

City Pay Plan
SALARIED (Exempt) Employees
Effective October 1, 2020

(Effective on the first day of the pay period in which October 1, 2020 occurs)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range		
S	\$112,569	\$115,876	\$119,184	\$122,491	\$125,819	\$129,126	\$132,433	\$132,454	-	\$152,318
	Finance Director Public Works Director									
R	\$103,521	\$106,537	\$109,574	\$112,632	\$115,689	\$118,747	\$121,784	\$121,804	-	\$140,046
	City Attorney Development Director Fire Chief Human Resources Director IT Director									
	Municipal Judge Parks, Recreation and Forestry Director Police Chief Transit Director									
P	\$87,672	\$90,251	\$92,851	\$95,409	\$97,988	\$100,568	\$103,126	\$103,147	-	\$118,622
	Assistant Fire Chief Assistant Public Works Director									
	Police Commander									
O	\$83,116	\$85,592	\$88,025	\$90,480	\$92,913	\$95,347	\$97,801	\$97,822	-	\$112,486
	Assistant Development Director Assistant Parks Director Chief Building Official									
	Operations Director Utility Manager									
N	\$78,603	\$80,891	\$83,200	\$85,550	\$87,859	\$90,147	\$92,456	\$92,476	-	\$106,308
	Assistant City Engineer Assistant Finance Director Battalion Chief									
	City Assessor Deputy City Attorney Police Captain									
M	\$74,068	\$76,252	\$78,416	\$80,620	\$82,804	\$84,968	\$87,152	\$87,172	-	\$100,214
	Park Superintendent Assistant IT Director									
L	\$69,555	\$71,614	\$73,632	\$75,691	\$77,729	\$79,768	\$81,827	\$81,848	-	\$94,099
	Assistant City Attorney Business Manager City Clerk Park Planner Fleet Manager Human Resources Operations Manager									
	Principal Planner Public Works Superintendent Procurement Manager Risk Manager Sr. Programmer Analyst									
K	\$65,000	\$66,934	\$68,848	\$70,740	\$72,675	\$74,568	\$76,481	\$76,502	-	\$87,963
	Appraiser III Chief of Staff City Forester Civil Engineer III Maintenance Manager Housing Administrator									
	Housing & Zoning Enforcement Supervisor Park Facilities Superintendent Payroll Manager Programmer Analyst Wildlife Sanctuary Superintendent Zoning Administrator									

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J	\$60,486	\$62,254	\$64,022	\$65,811	\$67,579	\$69,347	\$71,136	\$71,156	-	\$81,806
	Administrative Supervisor				Planner II					
	Civil Engineer II				Public Works Supervisor					
	Construction Inspection Manager				Recreation Supervisor					
	Financial Supervisor				Resiliency Coordinator					
	Forestry Supervisor				Sr. Accountant					
	Municipal Court Administrator				Transit Operations Supervisor					
	Park Facilities Supervisor				Wellness Administrator					
	Park Supervisor									
I	\$55,972	\$57,574	\$59,259	\$60,860	\$62,545	\$64,147	\$65,832	\$65,852	-	\$75,691
	Accountant				Erosion Control Specialist					
	Chief Naturalist				GIS Analyst					
	Community Development Specialist				Human Resources Generalist II					
	Curator of Animals				Office Manager					
	Diversity and Inclusion Coordinator				Project and Program Manager					
Economic Development Specialist										
H	\$51,459	\$52,936	\$54,433	\$55,972	\$57,470	\$58,988	\$60,507	\$60,528	-	\$69,576
	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	\$46,862	\$48,297	\$49,649	\$51,022	\$52,374	\$53,809	\$55,161	\$55,182	-	\$63,440
	Design Specialist				Multimedia Communications Specialist					
Mobility Coordinator										

City Pay Plan
HOURLY (Non-Exempt) Employees
Effective October 1, 2020

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Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range		
K	\$31.25	\$32.18	\$33.10	\$34.01	\$34.94	\$35.85	\$36.77	\$36.78	-	\$42.29
	Commercial Building Inspector									
J	\$29.08	\$29.93	\$30.78	\$31.64	\$32.49	\$33.34	\$34.20	\$34.21	-	\$39.33
	Building Inspector				Plumbing/Heating Inspector					
	Crime Analyst				Systems Analyst					
	Electrical Inspector									
	Electrician Foreperson									
I	\$26.91	\$27.68	\$28.49	\$29.26	\$30.07	\$30.84	\$31.65	\$31.66	-	\$36.39
	Administrative Assistant				Master Plumber					
	Communications Technician				Mechanic Foreperson					
	Criminalistic Specialist				Network Specialist					
	Electrician				Right-of-Way Specialist					
	Engineering Technician				Sewer Worker Foreperson					
	FOG Inspector									
H	\$24.74	\$25.45	\$26.17	\$26.91	\$27.63	\$28.36	\$29.09	\$29.10	-	\$33.45
	Appraiser II				Housing Inspector					
	Benefits Specialist				Mechanic					
	Buyer				Paralegal					
	City Sealer				Sewer Technical Worker					
	Engineering Aide III				Signs Worker Foreperson					
	HVAC Specialist				Sr. Carpenter					
G	\$22.53	\$23.22	\$23.87	\$24.53	\$25.18	\$25.87	\$26.52	\$26.53	-	\$30.50
	Account Clerk III				Painter					
	Administrative Support				Paratransit Coordinator					
	Appraiser I				Park Maintenance Foreperson					
	Building Services Coordinator				Park Ranger					
	Carpenter				Parts Clerk					
	Compliance Coordinator				Payroll Specialist					
	Community Liaison				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 Technician				Signs Operator					
	Operator II									

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F	\$20.36	\$20.97	\$21.56	\$22.17	\$22.77	\$23.37	\$23.96	\$23.97	-	\$27.56	
	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	\$18.73	\$19.28	\$19.83	\$20.38	\$20.93	\$21.49	\$22.04	\$22.05	-	\$25.36	
	Custodian II				Maintenance Clerk						
	Document Center Lead				Parking Building Technician						
	Engineering Aide I				Support Assistant						
Human Resources Assistant											
D	\$17.65	\$18.17	\$18.68	\$19.20	\$19.72	\$20.24	\$20.76	\$20.77	-	\$23.87	
	Administrative Clerk				Receptionist						
Fueler				Records Clerk							
C	\$16.34	\$16.83	\$17.31	\$17.79	\$18.26	\$18.75	\$19.23	\$19.24	-	\$22.12	
	Custodian I				Parking Enforcement Officer						
Office Clerk				Word Processor							
B	\$15.13	\$15.57	\$16.01	\$16.46	\$16.91	\$17.35	\$17.80	\$17.81	-	\$20.47	
Bus Cleaner											
A	\$13.99	\$14.41	\$14.83	\$15.24	\$15.64	\$16.05	\$16.47	\$16.48	-	\$18.94	