



CITY OF BURLINGAME

SALARY SCHEDULE - MERIT

EFFECTIVE DATE: 6/30/2025

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
A109	ACCOUNTANT I	ANNUAL	\$94,450.56	\$99,196.28	\$104,141.14	\$109,285.12	\$114,761.07
		MONTHLY	\$7,870.88	\$8,266.36	\$8,678.43	\$9,107.09	\$9,563.42
		BI-WEEKLY	\$3,632.71	\$3,815.24	\$4,005.43	\$4,203.27	\$4,413.89
		HOURLY RATE	\$45.4089	\$47.6905	\$50.0679	\$52.5409	\$55.1736
A117	ACCOUNTANT II	ANNUAL	\$98,864.47	\$103,776.10	\$108,853.66	\$114,362.82	\$120,070.97
		MONTHLY	\$8,238.71	\$8,648.01	\$9,071.14	\$9,530.24	\$10,005.91
		BI-WEEKLY	\$3,802.48	\$3,991.39	\$4,186.68	\$4,398.57	\$4,618.11
		HOURLY RATE	\$47.5310	\$49.8924	\$52.3335	\$54.9821	\$57.7264
A104	ACCOUNTING ASSISTANT I	ANNUAL	\$67,569.00	\$70,987.29	\$74,538.31	\$78,089.28	\$81,839.41
		MONTHLY	\$5,630.75	\$5,915.61	\$6,211.53	\$6,507.44	\$6,819.95
		BI-WEEKLY	\$2,598.81	\$2,730.28	\$2,866.86	\$3,003.43	\$3,147.67
		HOURLY RATE	\$32.4851	\$34.1285	\$35.8358	\$37.5429	\$39.3459
A160	ACCOUNTING ASSISTANT II	ANNUAL	\$74,538.31	\$78,089.28	\$81,839.41	\$85,622.74	\$89,837.53
		MONTHLY	\$6,211.53	\$6,507.44	\$6,819.95	\$7,135.23	\$7,486.46
		BI-WEEKLY	\$2,866.86	\$3,003.43	\$3,147.67	\$3,293.18	\$3,455.29
		HOURLY RATE	\$35.8358	\$37.5429	\$39.3459	\$41.1648	\$43.1911
A102	ACCOUNTING ASSISTANT III	ANNUAL	\$85,622.74	\$89,837.53	\$94,251.44	\$98,997.17	\$103,942.02
		MONTHLY	\$7,135.23	\$7,486.46	\$7,854.29	\$8,249.76	\$8,661.84
		BI-WEEKLY	\$3,293.18	\$3,455.29	\$3,625.06	\$3,807.58	\$3,997.77
		HOURLY RATE	\$41.1648	\$43.1911	\$45.3133	\$47.5948	\$49.9721
A103	ACCOUNTING TECHNICIAN	ANNUAL	\$94,450.56	\$99,196.28	\$104,141.14	\$109,285.12	\$114,761.07
		MONTHLY	\$7,870.88	\$8,266.36	\$8,678.43	\$9,107.09	\$9,563.42
		BI-WEEKLY	\$3,632.71	\$3,815.24	\$4,005.43	\$4,203.27	\$4,413.89
		HOURLY RATE	\$45.4089	\$47.6905	\$50.0679	\$52.5409	\$55.1736
D202	ACTING POLICE CHIEF	ANNUAL	\$238,481.10	\$250,359.41			
		MONTHLY	\$19,873.43	\$20,863.28			
		BI-WEEKLY	\$9,172.35	\$9,629.21			
		HOURLY RATE	\$114.6544	\$120.3651			
A105	ADMINISTRATIVE ASSISTANT I	ANNUAL	\$81,640.28	\$85,888.28	\$90,202.56	\$94,649.68	\$99,196.28
		MONTHLY	\$6,803.36	\$7,157.36	\$7,516.88	\$7,887.47	\$8,266.36
