$99.35	\$104.32					
Associate Civil Engineer	HRLY (PT)	7/13/2025	\$63.50	\$77.18	\$63.50	\$66.67	\$70.01	\$73.50	\$77.18					
Associate Engineer	HRLY (PT)	7/13/2025	\$63.50	\$77.18	\$63.50	\$66.67	\$70.01	\$73.50	\$77.18					
Associate Landscape Planner	HRLY (PT)	7/13/2025	\$51.11	\$62.14	\$51.11	\$53.69	\$56.38	\$59.19	\$62.14					
Associate Planner	HRLY (PT)	2/22/2026	\$60.27	\$73.26	\$60.27	\$63.29	\$66.45	\$69.78	\$73.26					
Broadband Analyst	HRLY (PT)	7/13/2025	\$49.56	\$60.24	\$49.56	\$51.37	\$54.67	\$57.38	\$60.24					
Broadband Coordinator	HRLY (PT)	7/13/2025	\$53.90	\$65.48	\$53.90	\$56.60	\$59.42	\$62.39	\$65.48					
Broadband Operations Manager	HRLY (PT)	7/13/2025	\$74.75	\$90.82	\$74.75	\$78.47	\$82.39	\$86.50	\$90.82					
Broadband Technician	HRLY (PT)	7/14/2025	\$43.05	\$52.31	\$43.05	\$45.19	\$47.42	\$49.83	\$52.31					
Building Inspector	HRLY (PT)	7/13/2025	\$42.66	\$51.86	\$42.66	\$44.78	\$47.05	\$49.40	\$51.86					
Building Manager	HRLY (PT)	7/13/2025	\$74.28	\$90.29	\$74.28	\$78.00	\$81.88	\$85.95	\$90.29					
Building Plans Examiner	HRLY (PT)	7/13/2025	\$58.61	\$71.25	\$58.61	\$61.55	\$64.61	\$67.86	\$71.25					
Building Plans Specialist	HRLY (PT)	7/13/2025	\$44.87	\$54.53	\$44.87	\$47.11	\$49.47	\$51.95	\$54.53					
Business License Specialist	HRLY (PT)	2/22/2026	\$34.60	\$42.06	\$34.60	\$36.33	\$38.15	\$40.06	\$42.06					
Business License Supervisor	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Buyer	HRLY (PT)	7/13/2025	\$45.78	\$55.64	\$45.78	\$48.06	\$50.47	\$52.99	\$55.64					
Case Manager	HRLY (PT)	7/13/2025	\$42.02	\$51.08	\$42.02	\$44.13	\$46.35	\$48.66	\$51.08					
Central Services Specialist	HRLY (PT)	7/13/2025	\$28.68	\$34.83	\$28.68	\$30.12	\$31.62	\$33.17	\$34.83					
City Auditor	HRLY (PT)	7/13/2025	\$64.30	\$78.14	\$64.30	\$67.52	\$70.87	\$74.42	\$78.14					
Combination Building Inspector	HRLY (PT)	7/13/2025	\$47.10	\$57.24	\$47.10	\$49.46	\$51.93	\$54.51	\$57.24					
Communications and Community Relations Manager	HRLY (PT)	7/23/2025	\$70.55	\$85.75	\$70.55	\$74.08	\$77.77	\$81.63	\$85.75					
Community Improvement Officer	HRLY (PT)	7/13/2025	\$39.83	\$48.41	\$39.83	\$41.82	\$43.90	\$46.10	\$48.41					
Community Improvement Supervisor	HRLY (PT)	7/13/2025	\$49.94	\$60.70	\$49.94	\$52.42	\$55.04	\$57.80	\$60.70					
Community Information Specialist	HRLY (PT)	7/13/2025	\$35.64	\$43.31	\$35.64	\$37.39	\$39.29	\$41.24	\$43.31					
Community Information Supervisor	HRLY (PT)	7/13/2025	\$48.66	\$59.16	\$48.66	\$51.12	\$53.67	\$56.34	\$59.16					
Community Service Officer	HRLY (PT)	2/22/2026	\$33.06	\$40.18	\$33.06	\$34.71	\$36.45	\$38.27	\$40.18					
Construction Project Manager	HRLY (PT)	7/13/2025	\$59.31	\$72.05	\$59.31	\$62.22	\$65.36	\$68.61	\$72.05					
Continuum of Care Social Worker	HRLY (PT)	7/13/2025	\$47.19	\$57.35	\$47.19	\$49.55	\$52.04	\$54.63	\$57.35					
Crime Analyst	HRLY (PT)	7/13/2025	\$45.78	\$55.64	\$45.78	\$48.06	\$50.47	\$52.99	\$55.64					
Crime Prevention Specialist	HRLY (PT)	7/13/2025	\$35.53	\$43.17	\$35.53	\$37.29	\$39.16	\$41.12	\$43.17					
Cross-Connection Control Specialist	HRLY (PT)	7/13/2025	\$47.22	\$57.36	\$47.22	\$49.55	\$52.04	\$54.65	\$57.36					
Cross-Connection Control Supervisor	HRLY (PT)	11/16/2025	\$54.52	\$66.26	\$54.52	\$57.24	\$60.11	\$63.11	\$66.26					

