

CITY OF WOODLAND - SALARY SCHEDULE

Effective October 1, 2022

REGULAR FULL-TIME EMPLOYEES - MONTHLY SALARY

| CLASSIFICATION | RANGE | UNIT | A STEP | B STEP | C STEP | D STEP | E STEP | F STEP | G STEP | H STEP |
|--|--------------|-------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| Accountant I | 116 | MM | \$5,178.43 | \$5,437.34 | \$5,709.21 | \$5,994.66 | \$6,294.40 | \$6,609.12 | | |
| Accountant II | 120 | MM | \$5,716.01 | \$6,001.81 | \$6,301.89 | \$6,616.98 | \$6,947.83 | \$7,295.23 | | |
| Accounting Technician | 45 | GS | \$4,506.63 | \$4,731.96 | \$4,968.56 | \$5,216.99 | \$5,477.84 | \$5,751.73 | | |
| Administrative Clerk I | 28 | GS | \$2,961.73 | \$3,109.82 | \$3,265.31 | \$3,428.58 | \$3,600.00 | \$3,780.00 | | |
| Administrative Clerk II | 32 | GS | \$3,269.20 | \$3,432.66 | \$3,604.30 | \$3,784.51 | \$3,973.73 | \$4,172.42 | | |
| Administrative Clerk III | 36 | GS | \$3,608.59 | \$3,789.02 | \$3,978.48 | \$4,177.41 | \$4,386.28 | \$4,605.60 | | |
| Administrative Secretary | 42 | GS | \$4,184.85 | \$4,394.10 | \$4,613.80 | \$4,844.50 | \$5,086.71 | \$5,341.05 | | |
| Administrative Supervisor | 47 | GS | \$4,734.78 | \$4,971.52 | \$5,220.10 | \$5,481.10 | \$5,755.16 | \$6,042.92 | | |
| Aquatics Coordinator | 32 | GS | \$3,269.20 | \$3,432.66 | \$3,604.30 | \$3,784.51 | \$3,973.73 | \$4,172.42 | | |
| Aquatics Supervisor | 48 | GS | \$4,853.14 | \$5,095.80 | \$5,350.60 | \$5,618.13 | \$5,899.03 | \$6,193.98 | | |
| Assist City Manager/Comm & Econ Dev Dir | Contract | | \$12,463.47 | | | | \$16,001.30 | | | |
| Assistant Engineer | 125 | MM | \$6,467.13 | \$6,790.49 | \$7,130.01 | \$7,486.52 | \$7,860.84 | \$8,253.88 | | |
| Assistant Planner | 118 | MM | \$5,440.57 | \$5,712.60 | \$5,998.23 | \$6,298.15 | \$6,613.05 | \$6,943.70 | | |
| Associate Civil Engineer | 131 | MM | \$7,499.89 | \$7,874.88 | \$8,268.63 | \$8,682.05 | \$9,116.17 | \$9,571.98 | | |
| Associate Engineer | 127 | MM | \$6,794.53 | \$7,134.26 | \$7,490.96 | \$7,865.53 | \$8,258.80 | \$8,671.74 | | |
| Associate Planner | 124 | MM | \$6,309.40 | \$6,624.87 | \$6,956.11 | \$7,303.91 | \$7,669.12 | \$8,052.57 | | |
| Building Inspection Services Manager | 132 | MM | \$7,687.38 | \$8,071.76 | \$8,475.34 | \$8,899.11 | \$9,344.07 | \$9,811.27 | | |
| Building Inspector I | 49 | GS | \$4,974.48 | \$5,223.20 | \$5,484.36 | \$5,758.58 | \$6,046.50 | \$6,348.83 | | |
| Building Inspector II | 53 | GS | \$5,490.89 | \$5,765.44 | \$6,053.71 | \$6,356.39 | \$6,674.21 | \$7,007.92 | | |
| Business Engagement / Resource Conservation Prog | 124 | MM | \$6,309.40 | \$6,624.87 | \$6,956.11 | \$7,303.91 | \$7,669.12 | \$8,052.57 | | |
| Chief Building Official | 140 | MM | \$9,366.34 | \$9,834.65 | \$10,326.39 | \$10,842.70 | \$11,384.84 | \$11,954.08 | | |
| Chief Information Officer | 142 | MM | \$9,840.51 | \$10,332.52 | \$10,849.16 | \$11,391.62 | \$11,961.20 | \$12,559.26 | | |
| Chief Collection Systems Operator | 132 | MM | \$7,687.38 | \$8,071.76 | \$8,475.34 | \$8,899.11 | \$9,344.07 | \$9,811.28 | | |
| Chief Plant Operator | 132 | MM | \$7,687.38 | \$8,071.76 | \$8,475.34 | \$8,899.11 | \$9,344.07 | \$9,811.28 | | |
| Chief Project Engineer | 145 | MM | \$10,597.16 | \$11,127.00 | \$11,683.37 | \$12,267.53 | \$12,880.90 | \$13,524.94 | | |
| Chief Water Systems Operator | 132 | MM | \$7,687.38 | \$8,071.76 | \$8,475.34 | \$8,899.11 | \$9,344.07 | \$9,811.27 | | |
| Children's Librarian II | 118 | MM | \$5,440.57 | \$5,712.59 | \$5,998.23 | \$6,298.15 | \$6,613.05 | \$6,943.70 | | |
| City Clerk | Contract | | \$7,630.73 | | | | \$10,598.24 | | | |
| City Engineer | 145 | MM | \$10,597.15 | \$11,127.00 | \$11,683.37 | \$12,267.53 | \$12,880.90 | \$13,524.94 | | |
| City Manager | Contract | | | | | | \$23,504.00 | | | |
| Code Compliance Officer I | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | | |
| Code Compliance Officer II | 50 | GS | \$5,098.84 | \$5,353.78 | \$5,621.46 | \$5,902.54 | \$6,197.67 | \$6,507.55 | | |
| Communications and Strategic Policy Manager | 134 | MM | \$8,071.75 | \$8,475.35 | \$8,899.11 | \$9,344.07 | \$9,811.27 | \$10,301.84 | | |
| Community Development Clerk I | 32 | GS | \$3,269.20 | \$3,432.66 | \$3,604.30 | \$3,784.51 | \$3,973.73 | \$4,172.42 | | |
| Community Development Clerk II | 37 | GS | \$3,698.80 | \$3,883.75 | \$4,077.93 | \$4,281.83 | \$4,495.91 | \$4,720.71 | | |
| Community Development Director | Contract | | \$11,305.55 | | | | \$14,682.50 | | | |
| Community Development Technician I | 42 | GS | \$4,184.85 | \$4,394.10 | \$4,613.80 | \$4,844.50 | \$5,086.71 | \$5,341.05 | | |
| Community Development Technician II | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | | |
| Community Risk Reduction Specialist I | Base | F | \$5,003.33 | \$5,253.73 | \$5,516.40 | \$5,792.23 | \$6,081.82 | | | |
| Community Risk Reduction Specialist II | Base | F | \$5,380.23 | \$5,649.26 | \$5,931.72 | \$6,228.30 | \$6,539.73 | | | |
| Community Risk Reduction Specialist Senior | Base | F | \$5,957.26 | \$6,255.14 | \$6,567.90 | \$6,896.29 | \$7,241.11 | | | |