		BI-WEEKLY	\$3,140.01	\$3,303.40	\$3,469.33	\$3,640.37	\$3,815.24
		HOURLY RATE	\$39.2501	\$41.2925	\$43.3666	\$45.5046	\$47.6905
A100	ADMINISTRATIVE ASSISTANT II	ANNUAL	\$89,837.53	\$94,251.44	\$98,930.75	\$103,576.99	\$108,555.04
		MONTHLY	\$7,486.46	\$7,854.29	\$8,244.23	\$8,631.42	\$9,046.25
		BI-WEEKLY	\$3,455.29	\$3,625.06	\$3,805.03	\$3,983.73	\$4,175.19
		HOURLY RATE	\$43.1911	\$45.3133	\$47.5629	\$49.7966	\$52.1899
D502	ASSIST CITY ATTORNEY	ANNUAL	\$174,851.42	\$183,593.96	\$192,773.65	\$202,412.33	\$212,532.95
		MONTHLY	\$14,570.95	\$15,299.50	\$16,064.47	\$16,867.69	\$17,711.08
		BI-WEEKLY	\$6,725.05	\$7,061.31	\$7,414.37	\$7,785.09	\$8,174.34
		HOURLY RATE	\$84.0631	\$88.2664	\$92.6796	\$97.3136	\$102.1793
D106	ASSIST CM ADMIN. SVCS. DIR	ANNUAL	\$189,060.63	\$198,290.81	\$208,239.57	\$218,547.51	\$229,609.26
		MONTHLY	\$15,755.05	\$16,524.23	\$17,353.30	\$18,212.29	\$19,134.11
		BI-WEEKLY	\$7,271.56	\$7,626.57	\$8,009.21	\$8,405.67	\$8,831.13
		HOURLY RATE	\$90.8945	\$95.3321	\$100.1151	\$105.0709	\$110.3891

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
A605	ASSISTANT ENGINEER	ANNUAL	\$115,856.17	\$121,498.03	\$127,272.58	\$133,943.12	\$140,713.30
		MONTHLY	\$9,654.68	\$10,124.84	\$10,606.05	\$11,161.93	\$11,726.11
		BI-WEEKLY	\$4,456.01	\$4,673.00	\$4,895.10	\$5,151.66	\$5,412.05
		HOURLY RATE	\$55.7001	\$58.4125	\$61.1888	\$64.3958	\$67.6506
B421	ASSISTANT PARKS SUPERVISOR	ANNUAL	\$108,378.66	\$113,797.96	\$119,487.62	\$125,462.02	\$131,735.46
		MONTHLY	\$9,031.56	\$9,483.16	\$9,957.30	\$10,455.17	\$10,977.96
		BI-WEEKLY	\$4,168.41	\$4,376.84	\$4,595.68	\$4,825.46	\$5,066.75
		HOURLY RATE	\$52.1051	\$54.7105	\$57.4460	\$60.3183	\$63.3344
A111	ASSISTANT PLANNER	ANNUAL	\$98,831.25	\$103,776.10	\$108,886.88	\$114,329.60	\$120,070.97
		MONTHLY	\$8,235.94	\$8,648.01	\$9,073.91	\$9,527.47	\$10,005.91
		BI-WEEKLY	\$3,801.20	\$3,991.39	\$4,187.96	\$4,397.29	\$4,618.11
		HOURLY RATE	\$47.5150	\$49.8924	\$52.3495	\$54.9661	\$57.7264
D300	ASSISTANT TO THE CITY MANAGER	ANNUAL	\$133,163.04	\$139,806.72	\$146,787.54	\$154,143.64	\$161,875.16
		MONTHLY	\$11,096.92	\$11,650.56	\$12,232.30	\$12,845.30	\$13,489.60
		BI-WEEKLY	\$5,121.66	\$5,377.18	\$5,645.67	\$5,928.60	\$6,225.97
		HOURLY RATE	\$64.0208	\$67.2148	\$70.5709	\$74.1075	\$77.8246