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Minimum - Hourly Rate	Maximum - Hourly Rate	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Step 9 Hourly	Step 10 Hourly
Cross-Connection Control Technician	HRLY (PT)	3/5/2026	\$39.33	\$47.80	\$39.33	\$41.29	\$43.36	\$45.52	\$47.80					
Custodial Services Supervisor	HRLY (PT)	7/13/2025	\$38.55	\$46.82	\$38.55	\$40.47	\$42.48	\$44.60	\$46.82					
Custodian	HRLY (PT)	7/13/2025	\$24.23	\$29.43	\$24.23	\$25.44	\$26.71	\$28.04	\$29.43					
Customer Service Representative I	HRLY (PT)	2/22/2026	\$29.96	\$36.41	\$29.96	\$31.46	\$33.03	\$34.68	\$36.41					
Customer Service Representative II	HRLY (PT)	2/22/2026	\$32.95	\$40.05	\$32.95	\$34.60	\$36.33	\$38.15	\$40.05					
Customer Service Supervisor	HRLY (PT)	7/13/2025	\$48.66	\$59.16	\$48.66	\$51.13	\$53.67	\$56.34	\$59.16					
Database Administrator	HRLY (PT)	7/13/2025	\$63.73	\$77.44	\$63.73	\$66.93	\$70.28	\$73.77	\$77.44					
Deputy Building Official	HRLY (PT)	10/30/2025	\$79.24	\$96.32	\$79.24	\$83.20	\$87.36	\$91.73	\$96.32					
Deputy City Clerk/Records Manager	HRLY (PT)	7/23/2025	\$65.46	\$79.56	\$65.46	\$68.73	\$72.17	\$75.78	\$79.56					
Deputy Fire Marshal	HRLY (PT)	7/13/2025	\$62.79	\$76.33	\$62.79	\$65.95	\$69.24	\$72.71	\$76.33					
DIF Analyst	HRLY (PT)	7/13/2025	\$57.32	\$69.63	\$57.32	\$60.18	\$63.19	\$66.36	\$69.63					
Digital Forensic Specialist	HRLY (PT)	7/13/2025	\$40.22	\$48.90	\$40.22	\$42.23	\$44.34	\$46.55	\$48.90					
Digital Investigative Analyst	HRLY (PT)	7/13/2025	\$57.32	\$69.63	\$57.32	\$60.18	\$63.19	\$66.36	\$69.63					
Economic Development Analyst	HRLY (PT)	7/13/2025	\$45.78	\$55.64	\$45.78	\$48.06	\$50.47	\$52.99	\$55.64					
Economic Development Coordinator	HRLY (PT)	7/23/2025	\$53.90	\$65.48	\$53.90	\$56.60	\$59.42	\$62.39	\$65.48					
Economic Development Specialist	HRLY (PT)	7/13/2025	\$40.20	\$48.86	\$40.20	\$42.22	\$44.31	\$46.53	\$48.86					
Emergency Management Coordinator	HRLY (PT)	7/13/2025	\$50.47	\$61.31	\$50.47	\$52.99	\$55.64	\$58.40	\$61.31					
Emergency Manager	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
EMS Nurse	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Engineering Aide	HRLY (PT)	7/13/2025	\$42.70	\$51.91	\$42.70	\$44.85	\$47.07	\$49.43	\$51.91					
Engineering Assistant	HRLY (PT)	7/13/2025	\$48.13	\$58.47	\$48.13	\$50.53	\$53.06	\$55.70	\$58.47					
Engineering Assistant/GIS	HRLY (PT)	7/13/2025	\$48.13	\$58.47	\$48.13	\$50.53	\$53.06	\$55.70	\$58.47					
Environmental Technician	HRLY (PT)	7/13/2025	\$35.06	\$42.58	\$35.06	\$36.80	\$38.63	\$40.57	\$42.58					
Equipment Mechanic	HRLY (PT)	7/13/2025	\$34.29	\$41.69	\$34.29	\$36.03	\$37.83	\$39.71	\$41.69					
Equipment Service Technician	HRLY (PT)	7/13/2025	\$31.05	\$37.74	\$31.05	\$32.61	\$34.21	\$35.95	\$37.74					
Evidence Technician	HRLY (PT)	7/13/2025	\$34.64	\$42.11	\$34.64	\$36.40	\$38.19	\$40.10	\$42.11					
Executive Assistant to the City Manager	HRLY (PT)	7/13/2025	\$68.85	\$83.65	\$68.85	\$72.28	\$75.90	\$79.68	\$83.65					
Facilities Maintenance Superintendent	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Facilities Maintenance Supervisor	HRLY (PT)	7/13/2025	\$44.87	\$54.53	\$44.87	\$47.11	\$49.47	\$51.93	\$54.53					
Facilities Maintenance Technician	HRLY (PT)	7/13/2025	\$32.29	\$39.25	\$32.29	\$33.95	\$35.60	\$37.41	\$39.25					
Facility Attendant	HRLY (PT)	7/13/2025	\$26.08	\$31.71	\$26.08	\$27.38	\$28.75	\$30.19	\$31.71					
Financial Analyst	HRLY (PT)	7/13/2025	\$54.99	\$66.80	\$54.99	\$57.73	\$60.62	\$63.67	\$66.80					
Fire Communications Manager	HRLY (PT)	7/13/2025	\$64.21	\$78.02	\$64.21	\$67.41	\$70.78	\$74.29	\$78.02					
Fire Dispatch Supervisor	HRLY (PT)	7/13/2025	\$53.21	\$64.65	\$53.21	\$55.83	\$58.64	\$61.58	\$64.65					
Fire Dispatcher	HRLY (PT)	2/22/2026	\$41.56	\$50.52	\$41.56	\$43.64	\$45.82	\$48.11	\$50.52					
Fire Dispatcher Trainee	HRLY (PT)	2/22/2026	\$37.41	\$45.47	\$37.41	\$39.28	\$41.24	\$43.30	\$45.47					
Fire Equipment Mechanic	HRLY (PT)	7/13/2025	\$37.88	\$46.03	\$37.88	\$39.77	\$41.78	\$43.86	\$46.03					
Fire Protection Analyst	HRLY (PT)	7/13/2025	\$60.31	\$73.30	\$60.31	\$63.32	\$66.49	\$69.81	\$73.30					
Fire Safety Specialist	HRLY (PT)	7/13/2025	\$44.87	\$54.53	\$44.87	\$47.11	\$49.47	\$51.95	\$54.53					
Fire Safety Technician	HRLY (PT)	7/13/2025	\$37.52	\$45.60	\$37.52	\$39.37	\$41.36	\$43.42	\$45.60					
Fleet Services Coordinator	HRLY (PT)	7/13/2025	\$38.43	\$46.70	\$38.43	\$40.34	\$42.37	\$44.49	\$46.70					
Fleet Services Superintendent	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Fleet Services Supervisor	HRLY (PT)	7/13/2025	\$47.19	\$57.35	\$47.19	\$49.55	\$52.04	\$54.63	\$57.35					
Forensic Field Supervisor	HRLY (PT)	7/13/2025	\$53.21	\$64.65	\$53.21	\$55.83	\$58.64	\$61.58	\$64.65					
Forensic Specialist	HRLY (PT)	2/22/2026	\$41.73	\$50.73	\$41.73	\$43.82	\$46.01	\$48.31	\$50.73					
Forensic Specialist Trainee	HRLY (PT)	7/13/2025	\$37.52	\$45.60	\$37.52	\$39.37	\$41.36	\$43.42	\$45.60					
Forensics Manager	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Government Affairs Manager	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Minimum - Hourly Rate	Maximum - Hourly Rate	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Step 9 Hourly	Step 10 Hourly