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|---|----------|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Community Services Director | Contract | | \$11,305.55 | | | | \$14,682.50 | | | |
| Community Services Officer | Base | P | \$4,283.15 | \$4,497.30 | \$4,722.16 | \$4,958.29 | \$5,206.20 | \$5,466.52 | | |
| Community Services Program Manager | 125 | MM | \$6,467.13 | \$6,790.49 | \$7,130.01 | \$7,486.52 | \$7,860.84 | \$8,253.88 | | |
| Conservation Coordinator | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | | |
| Construction Project Manager | 129 | MM | \$7,138.50 | \$7,495.43 | \$7,870.19 | \$8,263.71 | \$8,676.90 | \$9,110.74 | | |
| Crime Prevention Specialist | Base | P | \$4,283.15 | \$4,497.30 | \$4,722.16 | \$4,958.29 | \$5,206.20 | \$5,466.52 | | |
| Data Services Manager | 136 | MM | \$8,485.44 | \$8,909.71 | \$9,355.20 | \$9,822.96 | \$10,314.10 | \$10,829.81 | | |
| Deputy Chief (aka Police Captain) | Base | PM | \$11,445.75 | \$12,018.05 | \$12,618.95 | \$13,249.91 | \$13,912.39 | \$14,608.02 | \$15,338.42 | \$16,105.35 |
| Deputy Director of Community Development | Contract | | \$9,927.40 | | | | \$12,727.43 | | | |
| Deputy Fire Chief | Flat | FM | \$11,213.73 | \$11,774.41 | \$12,363.13 | \$12,981.27 | \$13,741.27 | | | |
| Director of Administrative Services | Contract | | \$11,305.55 | | | | \$14,682.50 | | | |
| Economic Development Manager | 136 | MM | \$8,485.44 | \$8,909.71 | \$9,355.20 | \$9,822.96 | \$10,314.10 | \$10,829.81 | | |
| Electrical / Signs & Markings Supervisor | 134 | MM | \$8,071.75 | \$8,475.35 | \$8,899.10 | \$9,344.06 | \$9,811.28 | \$10,301.84 | | |
| Electrician's Assistant | 43 | GS | \$4,289.47 | \$4,503.94 | \$4,729.15 | \$4,965.61 | \$5,213.89 | \$5,474.59 | | |
| Engineering Aide I | 33 | GS | \$3,350.93 | \$3,518.48 | \$3,694.41 | \$3,879.12 | \$4,073.07 | \$4,276.73 | | |
| Engineering Aide II | 37 | GS | \$3,698.80 | \$3,883.75 | \$4,077.93 | \$4,281.83 | \$4,495.91 | \$4,720.71 | | |
| Engineering Assistant | 56 | GS | \$5,913.09 | \$6,208.75 | \$6,519.19 | \$6,845.14 | \$7,187.40 | \$7,546.77 | | |
| Engineering Technician I | 44 | GS | \$4,396.71 | \$4,616.55 | \$4,847.38 | \$5,089.75 | \$5,344.24 | \$5,611.45 | | |
| Engineering Technician II | 48 | GS | \$4,853.14 | \$5,095.80 | \$5,350.60 | \$5,618.13 | \$5,899.03 | \$6,193.98 | | |
| Engineering Technician III | 52 | GS | \$5,356.97 | \$5,624.81 | \$5,906.06 | \$6,201.36 | \$6,511.43 | \$6,837.00 | | |
| Environmental Compliance Inspector I | 39 | GS | \$3,886.05 | \$4,080.35 | \$4,284.38 | \$4,498.59 | \$4,723.52 | \$4,959.70 | | |
| Environmental Compliance Inspector II | 43 | GS | \$4,289.47 | \$4,503.94 | \$4,729.15 | \$4,965.61 | \$5,213.89 | \$5,474.59 | | |
| Environmental Compliance Specialist | 49 | GS | \$4,974.48 | \$5,223.20 | \$5,484.36 | \$5,758.58 | \$6,046.50 | \$6,348.83 | | |
| Environmental Resources Analyst | 127 | MM | \$6,794.53 | \$7,134.26 | \$7,490.96 | \$7,865.53 | \$8,258.80 | \$8,671.73 | | |
| Environmental Sustainability Manager | 131 | MM | \$7,499.89 | \$7,874.88 | \$8,268.63 | \$8,682.05 | \$9,116.17 | \$9,571.98 | | |
| Equipment Service Clerk | 32 | GS | \$3,269.20 | \$3,432.66 | \$3,604.30 | \$3,784.51 | \$3,973.73 | \$4,172.42 | | |
| Equipment Service Worker | 34 | GS | \$3,434.71 | \$3,606.44 | \$3,786.76 | \$3,976.10 | \$4,174.91 | \$4,383.66 | | |
| Executive Assistant - Confidential | | C | \$4,650.80 | \$4,883.34 | \$5,127.51 | \$5,383.89 | \$5,653.08 | \$5,935.74 | | |
| Facility Maintenance Worker I | 35 | GS | \$3,520.57 | \$3,696.61 | \$3,881.43 | \$4,075.50 | \$4,279.28 | \$4,493.25 | | |
| Facility Maintenance Worker II | 41 | GS | \$4,082.78 | \$4,286.92 | \$4,501.27 | \$4,726.33 | \$4,962.65 | \$5,210.78 | | |
| Facility Maintenance Worker III | 45 | GS | \$4,506.63 | \$4,731.96 | \$4,968.56 | \$5,216.99 | \$5,477.84 | \$5,751.73 | | |
| Finance Clerk I | 32 | GS | \$3,269.20 | \$3,432.66 | \$3,604.30 | \$3,784.51 | \$3,973.73 | \$4,172.42 | | |
| Finance Clerk II | 37 | GS | \$3,698.80 | \$3,883.75 | \$4,077.93 | \$4,281.83 | \$4,495.91 | \$4,720.71 | | |
| Finance Clerk III | 41 | GS | \$4,082.78 | \$4,286.92 | \$4,501.27 | \$4,726.33 | \$4,962.65 | \$5,210.78 | | |
| Finance Director | Contract | | \$9,562.32 | | | | \$12,275.28 | | | |
| Finance Officer | 141 | MM | \$9,600.50 | \$10,080.51 | \$10,584.54 | \$11,113.78 | \$11,669.47 | \$12,252.94 | | |
| Finance Specialist | 41 | GS | \$4,082.78 | \$4,286.92 | \$4,501.27 | \$4,726.33 | \$4,962.65 | \$5,210.78 | | |
| Finance Supervisor | 54 | GS | \$5,628.16 | \$5,909.58 | \$6,205.05 | \$6,515.31 | \$6,841.07 | \$7,183.12 | | |
| Financial Services Manager | 136 | MM | \$8,485.44 | \$8,909.71 | \$9,355.20 | \$9,822.96 | \$10,314.10 | \$10,829.81 | | |
| Fire Battalion Chief | Flat | FM | \$9,830.42 | \$10,321.93 | \$10,838.03 | \$11,379.94 | \$11,948.93 | | | |
| Fire Captain | Base | F | \$7,931.13 | \$8,327.68 | \$8,744.07 | \$9,181.28 | \$9,640.33 | | | |
| Fire Chief | Contract | | \$12,096.94 | | | | \$15,710.28 | | | |
| Fire Engineer | Base | F | \$6,883.36 | \$7,227.53 | \$7,588.91 | \$7,968.36 | \$8,366.76 | | | |
| Fire Marshal | Flat | FM | \$9,830.42 | \$10,321.93 | \$10,838.03 | \$11,379.94 | \$11,948.93 | | | |
| Fire Prevention Specialist I (aka Community Risk Reduction I) | Base | F | \$5,003.33 | \$5,253.73 | \$5,516.40 | \$5,792.23 | \$6,081.82 | | | |

