

City Pay Plan
SALARIED (Exempt) Employees
Effective October 1, 2018

(Effective on the first day of the pay period in which October 1, 2018 occurs)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range
S	\$108,201	\$111,384	\$114,566	\$117,748	\$120,931	\$124,113	\$127,296	\$127,316 - \$146,390
	Finance Director Public Works Director							
R	\$99,486	\$102,419	\$105,331	\$108,264	\$111,196	\$114,129	\$117,041	\$117,062 - \$134,617
	City Attorney				Municipal Judge			
	Development Director				Parks, Recreation and Forestry Director			
	Fire Chief				Police Chief			
P	\$84,260	\$86,756	\$89,232	\$91,707	\$94,182	\$96,657	\$99,132	\$99,153 - \$114,004
	Assistant Fire Chief				IT Administrator			
O	\$79,892	\$82,264	\$84,614	\$86,964	\$89,294	\$91,644	\$94,016	\$94,036 - \$108,118
	Assistant Development Director				Operations Director			
N	\$75,545	\$77,750	\$79,976	\$82,222	\$84,448	\$86,652	\$88,878	\$88,899 - \$102,190
	Assistant City Engineer				City Assessor			
M	\$71,198	\$73,299	\$75,379	\$77,480	\$79,580	\$81,660	\$83,761	\$83,782 - \$96,324
	Assistant Finance Director							
L	\$66,851	\$68,827	\$70,782	\$72,758	\$74,713	\$76,668	\$78,644	\$78,665 - \$90,438
	Battalion Chief				Police Captain			
M	\$71,198	\$73,299	\$75,379	\$77,480	\$79,580	\$81,660	\$83,761	\$83,782 - \$96,324
	Park Superintendent Recreation Superintendent							
L	\$66,851	\$68,827	\$70,782	\$72,758	\$74,713	\$76,668	\$78,644	\$78,665 - \$90,438
	Assistant City Attorney				Human Resources Operations Manager			
	Business Manager				Principal Planner			
	City Clerk				Public Works Superintendent			
	Park Planner				Purchasing Manager			
	Fleet Manager				Safety Manager			
	Housing Administrator				Sr. Programmer Analyst			

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K	\$62,483	\$64,334	\$66,164	\$67,995	\$69,746	\$71,676	\$73,507	\$73,528 - \$84,552
	Appraiser III				Park Facilities Superintendent			
	Chief of Staff				Payroll Manager			
	City Forester				Programmer Analyst			
	Civil Engineer III				Wildlife Sanctuary Superintendent			
	Maintenance Manager				Zoning Administrator			
J	\$58,136	\$59,820	\$61,547	\$63,252	\$64,958	\$66,664	\$68,369	\$68,390 - \$78,624
	Administrative Supervisor				Planner II			
	Assistant City Forester				Property Manager			
	Civil Engineer II				Public Works Supervisor			
	Construction Inspection Manager				Recreation Supervisor			
	Financial Supervisor				Sr. Accountant			
	Municipal Court Administrator				Sr. Landscape Architect			
	Park Facilities Supervisor				Transit Operations Supervisor			
Park Supervisor				Wellness Administrator				
I	\$53,788	\$55,348	\$56,950	\$58,510	\$60,112	\$61,672	\$63,273	\$63,294 - \$72,758
	Accountant				Erosion Control Specialist			
	Chief Naturalist				GIS Analyst			
	Community Development Specialist				Human Resources Generalist II			
	Curator of Animals				Office Manager			
Economic Development Specialist				Project and Program Manager				
H	\$49,441	\$50,876	\$52,332	\$53,788	\$55,244	\$56,680	\$58,156	\$58,177 - \$66,872
	Building Services Supervisor				Neighborhood Development Specialist			
	Civil Engineer I				Planner I			
	Deputy City Clerk				Real Estate Specialist			
	Human Resources Generalist I				Sr. Animal Keeper			
Naturalist								
G	\$45,052	\$46,404	\$47,715	\$49,046	\$50,356	\$51,708	\$53,019	\$53,040 - \$60,964
	Design Specialist				Multimedia Communications Specialist			
Mobility Coordinator								