Graphic and Marketing Specialist	HRLY (PT)	7/13/2025	\$37.52	\$45.60	\$37.52	\$39.37	\$41.36	\$43.42	\$45.60					
Helicopter Mechanic	HRLY (PT)	7/13/2025	\$52.31	\$63.57	\$52.31	\$54.90	\$57.63	\$60.53	\$63.57					
Homeless Services Manager	HRLY (PT)	7/13/2025	\$72.04	\$87.57	\$72.04	\$75.65	\$79.41	\$83.36	\$87.57					
Housing Manager	HRLY (PT)	7/13/2025	\$72.04	\$87.57	\$72.04	\$75.65	\$79.41	\$83.36	\$87.57					
Housing Technician	HRLY (PT)	7/13/2025	\$32.30	\$39.25	\$32.30	\$33.94	\$35.63	\$37.39	\$39.25					
Human Resources Analyst	HRLY (PT)	7/13/2025	\$50.38	\$61.20	\$50.38	\$52.90	\$55.54	\$58.29	\$61.20					
Human Resources Coordinator	HRLY (PT)	7/13/2025	\$42.14	\$51.20	\$42.14	\$44.24	\$46.44	\$48.77	\$51.20					
Human Resources Specialist	HRLY (PT)	7/13/2025	\$35.64	\$43.31	\$35.64	\$37.39	\$39.29	\$41.24	\$43.31					
Human Resources Technician	HRLY (PT)	7/13/2025	\$38.20	\$46.44	\$38.20	\$40.11	\$42.11	\$44.22	\$46.44					
Integrated Waste Collector	HRLY (PT)	7/13/2025	\$27.57	\$33.51	\$27.57	\$28.93	\$30.36	\$31.90	\$33.51					
Integrated Waste Dispatcher	HRLY (PT)	7/13/2025	\$31.55	\$38.33	\$31.55	\$33.12	\$34.76	\$36.51	\$38.33					
Integrated Waste Lead Collector	HRLY (PT)	7/13/2025	\$35.70	\$43.36	\$35.70	\$37.47	\$39.36	\$41.30	\$43.36					
Integrated Waste Maintenance Worker	HRLY (PT)	7/13/2025	\$26.50	\$32.17	\$26.50	\$27.81	\$29.21	\$30.66	\$32.17					
Integrated Waste Manager	HRLY (PT)	7/13/2025	\$66.14	\$80.41	\$66.14	\$69.47	\$72.93	\$76.56	\$80.41					
Integrated Waste Route Specialist	HRLY (PT)	7/13/2025	\$35.06	\$42.58	\$35.06	\$36.80	\$38.63	\$40.57	\$42.58					
Integrated Waste Superintendent	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Integrated Waste Supervisor	HRLY (PT)	7/13/2025	\$44.87	\$54.53	\$44.87	\$47.11	\$49.47	\$51.93	\$54.53					
Internal Audit Manager	HRLY (PT)	7/13/2025	\$60.31	\$73.30	\$60.31	\$63.32	\$66.49	\$69.81	\$73.30					
Internal Auditor	HRLY (PT)	7/13/2025	\$48.28	\$58.67	\$48.28	\$50.70	\$53.21	\$55.88	\$58.67					
Inventory Assistant	HRLY (PT)	7/13/2025	\$23.72	\$28.82	\$23.72	\$24.92	\$26.14	\$27.46	\$28.82					
Investment and Treasury Officer	HRLY (PT)	7/13/2025	\$60.43	\$73.45	\$60.43	\$63.44	\$66.62	\$69.94	\$73.45					
Irrigation Conservation Specialist	HRLY (PT)	7/13/2025	\$38.55	\$46.82	\$38.55	\$40.47	\$42.48	\$44.60	\$46.82					
Irrigation Maintenance Technician	HRLY (PT)	7/13/2025	\$35.70	\$43.36	\$35.70	\$37.47	\$39.36	\$41.30	\$43.36					
IT Manager	HRLY (PT)	7/13/2025	\$72.03	\$87.56	\$72.03	\$75.63	\$79.41	\$83.38	\$87.56					
IT Specialist	HRLY (PT)	7/13/2025	\$40.20	\$48.86	\$40.20	\$42.22	\$44.31	\$46.53	\$48.86					
IT Technician	HRLY (PT)	7/13/2025	\$36.18	\$43.96	\$36.18	\$37.99	\$39.87	\$41.86	\$43.96					
Landscape Planner	HRLY (PT)	7/13/2025	\$45.24	\$54.98	\$45.24	\$47.50	\$49.88	\$52.37	\$54.98					
Legislative Analyst	HRLY (PT)	7/13/2025	\$45.78	\$55.64	\$45.78	\$48.06	\$50.47	\$52.99	\$55.64					
Librarian	HRLY (PT)	7/13/2025	\$39.68	\$48.66	\$39.68	\$41.74	\$43.93	\$46.25	\$48.66					
Library Assistant	HRLY (PT)	7/13/2025	\$28.84	\$35.03	\$28.84	\$30.25	\$31.76	\$33.35	\$35.03					
Library Clerk	HRLY (PT)	7/13/2025	\$23.74	\$28.85	\$23.74	\$24.93	\$26.18	\$27.47	\$28.85					
Library Services Manager	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Maintenance Worker	HRLY (PT)	7/13/2025	\$26.50	\$32.17	\$26.50	\$27.81	\$29.21	\$30.66	\$32.17					
Management Analyst	HRLY (PT)	7/13/2025	\$45.78	\$55.64	\$45.78	\$48.06	\$50.47	\$52.99	\$55.64					
Management Analyst - Confidential	HRLY (PT)	7/13/2025	\$45.78	\$55.64	\$45.78	\$48.06	\$50.47	\$52.99	\$55.64					
Management Assistant	HRLY (PT)	7/13/2025	\$40.22	\$48.90	\$40.22	\$42.23	\$44.34	\$46.55	\$48.90					
Municipal Services Manager	HRLY (PT)	7/13/2025	\$61.42	\$74.64	\$61.42	\$64.72	\$68.04	\$71.34	\$74.64					
Museum Curator	HRLY (PT)	7/13/2025	\$36.05	\$44.26	\$36.05	\$37.95	\$39.95	\$42.02	\$44.26					
Museum, Arts and Culture Manager	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Office Assistant	HRLY (PT)	7/13/2025	\$23.74	\$28.85	\$23.74	\$24.93	\$26.18	\$27.47	\$28.85					
Office Assistant - Confidential	HRLY (PT)	7/13/2025	\$23.74	\$28.85	\$23.74	\$24.93	\$26.18	\$27.47	\$28.85					
Office Specialist	HRLY (PT)	7/13/2025	\$28.67	\$34.83	\$28.67	\$30.12	\$31.62	\$33.17	\$34.83					
Office Specialist - Confidential	HRLY (PT)	7/13/2025	\$28.67	\$34.83	\$28.67	\$30.12	\$31.62	\$33.17	\$34.83					
Park Maintenance Technician	HRLY (PT)	7/13/2025	\$32.29	\$39.25	\$32.29	\$33.95	\$35.60	\$37.41	\$39.25					
Parking Enforcement Officer	HRLY (PT)	7/13/2025	\$26.64	\$32.40	\$26.64	\$27.97	\$29.36	\$30.85	\$32.40					
Parks & Maintenance Supervisor	HRLY (PT)	7/13/2025	\$44.87	\$54.53	\$44.87	\$47.11	\$49.47	\$51.93	\$54.53					
Parks & Street Maintenance Manager	HRLY (PT)	7/13/2025	\$66.14	\$80.41	\$66.14	\$69.47	\$72.93	\$76.56	\$80.41					
Parks and Streets Maintenance Superintendent	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Minimum - Hourly Rate	Maximum - Hourly Rate	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Step 9 Hourly	Step 10 Hourly
Parts Specialist	HRLY (PT)	7/13/2025	\$31.66	\$38.49	\$31.66	\$33.23	\$34.90	\$36.65	\$38.49					