A608	ASSOCIATE ENGINEER	ANNUAL	\$127,405.29	\$133,644.50	\$140,016.43	\$147,417.18	\$154,851.00
		MONTHLY	\$10,617.11	\$11,137.04	\$11,668.04	\$12,284.77	\$12,904.25
		BI-WEEKLY	\$4,900.20	\$5,140.17	\$5,385.25	\$5,669.89	\$5,955.81
		HOURLY RATE	\$61.2525	\$64.2521	\$67.3156	\$70.8736	\$74.4476
A112	ASSOCIATE PLANNER	ANNUAL	\$110,347.16	\$115,856.17	\$121,663.93	\$127,836.74	\$134,241.88
		MONTHLY	\$9,195.60	\$9,654.68	\$10,138.66	\$10,653.06	\$11,186.82
		BI-WEEKLY	\$4,244.12	\$4,456.01	\$4,679.38	\$4,916.80	\$5,163.15
		HOURLY RATE	\$53.0515	\$55.7001	\$58.4923	\$61.4600	\$64.5394
B600	ASST. DIRECTOR OF PUBLIC WORKS	ANNUAL	\$185,039.99	\$194,362.46	\$203,721.76	\$214,153.84	\$224,881.91
		MONTHLY	\$15,420.00	\$16,196.87	\$16,976.81	\$17,846.15	\$18,740.16
		BI-WEEKLY	\$7,116.92	\$7,475.48	\$7,835.45	\$8,236.69	\$8,649.30
		HOURLY RATE	\$88.9615	\$93.4435	\$97.9431	\$102.9586	\$108.1163
A705	BUILDING ATTENDANT	ANNUAL	\$54,460.10	\$57,114.99	\$60,068.60	\$63,088.68	\$66,141.93
		MONTHLY	\$4,538.34	\$4,759.58	\$5,005.72	\$5,257.39	\$5,511.83
		BI-WEEKLY	\$2,094.62	\$2,196.73	\$2,310.33	\$2,426.49	\$2,543.92
		HOURLY RATE	\$26.1828	\$27.4591	\$28.8791	\$30.3311	\$31.7990
A706	BUILDING ATTENDANT - CS	ANNUAL	\$71,684.14				
		MONTHLY	\$5,973.68				
		BI-WEEKLY	\$2,757.08				
		HOURLY RATE	\$34.4635				
A603	BUILDING INSPECTOR I	ANNUAL	\$109,583.87	\$114,761.07	\$120,767.96	\$126,476.10	\$132,549.27
		MONTHLY	\$9,131.99	\$9,563.42	\$10,064.00	\$10,539.68	\$11,045.77
		BI-WEEKLY	\$4,214.76	\$4,413.89	\$4,644.92	\$4,864.47	\$5,098.05
		HOURLY RATE	\$52.6845	\$55.1736	\$58.0615	\$60.8059	\$63.7256
A613	BUILDING INSPECTOR II	ANNUAL	\$115,059.68	\$120,502.41	\$126,807.91	\$132,781.59	\$139,186.73
		MONTHLY	\$9,588.31	\$10,041.87	\$10,567.33	\$11,065.13	\$11,598.89
		BI-WEEKLY	\$4,425.37	\$4,634.71	\$4,877.23	\$5,106.98	\$5,353.34
		HOURLY RATE	\$55.3171	\$57.9339	\$60.9654	\$63.8373	\$66.9168
A101	BUILDING MAINTENANCE WORKER	ANNUAL	\$83,133.71	\$87,547.54	\$91,098.70	\$95,877.62	\$100,590.15
		MONTHLY	\$6,927.81	\$7,295.63	\$7,591.56	\$7,989.80	\$8,382.51
		BI-WEEKLY	\$3,197.45	\$3,367.21	\$3,503.80	\$3,687.60	\$3,868.85
		HOURLY RATE	\$39.9681	\$42.0901	\$43.7975	\$46.0950	\$48.3606
