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Classification	Group	Effective Date	Minimum - Monthly Range Salary	Maximum - Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Accountant I	CON	7/12/2026	$7,297.34	$8,867.74	$7,297.34	$7,663.07	$8,049.60	$8,451.74	$8,867.74
Accountant II	CON	7/12/2026	$7,841.60	$9,531.60	$7,841.60	$8,233.34	$8,645.87	$9,077.47	$9,531.60
Accounting Supervisor	AOME	7/12/2026	$11,570.00	$14,067.74	$11,570.00	$12,154.14	$12,759.07	$13,400.40	$14,067.74
Accounting Technician	CON	7/12/2026	$6,120.40	$7,436.00	$6,120.40	$6,422.00	$6,744.40	$7,078.94	$7,436.00
Accounts Payable Technician	CON	7/12/2026	$6,120.40	$7,436.00	$6,120.40	$6,422.00	$6,744.40	$7,078.94	$7,436.00
Administrative Assistant	CON	7/12/2026	$6,182.80	$7,512.27	$6,182.80	$6,494.80	$6,813.74	$7,155.20	$7,512.27
Administrative Assistant to the City Council	CON	7/12/2026	$8,209.07	$9,970.14	$8,209.07	$8,621.60	$9,048.00	$9,502.14	$9,970.14
Administrative Officer	AOME	7/12/2026	$11,570.00	$14,067.74	$11,570.00	$12,154.14	$12,759.07	$13,400.40	$14,067.74
Administrative Officer - Confidential	CONMGMT	7/12/2026	$11,570.00	$14,067.74	$11,570.00	$12,154.14	$12,759.07	$13,400.40	$14,067.74
Administrative Specialist	TMTR	7/12/2026	$6,798.14	$8,262.80	$6,798.14	$7,134.40	$7,494.94	$7,867.60	$8,262.80
Administrative Specialist - Confidential	CON	7/12/2026	$6,798.14	$8,262.80	$6,798.14	$7,134.40	$7,494.94	$7,867.60	$8,262.80
Administrative Technician	TMTR	7/12/2026	$5,853.47	$7,111.87	$5,853.47	$6,149.87	$6,456.67	$6,775.60	$7,111.87
Asset Forfeiture Fiscal Coordinator	TMTR	7/12/2026	$8,767.20	$10,651.34	$8,767.20	$9,198.80	$9,661.60	$10,141.74	$10,651.34
Assistant City Engineer	AOME	7/12/2026	$16,064.54	$19,524.27	$16,064.54	$16,865.34	$17,711.20	$18,596.94	$19,524.27
Assistant Curator	TMTR	7/12/2026	$5,853.47	$7,111.87	$5,853.47	$6,149.87	$6,456.67	$6,775.60	$7,111.87
Assistant Engineer	TMTR	7/12/2026	$10,458.94	$12,710.54	$10,458.94	$10,984.14	$11,535.34	$12,109.07	$12,710.54
Assistant Planner	TMTR	7/12/2026	$8,196.94	$9,963.20	$8,196.94	$8,607.74	$9,037.60	$9,490.00	$9,963.20
Assistant Planning Director	AOME	7/12/2026	$15,173.60	$18,444.40	$15,173.60	$15,932.80	$16,728.40	$17,565.60	$18,444.40
Associate Civil Engineer	TMTR	7/12/2026	$11,505.87	$13,984.54	$11,505.87	$12,081.34	$12,686.27	$13,317.20	$13,984.54
Associate Engineer	TMTR	7/12/2026	$11,505.87	$13,984.54	$11,505.87	$12,081.34	$12,686.27	$13,317.20	$13,984.54
Associate Landscape Planner	TMTR	7/12/2026	$9,261.20	$11,259.74	$9,261.20	$9,729.20	$10,216.27	$10,725.87	$11,259.74
Associate Planner	TMTR	7/12/2026	$10,921.74	$13,273.87	$10,921.74	$11,467.74	$12,041.47	$12,644.67	$13,273.87
Broadband Analyst	TMTR	7/12/2026	$8,980.40	$10,914.80	$8,980.40	$9,431.07	$9,906.00	$10,396.54	$10,914.80
Broadband Coordinator	AOME	7/12/2026	$9,529.87	$11,576.94	$9,529.87	$10,006.54	$10,505.74	$11,030.94	$11,576.94
Broadband Operations Manager	AOME	7/12/2026	$13,216.67	$16,057.60	$13,216.67	$13,873.60	$14,566.94	$15,293.20	$16,057.60
Broadband Technician	AFSCME	7/12/2026	$7,611.07	$9,249.07	$7,611.07	$7,988.94	$8,384.14	$8,810.54	$9,249.07
Building Inspector	TMTR	7/12/2026	$7,730.67	$9,396.40	$7,730.67	$8,113.74	$8,526.27	$8,950.94	$9,396.40
Building Manager	AOME	7/12/2026	$13,133.47	$15,964.00	$13,133.47	$13,790.40	$14,476.80	$15,196.14	$15,964.00
Building Plans Examiner	TMTR	7/12/2026	$10,620.14	$12,909.87	$10,620.14	$11,152.27	$11,706.94	$12,296.27	$12,909.87
Business License Specialist	TMTR	7/12/2026	$6,269.47	$7,621.47	$6,269.47	$6,583.20	$6,912.54	$7,259.20	$7,621.47
Business License Supervisor	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Buyer	TMTR	7/12/2026	$8,295.74	$10,082.80	$8,295.74	$8,708.27	$9,145.07	$9,602.67	$10,082.80
Case Manager	TMTR	7/12/2026	$7,614.54	$9,256.00	$7,614.54	$7,995.87	$8,398.00	$8,817.47	$9,256.00
Central Services Specialist	TMTR	7/12/2026	$5,194.80	$6,311.07	$5,194.80	$5,458.27	$5,730.40	$6,011.20	$6,311.07
City Auditor	AOME	7/12/2026	$11,368.94	$13,814.67	$11,368.94	$11,937.47	$12,530.27	$13,157.74	$13,814.67
Combination Building Inspector	TMTR	7/12/2026	$8,534.94	$10,372.27	$8,534.94	$8,963.07	$9,410.27	$9,876.54	$10,372.27
Communications and Community Relations Manager	AOME	7/12/2026	$12,473.07	$15,161.47	$12,473.07	$13,097.07	$13,750.54	$14,431.74	$15,161.47
Community Improvement Officer	TMTR	7/12/2026	$7,217.60	$8,772.40	$7,217.60	$7,578.14	$7,954.27	$8,352.94	$8,772.40

Classification	Group	Effective Date	Minimum - Monthly Range Salary	Maximum - Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Community Improvement Supervisor	AOME	7/12/2026	$8,942.27	$10,868.00	$8,942.27	$9,386.00	$9,855.74	$10,349.74	$10,868.00
Community Information Specialist	CON	7/12/2026	$6,302.40	$7,657.87	$6,302.40	$6,610.94	$6,947.20	$7,292.14	$7,657.87
Community Information Supervisor	AOME	7/12/2026	$8,602.54	$10,458.94	$8,602.54	$9,039.34	$9,488.27	$9,961.47	$10,458.94
Community Service Officer	TMTR	7/12/2026	$5,990.40	$7,281.74	$5,990.40	$6,290.27	$6,605.74	$6,935.07	$7,281.74
Construction Project Manager	AOME	7/12/2026	$11,405.34	$13,856.27	$11,405.34	$11,965.20	$12,570.14	$13,194.14	$13,856.27
Continuum of Care Social Worker	TMTR	7/12/2026	$8,550.54	$10,391.34	$8,550.54	$8,978.67	$9,429.34	$9,899.07	$10,391.34
Crime Analyst	TMTR	7/12/2026	$8,295.74	$10,082.80	$8,295.74	$8,708.27	$9,145.07	$9,602.67	$10,082.80
Crime Prevention Specialist	TMTR	7/12/2026	$6,437.60	$7,822.54	$6,437.60	$6,756.54	$7,096.27	$7,451.60	$7,822.54
Cross-Connection Control Specialist	TMTR	7/12/2026	$8,938.80	$10,857.60	$8,938.80	$9,379.07	$9,850.54	$10,344.54	$10,857.60
Cross-Connection Control Supervisor	TMTR	7/12/2026	$9,876.54	$12,006.80	$9,876.54	$10,370.54	$10,890.54	$11,433.07	$12,006.80
Cross-Connection Control Technician	TMTR	7/12/2026	$7,444.67	$9,048.00	$7,444.67	$7,815.60	$8,207.34	$8,616.40	$9,048.00
Custodial Services Supervisor	TMTR	7/12/2026	$6,985.34	$8,484.67	$6,985.34	$7,333.74	$7,697.74	$8,082.54	$8,484.67
Custodian	AFSCME	7/12/2026	$4,283.07	$5,203.47	$4,283.07	$4,498.00	$4,721.60	$4,957.34	$5,203.47
Customer Service Representative I	TMTR	7/12/2026	$5,428.80	$6,597.07	$5,428.80	$5,700.94	$5,985.20	$6,285.07	$6,597.07
Customer Service Representative II	TMTR	7/12/2026	$5,971.34	$7,257.47	$5,971.34	$6,269.47	$6,583.20	$6,912.54	$7,257.47
Customer Service Supervisor	AOME	7/12/2026	$8,602.54	$10,458.94	$8,602.54	$9,039.34	$9,488.27	$9,961.47	$10,458.94
Database Administrator	CON	7/12/2026	$11,268.40	$13,691.60	$11,268.40	$11,833.47	$12,426.27	$13,043.34	$13,691.60
Deputy Building Official	AOME	7/12/2026	$14,008.80	$17,030.00	$14,008.80	$14,709.07	$15,445.74	$16,217.07	$17,030.00
Deputy City Clerk/Records Manager	AOME	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Deputy Fire Chief - 40 hr	FMG	7/12/2026	$18,447.87	$22,417.20	$18,447.87	$19,368.27	$20,333.74	$21,351.20	$22,417.20
Deputy Fire Marshal	AOME	7/12/2026	$11,102.00	$13,495.74	$11,102.00	$11,660.14	$12,240.80	$12,854.40	$13,495.74
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					
Digital Forensic Specialist	TMTR	7/12/2026	$7,288.67	$8,860.80	$7,288.67	$7,652.67	$8,034.00	$8,434.40	$8,860.80
Digital Investigative Analyst	TMTR	7/12/2026	$10,386.14	$12,616.94	$10,386.14	$10,904.40	$11,450.40	$12,024.14	$12,616.94
Economic Development Analyst	CON	7/12/2026	$8,295.74	$10,082.80	$8,295.74	$8,708.27	$9,145.07	$9,602.67	$10,082.80
Economic Development Coordinator	AOME	7/12/2026	$9,529.87	$11,576.94	$9,529.87	$10,006.54	$10,505.74	$11,030.94	$11,576.94
Economic Development Specialist	CON	7/12/2026	$7,108.40	$8,638.94	$7,108.40	$7,465.47	$7,834.67	$8,228.14	$8,638.94
Emergency Management Coordinator	TMTR	7/12/2026	$9,145.07	$11,108.94	$9,145.07	$9,602.67	$10,082.80	$10,582.00	$11,108.94