Payroll Coordinator	HRLY (PT)	7/13/2025	\$44.35	\$53.89	\$44.35	\$46.57	\$48.90	\$51.35	\$53.89					
Payroll Supervisor	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$44.87					
Payroll Technician	HRLY (PT)	7/13/2025	\$38.20	\$46.44	\$38.20	\$40.11	\$42.11	\$44.22	\$46.44					
Performance and Optimization Manager	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Permit Services Supervisor	HRLY (PT)	7/13/2025	\$52.94	\$64.35	\$52.94	\$55.59	\$58.37	\$61.29	\$64.35					
Permit Technician	HRLY (PT)	7/13/2025	\$35.78	\$43.48	\$35.78	\$37.59	\$39.46	\$41.43	\$43.48					
Personnel and Training Coordinator	HRLY (PT)	7/13/2025	\$38.20	\$46.44	\$38.20	\$40.11	\$42.11	\$44.22	\$46.44					
Plan Check Engineer	HRLY (PT)	7/13/2025	\$60.31	\$73.30	\$60.31	\$63.32	\$66.49	\$69.81	\$73.30					
Plan Checker	HRLY (PT)	7/13/2025	\$52.05	\$63.26	\$52.05	\$54.67	\$57.38	\$60.24	\$63.26					
Police Communications Manager	HRLY (PT)	7/13/2025	\$64.21	\$78.02	\$64.21	\$67.41	\$70.78	\$74.29	\$78.02					
Police Dispatch Supervisor	HRLY (PT)	7/13/2025	\$53.21	\$64.65	\$53.21	\$55.83	\$58.64	\$61.58	\$64.65					
Police Dispatcher	HRLY (PT)	2/22/2026	\$41.56	\$50.52	\$41.56	\$43.64	\$45.82	\$48.11	\$50.52					
Police Dispatcher Trainee	HRLY (PT)	2/22/2026	\$37.41	\$45.47	\$37.41	\$39.28	\$41.24	\$43.30	\$45.47					
Police Records Manager	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Police Records Specialist	HRLY (PT)	7/13/2025	\$28.67	\$34.83	\$28.67	\$30.12	\$31.62	\$33.17	\$34.83					
Police Records Specialist Trainee	HRLY (PT)	7/13/2025	\$26.64	\$32.40	\$26.64	\$27.97	\$29.36	\$30.85	\$32.40					
Police Records Supervisor	HRLY (PT)	7/13/2025	\$41.92	\$50.93	\$41.92	\$43.99	\$46.18	\$48.49	\$50.93					
Principal Broadband Analyst	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Principal Construction Project Manager	HRLY (PT)	7/13/2025	\$74.75	\$90.82	\$74.75	\$78.47	\$82.39	\$86.50	\$90.82					
Principal Engineer	HRLY (PT)	7/13/2025	\$77.22	\$93.83	\$77.22	\$81.06	\$85.14	\$89.37	\$93.83					
Principal Human Resources Agency Partner	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Principal IT Analyst	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Principal Planner	HRLY (PT)	7/13/2025	\$78.06	\$94.84	\$78.06	\$81.94	\$86.02	\$90.32	\$94.84					
Project Coordinator	HRLY (PT)	7/13/2025	\$46.70	\$56.74	\$46.70	\$49.03	\$51.48	\$54.07	\$56.74					
Project Manager	HRLY (PT)	7/13/2025	\$59.31	\$72.05	\$59.31	\$62.22	\$65.36	\$68.61	\$72.05					
PT 1	HRLY (PT)	12/28/2025	\$16.96	\$19.67				\$16.96	\$17.39	\$17.82	\$18.27	\$18.72	\$19.19	\$19.67
PT 2	HRLY (PT)	12/28/2025	\$16.96	\$20.16			\$16.96	\$17.39	\$17.82	\$18.27	\$18.72	\$19.19	\$19.67	\$20.16
PT 3	HRLY (PT)	12/28/2025	\$16.96	\$20.67		\$16.96	\$17.39	\$17.82	\$18.27	\$18.72	\$19.19	\$19.67	\$20.16	\$20.67
PT 4	HRLY (PT)	5/21/2023	\$16.96	\$21.18	\$16.96	\$17.39	\$17.82	\$18.27	\$18.72	\$19.19	\$19.67	\$20.16	\$20.67	\$21.18
PT 5	HRLY (PT)	5/21/2023	\$17.39	\$21.71	\$17.39	\$17.82	\$18.27	\$18.72	\$19.19	\$19.67	\$20.16	\$20.67	\$21.18	\$21.71
PT 6	HRLY (PT)	5/21/2023	\$17.82	\$22.25	\$17.82	\$18.27	\$18.72	\$19.19	\$19.67	\$20.16	\$20.67	\$21.18	\$21.71	\$22.25
PT 7	HRLY (PT)	5/21/2023	\$18.27	\$22.81	\$18.27	\$18.72	\$19.19	\$19.67	\$20.16	\$20.67	\$21.18	\$21.71	\$22.25	\$22.81
PT 8	HRLY (PT)	5/21/2023	\$18.72	\$23.38	\$18.72	\$19.19	\$19.67	\$20.16	\$20.67	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38
PT 9	HRLY (PT)	5/21/2023	\$19.19	\$23.97	\$19.19	\$19.67	\$20.16	\$20.67	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97
PT10	HRLY (PT)	5/21/2023	\$19.67	\$24.56	\$19.67	\$20.16	\$20.67	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97	\$24.56
PT11	HRLY (PT)	5/21/2023	\$20.16	\$25.18	\$20.16	\$20.67	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97	\$24.56	\$25.18
PT12	HRLY (PT)	5/21/2023	\$20.67	\$25.81	\$20.67	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97	\$24.56	\$25.18	\$25.81
PT13	HRLY (PT)	5/21/2023	\$21.18	\$26.45	\$21.18	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45
PT14	HRLY (PT)	5/21/2023	\$21.71	\$27.11	\$21.71	\$22.25	\$22.81	\$23.38	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11
PT15	HRLY (PT)	5/21/2023	\$22.25	\$27.79	\$22.25	\$22.81	\$23.38	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79
PT16	HRLY (PT)	5/21/2023	\$22.81	\$28.49	\$22.81	\$23.38	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79	\$28.49
PT17	HRLY (PT)	5/21/2023	\$23.38	\$29.20	\$23.38	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79	\$28.49	\$29.20
PT18	HRLY (PT)	5/21/2023	\$23.97	\$29.93	\$23.97	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79	\$28.49	\$29.20	\$29.93
PT19	HRLY (PT)	5/21/2023	\$24.56	\$30.68	\$24.56	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79	\$28.49	\$29.20	\$29.93	\$30.68
PT20	HRLY (PT)	5/21/2023	\$25.18	\$31.44	\$25.18	\$25.81	\$26.45	\$27.11	\$27.79	\$28.49	\$29.20	\$29.93	\$30.68	\$31.44
PT21	HRLY (PT)	5/21/2023	\$25.81	\$32.23	\$25.81	\$26.45	\$27.11	\$27.79	\$28.49	\$29.20	\$29.93	\$30.68	\$31.44	\$32.23
PT22	HRLY (PT)	5/21/2023	\$26.45	\$33.04	\$26.45	\$27.11	\$27.79	\$28.49	\$29.20	\$29.93	\$30.68	\$31.44	\$32.23	\$33.04