City Pay Plan
HOURLY (Non-Exempt) Employees
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Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range
J	\$27.95	\$28.76	\$29.59	\$30.41	\$31.23	\$32.05	\$32.87	\$32.88 - \$37.80
	Building Inspector				Housing & Zoning Enforcement Coordinator			
	Crime Analyst				Plumbing/Heating Inspector			
	Electrical Inspector				Systems Analyst			
	Electrician Foreperson							
I	\$25.86	\$26.61	\$27.38	\$28.13	\$28.90	\$29.65	\$30.42	\$30.43 - \$34.98
	Administrative Assistant				Master Plumber			
	Communications Technician				Mechanic Foreperson			
	Criminalistic Specialist				Network Specialist			
	Electrician				Right-of-Way Specialist			
Engineering Technician				Sewer Worker Foreperson				
H	\$23.77	\$24.46	\$25.16	\$25.86	\$26.56	\$27.25	\$27.96	\$27.97 - \$32.15
	Appraiser II				Housing Inspector			
	Benefits Specialist				Mechanic			
	Buyer				Paralegal			
	City Sealer				Sewer Technical Worker			
Engineering Aide III				Sr. Carpenter				
G	\$21.66	\$22.31	\$22.94	\$23.58	\$24.21	\$24.86	\$25.49	\$25.50 - \$29.31
	Account Clerk III				Paratransit Coordinator			
	Administrative Support				Park Maintenance Foreperson			
	Appraiser I				Park Ranger			
	Building Services Coordinator				Parts Clerk			
	Carpenter				Payroll Specialist			
	Compliance Coordinator				Pool Maintenance Specialist			
	Crime Prevention Coordinator				Public Arts Coordinator			
	Executive Secretary				Purchasing Assistant			
	Financial Analyst				Resident Services Coordinator			
	Forestry Worker II				Sewer Maintenance Worker			
	HVAC Specialist				Signs Operator			
	Operator II				Signs Worker Foreperson			
Painter				Community Relations Assistant				

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F	\$19.57	\$20.16	\$20.73	\$21.31	\$21.88	\$22.46	\$23.03	\$23.04 - \$26.49
	Account Clerk II				Maintenance Technician			
	Administrative Clerk II				Neighborhood Compliance Inspector			
	Building Maintenance Technician				Operator I			
	Dispatcher				Park Maintenance Worker			
	Engineering Aide II				Parking Maintenance Technician			
	Evidence Technician				Signs Laborer			
	Forestry Worker I				Time Clerk			
	Laborer				Truck Driver			
	Legal Assistant							
E	\$18.00	\$18.53	\$19.06	\$19.59	\$20.12	\$20.66	\$21.19	\$21.20 - \$24.37
	Custodian II				Maintenance Clerk			
	Document Center Lead				Parking Building Technician			
	Engineering Aide I				Support Assistant			
Human Resources Assistant								
D	\$16.96	\$17.46	\$17.95	\$18.45	\$18.95	\$19.45	\$19.95	\$19.96 - \$22.94
	Administrative Clerk				Receptionist			
Fueller				Records Clerk				
C	\$15.71	\$16.18	\$16.64	\$17.10	\$17.55	\$18.02	\$18.48	\$18.49 - \$21.26
	Custodian I				Parking Enforcement Officer			
Office Clerk				Word Processor				
B	\$14.54	\$14.96	\$15.39	\$15.82	\$16.25	\$16.68	\$17.11	\$17.12 - \$19.68
Bus Cleaner								
A	\$13.45	\$13.85	\$14.25	\$14.65	\$15.03	\$15.43	\$15.83	\$15.84 - \$18.21