Classification	Group	Effective Date	Minimum - Monthly Range Salary	Maximum - Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Emergency Manager	AOME	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
EMS Nurse	AOME	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Engineering Aide	TMTR	7/12/2026	$7,737.60	$9,406.80	$7,737.60	$8,127.60	$8,529.74	$8,956.14	$9,406.80
Engineering Assistant	TMTR	7/12/2026	$8,722.14	$10,594.14	$8,722.14	$9,155.47	$9,614.80	$10,093.20	$10,594.14
Engineering Assistant/GIS	TMTR	7/12/2026	$8,722.14	$10,594.14	$8,722.14	$9,155.47	$9,614.80	$10,093.20	$10,594.14
Environmental Technician	TMTR	7/12/2026	$6,352.67	$7,715.07	$6,352.67	$6,668.14	$6,999.20	$7,351.07	$7,715.07
Equipment Mechanic I	AFSCME	7/12/2026	$6,331.87	$7,699.47	$6,331.87	$6,654.27	$6,985.34	$7,333.74	$7,699.47
Equipment Mechanic II	AFSCME	7/12/2026	$6,697.60	$8,138.00	$6,697.60	$7,032.14	$7,387.47	$7,754.94	$8,138.00
Equipment Service Technician	AFSCME	7/12/2026	$5,489.47	$6,671.60	$5,489.47	$5,765.07	$6,047.60	$6,356.14	$6,671.60
Evidence Technician	TMTR	7/12/2026	$6,276.40	$7,630.14	$6,276.40	$6,595.34	$6,921.20	$7,266.14	$7,630.14
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	7/12/2026	$12,173.20	$14,790.54	$12,173.20	$12,779.87	$13,419.47	$14,088.54	$14,790.54
Facilities Maintenance Superintendent	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Facilities Maintenance Supervisor	TMTR	7/12/2026	$8,131.07	$9,881.74	$8,131.07	$8,536.67	$8,964.80	$9,410.27	$9,881.74
Facilities Maintenance Technician I	AFSCME	7/12/2026	$5,709.60	$6,940.27	$5,709.60	$6,002.54	$6,293.74	$6,614.40	$6,940.27
Facilities Maintenance Technician II	AFSCME	7/12/2026	$6,311.07	$7,666.54	$6,311.07	$6,624.80	$6,959.34	$7,302.54	$7,666.54
Facility Attendant	TMTR	7/12/2026	$4,726.80	$5,746.00	$4,726.80	$4,964.27	$5,213.87	$5,470.40	$5,746.00
Financial Analyst	CON	7/12/2026	$9,959.74	$12,098.67	$9,959.74	$10,455.47	$10,978.94	$11,531.87	$12,098.67
Fire Battalion Chief - 56 hr	FMG	7/12/2026	$16,651.79	$20,240.83	$16,651.79	$17,486.56	$18,355.31	$19,275.02	$20,240.83
Fire Captain - 40 hr	FFA	7/12/2026	$12,159.34	$14,776.67	$12,159.34	$12,769.47	$13,407.34	$14,076.40	$14,776.67
Fire Captain - 56 hr	FFA	7/12/2026	$12,846.78	$15,615.60	$12,846.78	$13,497.12	$14,164.46	$14,875.47	$15,615.60
Fire Communications Manager	AOME	7/12/2026	$11,351.60	$13,793.87	$11,351.60	$11,918.40	$12,514.67	$13,135.20	$13,793.87
Fire Dispatch Supervisor	TMTR	7/12/2026	$9,642.54	$11,713.87	$9,642.54	$10,115.74	$10,625.34	$11,157.47	$11,713.87
Fire Dispatcher	TMTR	7/12/2026	$7,531.34	$9,153.74	$7,531.34	$7,907.47	$8,302.67	$8,716.94	$9,153.74
Fire Dispatcher Trainee	TMTR	7/12/2026	$6,779.07	$8,238.54	$6,779.07	$7,117.07	$7,472.40	$7,846.80	$8,238.54
Fire Engineer - 40 hr	FFA	7/12/2026	$10,289.07	$12,500.80	$10,289.07	$10,803.87	$11,342.94	$11,906.27	$12,500.80
Fire Engineer - 56 hr	FFA	7/12/2026	$10,871.47	$13,208.35	$10,871.47	$11,415.04	$11,987.74	$12,579.84	$13,208.35

Classification	Group	Effective Date	Minimum - Monthly Range Salary	Maximum - Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Fire Equipment Mechanic	AFSCME	7/12/2026	$6,697.60	$8,138.00	$6,697.60	$7,032.14	$7,387.47	$7,754.94	$8,138.00
Fire Investigation Supervisor - 40 hr	FFA	7/12/2026	$12,159.34	$14,776.67	$12,159.34	$12,769.47	$13,407.34	$14,076.40	$14,776.67
Fire Investigation Supervisor - 56 hr	FFA	7/12/2026	$12,846.78	$15,615.60	$12,846.78	$13,497.12	$14,164.46	$14,875.47	$15,615.60
Fire Protection Analyst	AOME	7/12/2026	$10,663.47	$12,960.14	$10,663.47	$11,195.60	$11,755.47	$12,343.07	$12,960.14
Fire Safety Specialist	TMTR	7/12/2026	$8,131.07	$9,881.74	$8,131.07	$8,536.67	$8,964.80	$9,410.27	$9,881.74
Fire Safety Technician	TMTR	7/12/2026	$6,798.14	$8,262.80	$6,798.14	$7,134.40	$7,494.94	$7,867.60	$8,262.80
Firefighter - 40 hr	FFA	7/12/2026	$8,637.20	$10,491.87	$8,637.20	$9,061.87	$9,517.74	$9,992.67	$10,491.87
Firefighter - 56 hr	FFA	7/12/2026	$9,124.27	$11,087.44	$9,124.27	$9,578.06	$10,053.68	$10,563.28	$11,087.44
Firefighter Trainee	FFA	7/12/2026	$7,819.07	$9,502.14	$7,819.07	$8,207.34	$8,618.14	$9,049.74	$9,502.14
Fleet Services Coordinator	TMTR	7/12/2026	$6,964.54	$8,462.14	$6,964.54	$7,309.47	$7,676.94	$8,061.74	$8,462.14
Fleet Services Superintendent	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Fleet Services Supervisor	TMTR	7/12/2026	$8,550.54	$10,391.34	$8,550.54	$8,978.67	$9,429.34	$9,899.07	$10,391.34
Forensic Field Supervisor	TMTR	7/12/2026	$9,642.54	$11,713.87	$9,642.54	$10,115.74	$10,625.34	$11,157.47	$11,713.87
Forensic Specialist	TMTR	7/12/2026	$7,562.54	$9,191.87	$7,562.54	$7,940.40	$8,337.34	$8,753.34	$9,191.87
Forensic Specialist Trainee	TMTR	7/12/2026	$6,798.14	$8,262.80	$6,798.14	$7,134.40	$7,494.94	$7,867.60	$8,262.80
Forensics Manager	AOME	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Government Affairs Manager	AOME	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Graphic and Marketing Specialist	TMTR	7/12/2026	$6,798.14	$8,262.80	$6,798.14	$7,134.40	$7,494.94	$7,867.60	$8,262.80
Helicopter Mechanic	AFSCME	7/12/2026	$9,249.07	$11,238.94	$9,249.07	$9,706.67	$10,188.54	$10,701.60	$11,238.94
Homeless Services Manager	AOME	7/12/2026	$13,161.20	$15,998.67	$13,161.20	$13,821.60	$14,508.00	$15,229.07	$15,998.67
Housing Manager	AOME	7/12/2026	$13,161.20	$15,998.67	$13,161.20	$13,821.60	$14,508.00	$15,229.07	$15,998.67
Housing Technician	TMTR	7/12/2026	$5,853.47	$7,111.87	$5,853.47	$6,149.87	$6,456.67	$6,775.60	$7,111.87
Human Resources Analyst	SCN	7/12/2026	$9,805.47	$11,911.47	$9,805.47	$10,296.00	$10,810.80	$11,344.67	$11,911.47
Human Resources Coordinator	CON	7/12/2026	$7,451.60	$9,053.20	$7,451.60	$7,822.54	$8,210.80	$8,623.34	$9,053.20
Human Resources Specialist	CON	7/12/2026	$6,302.40	$7,657.87	$6,302.40	$6,610.94	$6,947.20	$7,292.14	$7,657.87
Human Resources Technician	CON	7/12/2026	$6,754.80	$8,210.80	$6,754.80	$7,092.80	$7,446.40	$7,819.07	$8,210.80
Integrated Waste Collector	AFSCME	7/12/2026	$4,874.14	$5,924.54	$4,874.14	$5,115.07	$5,368.14	$5,640.27	$5,924.54
Integrated Waste Dispatcher	TMTR	7/12/2026	$5,716.54	$6,945.47	$5,716.54	$6,002.54	$6,298.94	$6,616.14	$6,945.47
Integrated Waste Manager	AOME	7/12/2026	$11,693.07	$14,216.80	$11,693.07	$12,282.40	$12,894.27	$13,535.60	$14,216.80
Integrated Waste Operator	AFSCME	7/12/2026	$5,383.74	$6,539.87	$5,383.74	$5,654.14	$5,934.94	$6,226.14	$6,539.87
Integrated Waste Route Specialist	TMTR	7/12/2026	$6,352.67	$7,715.07	$6,352.67	$6,668.14	$6,999.20	$7,351.07	$7,715.07
Integrated Waste Service Worker	AFSCME	7/12/2026	$4,685.20	$5,687.07	$4,685.20	$4,917.47	$5,163.60	$5,420.14	$5,687.07
Integrated Waste Superintendent	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Integrated Waste Supervisor	TMTR	7/12/2026	$8,131.07	$9,881.74	$8,131.07	$8,536.67	$8,964.80	$9,410.27	$9,881.74
Internal Audit Manager	AOME	7/12/2026	$10,663.47	$12,960.14	$10,663.47	$11,195.60	$11,755.47	$12,343.07	$12,960.14
Internal Auditor	SCN	7/12/2026	$8,536.67	$10,374.00	$8,536.67	$8,964.80	$9,408.54	$9,880.00	$10,374.00
Inventory Technician I	AFSCME	7/12/2026	$4,192.94	$5,096.00	$4,192.94	$4,406.14	$4,621.07	$4,855.07	$5,096.00
Inventory Technician II	AFSCME	7/12/2026	$5,596.94	$6,805.07	$5,596.94	$5,874.27	$6,170.67	$6,479.20	$6,805.07