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Minimum - Hourly Rate	Maximum - Hourly Rate	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Step 9 Hourly	Step 10 Hourly
PT23	HRLY (PT)	5/21/2023	\$27.11	\$33.86	\$27.11	\$27.79	\$28.49	\$29.20	\$29.93	\$30.68	\$31.44	\$32.23	\$33.04	\$33.86
PT24	HRLY (PT)	5/21/2023	\$27.79	\$34.71	\$27.79	\$28.49	\$29.20	\$29.93	\$30.68	\$31.44	\$32.23	\$33.04	\$33.86	\$34.71
PT25	HRLY (PT)	5/21/2023	\$28.49	\$35.58	\$28.49	\$29.20	\$29.93	\$30.68	\$31.44	\$32.23	\$33.04	\$33.86	\$34.71	\$35.58
Public Works Inspector	HRLY (PT)	7/13/2025	\$47.10	\$57.24	\$47.10	\$49.46	\$51.93	\$54.51	\$57.24					
Purchasing Assistant	HRLY (PT)	7/13/2025	\$33.97	\$41.25	\$33.97	\$35.66	\$37.42	\$39.30	\$41.25					
Purchasing Supervisor	HRLY (PT)	7/15/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Real-Time Information Center Operator	HRLY (PT)	2/22/2026	\$41.56	\$50.52	\$41.56	\$43.64	\$45.82	\$48.11	\$50.52					
Records Coordinator	HRLY (PT)	7/13/2025	\$38.06	\$46.25	\$38.06	\$39.97	\$41.96	\$44.06	\$46.25					
Records Specialist	HRLY (PT)	7/13/2025	\$29.38	\$35.69	\$29.38	\$30.85	\$32.37	\$33.98	\$35.69					
Recreation/Community Services Coordinator	HRLY (PT)	2/22/2026	\$38.19	\$46.42	\$38.19	\$40.10	\$42.10	\$44.21	\$46.42					
Recreation/Community Services Driver	HRLY (PT)	7/13/2025	\$26.08	\$31.71	\$26.08	\$27.39	\$28.77	\$30.21	\$31.71					
Recreation/Community Services Driver Trainee	HRLY (PT)	7/13/2025	\$23.74	\$28.85	\$23.74	\$24.93	\$26.18	\$27.47	\$28.85					
Recreation/Community Services Manager	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Revenue Manager	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Risk Management Adjuster	HRLY (PT)	7/13/2025	\$47.99	\$58.31	\$47.99	\$50.38	\$52.90	\$55.54	\$58.31					
Risk Management Specialist	HRLY (PT)	7/13/2025	\$35.64	\$43.31	\$35.64	\$37.39	\$39.29	\$41.24	\$43.31					
Risk Manager	HRLY (PT)	2/10/2026	\$65.44	\$79.56	\$65.44	\$68.98	\$72.50	\$76.04	\$79.56					
Safety Officer	HRLY (PT)	7/13/2025	\$55.40	\$67.31	\$55.40	\$58.38	\$61.36	\$64.33	\$67.31					
Senior Accountant	HRLY (PT)	7/13/2025	\$47.92	\$58.23	\$47.92	\$50.32	\$52.84	\$55.47	\$58.23					
Senior Accounts Payable Technician	HRLY (PT)	7/13/2025	\$36.50	\$44.35	\$36.50	\$38.32	\$40.39	\$42.26	\$44.35					
Senior Administrative Assistant	HRLY (PT)	7/13/2025	\$37.53	\$45.59	\$37.53	\$39.40	\$41.35	\$43.43	\$45.59					
Senior Associate Civil Engineer	HRLY (PT)	7/13/2025	\$66.84	\$81.21	\$66.84	\$70.18	\$73.68	\$77.36	\$81.21					
Senior Associate Engineer	HRLY (PT)	7/13/2025	\$66.84	\$81.21	\$66.84	\$70.18	\$73.68	\$77.36	\$81.21					
Senior Combo Building Inspector	HRLY (PT)	7/13/2025	\$52.58	\$63.91	\$52.58	\$55.19	\$57.95	\$60.85	\$63.91					
Senior Community Improvement Officer	HRLY (PT)	7/13/2025	\$43.78	\$53.19	\$43.78	\$45.97	\$48.26	\$50.66	\$53.19					
Senior Community Information Specialist	HRLY (PT)	7/13/2025	\$44.35	\$53.89	\$44.35	\$46.57	\$48.90	\$51.35	\$53.89					
Senior Community Service Officer	HRLY (PT)	2/22/2026	\$34.72	\$42.20	\$34.72	\$36.45	\$38.27	\$40.19	\$42.20					
Senior Custodian	HRLY (PT)	7/13/2025	\$29.27	\$35.55	\$29.27	\$30.72	\$32.23	\$33.84	\$35.55					
Senior Economic Development Coordinator	HRLY (PT)	7/13/2025	\$59.31	\$72.05	\$59.31	\$62.22	\$65.36	\$68.61	\$72.05					
Senior Electrician	HRLY (PT)	7/13/2025	\$43.05	\$52.31	\$43.05	\$45.19	\$47.42	\$49.83	\$52.31					
Senior Environmental Technician	HRLY (PT)	7/13/2025	\$38.55	\$46.82	\$38.55	\$40.47	\$42.48	\$44.60	\$46.82					
Senior Equipment Mechanic	HRLY (PT)	7/13/2025	\$37.88	\$46.03	\$37.88	\$39.77	\$41.78	\$43.86	\$46.03					
Senior Evidence Technician	HRLY (PT)	7/13/2025	\$37.52	\$45.60	\$37.52	\$39.37	\$41.36	\$43.42	\$45.60					
Senior Facilities Maintenance Technician	HRLY (PT)	7/13/2025	\$35.70	\$43.36	\$35.70	\$37.47	\$39.36	\$41.30	\$43.36					
Senior Financial Analyst	HRLY (PT)	7/13/2025	\$60.43	\$73.45	\$60.43	\$63.44	\$66.62	\$69.94	\$73.45					
Senior Financial Analyst - Confidential	HRLY (PT)	7/13/2025	\$60.43	\$73.45	\$60.43	\$63.44	\$66.62	\$69.94	\$73.45					
Senior Fire Business Analyst	HRLY (PT)	7/13/2025	\$59.56	\$72.38	\$59.56	\$62.53	\$65.66	\$68.95	\$72.38					
Senior Fire Dispatcher	HRLY (PT)	2/22/2026	\$43.64	\$53.05	\$43.64	\$45.82	\$48.11	\$50.52	\$53.05					
Senior Fire Equipment Mechanic	HRLY (PT)	7/13/2025	\$41.85	\$50.85	\$41.85	\$43.94	\$46.13	\$48.45	\$50.85					
Senior Fire Safety Specialist	HRLY (PT)	7/13/2025	\$49.56	\$60.24	\$49.56	\$52.05	\$54.67	\$57.38	\$60.24					
Senior Forensic Specialist	HRLY (PT)	7/13/2025	\$44.58	\$54.17	\$44.58	\$46.79	\$49.14	\$51.58	\$54.17					
Senior Helicopter Mechanic	HRLY (PT)	7/13/2025	\$57.78	\$70.24	\$57.78	\$60.67	\$63.70	\$66.90	\$70.24					
Senior Human Resources Analyst	HRLY (PT)	7/13/2025	\$55.40	\$67.31	\$55.40	\$58.18	\$61.08	\$64.13	\$67.31					
Senior Information Technology Specialist	HRLY (PT)	7/13/2025	\$45.79	\$55.64	\$45.79	\$48.09	\$50.48	\$53.01	\$55.64					
Senior Integrated Waste Collector	HRLY (PT)	7/13/2025	\$30.45	\$36.99	\$30.45	\$31.98	\$33.57	\$35.22	\$36.99					
Senior Internal Auditor	HRLY (PT)	7/13/2025	\$54.44	\$66.13	\$54.44	\$57.15	\$60.01	\$63.03	\$66.13					
Senior Landscape Architect	HRLY (PT)	7/13/2025	\$60.31	\$73.30	\$60.31	\$63.32	\$66.49	\$69.81	\$73.30					
Senior Landscape Planner	HRLY (PT)	7/13/2025	\$59.53	\$72.34	\$59.53	\$62.51	\$65.58	\$68.89	\$72.34					