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|--|----------|----|------------|------------|------------|-------------|-------------|-------------|--|
| Fire Prevention Specialist II (aka Community Risk Reduction) | Base | F | \$5,380.23 | \$5,649.26 | \$5,931.72 | \$6,228.30 | \$6,539.73 | | |
| Firefighter | Base | F | \$6,065.12 | \$6,368.37 | \$6,686.78 | \$7,021.13 | \$7,372.17 | | |
| Firefighter Recruit | Base | F | \$5,458.61 | | | | | | |
| Fleet & Facilities Manager | 131 | MM | \$7,499.88 | \$7,874.89 | \$8,268.63 | \$8,682.06 | \$9,116.17 | \$9,571.98 | |
| GIS Coordinator | 131 | MM | \$7,499.88 | \$7,874.89 | \$8,268.63 | \$8,682.06 | \$9,116.17 | \$9,571.98 | |
| GIS Technician I | 49 | GS | \$4,974.48 | \$5,223.20 | \$5,484.36 | \$5,758.58 | \$6,046.51 | \$6,348.83 | |
| GIS Technician II | 53 | GS | \$5,490.89 | \$5,765.44 | \$6,053.71 | \$6,356.39 | \$6,674.21 | \$7,007.92 | |
| Heavy Equipment Mechanic | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | |
| Housing Analyst I (formerly Redevelopment & Housing Analyst I) | 120 | MM | \$5,716.01 | \$6,001.81 | \$6,301.88 | \$6,616.98 | \$6,947.83 | \$7,295.23 | |
| Housing Analyst II (formerly Redevelopment & Housing Analyst II) | 124 | MM | \$6,309.40 | \$6,624.87 | \$6,956.11 | \$7,303.91 | \$7,669.12 | \$8,052.57 | |
| Human Resources Analyst I | | C | \$5,658.85 | \$5,941.79 | \$6,238.88 | \$6,550.82 | \$6,878.36 | \$7,222.28 | |
| Human Resources Analyst II | | C | \$6,402.47 | \$6,722.59 | \$7,058.72 | \$7,411.66 | \$7,782.24 | \$8,171.35 | |
| Human Resources Clerk | | C | \$3,572.51 | \$3,751.15 | \$3,938.71 | \$4,135.64 | \$4,342.43 | \$4,559.55 | |
| Human Resources Manager | | C | \$9,041.14 | \$9,493.20 | \$9,967.85 | \$10,466.25 | \$10,989.56 | \$11,539.04 | |
| Human Resources Technician I | | C | \$4,246.59 | \$4,458.92 | \$4,681.86 | \$4,915.95 | \$5,161.75 | \$5,419.83 | |
| Human Resources Technician II | | C | \$4,734.88 | \$4,971.63 | \$5,220.21 | \$5,481.21 | \$5,755.28 | \$6,043.04 | |
| Industrial Electrical/Electronics Technician | 58 | GS | \$6,212.44 | \$6,523.06 | \$6,849.21 | \$7,191.68 | \$7,551.26 | \$7,928.83 | |
| Information Technology Technician I | 48 | GS | \$4,853.14 | \$5,095.80 | \$5,350.60 | \$5,618.13 | \$5,899.03 | \$6,193.98 | |
| Information Technology Technician II | 52 | GS | \$5,356.97 | \$5,624.81 | \$5,906.06 | \$6,201.36 | \$6,511.43 | \$6,837.00 | |
| Infrastructure O & M Superintendent | 132 | MM | \$7,687.38 | \$8,071.76 | \$8,475.34 | \$8,899.11 | \$9,344.07 | \$9,811.28 | |
| Junior Engineer | 121 | MM | \$5,858.90 | \$6,151.84 | \$6,459.44 | \$6,782.41 | \$7,121.54 | \$7,477.62 | |
| Junior Planner | 113 | MM | \$4,808.68 | \$5,049.10 | \$5,301.56 | \$5,566.64 | \$5,844.98 | \$6,137.22 | |
| Laboratory & Environmental Compliance Mgr. | 129 | MM | \$7,138.50 | \$7,495.43 | \$7,870.19 | \$8,263.71 | \$8,676.90 | \$9,110.74 | |
| Laboratory Supervisor | 127 | MM | \$6,794.53 | \$7,134.25 | \$7,490.96 | \$7,865.53 | \$8,258.80 | \$8,671.73 | |
| Laboratory Technician I | 43 | GS | \$4,289.47 | \$4,503.94 | \$4,729.15 | \$4,965.61 | \$5,213.89 | \$5,474.59 | |
| Laboratory Technician II | 47 | GS | \$4,734.78 | \$4,971.52 | \$5,220.10 | \$5,481.10 | \$5,755.16 | \$6,042.92 | |
| Librarian I | 114 | MM | \$4,928.90 | \$5,175.34 | \$5,434.11 | \$5,705.81 | \$5,991.09 | \$6,290.65 | |
| Librarian II | 118 | MM | \$5,440.57 | \$5,712.59 | \$5,998.23 | \$6,298.15 | \$6,613.05 | \$6,943.70 | |
| Librarian III | 122 | MM | \$6,005.37 | \$6,305.64 | \$6,620.94 | \$6,951.97 | \$7,299.58 | \$7,664.55 | |
| Library Services Director | Contract | | \$8,005.77 | | | | \$10,277.33 | | |
| Library Technical Assistant I | 29 | GS | \$3,035.77 | \$3,187.57 | \$3,346.95 | \$3,514.30 | \$3,690.01 | \$3,874.51 | |
| Library Technical Assistant II | 33 | GS | \$3,350.93 | \$3,518.48 | \$3,694.41 | \$3,879.12 | \$4,073.07 | \$4,276.73 | |
| Library Technical Assistant III | 37 | GS | \$3,698.80 | \$3,883.75 | \$4,077.93 | \$4,281.83 | \$4,495.91 | \$4,720.71 | |
| Light Equipment Mechanic | 41 | GS | \$4,082.78 | \$4,286.92 | \$4,501.27 | \$4,726.33 | \$4,962.65 | \$5,210.78 | |
| Literacy Coordinator | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | |
| Maintenance Supervisor | 53 | GS | \$5,490.89 | \$5,765.44 | \$6,053.71 | \$6,356.39 | \$6,674.21 | \$7,007.92 | |
| Maintenance Worker I | 35 | GS | \$3,520.57 | \$3,696.61 | \$3,881.43 | \$4,075.50 | \$4,279.28 | \$4,493.25 | |
| Maintenance Worker II | 40 | GS | \$3,983.21 | \$4,182.37 | \$4,391.48 | \$4,611.06 | \$4,841.61 | \$5,083.69 | |
| Maintenance Worker III | 44 | GS | \$4,396.71 | \$4,616.55 | \$4,847.38 | \$5,089.75 | \$5,344.24 | \$5,611.45 | |
| Management Analyst I | 120 | MM | \$5,716.01 | \$6,001.80 | \$6,301.88 | \$6,616.98 | \$6,947.83 | \$7,295.23 | |
| Management Analyst II | 125 | MM | \$6,467.12 | \$6,790.49 | \$7,130.01 | \$7,486.52 | \$7,860.83 | \$8,253.88 | |
| Meter Services Technician | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | |
| Office Manager | 115 | MM | \$5,052.11 | \$5,304.71 | \$5,569.95 | \$5,848.45 | \$6,140.88 | \$6,447.92 | |
| Operations and Maintenance Superintendent | 137 | MM | \$8,697.58 | \$9,132.46 | \$9,589.09 | \$10,068.54 | \$10,571.97 | \$11,100.57 | |
| Park Maintenance Technician | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | |

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|---|----------|----|-------------|-------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Park Maintenance Worker I | 35 | GS | \$3,520.57 | \$3,696.61 | \$3,881.43 | \$4,075.50 | \$4,279.28 | \$4,493.25 | | |
| Park Maintenance Worker II | 39 | GS | \$3,886.05 | \$4,080.35 | \$4,284.38 | \$4,498.59 | \$4,723.52 | \$4,959.70 | | |
| Park Maintenance Worker III | 43 | GS | \$4,289.47 | \$4,503.94 | \$4,729.15 | \$4,965.61 | \$5,213.89 | \$5,474.59 | | |
| Park Planner | 132 | MM | \$7,687.38 | \$8,071.76 | \$8,475.34 | \$8,899.11 | \$9,344.07 | \$9,811.28 | | |
| Park Superintendent | 132 | MM | \$7,687.38 | \$8,071.76 | \$8,475.34 | \$8,899.11 | \$9,344.07 | \$9,811.28 | | |
| Park Supervisor | 51 | GS | \$5,226.32 | \$5,487.63 | \$5,762.01 | \$6,050.11 | \$6,352.61 | \$6,670.25 | | |
| Planning Manager | 140 | MM | \$9,366.34 | \$9,834.65 | \$10,326.39 | \$10,842.70 | \$11,384.84 | \$11,954.08 | | |
| Police Captain | Base | PM | \$11,445.75 | \$12,018.05 | \$12,618.95 | \$13,249.91 | \$13,912.39 | \$14,608.02 | \$15,338.42 | \$16,105.35 |
| Police Chief | Contract | | \$15,233.94 | | | | \$20,044.66 | | | |
| Police Crime and Intelligence Analyst | Base | PS | \$5,491.01 | \$5,765.57 | \$6,053.84 | \$6,356.53 | \$6,674.35 | | | |
| Police Lieutenant | Base | PM | \$10,413.80 | \$10,934.49 | \$11,481.22 | \$12,055.29 | \$12,658.06 | \$13,290.96 | \$13,955.51 | \$14,653.29 |
| Police Officer | Base | P | \$6,507.08 | \$6,832.43 | \$7,174.05 | \$7,532.76 | \$7,909.39 | \$8,304.86 | \$8,720.12 | |
| Police Officer Recruit (Non-Safety) | Base | | \$5,856.37 | | | | | | | |
| Police Records Manager | 120 | MM | \$5,716.01 | \$6,001.80 | \$6,301.88 | \$6,616.98 | \$6,947.83 | \$7,295.23 | | |
| Police Records Specialist | Base | P | \$3,801.68 | \$3,991.74 | \$4,191.34 | \$4,400.90 | \$4,620.96 | | | |
| Police Records Supervisor | Base | PS | \$5,150.93 | \$5,408.46 | \$5,678.89 | \$5,962.87 | \$6,261.02 | | | |
| Police Sergeant | Base | PS | \$7,527.24 | \$7,903.61 | \$8,298.79 | \$8,713.73 | \$9,149.42 | \$9,606.89 | \$10,087.24 | \$10,591.60 |
| Pool and Recreation Facility Technician (formerly Pool and Facility Technician) | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | | |
| Pool Facility Technician | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | | |
| Programmer Analyst | 63 | GS | \$7,028.81 | \$7,380.25 | \$7,749.26 | \$8,136.73 | \$8,543.56 | \$8,970.74 | | |
| Principal Civil Engineer | 141 | MM | \$9,600.50 | \$10,080.51 | \$10,584.54 | \$11,113.78 | \$11,669.47 | \$12,252.94 | | |
| Principal Planner | 136 | MM | \$8,485.44 | \$8,909.71 | \$9,355.20 | \$9,822.96 | \$10,314.10 | \$10,829.81 | | |
| Principal Utilities Civil Engineer | 141 | MM | \$9,600.50 | \$10,080.51 | \$10,584.54 | \$11,113.78 | \$11,669.47 | \$12,252.94 | | |
| Public Works Director | Contract | | \$11,305.55 | | | | \$14,682.50 | | | |
| Public Works O&M Infrastructure Admin | 141 | MM | \$9,600.50 | \$10,080.51 | \$10,584.54 | \$11,113.78 | \$11,669.47 | \$12,252.94 | | |
| Purchasing Manager | 123 | MM | \$6,155.51 | \$6,463.28 | \$6,786.45 | \$7,125.77 | \$7,482.06 | \$7,856.16 | | |
| Recreation Coordinator | 36 | GS | \$3,608.59 | \$3,789.02 | \$3,978.48 | \$4,177.41 | \$4,386.28 | \$4,605.60 | | |
| Recreation Superintendent | 131 | MM | \$7,499.89 | \$7,874.88 | \$8,268.63 | \$8,682.05 | \$9,116.17 | \$9,571.98 | | |
| Recreation Supervisor | 50 | GS | \$5,098.84 | \$5,353.78 | \$5,621.46 | \$5,902.54 | \$6,197.67 | \$6,507.55 | | |
| Redev. & Housing Analyst I (renamed to Housing Analyst I) | 120 | MM | \$5,716.01 | \$6,001.81 | \$6,301.88 | \$6,616.98 | \$6,947.83 | \$7,295.23 | | |
| Redev. & Housing Analyst II (renamed to Housing Analyst II) | 124 | MM | \$6,309.40 | \$6,624.87 | \$6,956.11 | \$7,303.91 | \$7,669.12 | \$8,052.57 | | |
| Redevelopment Manager | 136 | MM | \$8,485.44 | \$8,909.71 | \$9,355.20 | \$9,822.96 | \$10,314.10 | \$10,829.81 | | |
| Secretary to City Manager | | C | \$4,770.05 | \$5,008.56 | \$5,258.99 | \$5,521.94 | \$5,798.03 | \$6,087.94 | | |
| Senior Accountant | 125 | MM | \$6,467.13 | \$6,790.49 | \$7,130.01 | \$7,486.52 | \$7,860.84 | \$8,253.88 | | |
| Senior Associate Civil Engineer | 134 | MM | \$8,076.57 | \$8,480.39 | \$8,904.42 | \$9,349.63 | \$9,817.12 | \$10,307.98 | | |
| Senior Building Inspector | 57 | GS | \$6,060.92 | \$6,363.97 | \$6,682.16 | \$7,016.26 | \$7,367.08 | \$7,735.44 | | |
| Senior Building Plans Examiner | 58 | GS | \$6,212.44 | \$6,523.06 | \$6,849.21 | \$7,191.68 | \$7,551.26 | \$7,928.83 | | |
| Senior Center Manager | 120 | MM | \$5,716.01 | \$6,001.81 | \$6,301.88 | \$6,616.98 | \$6,947.83 | \$7,295.23 | | |
| Senior Civil Engineer | 138 | MM | \$8,915.01 | \$9,360.76 | \$9,828.80 | \$10,320.23 | \$10,836.25 | \$11,378.07 | | |
| Senior Construction Project Manager | 131 | MM | \$7,499.89 | \$7,874.88 | \$8,268.63 | \$8,682.05 | \$9,116.17 | \$9,571.98 | | |
| Senior Engineering Assistant | 58 | GS | \$6,212.44 | \$6,523.06 | \$6,849.21 | \$7,191.68 | \$7,551.26 | \$7,928.83 | | |
| Senior Environmental Resources Analyst | 131 | MM | \$7,499.89 | \$7,874.88 | \$8,268.63 | \$8,682.05 | \$9,116.17 | \$9,571.98 | | |
| Senior Equipment Mechanic | 50 | GS | \$5,098.84 | \$5,353.78 | \$5,621.46 | \$5,902.54 | \$6,197.67 | \$6,507.55 | | |
| Senior Human Resources Analyst | | C | \$7,362.84 | \$7,730.98 | \$8,117.53 | \$8,523.40 | \$8,949.57 | \$9,397.05 | | |