Classification	Group	Effective Date	Minimum - Monthly Range Salary	Maximum - Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Investment and Treasury Officer	AOME	7/12/2026	$10,949.47	$13,308.54	$10,949.47	$11,493.74	$12,070.94	$12,672.40	$13,308.54
Irrigation Conservation Specialist	TMTR	7/12/2026	$6,985.34	$8,484.67	$6,985.34	$7,333.74	$7,697.74	$8,082.54	$8,484.67
Irrigation Maintenance Technician	AFSCME	7/12/2026	$6,311.07	$7,666.54	$6,311.07	$6,624.80	$6,959.34	$7,302.54	$7,666.54
IT Manager	AOME	7/12/2026	$12,916.80	$15,700.54	$12,916.80	$13,561.60	$14,239.34	$14,951.74	$15,700.54
IT Specialist	CON	7/12/2026	$7,108.40	$8,638.94	$7,108.40	$7,465.47	$7,834.67	$8,228.14	$8,638.94
IT Technician	CON	7/12/2026	$6,397.74	$7,772.27	$6,397.74	$6,716.67	$7,049.47	$7,401.34	$7,772.27
Landscape Planner	TMTR	7/12/2026	$8,196.94	$9,963.20	$8,196.94	$8,607.74	$9,037.60	$9,490.00	$9,963.20
Legislative Analyst	SCN	7/12/2026	$8,294.00	$10,079.34	$8,294.00	$8,706.54	$9,143.34	$9,599.20	$10,079.34
Librarian	TMTR	7/12/2026	$7,189.87	$8,817.47	$7,189.87	$7,564.27	$7,961.20	$8,380.67	$8,817.47
Library Assistant	TMTR	7/12/2026	$5,226.00	$6,347.47	$5,226.00	$5,482.54	$5,754.67	$6,044.14	$6,347.47
Library Clerk	TMTR	7/12/2026	$4,302.14	$5,227.74	$4,302.14	$4,517.07	$4,744.14	$4,978.14	$5,227.74
Library Services Manager	AOME	7/12/2026	$10,093.20	$12,263.34	$10,093.20	$10,595.87	$11,126.27	$11,679.20	$12,263.34
Maintenance Worker	AFSCME	7/12/2026	$4,685.20	$5,687.07	$4,685.20	$4,917.47	$5,163.60	$5,420.14	$5,687.07
Management Analyst	TMTR	7/12/2026	$8,295.74	$10,082.80	$8,295.74	$8,708.27	$9,145.07	$9,602.67	$10,082.80
Management Analyst - Confidential	CON	7/12/2026	$8,295.74	$10,082.80	$8,295.74	$8,708.27	$9,145.07	$9,602.67	$10,082.80
Management Assistant	TMTR	7/12/2026	$7,288.67	$8,860.80	$7,288.67	$7,652.67	$8,034.00	$8,434.40	$8,860.80
Municipal Services Manager	AOME	7/12/2026	$10,859.34	$13,195.87	$10,859.34	$11,441.74	$12,029.34	$12,613.47	$13,195.87
Museum Curator	TMTR	7/12/2026	$6,532.94	$8,020.14	$6,532.94	$6,876.14	$7,238.40	$7,614.54	$8,020.14
Museum, Arts and Culture Manager	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Office Assistant	TMTR	7/12/2026	$4,302.14	$5,227.74	$4,302.14	$4,517.07	$4,744.14	$4,978.14	$5,227.74
Office Assistant - Confidential	CON	7/12/2026	$4,302.14	$5,227.74	$4,302.14	$4,517.07	$4,744.14	$4,978.14	$5,227.74
Office Specialist	TMTR	7/12/2026	$5,194.80	$6,311.07	$5,194.80	$5,458.27	$5,730.40	$6,011.20	$6,311.07
Office Specialist - Confidential	CON	7/12/2026	$5,194.80	$6,311.07	$5,194.80	$5,458.27	$5,730.40	$6,011.20	$6,311.07
Park Maintenance Technician	AFSCME	7/12/2026	$5,709.60	$6,940.27	$5,709.60	$6,002.54	$6,293.74	$6,614.40	$6,940.27
Parking Enforcement Officer	TMTR	7/12/2026	$4,827.34	$5,870.80	$4,827.34	$5,068.27	$5,321.34	$5,590.00	$5,870.80
Parks & Maintenance Supervisor	TMTR	7/12/2026	$8,131.07	$9,881.74	$8,131.07	$8,536.67	$8,964.80	$9,410.27	$9,881.74
Parks & Street Maintenance Manager	AOME	7/12/2026	$11,693.07	$14,216.80	$11,693.07	$12,282.40	$12,894.27	$13,535.60	$14,216.80
Parks and Streets Maintenance Superintendent	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Payroll Coordinator	CON	7/12/2026	$7,841.60	$9,528.14	$7,841.60	$8,235.07	$8,645.87	$9,079.20	$9,528.14
Payroll Supervisor	CONMGMT	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Payroll Technician	CON	7/12/2026	$6,754.80	$8,210.80	$6,754.80	$7,092.80	$7,446.40	$7,819.07	$8,210.80
Performance and Optimization Manager	AOME	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Permit Services Supervisor	AOME	7/12/2026	$9,360.00	$11,377.60	$9,360.00	$9,828.00	$10,320.27	$10,836.80	$11,377.60
Permit Technician	TMTR	7/12/2026	$6,484.40	$7,878.00	$6,484.40	$6,812.00	$7,150.00	$7,507.07	$7,878.00
Personnel and Training Coordinator	CON	7/12/2026	$6,754.80	$8,210.80	$6,754.80	$7,092.80	$7,446.40	$7,819.07	$8,210.80
Plan Checker	TMTR	7/12/2026	$9,431.07	$11,462.54	$9,431.07	$9,906.00	$10,396.54	$10,914.80	$11,462.54
Police Captain	PMG	7/12/2026	$20,098.00	$24,429.60	$20,098.00	$21,105.07	$22,157.20	$23,266.54	$24,429.60
Police Communications Manager	AOME	7/12/2026	$11,351.60	$13,793.87	$11,351.60	$11,918.40	$12,514.67	$13,135.20	$13,793.87

Classification	Group	Effective Date	Minimum - Monthly Range Salary	Maximum - Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Police Corporal	POA	7/12/2026	$10,289.07	$12,509.47	$10,289.07	$10,805.60	$11,346.40	$11,913.20	$12,509.47
Police Detective	POA	7/12/2026	$11,368.94	$13,818.14	$11,368.94	$11,939.20	$12,533.74	$13,159.47	$13,818.14
Police Dispatch Supervisor	TMTR	7/12/2026	$9,642.54	$11,713.87	$9,642.54	$10,115.74	$10,625.34	$11,157.47	$11,713.87
Police Dispatcher	TMTR	7/12/2026	$7,531.34	$9,153.74	$7,531.34	$7,907.47	$8,302.67	$8,716.94	$9,153.74
Police Dispatcher Trainee	TMTR	7/12/2026	$6,779.07	$8,238.54	$6,779.07	$7,117.07	$7,472.40	$7,846.80	$8,238.54
Police Lieutenant	PMG	7/12/2026	$17,948.67	$21,803.60	$17,948.67	$18,843.07	$19,782.54	$20,768.80	$21,803.60
Police Officer	POA	7/12/2026	$9,311.47	$11,320.40	$9,311.47	$9,781.20	$10,270.00	$10,777.87	$11,320.40
Police Records Manager	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Police Records Specialist	TMTR	7/12/2026	$5,194.80	$6,311.07	$5,194.80	$5,458.27	$5,730.40	$6,011.20	$6,311.07
Police Records Specialist Trainee	TMTR	7/12/2026	$4,827.34	$5,870.80	$4,827.34	$5,068.27	$5,321.34	$5,590.00	$5,870.80
Police Records Supervisor	TMTR	7/12/2026	$7,595.47	$9,228.27	$7,595.47	$7,971.60	$8,368.54	$8,786.27	$9,228.27
Police Recruit	POA	7/12/2026	$8,430.94	$10,249.20	$8,430.94	$8,852.14	$9,297.60	$9,765.60	$10,249.20
Police Sergeant	PMG	7/12/2026	$13,793.87	$16,761.34	$13,793.87	$14,480.27	$15,204.80	$15,965.74	$16,761.34
Principal Broadband Analyst	AOME	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Principal Construction Project Manager	AOME	7/12/2026	$13,216.67	$16,057.60	$13,216.67	$13,873.60	$14,566.94	$15,293.20	$16,057.60
Principal Engineer	AOME	7/12/2026	$13,651.74	$16,589.74	$13,651.74	$14,331.20	$15,052.27	$15,801.07	$16,589.74
Principal Human Resources Agency Partner	CONMGMT	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Principal IT Analyst	AOME	7/12/2026	$11,739.87	$14,272.27	$11,739.87	$12,332.67	$12,946.27	$13,596.27	$14,272.27
Principal Planner	AOME	7/12/2026	$13,800.80	$16,768.27	$13,800.80	$14,487.20	$15,208.27	$15,969.20	$16,768.27
Project Coordinator	TMTR	7/12/2026	$8,462.14	$10,282.14	$8,462.14	$8,885.07	$9,328.80	$9,796.80	$10,282.14
Project Manager	AOME	7/12/2026	$11,405.34	$13,856.27	$11,405.34	$11,965.20	$12,570.14	$13,194.14	$13,856.27
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	7/12/2026	$8,534.94	$10,372.27	$8,534.94	$8,963.07	$9,410.27	$9,876.54	$10,372.27
Purchasing Assistant	TMTR	7/12/2026	$6,155.07	$7,474.14	$6,155.07	$6,461.87	$6,780.80	$7,122.27	$7,474.14
Purchasing Supervisor	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Real-Time Information Center Operator	TMTR	7/12/2026	$7,531.34	$9,153.74	$7,531.34	$7,907.47	$8,302.67	$8,716.94	$9,153.74
Records Coordinator	CON	7/12/2026	$6,730.54	$8,177.87	$6,730.54	$7,066.80	$7,418.67	$7,791.34	$8,177.87
Records Specialist	CON	7/12/2026	$5,194.80	$6,311.07	$5,194.80	$5,458.27	$5,730.40	$6,011.20	$6,311.07
Recreation/Community Services Coordinator	TMTR	7/12/2026	$6,921.20	$8,411.87	$6,921.20	$7,266.14	$7,628.40	$8,011.47	$8,411.87
Recreation/Community Services Driver	TMTR	7/12/2026	$4,726.80	$5,746.00	$4,726.80	$4,964.27	$5,213.87	$5,473.87	$5,746.00
Recreation/Community Services Driver Trainee	TMTR	7/12/2026	$4,302.14	$5,227.74	$4,302.14	$4,517.07	$4,744.14	$4,978.14	$5,227.74
Recreation/Community Services Manager	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Revenue Manager	AOME	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Risk Management Adjuster	SCN	7/12/2026	$9,340.94	$11,349.87	$9,340.94	$9,805.47	$10,296.00	$10,810.80	$11,349.87
Risk Management Specialist	CON	7/12/2026	$6,302.40	$7,657.87	$6,302.40	$6,610.94	$6,947.20	$7,292.14	$7,657.87