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Minimum - Hourly Rate	Maximum - Hourly Rate	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Step 9 Hourly	Step 10 Hourly
Senior Legislative Analyst	HRLY (PT)	7/13/2025	\$53.90	\$65.48	\$53.90	\$56.60	\$59.42	\$62.39	\$65.48					
Senior Librarian	HRLY (PT)	7/13/2025	\$43.61	\$53.55	\$43.61	\$45.91	\$48.32	\$50.89	\$53.55					
Senior Library Assistant	HRLY (PT)	7/13/2025	\$32.76	\$40.25	\$32.76	\$34.52	\$36.33	\$38.23	\$40.25					
Senior Library Clerk	HRLY (PT)	7/13/2025	\$26.08	\$31.71	\$26.08	\$27.39	\$28.77	\$30.21	\$31.71					
Senior Management Analyst	HRLY (PT)	7/13/2025	\$53.90	\$65.48	\$53.90	\$56.60	\$59.42	\$62.39	\$65.48					
Senior Management Analyst - Confidential	HRLY (PT)	7/13/2025	\$53.90	\$65.48	\$53.90	\$56.60	\$59.42	\$62.39	\$65.48					
Senior Network Engineer	HRLY (PT)	7/13/2025	\$65.44	\$79.56	\$65.44	\$68.74	\$72.16	\$75.79	\$79.56					
Senior Park Maintenance Technician	HRLY (PT)	7/13/2025	\$35.70	\$43.36	\$35.70	\$37.47	\$39.36	\$41.30	\$43.36					
Senior Park Maintenance Worker	HRLY (PT)	7/13/2025	\$29.27	\$35.55	\$29.27	\$30.72	\$32.23	\$33.84	\$35.55					
Senior Parts Specialist	HRLY (PT)	7/13/2025	\$34.98	\$42.51	\$34.98	\$36.72	\$38.55	\$40.48	\$42.51					
Senior Performance and Optimization Analyst	HRLY (PT)	7/13/2025	\$59.54	\$72.38	\$59.54	\$62.55	\$65.64	\$68.95	\$72.38					
Senior Permit Technician	HRLY (PT)	7/13/2025	\$39.83	\$48.41	\$39.83	\$41.82	\$43.90	\$46.10	\$48.41					
Senior Plan Check Engineer	HRLY (PT)	7/13/2025	\$67.54	\$82.08	\$67.54	\$70.91	\$74.47	\$78.18	\$82.08					
Senior Planner	HRLY (PT)	7/13/2025	\$64.54	\$78.44	\$64.54	\$67.78	\$71.15	\$74.70	\$78.44					
Senior Police Dispatcher	HRLY (PT)	2/22/2026	\$43.64	\$53.05	\$43.64	\$45.82	\$48.11	\$50.52	\$53.05					
Senior Police Records Specialist	HRLY (PT)	7/13/2025	\$33.23	\$40.42	\$33.23	\$34.91	\$36.65	\$38.47	\$40.42					
Senior Project Coordinator	HRLY (PT)	7/13/2025	\$48.54	\$59.01	\$48.54	\$51.00	\$53.54	\$56.22	\$59.01					
Senior Project Manager	HRLY (PT)	7/13/2025	\$65.48	\$79.62	\$65.48	\$68.77	\$72.23	\$75.83	\$79.62					
Senior Public Safety Business Analyst	HRLY (PT)	7/13/2025	\$59.56	\$72.39	\$59.56	\$62.56	\$65.68	\$68.96	\$72.37					
Senior Public Works Inspector	HRLY (PT)	7/13/2025	\$52.58	\$63.91	\$52.58	\$55.19	\$57.95	\$60.85	\$63.91					
Senior Real Time Information Center Operator	HRLY (PT)	2/22/2026	\$43.64	\$53.05	\$43.64	\$45.82	\$48.11	\$50.52	\$53.05					
Senior Records Specialist	HRLY (PT)	7/13/2025	\$34.63	\$42.06	\$34.63	\$36.35	\$38.16	\$40.07	\$42.06					
Senior Recreation/Community Services Supervisor	HRLY (PT)	7/13/2025	\$47.10	\$57.22	\$47.10	\$49.46	\$51.93	\$54.51	\$57.22					
Senior Street Maintenance Technician	HRLY (PT)	7/13/2025	\$35.70	\$43.36	\$35.70	\$37.47	\$39.36	\$41.30	\$43.36					
Senior Street Maintenance Worker	HRLY (PT)	7/13/2025	\$29.27	\$35.55	\$29.27	\$30.72	\$32.23	\$33.84	\$35.55					
Senior Systems Analyst	HRLY (PT)	7/13/2025	\$59.56	\$72.39	\$59.56	\$62.56	\$65.68	\$68.96	\$72.39					
Senior Utilities Technician	HRLY (PT)	7/13/2025	\$37.07	\$45.05	\$37.07	\$38.92	\$40.92	\$42.89	\$45.05					
Street Maintenance Supervisor	HRLY (PT)	7/13/2025	\$44.87	\$54.53	\$44.87	\$47.11	\$49.47	\$51.93	\$54.53					
Street Maintenance Technician	HRLY (PT)	7/13/2025	\$32.29	\$39.25	\$32.29	\$33.95	\$35.60	\$37.41	\$39.25					
Supervising Building Inspector	HRLY (PT)	7/13/2025	\$63.55	\$77.21	\$63.55	\$66.69	\$70.06	\$73.55	\$77.21					
Supervising Librarian	HRLY (PT)	7/13/2025	\$50.13	\$61.55	\$50.13	\$52.78	\$55.55	\$58.47	\$61.55					
Supervising Library Clerk	HRLY (PT)	7/13/2025	\$28.84	\$35.03	\$28.84	\$30.25	\$31.76	\$33.35	\$35.03					
Supervising Public Works Inspector	HRLY (PT)	7/13/2025	\$63.55	\$77.21	\$63.55	\$66.69	\$70.06	\$73.55	\$77.21					
Survey Party Chief	HRLY (PT)	7/13/2025	\$48.26	\$58.64	\$48.26	\$50.66	\$53.20	\$55.87	\$58.64					
Survey Technician	HRLY (PT)	7/13/2025	\$43.88	\$53.33	\$43.88	\$46.07	\$48.40	\$50.79	\$53.33					
Systems Analyst	HRLY (PT)	7/13/2025	\$45.79	\$55.64	\$45.79	\$48.09	\$50.48	\$53.01	\$55.64					
Systems Specialist	HRLY (PT)	7/13/2025	\$40.20	\$48.86	\$40.20	\$42.22	\$44.31	\$46.53	\$48.86					
Traffic/Transportation Manager	HRLY (PT)	7/13/2025	\$90.86	\$110.43	\$90.86	\$95.39	\$100.18	\$105.19	\$110.43					
Urban Forestry Superintendent	HRLY (PT)	7/13/2025	\$55.83	\$67.83	\$55.83	\$58.61	\$61.54	\$64.60	\$67.83					
Urban Forestry Technician	HRLY (PT)	7/13/2025	\$35.70	\$43.36	\$35.70	\$37.47	\$39.36	\$41.30	\$43.36					
Utilities Customer Services Specialist	HRLY (PT)	2/22/2026	\$34.60	\$42.06	\$34.60	\$36.33	\$38.15	\$40.06	\$42.06					
Utilities Engineering Manager	HRLY (PT)	7/13/2025	\$90.86	\$110.43	\$90.86	\$95.39	\$100.16	\$105.19	\$110.43					
Utilities Maintenance Worker	HRLY (PT)	7/13/2025	\$30.36	\$36.91	\$30.36	\$31.90	\$33.51	\$35.15	\$36.91					
Utilities Operations Assistant Manager	HRLY (PT)	1/21/2026	\$59.70	\$72.56	\$59.70	\$62.68	\$65.81	\$69.11	\$72.56					
Utilities Operations Manager	HRLY (PT)	7/13/2025	\$70.53	\$85.70	\$70.53	\$74.06	\$77.74	\$81.61	\$85.70					
Utilities Project Manager	HRLY (PT)	7/13/2025	\$62.70	\$76.23	\$62.70	\$65.86	\$69.13	\$72.59	\$76.23					
Utilities Service Representative	HRLY (PT)	7/13/2025	\$33.52	\$40.69	\$33.52	\$35.16	\$36.92	\$38.77	\$40.69					
Utilities Supervisor	HRLY (PT)	11/16/2025	\$54.51	\$66.26	\$54.51	\$57.23	\$60.10	\$63.10	\$66.26					