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|---|------|----|------------|-------------|-------------|-------------|-------------|-------------|--|
| Senior Maintenance Worker | 47 | GS | \$4,734.78 | \$4,971.52 | \$5,220.10 | \$5,481.10 | \$5,755.16 | \$6,042.92 | |
| Senior Management Analyst | 131 | MM | \$7,499.89 | \$7,874.88 | \$8,268.63 | \$8,682.05 | \$9,116.17 | \$9,571.98 | |
| Senior Planner | 132 | MM | \$7,687.38 | \$8,071.76 | \$8,475.33 | \$8,899.11 | \$9,344.07 | \$9,811.27 | |
| Senior Police Records Specialist | Base | P | \$4,181.84 | \$4,390.93 | \$4,610.48 | \$4,841.02 | \$5,083.08 | | |
| Senior Signs and Markings Technician | 45 | GS | \$4,506.63 | \$4,731.96 | \$4,968.56 | \$5,216.99 | \$5,477.84 | \$5,751.73 | |
| Senior Traffic Signal/Street Lighting Tech | 60 | GS | \$6,526.94 | \$6,853.30 | \$7,195.96 | \$7,555.76 | \$7,933.55 | \$8,330.22 | |
| Senior Tree Trimmer | 45 | GS | \$4,506.63 | \$4,731.96 | \$4,968.56 | \$5,216.99 | \$5,477.84 | \$5,751.73 | |
| Senior Utilities Maintenance Worker (Sewer) | 54 | GS | \$5,628.16 | \$5,909.58 | \$6,205.05 | \$6,515.31 | \$6,841.07 | \$7,183.12 | |
| Senior Utilities Maintenance Worker (Water) | 54 | GS | \$5,628.16 | \$5,909.58 | \$6,205.05 | \$6,515.31 | \$6,841.07 | \$7,183.12 | |
| Senior Water Pollution Control Operator | 67 | GS | \$7,758.49 | \$8,146.41 | \$8,553.73 | \$8,981.42 | \$9,430.49 | \$9,902.02 | |
| Senior Water Quality Specialist | 58 | GS | \$6,212.44 | \$6,523.06 | \$6,849.21 | \$7,191.68 | \$7,551.26 | \$7,928.83 | |
| Senior Water System Operator | 54 | GS | \$5,628.16 | \$5,909.58 | \$6,205.05 | \$6,515.31 | \$6,841.07 | \$7,183.12 | |
| Senior Water/Wastewater Instrumentation Tech | 66 | GS | \$7,569.25 | \$7,947.71 | \$8,345.10 | \$8,762.34 | \$9,200.46 | \$9,660.49 | |
| Signs and Markings Tech I | 39 | GS | \$3,886.05 | \$4,080.35 | \$4,284.38 | \$4,498.59 | \$4,723.52 | \$4,959.70 | |
| Signs and Markings Tech II | 43 | GS | \$4,289.47 | \$4,503.94 | \$4,729.15 | \$4,965.61 | \$5,213.89 | \$5,474.59 | |
| Social Services Manager | 132 | MM | \$7,687.38 | \$8,071.76 | \$8,475.33 | \$8,899.11 | \$9,344.07 | \$9,811.27 | |
| Sports Manager | 125 | MM | \$6,467.13 | \$6,790.49 | \$7,130.01 | \$7,486.52 | \$7,860.84 | \$8,253.88 | |
| Stock Clerk | 32 | GS | \$3,269.20 | \$3,432.66 | \$3,604.30 | \$3,784.51 | \$3,973.73 | \$4,172.42 | |
| Storekeeper | 35 | GS | \$3,520.57 | \$3,696.61 | \$3,881.43 | \$4,075.50 | \$4,279.28 | \$4,493.25 | |
| Technical Services Manager | 136 | MM | \$8,485.44 | \$8,909.71 | \$9,355.20 | \$9,822.96 | \$10,314.10 | \$10,829.81 | |
| Traffic Signal / Street Lighting Technician | 56 | GS | \$5,913.09 | \$6,208.75 | \$6,519.19 | \$6,845.14 | \$7,187.40 | \$7,546.77 | |
| Transportation Engineer | 134 | MM | \$8,076.57 | \$8,480.39 | \$8,904.42 | \$9,349.63 | \$9,817.12 | \$10,307.98 | |
| Treatment Plant Mechanic | 54 | GS | \$5,628.16 | \$5,909.58 | \$6,205.05 | \$6,515.31 | \$6,841.07 | \$7,183.12 | |
| Treatment Plant Superintendent | 137 | MM | \$8,697.58 | \$9,132.46 | \$9,589.09 | \$10,068.54 | \$10,571.97 | \$11,100.57 | |
| Tree Trimmer I | 39 | GS | \$3,886.05 | \$4,080.35 | \$4,284.38 | \$4,498.59 | \$4,723.52 | \$4,959.70 | |
| Tree Trimmer II | 43 | GS | \$4,289.47 | \$4,503.94 | \$4,729.15 | \$4,965.61 | \$5,213.89 | \$5,474.59 | |
| Underground Utility Service Locator | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | |
| Utilities Administrator | 141 | MM | \$9,600.50 | \$10,080.51 | \$10,584.54 | \$11,113.78 | \$11,669.47 | \$12,252.94 | |
| Utilities Maintenance Supervisor | 53 | GS | \$5,490.89 | \$5,765.44 | \$6,053.71 | \$6,356.39 | \$6,674.21 | \$7,007.92 | |
| Utilities Maintenance Worker I | 37 | GS | \$3,698.80 | \$3,883.75 | \$4,077.93 | \$4,281.83 | \$4,495.91 | \$4,720.71 | |
| Utilities Maintenance Worker II | 42 | GS | \$4,184.85 | \$4,394.10 | \$4,613.80 | \$4,844.50 | \$5,086.71 | \$5,341.05 | |
| Utilities Maintenance Worker III (Sewer) | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | |
| Utilities Maintenance Worker III (Water) | 46 | GS | \$4,619.29 | \$4,850.26 | \$5,092.78 | \$5,347.42 | \$5,614.78 | \$5,895.52 | |
| Utilities Maintenance Worker IV (Sewer) | 50 | GS | \$5,098.84 | \$5,353.78 | \$5,621.46 | \$5,902.54 | \$6,197.67 | \$6,507.55 | |
| Utilities Maintenance Worker IV (Water) | 50 | GS | \$5,098.84 | \$5,353.78 | \$5,621.46 | \$5,902.54 | \$6,197.67 | \$6,507.55 | |
| Wastewater Systems Administrator | 141 | MM | \$9,600.50 | \$10,080.51 | \$10,584.54 | \$11,113.78 | \$11,669.47 | \$12,252.94 | |
| Water / Wastewater Instrumental Technician | 62 | GS | \$6,857.37 | \$7,200.24 | \$7,560.25 | \$7,938.27 | \$8,335.18 | \$8,751.94 | |
| Water Pollution Control Facility Superintendent | 141 | MM | \$9,600.50 | \$10,080.51 | \$10,584.54 | \$11,113.78 | \$11,669.47 | \$12,252.94 | |
| Water Pollution Control O-I-T | 40 | GS | \$3,983.21 | \$4,182.37 | \$4,391.48 | \$4,611.06 | \$4,841.61 | \$5,083.69 | |
| Water Pollution Control Operator I | 51 | GS | \$5,226.32 | \$5,487.63 | \$5,762.01 | \$6,050.11 | \$6,352.61 | \$6,670.25 | |
| Water Pollution Control Operator II | 55 | GS | \$5,768.86 | \$6,057.31 | \$6,360.18 | \$6,678.18 | \$7,012.09 | \$7,362.69 | |
| Water Pollution Control Operator III | 59 | GS | \$6,367.75 | \$6,686.13 | \$7,020.44 | \$7,371.46 | \$7,740.05 | \$8,127.05 | |
| Water Pollution Control Operator IV | 63 | GS | \$7,028.81 | \$7,380.24 | \$7,749.25 | \$8,136.71 | \$8,543.54 | \$8,970.72 | |
| Water Quality Specialist I | 48 | GS | \$4,853.14 | \$5,095.80 | \$5,350.60 | \$5,618.13 | \$5,899.03 | \$6,193.98 | |
| Water Quality Specialist II | 52 | GS | \$5,356.97 | \$5,624.81 | \$5,906.06 | \$6,201.36 | \$6,511.43 | \$6,837.00 | |