Classification	Group	Effective Date	Minimum - Monthly Range Salary	Maximum - Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Risk Manager	CONMGMT	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Safety Officer	CONMGMT	7/12/2026	$10,294.27	$12,507.74	$10,294.27	$10,810.80	$11,349.87	$11,916.67	$12,507.74
Senior Accountant	CON	7/12/2026	$8,472.54	$10,296.00	$8,472.54	$8,897.20	$9,342.67	$9,807.20	$10,296.00
Senior Accounts Payable Technician	CON	7/12/2026	$6,453.20	$7,841.60	$6,453.20	$6,775.60	$7,141.34	$7,472.40	$7,841.60
Senior Administrative Assistant	CON	7/12/2026	$6,798.14	$8,262.80	$6,798.14	$7,134.40	$7,494.94	$7,867.60	$8,262.80
Senior Associate Civil Engineer	AOME	7/12/2026	$12,083.07	$14,681.34	$12,083.07	$12,688.00	$13,320.67	$13,986.27	$14,681.34
Senior Associate Engineer	AOME	7/12/2026	$12,083.07	$14,681.34	$12,083.07	$12,688.00	$13,320.67	$13,986.27	$14,681.34
Senior Combo Building Inspector	TMTR	7/12/2026	$9,528.14	$11,580.40	$9,528.14	$10,001.34	$10,500.54	$11,025.74	$11,580.40
Senior Community Improvement Officer	TMTR	7/12/2026	$7,933.47	$9,637.34	$7,933.47	$8,330.40	$8,744.67	$9,179.74	$9,637.34
Senior Community Information Specialist	SCN	7/12/2026	$7,841.60	$9,528.14	$7,841.60	$8,235.07	$8,645.87	$9,079.20	$9,528.14
Senior Community Service Officer	TMTR	7/12/2026	$6,292.00	$7,647.47	$6,292.00	$6,605.74	$6,935.07	$7,283.47	$7,647.47
Senior Cross-Connection Control Specialist	TMTR	7/12/2026	$9,380.80	$11,400.14	$9,380.80	$9,848.80	$10,339.34	$10,857.60	$11,400.14
Senior Custodian	AFSCME	7/12/2026	$5,175.74	$6,285.07	$5,175.74	$5,430.54	$5,697.47	$5,983.47	$6,285.07
Senior Deputy Fire Chief	FMG	7/12/2026	$19,385.60	$23,561.20	$19,385.60	$20,358.00	$21,375.47	$22,443.20	$23,561.20
Senior Economic Development Coordinator	AOME	7/12/2026	$10,486.67	$12,738.27	$10,486.67	$10,999.74	$11,556.14	$12,129.87	$12,738.27
Senior Electrician	AFSCME	7/12/2026	$7,611.07	$9,249.07	$7,611.07	$7,988.94	$8,384.14	$8,810.54	$9,249.07
Senior Environmental Technician	TMTR	7/12/2026	$6,985.34	$8,484.67	$6,985.34	$7,333.74	$7,697.74	$8,082.54	$8,484.67
Senior Evidence Technician	TMTR	7/12/2026	$6,798.14	$8,262.80	$6,798.14	$7,134.40	$7,494.94	$7,867.60	$8,262.80
Senior Financial Analyst	AOME	7/12/2026	$10,684.27	$12,986.14	$10,684.27	$11,216.40	$11,778.00	$12,365.60	$12,986.14
Senior Financial Analyst - Confidential	CONMGMT	7/12/2026	$10,684.27	$12,986.14	$10,684.27	$11,216.40	$11,778.00	$12,365.60	$12,986.14
Senior Fire Business Analyst	AOME	7/12/2026	$10,530.00	$12,797.20	$10,530.00	$11,055.20	$11,608.14	$12,190.54	$12,797.20
Senior Fire Dispatcher	TMTR	7/12/2026	$7,907.47	$9,613.07	$7,907.47	$8,302.67	$8,716.94	$9,153.74	$9,613.07
Senior Fire Equipment Mechanic	AFSCME	7/12/2026	$7,399.60	$8,990.80	$7,399.60	$7,768.80	$8,155.34	$8,566.14	$8,990.80
Senior Fire Safety Specialist	TMTR	7/12/2026	$8,980.40	$10,914.80	$8,980.40	$9,431.07	$9,906.00	$10,396.54	$10,914.80
Senior Forensic Specialist	TMTR	7/12/2026	$8,077.34	$9,815.87	$8,077.34	$8,477.74	$8,904.14	$9,346.14	$9,815.87
Senior Helicopter Mechanic	AFSCME	7/12/2026	$10,216.27	$12,417.60	$10,216.27	$10,725.87	$11,261.47	$11,828.27	$12,417.60
Senior Human Resources Analyst	CONMGMT	7/12/2026	$10,294.27	$12,507.74	$10,294.27	$10,810.80	$11,349.87	$11,916.67	$12,507.74
Senior Information Technology Specialist	CON	7/12/2026	$8,909.34	$10,826.40	$8,909.34	$9,356.54	$9,821.07	$10,313.34	$10,826.40
Senior Integrated Waste Operator	AFSCME	7/12/2026	$6,311.07	$7,666.54	$6,311.07	$6,624.80	$6,959.34	$7,302.54	$7,666.54
Senior Internal Auditor	SCN	7/12/2026	$9,625.20	$11,693.07	$9,625.20	$10,105.34	$10,611.47	$11,145.34	$11,693.07
Senior Inventory Technician	AFSCME	7/12/2026	$6,184.54	$7,515.74	$6,184.54	$6,491.34	$6,815.47	$7,156.94	$7,515.74
Senior Landscape Architect	AOME	7/12/2026	$10,663.47	$12,960.14	$10,663.47	$11,195.60	$11,755.47	$12,343.07	$12,960.14
Senior Landscape Planner	TMTR	7/12/2026	$10,786.54	$13,107.47	$10,786.54	$11,327.34	$11,883.74	$12,483.47	$13,107.47
Senior Legislative Analyst	AOME	7/12/2026	$9,529.87	$11,576.94	$9,529.87	$10,006.54	$10,505.74	$11,030.94	$11,576.94
Senior Librarian	TMTR	7/12/2026	$7,902.27	$9,703.20	$7,902.27	$8,318.27	$8,755.07	$9,221.34	$9,703.20
Senior Library Assistant	TMTR	7/12/2026	$5,936.67	$7,293.87	$5,936.67	$6,255.60	$6,583.20	$6,928.14	$7,293.87
Senior Library Clerk	TMTR	7/12/2026	$4,726.80	$5,746.00	$4,726.80	$4,962.54	$5,210.40	$5,470.40	$5,746.00
Senior Management Analyst	AOME	7/12/2026	$9,543.74	$11,594.27	$9,543.74	$10,022.14	$10,521.34	$11,046.54	$11,594.27

Classification	Group	Effective Date	Minimum - Monthly Range Salary	Maximum - Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Senior Management Analyst - Confidential	CONMGMT	7/12/2026	$9,543.74	$11,594.27	$9,543.74	$10,022.14	$10,521.34	$11,046.54	$11,594.27
Senior Network Engineer	AOME	7/12/2026	$11,570.00	$14,066.00	$11,570.00	$12,152.40	$12,757.34	$13,400.40	$14,066.00
Senior Park Maintenance Technician	AFSCME	7/12/2026	$6,311.07	$7,666.54	$6,311.07	$6,624.80	$6,959.34	$7,302.54	$7,666.54
Senior Park Maintenance Worker	AFSCME	7/12/2026	$5,175.74	$6,285.07	$5,175.74	$5,430.54	$5,697.47	$5,983.47	$6,285.07
Senior Performance and Optimization Analyst	CON	7/12/2026	$10,530.00	$12,797.20	$10,530.00	$11,055.20	$11,608.14	$12,190.54	$12,797.20
Senior Permit Technician	TMTR	7/12/2026	$7,217.60	$8,772.40	$7,217.60	$7,578.14	$7,954.27	$8,352.94	$8,772.40
Senior Plan Check Engineer	AOME	7/12/2026	$11,940.94	$14,511.47	$11,940.94	$12,537.20	$13,166.40	$13,821.60	$14,511.47
Senior Planner	AOME	7/12/2026	$11,466.00	$13,936.00	$11,466.00	$12,041.47	$12,641.20	$13,272.14	$13,936.00
Senior Police Dispatcher	TMTR	7/12/2026	$7,907.47	$9,613.07	$7,907.47	$8,302.67	$8,716.94	$9,153.74	$9,613.07
Senior Police Records Specialist	TMTR	7/12/2026	$6,021.60	$7,325.07	$6,021.60	$6,326.67	$6,642.14	$6,971.47	$7,325.07
Senior Project Coordinator	AOME	7/12/2026	$8,581.74	$10,432.94	$8,581.74	$9,016.80	$9,465.74	$9,938.94	$10,432.94
Senior Project Manager	AOME	7/12/2026	$11,963.47	$14,546.14	$11,963.47	$12,563.20	$13,195.87	$13,852.80	$14,546.14
Senior Public Safety Business Analyst	AOME	7/12/2026	$10,530.00	$12,797.20	$10,530.00	$11,055.20	$11,608.14	$12,190.54	$12,797.20
Senior Public Works Inspector	TMTR	7/12/2026	$9,528.14	$11,580.40	$9,528.14	$10,001.34	$10,500.54	$11,025.74	$11,580.40
Senior Real Time Information Center Operator	TMTR	7/12/2026	$7,907.47	$9,613.07	$7,907.47	$8,302.67	$8,716.94	$9,153.74	$9,613.07
Senior Records Specialist	CON	7/12/2026	$6,123.87	$7,437.74	$6,123.87	$6,427.20	$6,747.87	$7,085.87	$7,437.74
Senior Recreation/Community Services Supervisor	TMTR	7/12/2026	$8,534.94	$10,372.27	$8,534.94	$8,963.07	$9,410.27	$9,876.54	$10,372.27
Senior Street Maintenance Technician	AFSCME	7/12/2026	$6,311.07	$7,666.54	$6,311.07	$6,624.80	$6,959.34	$7,302.54	$7,666.54
Senior Street Maintenance Worker	AFSCME	7/12/2026	$5,175.74	$6,285.07	$5,175.74	$5,430.54	$5,697.47	$5,983.47	$6,285.07
Senior Systems Analyst	CON	7/12/2026	$10,531.74	$12,798.94	$10,531.74	$11,062.14	$11,613.34	$12,192.27	$12,798.94
Senior Utilities Technician	AFSCME	7/12/2026	$7,514.00	$9,131.20	$7,514.00	$7,888.40	$8,294.00	$8,694.40	$9,131.20
Street Maintenance Supervisor	TMTR	7/12/2026	$8,131.07	$9,881.74	$8,131.07	$8,536.67	$8,964.80	$9,410.27	$9,881.74
Street Maintenance Technician	AFSCME	7/12/2026	$5,709.60	$6,940.27	$5,709.60	$6,002.54	$6,293.74	$6,614.40	$6,940.27
Supervising Building Inspector	AOME	7/12/2026	$11,258.00	$13,677.74	$11,258.00	$11,814.40	$12,410.67	$13,029.47	$13,677.74
Supervising Librarian	TMTR	7/12/2026	$9,084.40	$11,152.27	$9,084.40	$9,564.54	$10,065.47	$10,594.14	$11,152.27
Supervising Library Clerk	TMTR	7/12/2026	$5,226.00	$6,347.47	$5,226.00	$5,482.54	$5,754.67	$6,044.14	$6,347.47
Supervising Public Works Inspector	AOME	7/12/2026	$11,235.47	$13,650.00	$11,235.47	$11,790.14	$12,386.40	$13,003.47	$13,650.00
Survey Party Chief	TMTR	7/12/2026	$8,744.67	$10,625.34	$8,744.67	$9,179.74	$9,639.07	$10,124.40	$10,625.34
Survey Technician	TMTR	7/12/2026	$7,950.80	$9,663.34	$7,950.80	$8,347.74	$8,770.67	$9,204.00	$9,663.34
Systems Analyst	CON	7/12/2026	$8,909.34	$10,826.40	$8,909.34	$9,356.54	$9,821.07	$10,313.34	$10,826.40
Systems Specialist	CON	7/12/2026	$7,108.40	$8,638.94	$7,108.40	$7,465.47	$7,834.67	$8,228.14	$8,638.94
Traffic/Transportation Manager	AOME	7/12/2026	$16,064.54	$19,524.27	$16,064.54	$16,865.34	$17,711.20	$18,596.94	$19,524.27
Urban Forestry Superintendent	AOME	7/12/2026	$9,871.34	$11,992.94	$9,871.34	$10,361.87	$10,880.14	$11,420.94	$11,992.94
Urban Forestry Technician	AFSCME	7/12/2026	$6,311.07	$7,666.54	$6,311.07	$6,624.80	$6,959.34	$7,302.54	$7,666.54
Utilities Customer Services Specialist	TMTR	7/12/2026	$6,269.47	$7,621.47	$6,269.47	$6,583.20	$6,912.54	$7,259.20	$7,621.47
Utilities Engineering Manager	AOME	7/12/2026	$16,064.54	$19,524.27	$16,064.54	$16,865.34	$17,711.20	$18,596.94	$19,524.27
Utilities Field Service Technician	AFSCME	7/12/2026	$5,926.27	$7,193.34	$5,926.27	$6,215.74	$6,527.74	$6,855.34	$7,193.34
Utilities Operations Assistant Manager	AOME	7/12/2026	$10,866.27	$13,206.27	$10,866.27	$11,407.07	$11,977.34	$12,578.80	$13,206.27