**Compensation Grades / Step Tables**  
Effective 03/08/2026

Classification	Group	Effective Date	Minimum - Hourly Rate	Maximum - Hourly Rate	Step 1 Hourly	Step 2 Hourly	Step 3 Hourly	Step 4 Hourly	Step 5 Hourly	Step 6 Hourly	Step 7 Hourly	Step 8 Hourly	Step 9 Hourly	Step 10 Hourly
Utilities Technician	HRLY (PT)	7/13/2025	\$33.56	\$40.79	\$33.56	\$35.22	\$36.99	\$38.82	\$40.79					
Wastewater Compliance Manager	HRLY (PT)	7/13/2025	\$57.56	\$69.91	\$57.56	\$60.42	\$63.44	\$66.60	\$69.91					
Water Production Manager	HRLY (PT)	7/13/2025	\$70.53	\$85.70	\$70.53	\$74.06	\$77.74	\$81.61	\$85.70					
Water Production Operator I	HRLY (PT)	2/22/2026	\$41.72	\$50.72	\$41.72	\$43.81	\$46.00	\$48.30	\$50.72					
Water Production Operator II	HRLY (PT)	2/22/2026	\$45.90	\$55.79	\$45.90	\$48.19	\$50.60	\$53.13	\$55.79					
Water Production Operator III	HRLY (PT)	2/22/2026	\$49.34	\$59.97	\$49.34	\$51.81	\$54.40	\$57.12	\$59.97					
Water Production Supervisor	HRLY (PT)	11/16/2025	\$54.51	\$66.26	\$54.51	\$57.23	\$60.10	\$63.10	\$66.26					
Water Quality and Production Control Manager	HRLY (PT)	7/13/2025	\$77.60	\$94.28	\$77.60	\$81.46	\$85.53	\$89.79	\$94.28					
Water Quality Programs Manager	HRLY (PT)	7/13/2025	\$57.56	\$69.91	\$57.56	\$60.42	\$63.44	\$66.60	\$69.91					
Water Quality Specialist	HRLY (PT)	7/13/2025	\$49.56	\$60.24	\$49.56	\$52.05	\$54.67	\$57.38	\$60.24					
Water Resources Coordinator	HRLY (PT)	7/13/2025	\$49.56	\$60.24	\$49.56	\$52.05	\$54.67	\$57.38	\$60.24					
Water Resources Manager	HRLY (PT)	7/13/2025	\$77.22	\$93.83	\$77.22	\$81.06	\$85.14	\$89.37	\$93.83					
Water/Sewer Maintenance Manager	HRLY (PT)	7/13/2025	\$62.70	\$76.23	\$62.70	\$65.86	\$69.13	\$72.59	\$76.23					
Water/Wastewater Technician	HRLY (PT)	7/13/2025	\$40.68	\$49.43	\$40.68	\$42.70	\$44.85	\$47.07	\$49.43					
Welder	HRLY (PT)	7/13/2025	\$31.08	\$37.75	\$31.08	\$32.64	\$34.22	\$35.97	\$37.75					