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|-----------------------------|-----|----|------------|-------------|-------------|-------------|-------------|-------------|--|
| Water Systems Administrator | 141 | MM | \$9,600.50 | \$10,080.51 | \$10,584.54 | \$11,113.78 | \$11,669.47 | \$12,252.94 | |
| Water Systems Operator I | 42 | GS | \$4,184.85 | \$4,394.10 | \$4,613.80 | \$4,844.50 | \$5,086.71 | \$5,341.05 | |
| Water Systems Operator II | 50 | GS | \$5,098.84 | \$5,353.78 | \$5,621.46 | \$5,902.54 | \$6,197.67 | \$6,507.55 | |

| TEMPORARY / PART-TIME / SEASONAL EMPLOYEES - HOURLY WAGES | | | | | | | | | | |
|---|----------|----|--------|--------|--------|--------|--------|--------|--------|--------|
| CLASSIFICATION | | | A STEP | B STEP | C STEP | D STEP | E STEP | F STEP | G STEP | H STEP |
| Accountant I | 116 | MM | 29.88 | 31.37 | 32.94 | 34.59 | 36.31 | 38.13 | | |
| Accountant II | 120 | MM | 32.98 | 34.63 | 36.36 | 38.18 | 40.08 | 42.09 | | |
| Accounting Technician | 45 | GS | 26.00 | 27.30 | 28.67 | 30.10 | 31.60 | 33.18 | | |
| Administrative Clerk I | 28 | GS | 17.09 | 17.94 | 18.84 | 19.78 | 20.77 | 21.81 | | |
| Administrative Clerk II | 32 | GS | 18.86 | 19.80 | 20.79 | 21.83 | 22.93 | 24.07 | | |
| Administrative Clerk III | 36 | GS | 20.82 | 21.86 | 22.95 | 24.10 | 25.31 | 26.57 | | |
| Administrative Secretary | 42 | GS | 24.14 | 25.35 | 26.62 | 27.95 | 29.35 | 30.81 | | |
| Administrative Supervisor | 47 | GS | 27.32 | 28.68 | 30.12 | 31.62 | 33.20 | 34.86 | | |
| Aquatics Coordinator | 32 | GS | 18.86 | 19.80 | 20.79 | 21.83 | 22.93 | 24.07 | | |
| Aquatics Supervisor | 48 | GS | 28.00 | 29.40 | 30.87 | 32.41 | 34.03 | 35.74 | | |
| Assist City Manager/Comm & Econ Dev Dir | Contract | | 71.91 | | | | 92.32 | | | |
| Assistant Engineer | 125 | MM | 37.31 | 39.18 | 41.14 | 43.19 | 45.35 | 47.62 | | |
| Assistant Planner | 118 | MM | 31.39 | 32.96 | 34.61 | 36.34 | 38.15 | 40.06 | | |
| Associate Civil Engineer | 131 | MM | 43.27 | 45.43 | 47.70 | 50.09 | 52.59 | 55.22 | | |
| Associate Engineer | 127 | MM | 39.20 | 41.16 | 43.22 | 45.38 | 47.65 | 50.03 | | |
| Associate Planner | 124 | MM | 36.40 | 38.22 | 40.13 | 42.14 | 44.25 | 46.46 | | |
| Building Inspection Services Manager | 132 | MM | 44.35 | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | | |
| Building Inspector I | 49 | GS | 28.70 | 30.13 | 31.64 | 33.22 | 34.88 | 36.63 | | |
| Building Inspector II | 53 | GS | 31.68 | 33.26 | 34.93 | 36.67 | 38.51 | 40.43 | | |
| Chief Building Official | 140 | MM | 54.04 | 56.74 | 59.58 | 62.56 | 65.68 | 68.97 | | |
| Chief Collection Systems Operator | 132 | MM | 44.35 | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | | |
| Chief Plant Operator | 132 | MM | 44.35 | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | | |
| Chief Project Engineer | 145 | MM | 61.14 | 64.20 | 67.41 | 70.78 | 74.31 | 78.03 | | |
| Chief Water Systems Operator | 132 | MM | 44.35 | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | | |
| Children's Librarian II | 118 | MM | 31.39 | 32.96 | 34.61 | 36.34 | 38.15 | 40.06 | | |
| City Clerk | Contract | | 44.02 | | | | 61.14 | | | |
| City Engineer | 145 | MM | 61.14 | 64.20 | 67.41 | 70.78 | 74.31 | 78.03 | | |
| City Manager | Contract | | | | | | 135.60 | | | |
| Code Compliance Officer I | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | | |
| Code Compliance Officer II | 50 | GS | 29.42 | 30.89 | 32.43 | 34.05 | 35.76 | 37.54 | | |
| Communications and Strategic Policy Manager | 134 | MM | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | 59.43 | | |
| Community Development Clerk I | 32 | GS | 18.86 | 19.80 | 20.79 | 21.83 | 22.93 | 24.07 | | |
| Community Development Clerk II | 37 | GS | 21.34 | 22.41 | 23.53 | 24.70 | 25.94 | 27.24 | | |
| Community Development Director | Contract | | 65.23 | | | | 84.71 | | | |
| Community Development Technician I | 42 | GS | 24.14 | 25.35 | 26.62 | 27.95 | 29.35 | 30.81 | | |
| Community Development Technician II | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | | |

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|--|----------|----|-------|-------|-------|-------|-------|-------|-------|-------|
| Community Risk Reduction Specialist I | Base | F | 28.87 | 30.31 | 31.83 | 33.42 | 35.09 | 0.00 | | |
| Community Risk Reduction Specialist II | Base | F | 31.04 | 32.59 | 34.22 | 35.93 | 37.73 | 0.00 | | |
| Community Risk Reduction Specialist Senior | Base | F | 34.37 | 36.09 | 37.89 | 39.79 | 41.78 | 0.00 | | |
| Community Services Director | Contract | | 65.23 | 0.00 | 0.00 | 0.00 | 84.71 | 0.00 | | |
| Community Services Officer | Base | P | 24.71 | 25.95 | 27.24 | 28.61 | 30.04 | 31.54 | | |
| Community Services Program Manager | 125 | MM | 37.31 | 39.18 | 41.14 | 43.19 | 45.35 | 47.62 | | |
| Conservation Coordinator | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | | |
| Construction Project Manager | 129 | MM | 41.18 | 43.24 | 45.41 | 47.68 | 50.06 | 52.56 | | |
| Crime Prevention Specialist | Base | P | 24.71 | 25.95 | 27.24 | 28.61 | 30.04 | 31.54 | | |
| Deputy Chief (aka Police Captain) | Base | PM | 66.03 | 69.34 | 72.80 | 76.44 | 80.27 | 84.28 | 88.49 | 92.92 |
| Deputy Director of Community Development | Contract | | 57.27 | | | | 73.43 | | | |
| Deputy Fire Chief | Flat | FM | 64.70 | 67.93 | 71.33 | 74.89 | 79.28 | | | |
| Director of Administrative Services | Contract | | 65.23 | | | | 84.71 | | | |
| Economic Development Manager | 136 | MM | 48.96 | 51.40 | 53.97 | 56.67 | 59.51 | 62.48 | | |
| Electrical / Signs & Markings Supervisor | 134 | MM | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | 59.43 | | |
| Electrician's Assistant | 43 | GS | 24.75 | 25.98 | 27.28 | 28.65 | 30.08 | 31.58 | | |
| Engineering Aide I | 33 | GS | 19.33 | 20.30 | 21.31 | 22.38 | 23.50 | 24.67 | | |
| Engineering Aide II | 37 | GS | 21.34 | 22.41 | 23.53 | 24.70 | 25.94 | 27.24 | | |
| Engineering Assistant | 56 | GS | 34.11 | 35.82 | 37.61 | 39.49 | 41.47 | 43.54 | | |
| Engineering Technician I | 44 | GS | 25.37 | 26.63 | 27.97 | 29.36 | 30.83 | 32.37 | | |
| Engineering Technician II | 48 | GS | 28.00 | 29.40 | 30.87 | 32.41 | 34.03 | 35.74 | | |
| Engineering Technician III | 52 | GS | 30.91 | 32.45 | 34.07 | 35.78 | 37.57 | 39.44 | | |
| Environmental Compliance Inspector I | 39 | GS | 22.42 | 23.54 | 24.72 | 25.95 | 27.25 | 28.61 | | |
| Environmental Compliance Inspector II | 43 | GS | 24.75 | 25.98 | 27.28 | 28.65 | 30.08 | 31.58 | | |
| Environmental Compliance Specialist | 49 | GS | 28.70 | 30.13 | 31.64 | 33.22 | 34.88 | 36.63 | | |
| Environmental Resources Analyst | 127 | MM | 39.20 | 41.16 | 43.22 | 45.38 | 47.65 | 50.03 | | |
| Environmental Sustainability Manager | 131 | MM | 43.27 | 45.43 | 47.70 | 50.09 | 52.59 | 55.22 | | |
| Equipment Service Clerk | 32 | GS | 18.86 | 19.80 | 20.79 | 21.83 | 22.93 | 24.07 | | |
| Equipment Service Worker | 34 | GS | 19.82 | 20.81 | 21.85 | 22.94 | 24.09 | 25.29 | | |
| Executive Assistant - Confidential | 0 | C | 26.83 | 28.17 | 29.58 | 31.06 | 32.61 | 34.25 | | |
| Facility Maintenance Worker I | 35 | GS | 20.31 | 21.33 | 22.39 | 23.51 | 24.69 | 25.92 | | |
| Facility Maintenance Worker II | 41 | GS | 23.55 | 24.73 | 25.97 | 27.27 | 28.63 | 30.06 | | |
| Facility Maintenance Worker III | 45 | GS | 26.00 | 27.30 | 28.67 | 30.10 | 31.60 | 33.18 | | |
| Finance Clerk I | 32 | GS | 18.86 | 19.80 | 20.79 | 21.83 | 22.93 | 24.07 | | |
| Finance Clerk II | 37 | GS | 21.34 | 22.41 | 23.53 | 24.70 | 25.94 | 27.24 | | |
| Finance Clerk III | 41 | GS | 23.55 | 24.73 | 25.97 | 27.27 | 28.63 | 30.06 | | |
| Finance Director | Contract | 0 | 55.17 | | | | 70.82 | | | |
| Finance Officer | 141 | MM | 55.39 | 58.16 | 61.07 | 64.12 | 67.33 | 70.69 | | |
| Finance Specialist | 41 | GS | 23.55 | 24.73 | 25.97 | 27.27 | 28.63 | 30.06 | | |
| Finance Supervisor | 54 | GS | 32.47 | 34.09 | 35.80 | 37.59 | 39.47 | 41.44 | | |
| Financial Services Manager | 136 | MM | 48.96 | 51.40 | 53.97 | 56.67 | 59.51 | 62.48 | | |
| Fire Battalion Chief | Flat | FM | 56.72 | 59.55 | 62.53 | 65.65 | 68.94 | | | |
| Fire Captain | Base | F | 45.76 | 48.05 | 50.45 | 52.97 | 55.62 | | | |
| Fire Chief | Contract | | 69.79 | | | | 90.64 | | | |
| Fire Engineer | Base | F | 39.71 | 41.70 | 43.78 | 45.97 | 48.27 | | | |

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|---|----------|----|-------|-------|-------|-------|-------|-------|--|
| Fire Marshal | Flat | FM | 56.72 | 59.55 | 62.53 | 65.65 | 68.94 | | |
| Fire Prevention Specialist I (aka Community Risk Red | Base | F | 28.87 | 30.31 | 31.83 | 33.42 | 35.09 | | |
| Fire Prevention Specialist II (aka Community Risk Red | Base | F | 31.04 | 32.59 | 34.22 | 35.93 | 37.73 | | |
| Firefighter | Base | F | 34.99 | 36.74 | 38.58 | 40.51 | 42.53 | | |
| Firefighter Recruit | Base | F | 31.49 | 0.00 | 0.00 | 0.00 | 0.00 | | |
| Fleet & Facilities Manager | 131 | MM | 43.27 | 45.43 | 47.70 | 50.09 | 52.59 | 55.22 | |
| GIS Coordinator | 131 | MM | 43.27 | 45.43 | 47.70 | 50.09 | 52.59 | 55.22 | |
| GIS Technician I | 49 | GS | 28.70 | 30.13 | 31.64 | 33.22 | 34.88 | 36.63 | |
| GIS Technician II | 53 | GS | 31.68 | 33.26 | 34.93 | 36.67 | 38.51 | 40.43 | |
| Heavy Equipment Mechanic | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | |
| Housing Analyst I (formerly Redevelopment & Housing | 120 | MM | 32.98 | 34.63 | 36.36 | 38.18 | 40.08 | 42.09 | |
| Housing Analyst II (formerly Redevelopment & Housing | 124 | MM | 36.40 | 38.22 | 40.13 | 42.14 | 44.25 | 46.46 | |
| Human Resources Analyst I | | C | 32.65 | 34.28 | 35.99 | 37.79 | 39.68 | 41.67 | |
| Human Resources Analyst II | | C | 36.94 | 38.78 | 40.72 | 42.76 | 44.90 | 47.14 | |
| Human Resources Clerk | | C | 20.61 | 21.64 | 22.72 | 23.86 | 25.05 | 26.31 | |
| Human Resources Manager | | C | 52.16 | 54.77 | 57.51 | 60.38 | 63.40 | 66.57 | |
| Human Resources Technician I | | C | 24.50 | 25.73 | 27.01 | 28.36 | 29.78 | 31.27 | |
| Human Resources Technician II | | C | 27.32 | 28.68 | 30.12 | 31.62 | 33.20 | 34.86 | |
| Industrial Electrical/Electronics Technician | 58 | GS | 35.84 | 37.63 | 39.52 | 41.49 | 43.57 | 45.74 | |
| Programmer Anlayst | 63 | GS | 40.55 | 42.58 | 44.71 | 46.94 | 49.29 | 51.76 | |
| Chief Information Officer | 142 | MM | 56.77 | 59.61 | 62.59 | 65.72 | 69.01 | 72.46 | |
| Information Technology Technician I | 48 | GS | 28.00 | 29.40 | 30.87 | 32.41 | 34.03 | 35.74 | |
| Information Technology Technician II | 52 | GS | 30.91 | 32.45 | 34.07 | 35.78 | 37.57 | 39.44 | |
| Infrastructure O & M Superintendent | 132 | MM | 44.35 | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | |
| Junior Engineer | 121 | MM | 33.80 | 35.49 | 37.27 | 39.13 | 41.09 | 43.14 | |
| Junior Planner | 113 | MM | 27.74 | 29.13 | 30.59 | 32.12 | 33.72 | 35.41 | |
| Laboratory & Environmental Compliance Mgr. | 129 | MM | 41.18 | 43.24 | 45.41 | 47.68 | 50.06 | 52.56 | |
| Laboratory Supervisor | 127 | MM | 39.20 | 41.16 | 43.22 | 45.38 | 47.65 | 50.03 | |
| Laboratory Technician I | 43 | GS | 24.75 | 25.98 | 27.28 | 28.65 | 30.08 | 31.58 | |
| Laboratory Technician II | 47 | GS | 27.32 | 28.68 | 30.12 | 31.62 | 33.20 | 34.86 | |
| Librarian I | 114 | MM | 28.44 | 29.86 | 31.35 | 32.92 | 34.56 | 36.29 | |
| Librarian II | 118 | MM | 31.39 | 32.96 | 34.61 | 36.34 | 38.15 | 40.06 | |
| Librarian III | 122 | MM | 34.65 | 36.38 | 38.20 | 40.11 | 42.11 | 44.22 | |
| Library Services Director | Contract | | 46.19 | | | | 59.29 | | |
| Library Technical Assistant I | 29 | GS | 17.51 | 18.39 | 19.31 | 20.28 | 21.29 | 22.35 | |
| Library Technical Assistant II | 33 | GS | 19.33 | 20.30 | 21.31 | 22.38 | 23.50 | 24.67 | |
| Library Technical Assistant III | 37 | GS | 21.34 | 22.41 | 23.53 | 24.70 | 25.94 | 27.24 | |
| Light Equipment Mechanic | 41 | GS | 23.55 | 24.73 | 25.97 | 27.27 | 28.63 | 30.06 | |
| Literacy Coordinator | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | |
| Maintenance Supervisor | 53 | GS | 31.68 | 33.26 | 34.93 | 36.67 | 38.51 | 40.43 | |
| Maintenance Worker I | 35 | GS | 20.31 | 21.33 | 22.39 | 23.51 | 24.69 | 25.92 | |
| Maintenance Worker II | 40 | GS | 22.98 | 24.13 | 25.34 | 26.60 | 27.93 | 29.33 | |
| Maintenance Worker III | 44 | GS | 25.37 | 26.63 | 27.97 | 29.36 | 30.83 | 32.37 | |
| Management Analyst I | 120 | MM | 32.98 | 34.63 | 36.36 | 38.18 | 40.08 | 42.09 | |
| Management Analyst II | 125 | MM | 37.31 | 39.18 | 41.14 | 43.19 | 45.35 | 47.62 | |