Classification	Group	Effective Date	Minimum - Monthly Range Salary	Maximum - Monthly Range Salary	Step 1 Monthly	Step 2 Monthly	Step 3 Monthly	Step 4 Monthly	Step 5 Monthly
Utilities Operations Manager	AOME	7/12/2026	$12,469.60	$15,151.07	$12,469.60	$13,093.60	$13,743.60	$14,428.27	$15,151.07
Utilities Project Manager	AOME	7/12/2026	$11,084.67	$13,476.67	$11,084.67	$11,644.54	$12,221.74	$12,833.60	$13,476.67
Utilities Supervisor	TMTR	7/12/2026	$9,876.54	$12,006.80	$9,876.54	$10,370.54	$10,890.54	$11,433.07	$12,006.80
Utilities Technician I	AFSCME	7/12/2026	$6,219.20	$7,560.80	$6,219.20	$6,534.67	$6,864.00	$7,200.27	$7,560.80
Utilities Technician II	AFSCME	7/12/2026	$7,167.34	$8,711.74	$7,167.34	$7,522.67	$7,900.54	$8,290.54	$8,711.74
Warehouse Supervisor	TMTR	7/12/2026	$7,595.47	$9,228.27	$7,595.47	$7,971.60	$8,368.54	$8,786.27	$9,228.27
Wastewater Compliance Manager	AOME	7/12/2026	$10,176.40	$12,360.40	$10,176.40	$10,682.54	$11,216.40	$11,774.54	$12,360.40
Water Production Manager	AOME	7/12/2026	$12,469.60	$15,151.07	$12,469.60	$13,093.60	$13,743.60	$14,428.27	$15,151.07
Water Production Operator I	TMTR	7/12/2026	$7,559.07	$9,190.14	$7,559.07	$7,938.67	$8,335.60	$8,751.60	$9,190.14
Water Production Operator II	TMTR	7/12/2026	$8,316.54	$10,108.80	$8,316.54	$8,732.54	$9,169.34	$9,626.94	$10,108.80
Water Production Operator III	TMTR	7/12/2026	$8,940.54	$10,866.27	$8,940.54	$9,387.74	$9,857.47	$10,349.74	$10,866.27
Water Production Supervisor	TMTR	7/12/2026	$9,876.54	$12,006.80	$9,876.54	$10,370.54	$10,890.54	$11,433.07	$12,006.80
Water Quality and Production Control Manager	AOME	7/12/2026	$13,719.34	$16,669.47	$13,719.34	$14,402.27	$15,121.60	$15,875.60	$16,669.47
Water Quality Programs Manager	AOME	7/12/2026	$10,874.94	$13,208.00	$10,874.94	$11,415.74	$11,986.00	$12,582.27	$13,208.00
Water Quality Specialist	TMTR	7/12/2026	$8,980.40	$10,914.80	$8,980.40	$9,431.07	$9,906.00	$10,396.54	$10,914.80
Water Resources Coordinator	TMTR	7/12/2026	$8,980.40	$10,914.80	$8,980.40	$9,431.07	$9,906.00	$10,396.54	$10,914.80
Water Resources Manager	AOME	7/12/2026	$13,651.74	$16,589.74	$13,651.74	$14,331.20	$15,052.27	$15,801.07	$16,589.74
Water/Sewer Maintenance Manager	AOME	7/12/2026	$11,084.67	$13,476.67	$11,084.67	$11,644.54	$12,221.74	$12,833.60	$13,476.67
Water/Wastewater Technician	TMTR	7/12/2026	$7,371.87	$8,956.14	$7,371.87	$7,737.60	$8,127.60	$8,529.74	$8,956.14
Welder	AFSCME	7/12/2026	$5,494.67	$6,675.07	$5,494.67	$5,770.27	$6,049.34	$6,359.60	$6,675.07

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 I	HRLY (PT)	7/12/2026	$42.10	$51.16	$42.10	$44.21	$46.44	$48.76	$51.16					
Accountant II	HRLY (PT)	7/12/2026	$45.24	$54.99	$45.24	$47.50	$49.88	$52.37	$54.99					
Accounting Supervisor	HRLY (PT)	7/12/2026	$66.75	$81.16	$66.75	$70.12	$73.61	$77.31	$81.16					
Accounting Technician	HRLY (PT)	7/12/2026	$35.31	$42.90	$35.31	$37.05	$38.91	$40.84	$42.90					
Accounts Payable Technician	HRLY (PT)	7/12/2026	$35.31	$42.90	$35.31	$37.05	$38.91	$40.84	$42.90					
Administrative Assistant	HRLY (PT)	7/12/2026	$35.67	$43.34	$35.67	$37.47	$39.31	$41.28	$43.34					
Administrative Assistant to the City Council	HRLY (PT)	7/12/2026	$47.36	$57.52	$47.36	$49.74	$52.20	$54.82	$57.52					
Administrative Officer	HRLY (PT)	7/12/2026	$66.75	$81.16	$66.75	$70.12	$73.61	$77.31	$81.16					
Administrative Officer - Confidential	HRLY (PT)	7/12/2026	$66.75	$81.16	$66.75	$70.12	$73.61	$77.31	$81.16					
Administrative Specialist	HRLY (PT)	7/12/2026	$39.22	$47.67	$39.22	$41.16	$43.24	$45.39	$47.67					
Administrative Specialist - Confidential	HRLY (PT)	7/12/2026	$39.22	$47.67	$39.22	$41.16	$43.24	$45.39	$47.67					
Administrative Technician	HRLY (PT)	7/12/2026	$33.77	$41.03	$33.77	$35.48	$37.25	$39.09	$41.03					
Asset Forfeiture Fiscal Coordinator	HRLY (PT)	7/12/2026	$50.58	$61.45	$50.58	$53.07	$55.74	$58.51	$61.45					
Assistant City Engineer	HRLY (PT)	7/12/2026	$92.68	$112.64	$92.68	$97.30	$102.18	$107.29	$112.64					
Assistant Curator	HRLY (PT)	7/12/2026	$33.77	$41.03	$33.77	$35.48	$37.25	$39.09	$41.03					
Assistant Engineer	HRLY (PT)	7/12/2026	$60.34	$73.33	$60.34	$63.37	$66.55	$69.86	$73.33					
Assistant Planner	HRLY (PT)	7/12/2026	$47.29	$57.48	$47.29	$49.66	$52.14	$54.75	$57.48					
Assistant Planning Director	HRLY (PT)	7/12/2026	$87.54	$106.41	$87.54	$91.92	$96.51	$101.34	$106.41					
Associate Civil Engineer	HRLY (PT)	7/12/2026	$66.38	$80.68	$66.38	$69.70	$73.19	$76.83	$80.68					
Associate Engineer	HRLY (PT)	7/12/2026	$66.38	$80.68	$66.38	$69.70	$73.19	$76.83	$80.68					
Associate Landscape Planner	HRLY (PT)	7/12/2026	$53.43	$64.96	$53.43	$56.13	$58.94	$61.88	$64.96					
Associate Planner	HRLY (PT)	7/12/2026	$63.01	$76.58	$63.01	$66.16	$69.47	$72.95	$76.58					
Broadband Analyst	HRLY (PT)	7/12/2026	$51.81	$62.97	$51.81	$54.41	$57.15	$59.98	$62.97					
Broadband Coordinator	HRLY (PT)	7/12/2026	$54.98	$66.79	$54.98	$57.73	$60.61	$63.64	$66.79					
Broadband Operations Manager	HRLY (PT)	7/12/2026	$76.25	$92.64	$76.25	$80.04	$84.04	$88.23	$92.64					
Broadband Technician	HRLY (PT)	7/12/2026	$43.91	$53.36	$43.91	$46.09	$48.37	$50.83	$53.36					
Building Inspector	HRLY (PT)	7/12/2026	$44.60	$54.21	$44.60	$46.81	$49.19	$51.64	$54.21					
Building Manager	HRLY (PT)	7/12/2026	$75.77	$92.10	$75.77	$79.56	$83.52	$87.67	$92.10					
Building Plans Examiner	HRLY (PT)	7/12/2026	$61.27	$74.48	$61.27	$64.34	$67.54	$70.94	$74.48					
Business License Specialist	HRLY (PT)	7/12/2026	$36.17	$43.97	$36.17	$37.98	$39.88	$41.88	$43.97					
Business License Supervisor	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Buyer	HRLY (PT)	7/12/2026	$47.86	$58.17	$47.86	$50.24	$52.76	$55.40	$58.17					
Case Manager	HRLY (PT)	7/12/2026	$43.93	$53.40	$43.93	$46.13	$48.45	$50.87	$53.40					
Central Services Specialist	HRLY (PT)	7/12/2026	$29.97	$36.41	$29.97	$31.49	$33.06	$34.68	$36.41					
City Auditor	HRLY (PT)	7/12/2026	$65.59	$79.70	$65.59	$68.87	$72.29	$75.91	$79.70					
Combination Building Inspector	HRLY (PT)	7/12/2026	$49.24	$59.84	$49.24	$51.71	$54.29	$56.98	$59.84					
Communications and Community Relations Manager	HRLY (PT)	7/12/2026	$71.96	$87.47	$71.96	$75.56	$79.33	$83.26	$87.47					
Community Improvement Officer	HRLY (PT)	7/12/2026	$41.64	$50.61	$41.64	$43.72	$45.89	$48.19	$50.61					
Community Improvement Supervisor	HRLY (PT)	7/12/2026	$51.59	$62.70	$51.59	$54.15	$56.86	$59.71	$62.70					
Community Information Specialist	HRLY (PT)	7/12/2026	$36.36	$44.18	$36.36	$38.14	$40.08	$42.07	$44.18					
Community Information Supervisor	HRLY (PT)	7/12/2026	$49.63	$60.34	$49.63	$52.15	$54.74	$57.47	$60.34					
Community Service Officer	HRLY (PT)	7/12/2026	$34.56	$42.01	$34.56	$36.29	$38.11	$40.01	$42.01					
Construction Project Manager	HRLY (PT)	7/12/2026	$65.80	$79.94	$65.80	$69.03	$72.52	$76.12	$79.94					
Continuum of Care Social Worker	HRLY (PT)	7/12/2026	$49.33	$59.95	$49.33	$51.80	$54.40	$57.11	$59.95					
Crime Analyst	HRLY (PT)	7/12/2026	$47.86	$58.17	$47.86	$50.24	$52.76	$55.40	$58.17					
Crime Prevention Specialist	HRLY (PT)	7/12/2026	$37.14	$45.13	$37.14	$38.98	$40.94	$42.99	$45.13					
Cross-Connection Control Specialist	HRLY (PT)	7/12/2026	$51.57	$62.64	$51.57	$54.11	$56.83	$59.68	$62.64					
Cross-Connection Control Supervisor	HRLY (PT)	7/12/2026	$56.98	$69.27	$56.98	$59.83	$62.83	$65.96	$69.27					