## Compensation Grades / Step Tables

Effective 03/08/2026

Classification	Group	Compensation Range	Minimum / Monthly	Maximum / Monthly
Assistant City Clerk / Records Management Director	Department Head	DH 5	\$14,950.00	\$19,890.00
Assistant Finance Director	Department Head	DH 5	\$14,950.00	\$19,890.00
Assistant General Manager - Administration and Customer Service	Department Head	DH 6	\$15,691.87	\$20,883.20
Assistant General Manager - Utilities Engineering and Operations	Department Head	DH 8	\$17,303.87	\$23,023.87
Assistant Human Resources Risk Management Director	Department Head	DH 5	\$14,950.00	\$19,890.00
Assistant Information Technology Director	Department Head	DH 5	\$14,950.00	\$19,890.00
Broadband General Manager	Department Head	DH 6	\$15,691.87	\$20,883.20
Building Official	Department Head	DH 5	\$14,950.00	\$19,890.00
Chief Investment Officer	Department Head	DH 1	\$12,298.00	\$16,364.40
City Engineer	Department Head	DH 8	\$17,303.87	\$23,023.87
Community Development Assistant Director	Department Head	DH 8	\$17,303.87	\$23,023.87
Community Improvement Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Departmental Administrator	Department Head	DH 1	\$12,298.00	\$16,364.40
Deputy City Manager	Department Head	DH 6	\$15,691.87	\$20,883.20
Deputy Director Housing Services	Department Head	DH 1	\$12,298.00	\$16,364.40
Deputy Director Innovation, Performance and Audit	Department Head	DH 1	\$12,298.00	\$16,364.40
Deputy Finance Director	Department Head	DH 3	\$13,558.14	\$18,040.54
Deputy General Manager	Department Head	DH 6	\$15,691.87	\$20,883.20
Design and Construction Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Economic Development Director	Department Head	DH 6	\$15,691.87	\$20,883.20
Emergency Medical Services Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Fire Administrative Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Fire Marshal	Department Head	DH 3	\$13,558.14	\$18,040.54
Housing Services Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Information Security Officer	Department Head	DH 2	\$12,913.34	\$17,180.80
Innovation Performance and Audit Director	Department Head	DH 5	\$14,950.00	\$19,890.00
Integrated Waste Director	Department Head	DH 6	\$15,691.87	\$20,883.20
IT Applications Director	Department Head	DH 2	\$12,913.34	\$17,180.80

## Compensation Grades / Step Tables

Effective 03/08/2026

Classification	Group	Compensation Range	Minimum / Monthly	Maximum / Monthly
IT Operations Director	Department Head	DH 2	\$12,913.34	\$17,180.80
IT Systems Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Library Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Management Services Director	Department Head	DH 5	\$14,950.00	\$19,890.00
Municipal Services Director	Department Head	DH 1	\$12,298.00	\$16,364.40
Museum, Arts and Culture Director	Department Head	DH 1	\$12,298.00	\$16,364.40
Parks and Streets Maintenance Director	Department Head	DH 1	\$12,298.00	\$16,364.40
Planning Director	Department Head	DH 6	\$15,691.87	\$20,883.20
Police Administrative Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Public Works Assistant Director	Department Head	DH 8	\$17,303.87	\$23,023.87
Real Estate Administrative Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Real Estate and Development Assistant Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Recreation/Community Services Director	Department Head	DH 2	\$12,913.34	\$17,180.80
Utilities Customer Services Director	Department Head	DH 1	\$12,298.00	\$16,364.40
Chief Deputy	Department Head - Fire Safety	PS3	\$23,869.74	\$31,746.00
Deputy Police Chief	Department Head - Police Safety	PS3	\$23,869.74	\$31,746.00
Assistant City Manager	Executive Management	EX 4	\$19,550.27	\$26,001.74
City Manager	Executive Management	EX12	\$28,884.27	\$38,415.87
Executive Director Communications and Community Relations	Executive Management	EX 1	\$16,889.60	\$22,462.27
Executive Director Community Development	Executive Management	EX 6	\$21,555.74	\$28,665.87
Executive Director Community Life and Culture	Executive Management	EX 1	\$16,889.60	\$22,462.27
Executive Director Economic Development	Executive Management	EX 1	\$16,889.60	\$22,462.27
Executive Director Human Resources Risk Management	Executive Management	EX 1	\$16,889.60	\$22,462.27
Executive Director Information Technology	Executive Management	EX 1	\$16,889.60	\$22,462.27
Executive Director of Finance	Executive Management	EX 4	\$19,550.27	\$26,001.74
Executive Director Public Works	Executive Management	EX 4	\$19,550.27	\$26,001.74
Fire Chief	Executive Management	EX 9	\$24,953.07	\$33,186.40
Police Chief	Executive Management	EX10	\$26,201.07	\$34,845.20

## Compensation Grades / Step Tables

Effective 03/08/2026

Classification	Group	Compensation Range	Minimum / Monthly	Maximum / Monthly
Utilities General Manager	Executive Management	EX 6	\$21,555.74	\$28,665.87

Classification	Group	Compensation Range	Minimum / Hourly	Maximum / Hourly
Administrative Intern	Part-time	PT13	\$21.18	\$26.45
Fire Cadet	Part-time	PT 2	\$16.96	\$20.16
Information Technology Apprentice	Part-time	PT20	\$25.18	\$31.44
Instructor / Guard	Part-time	PT 5	\$17.39	\$21.71
Library Monitor Specialist	Part-time	PT 7	\$18.27	\$22.81
Library Page	Part-time	PT 1	\$16.96	\$19.67
Lifeguard	Part-time	PT 3	\$16.96	\$20.67
Museum Assistant	Part-time	PT10	\$19.67	\$24.56
Museum Attendant	Part-time	PT 2	\$16.96	\$20.16
Police Cadet	Part-time	PT 2	\$16.96	\$20.16
Pool Manager	Part-time	PT12	\$20.67	\$25.81
Recreation Assistant	Part-time	PT 1	\$16.96	\$19.67
Recreation Leader	Part-time	PT 2	\$16.96	\$20.16
Recreation Program Specialist	Part-time	PT14	\$21.71	\$27.11
Senior Pool Manager	Part-time	PT16	\$22.81	\$28.49
Senior Recreation Leader	Part-time	PT 9	\$19.19	\$23.97