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|---|----------|----|-------|-------|-------|-------|--------|-------|-------|-------|
| Business Engagement / Resource Conservation Prog | 124 | MM | 36.40 | 38.22 | 40.13 | 42.14 | 44.25 | 46.46 | | |
| Meter Services Technician | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | | |
| Office Manager | 115 | MM | 29.15 | 30.60 | 32.13 | 33.74 | 35.43 | 37.20 | | |
| Operations and Maintenance Superintendent | 137 | MM | 50.18 | 52.69 | 55.32 | 58.09 | 60.99 | 64.04 | | |
| Park Maintenance Technician | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | | |
| Park Maintenance Worker I | 35 | GS | 20.31 | 21.33 | 22.39 | 23.51 | 24.69 | 25.92 | | |
| Park Maintenance Worker II | 39 | GS | 22.42 | 23.54 | 24.72 | 25.95 | 27.25 | 28.61 | | |
| Park Maintenance Worker III | 43 | GS | 24.75 | 25.98 | 27.28 | 28.65 | 30.08 | 31.58 | | |
| Park Planner | 132 | MM | 44.35 | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | | |
| Park Superintendent | 132 | MM | 44.35 | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | | |
| Park Supervisor | 51 | GS | 30.15 | 31.66 | 33.24 | 34.91 | 36.65 | 38.48 | | |
| Planning Manager | 140 | MM | 54.04 | 56.74 | 59.58 | 62.56 | 65.68 | 68.97 | | |
| Police Captain | Base | PM | 66.03 | 69.34 | 72.80 | 76.44 | 80.27 | 84.28 | 88.49 | 92.92 |
| Police Chief | Contract | 0 | 87.89 | | | | 115.64 | | | |
| Police Crime and Intelligence Analyst | Base | PS | 31.68 | 33.26 | 34.93 | 36.67 | 38.51 | | | |
| Police Lieutenant | Base | PM | 60.08 | 63.08 | 66.24 | 69.55 | 73.03 | 76.68 | 80.51 | 84.54 |
| Police Officer | Base | P | 37.54 | 39.42 | 41.39 | 43.46 | 45.63 | 47.91 | 50.31 | |
| Police Officer Recruit (Non-Safety) | Base | 0 | 33.79 | | | | | | | |
| Police Records Manager | 120 | MM | 32.98 | 34.63 | 36.36 | 38.18 | 40.08 | 42.09 | | |
| Police Records Specialist | Base | P | 21.93 | 23.03 | 24.18 | 25.39 | 26.66 | | | |
| Police Records Supervisor | Base | PS | 29.72 | 31.20 | 32.76 | 34.40 | 36.12 | | | |
| Police Sergeant | Base | PS | 43.43 | 45.60 | 47.88 | 50.27 | 52.79 | 55.43 | 58.20 | 61.11 |
| Pool and Recreation Facility Technician (formerly Pool Facility Technician) | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | | |
| Pool Facility Technician | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | | |
| Principal Civil Engineer | 141 | MM | 55.39 | 58.16 | 61.07 | 64.12 | 67.33 | 70.69 | | |
| Principal Planner | 136 | MM | 48.96 | 51.40 | 53.97 | 56.67 | 59.51 | 62.48 | | |
| Principal Utilities Civil Engineer | 141 | MM | 55.39 | 58.16 | 61.07 | 64.12 | 67.33 | 70.69 | | |
| Public Works Director | Contract | 0 | 65.23 | | | | 84.71 | | | |
| Public Works O&M Infrastructure Admin | 141 | MM | 55.39 | 58.16 | 61.07 | 64.12 | 67.33 | 70.69 | | |
| Purchasing Manager | 123 | MM | 35.51 | 37.29 | 39.15 | 41.11 | 43.17 | 45.32 | | |
| Recreation Coordinator | 36 | GS | 20.82 | 21.86 | 22.95 | 24.10 | 25.31 | 26.57 | | |
| Recreation Superintendent | 131 | MM | 43.27 | 45.43 | 47.70 | 50.09 | 52.59 | 55.22 | | |
| Recreation Supervisor | 50 | GS | 29.42 | 30.89 | 32.43 | 34.05 | 35.76 | 37.54 | | |
| Redev. & Housing Analyst I (renamed to Housing Analyst I) | 120 | MM | 32.98 | 34.63 | 36.36 | 38.18 | 40.08 | 42.09 | | |
| Redev. & Housing Analyst II (renamed to Housing Analyst II) | 124 | MM | 36.40 | 38.22 | 40.13 | 42.14 | 44.25 | 46.46 | | |
| Redevelopment Manager | 136 | MM | 48.96 | 51.40 | 53.97 | 56.67 | 59.51 | 62.48 | | |
| Secretary to City Manager | 0 | C | 27.52 | 28.90 | 30.34 | 31.86 | 33.45 | 35.12 | | |
| Senior Accountant | 125 | MM | 37.31 | 39.18 | 41.14 | 43.19 | 45.35 | 47.62 | | |
| Technical Services Manager | 136 | MM | 48.96 | 51.40 | 53.97 | 56.67 | 59.51 | 62.48 | | |
| Senior Associate Civil Engineer | 134 | MM | 46.60 | 48.93 | 51.37 | 53.94 | 56.64 | 59.47 | | |
| Senior Building Inspector | 57 | GS | 34.97 | 36.72 | 38.55 | 40.48 | 42.50 | 44.63 | | |
| Senior Building Plans Examiner | 58 | GS | 35.84 | 37.63 | 39.52 | 41.49 | 43.57 | 45.74 | | |
| Senior Center Manager | 120 | MM | 32.98 | 34.63 | 36.36 | 38.18 | 40.08 | 42.09 | | |
| Senior Civil Engineer | 138 | MM | 51.43 | 54.01 | 56.71 | 59.54 | 62.52 | 65.64 | | |
| Senior Construction Project Manager | 131 | MM | 43.27 | 45.43 | 47.70 | 50.09 | 52.59 | 55.22 | | |