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)	7/12/2026	$42.95	$52.20	$42.95	$45.09	$47.35	$49.71	$52.20					
Custodial Services Supervisor	HRLY (PT)	7/12/2026	$40.30	$48.95	$40.30	$42.31	$44.41	$46.63	$48.95					
Custodian	HRLY (PT)	7/12/2026	$24.71	$30.02	$24.71	$25.95	$27.24	$28.60	$30.02					
Customer Service Representative I	HRLY (PT)	7/12/2026	$31.32	$38.06	$31.32	$32.89	$34.53	$36.26	$38.06					
Customer Service Representative II	HRLY (PT)	7/12/2026	$34.45	$41.87	$34.45	$36.17	$37.98	$39.88	$41.87					
Customer Service Supervisor	HRLY (PT)	7/12/2026	$49.63	$60.34	$49.63	$52.15	$54.74	$57.47	$60.34					
Database Administrator	HRLY (PT)	7/12/2026	$65.01	$78.99	$65.01	$68.27	$71.69	$75.25	$78.99					
Deputy Building Official	HRLY (PT)	7/12/2026	$80.82	$98.25	$80.82	$84.86	$89.11	$93.56	$98.25					
Deputy City Clerk/Records Manager	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
Deputy Fire Marshal	HRLY (PT)	7/12/2026	$64.05	$77.86	$64.05	$67.27	$70.62	$74.16	$77.86					
Digital Forensic Specialist	HRLY (PT)	7/12/2026	$42.05	$51.12	$42.05	$44.15	$46.35	$48.66	$51.12					
Digital Investigative Analyst	HRLY (PT)	7/12/2026	$59.92	$72.79	$59.92	$62.91	$66.06	$69.37	$72.79					
Economic Development Analyst	HRLY (PT)	7/12/2026	$47.86	$58.17	$47.86	$50.24	$52.76	$55.40	$58.17					
Economic Development Coordinator	HRLY (PT)	7/12/2026	$54.98	$66.79	$54.98	$57.73	$60.61	$63.64	$66.79					
Economic Development Specialist	HRLY (PT)	7/12/2026	$41.01	$49.84	$41.01	$43.07	$45.20	$47.47	$49.84					
Emergency Management Coordinator	HRLY (PT)	7/12/2026	$52.76	$64.09	$52.76	$55.40	$58.17	$61.05	$64.09					
Emergency Manager	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
EMS Nurse	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
Engineering Aide	HRLY (PT)	7/12/2026	$44.64	$54.27	$44.64	$46.89	$49.21	$51.67	$54.27					
Engineering Assistant	HRLY (PT)	7/12/2026	$50.32	$61.12	$50.32	$52.82	$55.47	$58.23	$61.12					
Engineering Assistant/GIS	HRLY (PT)	7/12/2026	$50.32	$61.12	$50.32	$52.82	$55.47	$58.23	$61.12					
Environmental Technician	HRLY (PT)	7/12/2026	$36.65	$44.51	$36.65	$38.47	$40.38	$42.41	$44.51					
Equipment Mechanic I	HRLY (PT)	7/12/2026	$36.53	$44.42	$36.53	$38.39	$40.30	$42.31	$44.42					
Equipment Mechanic II	HRLY (PT)	7/12/2026	$38.64	$46.95	$38.64	$40.57	$42.62	$44.74	$46.95					
Equipment Service Technician	HRLY (PT)	7/12/2026	$31.67	$38.49	$31.67	$33.26	$34.89	$36.67	$38.49					
Evidence Technician	HRLY (PT)	7/12/2026	$36.21	$44.02	$36.21	$38.05	$39.93	$41.92	$44.02					
Executive Assistant to the City Manager	HRLY (PT)	7/12/2026	$70.23	$85.33	$70.23	$73.73	$77.42	$81.28	$85.33					
Facilities Maintenance Superintendent	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Facilities Maintenance Supervisor	HRLY (PT)	7/12/2026	$46.91	$57.01	$46.91	$49.25	$51.72	$54.29	$57.01					
Facilities Maintenance Technician I	HRLY (PT)	7/12/2026	$32.94	$40.04	$32.94	$34.63	$36.31	$38.16	$40.04					
Facilities Maintenance Technician II	HRLY (PT)	7/12/2026	$36.41	$44.23	$36.41	$38.22	$40.15	$42.13	$44.23					
Facility Attendant	HRLY (PT)	7/12/2026	$27.27	$33.15	$27.27	$28.64	$30.08	$31.56	$33.15					
Financial Analyst	HRLY (PT)	7/12/2026	$57.46	$69.80	$57.46	$60.32	$63.34	$66.53	$69.80					
Fire Communications Manager	HRLY (PT)	7/12/2026	$65.49	$79.58	$65.49	$68.76	$72.20	$75.78	$79.58					
Fire Dispatch Supervisor	HRLY (PT)	7/12/2026	$55.63	$67.58	$55.63	$58.36	$61.30	$64.37	$67.58					
Fire Dispatcher	HRLY (PT)	7/12/2026	$43.45	$52.81	$43.45	$45.62	$47.90	$50.29	$52.81					
Fire Dispatcher Trainee	HRLY (PT)	7/12/2026	$39.11	$47.53	$39.11	$41.06	$43.11	$45.27	$47.53					
Fire Equipment Mechanic	HRLY (PT)	7/12/2026	$38.64	$46.95	$38.64	$40.57	$42.62	$44.74	$46.95					
Fire Protection Analyst	HRLY (PT)	7/12/2026	$61.52	$74.77	$61.52	$64.59	$67.82	$71.21	$74.77					
Fire Safety Specialist	HRLY (PT)	7/12/2026	$46.91	$57.01	$46.91	$49.25	$51.72	$54.29	$57.01					
Fire Safety Technician	HRLY (PT)	7/12/2026	$39.22	$47.67	$39.22	$41.16	$43.24	$45.39	$47.67					
Fleet Services Coordinator	HRLY (PT)	7/12/2026	$40.18	$48.82	$40.18	$42.17	$44.29	$46.51	$48.82					
Fleet Services Superintendent	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Fleet Services Supervisor	HRLY (PT)	7/12/2026	$49.33	$59.95	$49.33	$51.80	$54.40	$57.11	$59.95					
Forensic Field Supervisor	HRLY (PT)	7/12/2026	$55.63	$67.58	$55.63	$58.36	$61.30	$64.37	$67.58					
Forensic Specialist	HRLY (PT)	7/12/2026	$43.63	$53.03	$43.63	$45.81	$48.10	$50.50	$53.03					
Forensic Specialist Trainee	HRLY (PT)	7/12/2026	$39.22	$47.67	$39.22	$41.16	$43.24	$45.39	$47.67					
Forensics Manager	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					

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
Government Affairs Manager	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
Graphic and Marketing Specialist	HRLY (PT)	7/12/2026	$39.22	$47.67	$39.22	$41.16	$43.24	$45.39	$47.67					
Helicopter Mechanic	HRLY (PT)	7/12/2026	$53.36	$64.84	$53.36	$56.00	$58.78	$61.74	$64.84					
Homeless Services Manager	HRLY (PT)	7/12/2026	$75.93	$92.30	$75.93	$79.74	$83.70	$87.86	$92.30					
Housing Manager	HRLY (PT)	7/12/2026	$75.93	$92.30	$75.93	$79.74	$83.70	$87.86	$92.30					
Housing Technician	HRLY (PT)	7/12/2026	$33.77	$41.03	$33.77	$35.48	$37.25	$39.09	$41.03					
Human Resources Analyst	HRLY (PT)	7/12/2026	$56.57	$68.72	$56.57	$59.40	$62.37	$65.45	$68.72					
Human Resources Coordinator	HRLY (PT)	7/12/2026	$42.99	$52.23	$42.99	$45.13	$47.37	$49.75	$52.23					
Human Resources Specialist	HRLY (PT)	7/12/2026	$36.36	$44.18	$36.36	$38.14	$40.08	$42.07	$44.18					
Human Resources Technician	HRLY (PT)	7/12/2026	$38.97	$47.37	$38.97	$40.92	$42.96	$45.11	$47.37					
Integrated Waste Collector	HRLY (PT)	7/12/2026	$28.12	$34.18	$28.12	$29.51	$30.97	$32.54	$34.18					
Integrated Waste Dispatcher	HRLY (PT)	7/12/2026	$32.98	$40.07	$32.98	$34.63	$36.34	$38.17	$40.07					
Integrated Waste Manager	HRLY (PT)	7/12/2026	$67.46	$82.02	$67.46	$70.86	$74.39	$78.09	$82.02					
Integrated Waste Operator	HRLY (PT)	7/12/2026	$31.06	$37.73	$31.06	$32.62	$34.24	$35.92	$37.73					
Integrated Waste Route Specialist	HRLY (PT)	7/12/2026	$36.65	$44.51	$36.65	$38.47	$40.38	$42.41	$44.51					
Integrated Waste Service Worker	HRLY (PT)	7/12/2026	$27.03	$32.81	$27.03	$28.37	$29.79	$31.27	$32.81					
Integrated Waste Superintendent	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Integrated Waste Supervisor	HRLY (PT)	7/12/2026	$46.91	$57.01	$46.91	$49.25	$51.72	$54.29	$57.01					
Internal Audit Manager	HRLY (PT)	7/12/2026	$61.52	$74.77	$61.52	$64.59	$67.82	$71.21	$74.77					
Internal Auditor	HRLY (PT)	7/12/2026	$49.25	$59.85	$49.25	$51.72	$54.28	$57.00	$59.85					
Inventory Technician I	HRLY (PT)	7/12/2026	$24.19	$29.40	$24.19	$25.42	$26.66	$28.01	$29.40					
Inventory Technician II	HRLY (PT)	7/12/2026	$32.29	$39.26	$32.29	$33.89	$35.60	$37.38	$39.26					
Investment and Treasury Officer	HRLY (PT)	7/12/2026	$63.17	$76.78	$63.17	$66.31	$69.64	$73.11	$76.78					
Irrigation Conservation Specialist	HRLY (PT)	7/12/2026	$40.30	$48.95	$40.30	$42.31	$44.41	$46.63	$48.95					
Irrigation Maintenance Technician	HRLY (PT)	7/12/2026	$36.41	$44.23	$36.41	$38.22	$40.15	$42.13	$44.23					
IT Manager	HRLY (PT)	7/12/2026	$74.52	$90.58	$74.52	$78.24	$82.15	$86.26	$90.58					
IT Specialist	HRLY (PT)	7/12/2026	$41.01	$49.84	$41.01	$43.07	$45.20	$47.47	$49.84					
IT Technician	HRLY (PT)	7/12/2026	$36.91	$44.84	$36.91	$38.75	$40.67	$42.70	$44.84					
Landscape Planner	HRLY (PT)	7/12/2026	$47.29	$57.48	$47.29	$49.66	$52.14	$54.75	$57.48					
Legislative Analyst	HRLY (PT)	7/12/2026	$47.85	$58.15	$47.85	$50.23	$52.75	$55.38	$58.15					
Librarian	HRLY (PT)	7/12/2026	$41.48	$50.87	$41.48	$43.64	$45.93	$48.35	$50.87					
Library Assistant	HRLY (PT)	7/12/2026	$30.15	$36.62	$30.15	$31.63	$33.20	$34.87	$36.62					
Library Clerk	HRLY (PT)	7/12/2026	$24.82	$30.16	$24.82	$26.06	$27.37	$28.72	$30.16					
Library Services Manager	HRLY (PT)	7/12/2026	$58.23	$70.75	$58.23	$61.13	$64.19	$67.38	$70.75					
Maintenance Worker	HRLY (PT)	7/12/2026	$27.03	$32.81	$27.03	$28.37	$29.79	$31.27	$32.81					
Management Analyst	HRLY (PT)	7/12/2026	$47.86	$58.17	$47.86	$50.24	$52.76	$55.40	$58.17					
Management Analyst - Confidential	HRLY (PT)	7/12/2026	$47.86	$58.17	$47.86	$50.24	$52.76	$55.40	$58.17					
Management Assistant	HRLY (PT)	7/12/2026	$42.05	$51.12	$42.05	$44.15	$46.35	$48.66	$51.12					
Municipal Services Manager	HRLY (PT)	7/12/2026	$62.65	$76.13	$62.65	$66.01	$69.40	$72.77	$76.13					
Museum Curator	HRLY (PT)	7/12/2026	$37.69	$46.27	$37.69	$39.67	$41.76	$43.93	$46.27					
Museum, Arts and Culture Manager	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Office Assistant	HRLY (PT)	7/12/2026	$24.82	$30.16	$24.82	$26.06	$27.37	$28.72	$30.16					
Office Assistant - Confidential	HRLY (PT)	7/12/2026	$24.82	$30.16	$24.82	$26.06	$27.37	$28.72	$30.16					
Office Specialist	HRLY (PT)	7/12/2026	$29.97	$36.41	$29.97	$31.49	$33.06	$34.68	$36.41					
Office Specialist - Confidential	HRLY (PT)	7/12/2026	$29.97	$36.41	$29.97	$31.49	$33.06	$34.68	$36.41					
Park Maintenance Technician	HRLY (PT)	7/12/2026	$32.94	$40.04	$32.94	$34.63	$36.31	$38.16	$40.04					
Parking Enforcement Officer	HRLY (PT)	7/12/2026	$27.85	$33.87	$27.85	$29.24	$30.70	$32.25	$33.87					
Parks & Maintenance Supervisor	HRLY (PT)	7/12/2026	$46.91	$57.01	$46.91	$49.25	$51.72	$54.29	$57.01					

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
Parks & Street Maintenance Manager	HRLY (PT)	7/12/2026	$67.46	$82.02	$67.46	$70.86	$74.39	$78.09	$82.02					
Parks and Streets Maintenance Superintendent	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Payroll Coordinator	HRLY (PT)	7/12/2026	$45.24	$54.97	$45.24	$47.51	$49.88	$52.38	$54.97					
Payroll Supervisor	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Payroll Technician	HRLY (PT)	7/12/2026	$38.97	$47.37	$38.97	$40.92	$42.96	$45.11	$47.37					
Performance and Optimization Manager	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
Permit Services Supervisor	HRLY (PT)	7/12/2026	$54.00	$65.64	$54.00	$56.70	$59.54	$62.52	$65.64					
Permit Technician	HRLY (PT)	7/12/2026	$37.41	$45.45	$37.41	$39.30	$41.25	$43.31	$45.45					
Personnel and Training Coordinator	HRLY (PT)	7/12/2026	$38.97	$47.37	$38.97	$40.92	$42.96	$45.11	$47.37					
Plan Checker	HRLY (PT)	7/12/2026	$54.41	$66.13	$54.41	$57.15	$59.98	$62.97	$66.13					
Police Communications Manager	HRLY (PT)	7/12/2026	$65.49	$79.58	$65.49	$68.76	$72.20	$75.78	$79.58					
Police Dispatch Supervisor	HRLY (PT)	7/12/2026	$55.63	$67.58	$55.63	$58.36	$61.30	$64.37	$67.58					
Police Dispatcher	HRLY (PT)	7/12/2026	$43.45	$52.81	$43.45	$45.62	$47.90	$50.29	$52.81					
Police Dispatcher Trainee	HRLY (PT)	7/12/2026	$39.11	$47.53	$39.11	$41.06	$43.11	$45.27	$47.53					
Police Records Manager	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Police Records Specialist	HRLY (PT)	7/12/2026	$29.97	$36.41	$29.97	$31.49	$33.06	$34.68	$36.41					
Police Records Specialist Trainee	HRLY (PT)	7/12/2026	$27.85	$33.87	$27.85	$29.24	$30.70	$32.25	$33.87					
Police Records Supervisor	HRLY (PT)	7/12/2026	$43.82	$53.24	$43.82	$45.99	$48.28	$50.69	$53.24					
Principal Broadband Analyst	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
Principal Construction Project Manager	HRLY (PT)	7/12/2026	$76.25	$92.64	$76.25	$80.04	$84.04	$88.23	$92.64					
Principal Engineer	HRLY (PT)	7/12/2026	$78.76	$95.71	$78.76	$82.68	$86.84	$91.16	$95.71					
Principal Human Resources Agency Partner	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
Principal IT Analyst	HRLY (PT)	7/12/2026	$67.73	$82.34	$67.73	$71.15	$74.69	$78.44	$82.34					
Principal Planner	HRLY (PT)	7/12/2026	$79.62	$96.74	$79.62	$83.58	$87.74	$92.13	$96.74					
Project Coordinator	HRLY (PT)	7/12/2026	$48.82	$59.32	$48.82	$51.26	$53.82	$56.52	$59.32					
Project Manager	HRLY (PT)	7/12/2026	$65.80	$79.94	$65.80	$69.03	$72.52	$76.12	$79.94					
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	29.2
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	29.2	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	29.2	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	29.2	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	29.2	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

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)	7/12/2026	$49.24	$59.84	$49.24	$51.71	$54.29	$56.98	$59.84					
Purchasing Assistant	HRLY (PT)	7/12/2026	$35.51	$43.12	$35.51	$37.28	$39.12	$41.09	$43.12					
Purchasing Supervisor	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Real-Time Information Center Operator	HRLY (PT)	7/12/2026	$43.45	$52.81	$43.45	$45.62	$47.90	$50.29	$52.81					
Records Coordinator	HRLY (PT)	7/12/2026	$38.83	$47.18	$38.83	$40.77	$42.80	$44.95	$47.18					
Records Specialist	HRLY (PT)	7/12/2026	$29.97	$36.41	$29.97	$31.49	$33.06	$34.68	$36.41					
Recreation/Community Services Coordinator	HRLY (PT)	7/12/2026	$39.93	$48.53	$39.93	$41.92	$44.01	$46.22	$48.53					
Recreation/Community Services Driver	HRLY (PT)	7/12/2026	$27.27	$33.15	$27.27	$28.64	$30.08	$31.58	$33.15					
Recreation/Community Services Driver Trainee	HRLY (PT)	7/12/2026	$24.82	$30.16	$24.82	$26.06	$27.37	$28.72	$30.16					
Recreation/Community Services Manager	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Revenue Manager	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
Risk Management Adjuster	HRLY (PT)	7/12/2026	$53.89	$65.48	$53.89	$56.57	$59.40	$62.37	$65.48					
Risk Management Specialist	HRLY (PT)	7/12/2026	$36.36	$44.18	$36.36	$38.14	$40.08	$42.07	$44.18					
Risk Manager	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
Safety Officer	HRLY (PT)	7/12/2026	$59.39	$72.16	$59.39	$62.37	$65.48	$68.75	$72.16					
Senior Accountant	HRLY (PT)	7/12/2026	$48.88	$59.40	$48.88	$51.33	$53.90	$56.58	$59.40					
Senior Accounts Payable Technician	HRLY (PT)	7/12/2026	$37.23	$45.24	$37.23	$39.09	$41.20	$43.11	$45.24					
Senior Administrative Assistant	HRLY (PT)	7/12/2026	$39.22	$47.67	$39.22	$41.16	$43.24	$45.39	$47.67					
Senior Associate Civil Engineer	HRLY (PT)	7/12/2026	$69.71	$84.70	$69.71	$73.20	$76.85	$80.69	$84.70					
Senior Associate Engineer	HRLY (PT)	7/12/2026	$69.71	$84.70	$69.71	$73.20	$76.85	$80.69	$84.70					
Senior Combo Building Inspector	HRLY (PT)	7/12/2026	$54.97	$66.81	$54.97	$57.70	$60.58	$63.61	$66.81					
Senior Community Improvement Officer	HRLY (PT)	7/12/2026	$45.77	$55.60	$45.77	$48.06	$50.45	$52.96	$55.60					
Senior Community Information Specialist	HRLY (PT)	7/12/2026	$45.24	$54.97	$45.24	$47.51	$49.88	$52.38	$54.97					
Senior Community Service Officer	HRLY (PT)	7/12/2026	$36.30	$44.12	$36.30	$38.11	$40.01	$42.02	$44.12					
Senior Cross-Connection Control Specialist	HRLY (PT)	7/12/2026	$54.12	$65.77	$54.12	$56.82	$59.65	$62.64	$65.77					
Senior Custodian	HRLY (PT)	7/12/2026	$29.86	$36.26	$29.86	$31.33	$32.87	$34.52	$36.26					
Senior Economic Development Coordinator	HRLY (PT)	7/12/2026	$60.50	$73.49	$60.50	$63.46	$66.67	$69.98	$73.49					
Senior Electrician	HRLY (PT)	7/12/2026	$43.91	$53.36	$43.91	$46.09	$48.37	$50.83	$53.36					
Senior Environmental Technician	HRLY (PT)	7/12/2026	$40.30	$48.95	$40.30	$42.31	$44.41	$46.63	$48.95					
Senior Evidence Technician	HRLY (PT)	7/12/2026	$39.22	$47.67	$39.22	$41.16	$43.24	$45.39	$47.67					
Senior Financial Analyst	HRLY (PT)	7/12/2026	$61.64	$74.92	$61.64	$64.71	$67.95	$71.34	$74.92					
Senior Financial Analyst - Confidential	HRLY (PT)	7/12/2026	$61.64	$74.92	$61.64	$64.71	$67.95	$71.34	$74.92					
Senior Fire Business Analyst	HRLY (PT)	7/12/2026	$60.75	$73.83	$60.75	$63.78	$66.97	$70.33	$73.83					
Senior Fire Dispatcher	HRLY (PT)	7/12/2026	$45.62	$55.46	$45.62	$47.90	$50.29	$52.81	$55.46					
Senior Fire Equipment Mechanic	HRLY (PT)	7/12/2026	$42.69	$51.87	$42.69	$44.82	$47.05	$49.42	$51.87					
Senior Fire Safety Specialist	HRLY (PT)	7/12/2026	$51.81	$62.97	$51.81	$54.41	$57.15	$59.98	$62.97					
Senior Forensic Specialist	HRLY (PT)	7/12/2026	$46.60	$56.63	$46.60	$48.91	$51.37	$53.92	$56.63					
Senior Helicopter Mechanic	HRLY (PT)	7/12/2026	$58.94	$71.64	$58.94	$61.88	$64.97	$68.24	$71.64					
Senior Human Resources Analyst	HRLY (PT)	7/12/2026	$59.39	$72.16	$59.39	$62.37	$65.48	$68.75	$72.16					
Senior Information Technology Specialist	HRLY (PT)	7/12/2026	$51.40	$62.46	$51.40	$53.98	$56.66	$59.50	$62.46					
Senior Integrated Waste Operator	HRLY (PT)	7/12/2026	$36.41	$44.23	$36.41	$38.22	$40.15	$42.13	$44.23					
Senior Internal Auditor	HRLY (PT)	7/12/2026	$55.53	$67.46	$55.53	$58.30	$61.22	$64.30	$67.46					
Senior Inventory Technician	HRLY (PT)	7/12/2026	$35.68	$43.36	$35.68	$37.45	$39.32	$41.29	$43.36					
Senior Landscape Architect	HRLY (PT)	7/12/2026	$61.52	$74.77	$61.52	$64.59	$67.82	$71.21	$74.77					
Senior Landscape Planner	HRLY (PT)	7/12/2026	$62.23	$75.62	$62.23	$65.35	$68.56	$72.02	$75.62					