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|---|------|----|-------|-------|-------|-------|-------|-------|--|
| Senior Engineering Assistant | 58 | GS | 35.84 | 37.63 | 39.52 | 41.49 | 43.57 | 45.74 | |
| Senior Environmental Resources Analyst | 131 | MM | 43.27 | 45.43 | 47.70 | 50.09 | 52.59 | 55.22 | |
| Senior Equipment Mechanic | 131 | GS | 29.42 | 30.89 | 32.43 | 34.05 | 35.76 | 37.54 | |
| Senior Human Resources Analyst | 0 | C | 42.48 | 44.60 | 46.83 | 49.17 | 51.63 | 54.21 | |
| Senior Maintenance Worker | 47 | GS | 27.32 | 28.68 | 30.12 | 31.62 | 33.20 | 34.86 | |
| Senior Management Analyst | 131 | MM | 43.27 | 45.43 | 47.70 | 50.09 | 52.59 | 55.22 | |
| Senior Planner | 132 | MM | 44.35 | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | |
| Senior Police Records Specialist | Base | P | 24.13 | 25.33 | 26.60 | 27.93 | 29.33 | | |
| Senior Signs and Markings Technician | 45 | GS | 26.00 | 27.30 | 28.67 | 30.10 | 31.60 | 33.18 | |
| Data Services Manager | 136 | MM | 48.96 | 51.40 | 53.97 | 56.67 | 59.51 | 62.48 | |
| Senior Traffic Signal/Street Lighting Tech | 60 | GS | 37.66 | 39.54 | 41.52 | 43.59 | 45.77 | 48.06 | |
| Senior Tree Trimmer | 45 | GS | 26.00 | 27.30 | 28.67 | 30.10 | 31.60 | 33.18 | |
| Senior Utilities Maintenance Worker (Sewer) | 54 | GS | 32.47 | 34.09 | 35.80 | 37.59 | 39.47 | 41.44 | |
| Senior Utilities Maintenance Worker (Water) | 54 | GS | 32.47 | 34.09 | 35.80 | 37.59 | 39.47 | 41.44 | |
| Senior Water Pollution Control Operator | 67 | GS | 44.76 | 47.00 | 49.35 | 51.82 | 54.41 | 57.13 | |
| Senior Water Quality Specialist | 58 | GS | 35.84 | 37.63 | 39.52 | 41.49 | 43.57 | 45.74 | |
| Senior Water System Operator | 54 | GS | 32.47 | 34.09 | 35.80 | 37.59 | 39.47 | 41.44 | |
| Senior Water/Wastewater Instrumentation Tech | 66 | GS | 43.67 | 45.85 | 48.15 | 50.55 | 53.08 | 55.73 | |
| Signs and Markings Tech I | 39 | GS | 22.42 | 23.54 | 24.72 | 25.95 | 27.25 | 28.61 | |
| Signs and Markings Tech II | 43 | GS | 24.75 | 25.98 | 27.28 | 28.65 | 30.08 | 31.58 | |
| Social Services Manager | 132 | MM | 44.35 | 46.57 | 48.90 | 51.34 | 53.91 | 56.60 | |
| Sports Manager | 125 | MM | 37.31 | 39.18 | 41.14 | 43.19 | 45.35 | 47.62 | |
| Stock Clerk | 32 | GS | 18.86 | 19.80 | 20.79 | 21.83 | 22.93 | 24.07 | |
| Storekeeper | 35 | GS | 20.31 | 21.33 | 22.39 | 23.51 | 24.69 | 25.92 | |
| Traffic Signal / Street Lighting Technician | 56 | GS | 34.11 | 35.82 | 37.61 | 39.49 | 41.47 | 43.54 | |
| Transportation Engineer | 134 | MM | 46.60 | 48.93 | 51.37 | 53.94 | 56.64 | 59.47 | |
| Treatment Plant Mechanic | 54 | GS | 32.47 | 34.09 | 35.80 | 37.59 | 39.47 | 41.44 | |
| Treatment Plant Superintendent | 137 | MM | 50.18 | 52.69 | 55.32 | 58.09 | 60.99 | 64.04 | |
| Tree Trimmer I | 39 | GS | 22.42 | 23.54 | 24.72 | 25.95 | 27.25 | 28.61 | |
| Tree Trimmer II | 43 | GS | 24.75 | 25.98 | 27.28 | 28.65 | 30.08 | 31.58 | |
| Underground Utility Service Locator | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | |
| Utilities Administrator | 141 | MM | 55.39 | 58.16 | 61.07 | 64.12 | 67.33 | 70.69 | |
| Utilities Maintenance Supervisor | 53 | GS | 31.68 | 33.26 | 34.93 | 36.67 | 38.51 | 40.43 | |
| Utilities Maintenance Worker I | 37 | GS | 21.34 | 22.41 | 23.53 | 24.70 | 25.94 | 27.24 | |
| Utilities Maintenance Worker II | 42 | GS | 24.14 | 25.35 | 26.62 | 27.95 | 29.35 | 30.81 | |
| Utilities Maintenance Worker III (Sewer) | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | |
| Utilities Maintenance Worker III (Water) | 46 | GS | 26.65 | 27.98 | 29.38 | 30.85 | 32.39 | 34.01 | |
| Utilities Maintenance Worker IV (Sewer) | 50 | GS | 29.42 | 30.89 | 32.43 | 34.05 | 35.76 | 37.54 | |
| Utilities Maintenance Worker IV (Water) | 50 | GS | 29.42 | 30.89 | 32.43 | 34.05 | 35.76 | 37.54 | |
| Wastewater Systems Administrator | 141 | MM | 55.39 | 58.16 | 61.07 | 64.12 | 67.33 | 70.69 | |
| Water / Wastewater Instrumental Technician | 62 | GS | 39.56 | 41.54 | 43.62 | 45.80 | 48.09 | 50.49 | |
| Water Pollution Control Facility Superintendent | 141 | MM | 55.39 | 58.16 | 61.07 | 64.12 | 67.33 | 70.69 | |
| Water Pollution Control O-I-T | 40 | GS | 22.98 | 24.13 | 25.34 | 26.60 | 27.93 | 29.33 | |
| Water Pollution Control Operator I | 51 | GS | 30.15 | 31.66 | 33.24 | 34.91 | 36.65 | 38.48 | |
| Water Pollution Control Operator II | 55 | GS | 33.28 | 34.95 | 36.69 | 38.53 | 40.46 | 42.48 | |

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|--------------------------------------|-----|----|-------|-------|-------|-------|-------|-------|--|
| Water Pollution Control Operator III | 59 | GS | 36.74 | 38.57 | 40.50 | 42.53 | 44.65 | 46.89 | |
| Water Pollution Control Operator IV | 63 | GS | 40.55 | 42.58 | 44.71 | 46.94 | 49.29 | 51.76 | |
| Water Quality Specialist I | 48 | GS | 28.00 | 29.40 | 30.87 | 32.41 | 34.03 | 35.74 | |
| Water Quality Specialist II | 52 | GS | 30.91 | 32.45 | 34.07 | 35.78 | 37.57 | 39.44 | |
| Water Systems Administrator | 141 | MM | 55.39 | 58.16 | 61.07 | 64.12 | 67.33 | 70.69 | |
| Water Systems Operator I | 42 | GS | 24.14 | 25.35 | 26.62 | 27.95 | 29.35 | 30.81 | |
| Water Systems Operator II | 50 | GS | 29.42 | 30.89 | 32.43 | 34.05 | 35.76 | 37.54 | |

| TEMPORARY PART-TIME EMPLOYEES - HOURLY WAGES | | | | | | | | | |
|---|--|--|---------------|---------------|---------------|---------------|---------------|--|--|
| | | | A STEP | B STEP | C STEP | D STEP | E STEP | | |
| Activity Leader I | | | \$15.00 | \$15.25 | \$15.50 | \$15.75 | \$16.00 | | |
| Activity Leader II | | | \$15.75 | \$16.00 | \$16.25 | \$16.50 | \$16.75 | | |
| Activity Manager | | | \$16.25 | \$16.50 | \$16.75 | \$17.00 | \$17.25 | | |
| Cashier | | | \$15.00 | \$15.25 | \$15.50 | \$15.75 | \$16.00 | | |
| Counselor | | | \$15.00 | \$15.25 | \$15.50 | \$15.75 | \$16.00 | | |
| Intern | | | \$15.00 | \$15.50 | \$16.00 | \$16.50 | \$17.00 | | |
| Library Page | | | \$15.00 | \$15.25 | \$15.50 | \$15.75 | \$16.00 | | |
| Lifeguard / Aide | | | \$16.25 | \$16.50 | \$16.75 | \$17.00 | \$17.25 | | |
| Lifeguard / Instructor | | | \$16.75 | \$17.00 | \$17.25 | \$17.50 | \$17.75 | | |
| Pool Manager | | | \$18.00 | \$18.25 | \$18.50 | \$18.75 | \$19.00 | | |
| Recreation Facility Aide | | | \$17.75 | \$18.00 | \$18.25 | \$18.50 | \$18.75 | | |
| Special Program Coordinator | | | \$17.50 | \$17.75 | \$18.00 | \$18.25 | \$18.50 | | |
| Swim Instructor Aide | | | \$15.00 | \$15.25 | \$15.50 | \$15.75 | \$16.00 | | |
| Approved by City Council: October 4, 2022 | | | | | | | | | |