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)	7/12/2026	$54.98	$66.79	$54.98	$57.73	$60.61	$63.64	$66.79					
Senior Librarian	HRLY (PT)	7/12/2026	$45.59	$55.98	$45.59	$47.99	$50.51	$53.20	$55.98					
Senior Library Assistant	HRLY (PT)	7/12/2026	$34.25	$42.08	$34.25	$36.09	$37.98	$39.97	$42.08					
Senior Library Clerk	HRLY (PT)	7/12/2026	$27.27	$33.15	$27.27	$28.63	$30.06	$31.56	$33.15					
Senior Management Analyst	HRLY (PT)	7/12/2026	$55.06	$66.89	$55.06	$57.82	$60.70	$63.73	$66.89					
Senior Management Analyst - Confidential	HRLY (PT)	7/12/2026	$55.06	$66.89	$55.06	$57.82	$60.70	$63.73	$66.89					
Senior Network Engineer	HRLY (PT)	7/12/2026	$66.75	$81.15	$66.75	$70.11	$73.60	$77.31	$81.15					
Senior Park Maintenance Technician	HRLY (PT)	7/12/2026	$36.41	$44.23	$36.41	$38.22	$40.15	$42.13	$44.23					
Senior Park Maintenance Worker	HRLY (PT)	7/12/2026	$29.86	$36.26	$29.86	$31.33	$32.87	$34.52	$36.26					
Senior Performance and Optimization Analyst	HRLY (PT)	7/12/2026	$60.75	$73.83	$60.75	$63.78	$66.97	$70.33	$73.83					
Senior Permit Technician	HRLY (PT)	7/12/2026	$41.64	$50.61	$41.64	$43.72	$45.89	$48.19	$50.61					
Senior Plan Check Engineer	HRLY (PT)	7/12/2026	$68.89	$83.72	$68.89	$72.33	$75.96	$79.74	$83.72					
Senior Planner	HRLY (PT)	7/12/2026	$66.15	$80.40	$66.15	$69.47	$72.93	$76.57	$80.40					
Senior Police Dispatcher	HRLY (PT)	7/12/2026	$45.62	$55.46	$45.62	$47.90	$50.29	$52.81	$55.46					
Senior Police Records Specialist	HRLY (PT)	7/12/2026	$34.74	$42.26	$34.74	$36.50	$38.32	$40.22	$42.26					
Senior Project Coordinator	HRLY (PT)	7/12/2026	$49.51	$60.19	$49.51	$52.02	$54.61	$57.34	$60.19					
Senior Project Manager	HRLY (PT)	7/12/2026	$69.02	$83.92	$69.02	$72.48	$76.13	$79.92	$83.92					
Senior Public Safety Business Analyst	HRLY (PT)	7/12/2026	$60.75	$73.83	$60.75	$63.78	$66.97	$70.33	$73.83					
Senior Public Works Inspector	HRLY (PT)	7/12/2026	$54.97	$66.81	$54.97	$57.70	$60.58	$63.61	$66.81					
Senior Real Time Information Center Operator	HRLY (PT)	7/12/2026	$45.62	$55.46	$45.62	$47.90	$50.29	$52.81	$55.46					
Senior Records Specialist	HRLY (PT)	7/12/2026	$35.33	$42.91	$35.33	$37.08	$38.93	$40.88	$42.91					
Senior Recreation/Community Services Supervisor	HRLY (PT)	7/12/2026	$49.24	$59.84	$49.24	$51.71	$54.29	$56.98	$59.84					
Senior Street Maintenance Technician	HRLY (PT)	7/12/2026	$36.41	$44.23	$36.41	$38.22	$40.15	$42.13	$44.23					
Senior Street Maintenance Worker	HRLY (PT)	7/12/2026	$29.86	$36.26	$29.86	$31.33	$32.87	$34.52	$36.26					
Senior Systems Analyst	HRLY (PT)	7/12/2026	$60.76	$73.84	$60.76	$63.82	$67.00	$70.34	$73.84					
Senior Utilities Technician	HRLY (PT)	7/12/2026	$43.35	$52.68	$43.35	$45.51	$47.85	$50.16	$52.68					
Street Maintenance Supervisor	HRLY (PT)	7/12/2026	$46.91	$57.01	$46.91	$49.25	$51.72	$54.29	$57.01					
Street Maintenance Technician	HRLY (PT)	7/12/2026	$32.94	$40.04	$32.94	$34.63	$36.31	$38.16	$40.04					
Supervising Building Inspector	HRLY (PT)	7/12/2026	$64.95	$78.91	$64.95	$68.16	$71.60	$75.17	$78.91					
Supervising Librarian	HRLY (PT)	7/12/2026	$52.41	$64.34	$52.41	$55.18	$58.07	$61.12	$64.34					
Supervising Library Clerk	HRLY (PT)	7/12/2026	$30.15	$36.62	$30.15	$31.63	$33.20	$34.87	$36.62					
Supervising Public Works Inspector	HRLY (PT)	7/12/2026	$64.82	$78.75	$64.82	$68.02	$71.46	$75.02	$78.75					
Survey Party Chief	HRLY (PT)	7/12/2026	$50.45	$61.30	$50.45	$52.96	$55.61	$58.41	$61.30					
Survey Technician	HRLY (PT)	7/12/2026	$45.87	$55.75	$45.87	$48.16	$50.60	$53.10	$55.75					
Systems Analyst	HRLY (PT)	7/12/2026	$51.40	$62.46	$51.40	$53.98	$56.66	$59.50	$62.46					
Systems Specialist	HRLY (PT)	7/12/2026	$41.01	$49.84	$41.01	$43.07	$45.20	$47.47	$49.84					
Traffic/Transportation Manager	HRLY (PT)	7/12/2026	$92.68	$112.64	$92.68	$97.30	$102.18	$107.29	$112.64					
Urban Forestry Superintendent	HRLY (PT)	7/12/2026	$56.95	$69.19	$56.95	$59.78	$62.77	$65.89	$69.19					
Urban Forestry Technician	HRLY (PT)	7/12/2026	$36.41	$44.23	$36.41	$38.22	$40.15	$42.13	$44.23					
Utilities Customer Services Specialist	HRLY (PT)	7/12/2026	$36.17	$43.97	$36.17	$37.98	$39.88	$41.88	$43.97					
Utilities Engineering Manager	HRLY (PT)	7/12/2026	$92.68	$112.64	$92.68	$97.30	$102.18	$107.29	$112.64					
Utilities Field Service Technician	HRLY (PT)	7/12/2026	$34.19	$41.50	$34.19	$35.86	$37.66	$39.55	$41.50					
Utilities Operations Assistant Manager	HRLY (PT)	7/12/2026	$62.69	$76.19	$62.69	$65.81	$69.10	$72.57	$76.19					
Utilities Operations Manager	HRLY (PT)	7/12/2026	$71.94	$87.41	$71.94	$75.54	$79.29	$83.24	$87.41					
Utilities Project Manager	HRLY (PT)	7/12/2026	$63.95	$77.75	$63.95	$67.18	$70.51	$74.04	$77.75					
Utilities Supervisor	HRLY (PT)	7/12/2026	$56.98	$69.27	$56.98	$59.83	$62.83	$65.96	$69.27					
Utilities Technician I	HRLY (PT)	7/12/2026	$35.88	$43.62	$35.88	$37.70	$39.60	$41.54	$43.62					
Utilities Technician II	HRLY (PT)	7/12/2026	$41.35	$50.26	$41.35	$43.40	$45.58	$47.83	$50.26					

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
Warehouse Supervisor	HRLY (PT)	7/12/2026	$43.82	$53.24	$43.82	$45.99	$48.28	$50.69	$53.24					
Wastewater Compliance Manager	HRLY (PT)	7/12/2026	$58.71	$71.31	$58.71	$61.63	$64.71	$67.93	$71.31					
Water Production Manager	HRLY (PT)	7/12/2026	$71.94	$87.41	$71.94	$75.54	$79.29	$83.24	$87.41					
Water Production Operator I	HRLY (PT)	7/12/2026	$43.61	$53.02	$43.61	$45.80	$48.09	$50.49	$53.02					
Water Production Operator II	HRLY (PT)	7/12/2026	$47.98	$58.32	$47.98	$50.38	$52.90	$55.54	$58.32					
Water Production Operator III	HRLY (PT)	7/12/2026	$51.58	$62.69	$51.58	$54.16	$56.87	$59.71	$62.69					
Water Production Supervisor	HRLY (PT)	7/12/2026	$56.98	$69.27	$56.98	$59.83	$62.83	$65.96	$69.27					
Water Quality and Production Control Manager	HRLY (PT)	7/12/2026	$79.15	$96.17	$79.15	$83.09	$87.24	$91.59	$96.17					
Water Quality Programs Manager	HRLY (PT)	7/12/2026	$62.74	$76.20	$62.74	$65.86	$69.15	$72.59	$76.20					
Water Quality Specialist	HRLY (PT)	7/12/2026	$51.81	$62.97	$51.81	$54.41	$57.15	$59.98	$62.97					
Water Resources Coordinator	HRLY (PT)	7/12/2026	$51.81	$62.97	$51.81	$54.41	$57.15	$59.98	$62.97					
Water Resources Manager	HRLY (PT)	7/12/2026	$78.76	$95.71	$78.76	$82.68	$86.84	$91.16	$95.71					
Water/Sewer Maintenance Manager	HRLY (PT)	7/12/2026	$63.95	$77.75	$63.95	$67.18	$70.51	$74.04	$77.75					
Water/Wastewater Technician	HRLY (PT)	7/12/2026	$42.53	$51.67	$42.53	$44.64	$46.89	$49.21	$51.67					
Welder	HRLY (PT)	7/12/2026	$31.70	$38.51	$31.70	$33.29	$34.90	$36.69	$38.51					

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	$12,913.33	$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	$13,558.13	$18,040.54
Design and Construction Director	Department Head	DH 2	$12,913.33	$17,180.80
Economic Development Director	Department Head	DH 6	$15,691.87	$20,883.20
Emergency Medical Services Director	Department Head	DH 2	$12,913.33	$17,180.80
Fire Administrative Director	Department Head	DH 2	$12,913.33	$17,180.80
Fire Marshal	Department Head	DH 3	$13,558.13	$18,040.54
Housing Services Director	Department Head	DH 2	$12,913.33	$17,180.80
Information Security Officer	Department Head	DH 2	$12,913.33	$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
Library Director	Department Head	DH 2	$12,913.33	$17,180.80
Municipal Services Director	Department Head	DH 1	$12,298.00	$16,364.40

Classification	Group	Compensation Range	Minimum / Monthly	Maximum / Monthly
Museum, Arts and Culture Director	Department Head	DH 1	$12,298.00	$16,364.40
Parking Administrator	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	$12,913.33	$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	$12,913.33	$17,180.80
Real Estate and Development Assistant Director	Department Head	DH 2	$12,913.33	$17,180.80
Recreation/Community Services Director	Department Head	DH 2	$12,913.33	$17,180.80
Utilities Customer Services Director	Department Head	DH 1	$12,298.00	$16,364.40
Utilities Director	Department Head	DH 6	$15,691.87	$20,883.20
Chief Deputy	Department Head - Fire Safety	PS3	$23,869.73	$31,746.00
Deputy Police Chief	Department Head - Police Safety	PS3	$23,869.73	$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
Deputy City Manager (Exec)	Executive Management	EX 1	$16,889.60	$22,462.27
Executive Director Communications and Community Relations	Executive Management	EX 1	$16,889.60	$22,462.27
Executive Director Community Development	Executive Management	EX 6	$21,555.73	$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
Utilities General Manager	Executive Management	EX 6	$21,555.73	$28,665.87
Administrative Intern	Part-time	PT13	$3,671.20	$4,584.67

Classification	Group	Compensation Range	Minimum / Monthly	Maximum / Monthly
Fire Cadet	Part-time	PT 2	$2,939.73	$3,494.40
Information Technology Apprentice	Part-time	PT20	$4,364.53	$5,449.60
Instructor / Guard	Part-time	PT 5	$3,014.27	$3,763.07
Library Monitor Specialist	Part-time	PT 7	$3,166.80	$3,953.74
Library Page	Part-time	PT 1	$2,939.73	$3,409.47
Lifeguard	Part-time	PT 3	$2,939.73	$3,582.80
Museum Assistant	Part-time	PT10	$3,409.47	$4,257.07
Museum Attendant	Part-time	PT 2	$2,939.73	$3,494.40
Police Cadet	Part-time	PT 2	$2,939.73	$3,494.40
Pool Manager	Part-time	PT12	$3,582.80	$4,473.74
Recreation Assistant	Part-time	PT 1	$2,939.73	$3,409.47
Recreation Leader	Part-time	PT 2	$2,939.73	$3,494.40
Recreation Program Specialist	Part-time	PT14	$3,763.07	$4,699.07
Senior Pool Manager	Part-time	PT16	$3,953.73	$4,938.27
Senior Recreation Leader	Part-time	PT 9	$3,326.27	$4,154.80