S603	CCTV LEADWORKER	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769

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B604	CHIEF BUILDING OFFICIAL	ANNUAL	\$158,589.95	\$166,469.44	\$174,682.17	\$183,264.51	\$192,364.73
		MONTHLY	\$13,215.83	\$13,872.45	\$14,556.85	\$15,272.04	\$16,030.39
		BI-WEEKLY	\$6,099.61	\$6,402.67	\$6,718.55	\$7,048.64	\$7,398.64
		HOURLY RATE	\$76.2451	\$80.0334	\$83.9819	\$88.1080	\$92.4830
D102	CITY ATTORNEY	ANNUAL	\$316,142.81				
		MONTHLY	\$26,345.23				
		BI-WEEKLY	\$12,159.34				
		HOURLY RATE	\$151.9918				
D109	CITY CLERK	ANNUAL	\$197,137.12	\$206,939.89	\$217,335.20	\$228,211.10	\$239,568.13
		MONTHLY	\$16,428.09	\$17,244.99	\$18,111.27	\$19,017.59	\$19,964.01
		BI-WEEKLY	\$7,582.20	\$7,959.23	\$8,359.05	\$8,777.35	\$9,214.16
		HOURLY RATE	\$94.7775	\$99.4904	\$104.4881	\$109.7169	\$115.1770
B602	CITY ENGINEER	ANNUAL	\$169,884.39	\$178,502.19	\$187,119.53	\$196,736.86	\$206,546.88
		MONTHLY	\$14,157.03	\$14,875.18	\$15,593.29	\$16,394.74	\$17,212.24
		BI-WEEKLY	\$6,534.02	\$6,865.47	\$7,196.91	\$7,566.80	\$7,944.11
		HOURLY RATE	\$81.6753	\$85.8184	\$89.9614	\$94.5850	\$99.3014
D801	CITY LIBRARIAN	ANNUAL	\$197,137.12	\$206,939.89	\$217,335.20	\$228,211.10	\$239,568.13
		MONTHLY	\$16,428.09	\$17,244.99	\$18,111.27	\$19,017.59	\$19,964.01
		BI-WEEKLY	\$7,582.20	\$7,959.23	\$8,359.05	\$8,777.35	\$9,214.16
		HOURLY RATE	\$94.7775	\$99.4904	\$104.4881	\$109.7169	\$115.1770
D200	CITY MANAGER	ANNUAL	\$335,876.95				
		MONTHLY	\$27,989.75				
		BI-WEEKLY	\$12,918.34				
		HOURLY RATE	\$161.4793				
D110	CODE COMP OFF SNR RISK ANALYST	ANNUAL	\$113,465.85	\$118,661.48	\$124,624.25	\$130,796.14	\$137,351.57
		MONTHLY	\$9,455.49	\$9,888.46	\$10,385.35	\$10,899.68	\$11,445.96
		BI-WEEKLY	\$4,364.07	\$4,563.90	\$4,793.24	\$5,030.62	\$5,282.75
		HOURLY RATE	\$54.5509	\$57.0488	\$59.9155	\$62.8828	\$66.0344
B103	CODE COMPLIANCE OFFICER	ANNUAL	\$106,639.24	\$111,948.81	\$117,564.90	\$123,412.47	\$129,606.36
		MONTHLY	\$8,886.60	\$9,329.07	\$9,797.08	\$10,284.37	\$10,800.53
		BI-WEEKLY	\$4,101.51	\$4,305.72	\$4,521.73	\$4,746.63	\$4,984.86
		HOURLY RATE	\$51.2689	\$53.8215	\$56.5216	\$59.3329	\$62.3108
D108	COMM DEV DIRECTOR	ANNUAL	\$197,137.12	\$206,939.89	\$217,335.20	\$228,211.10	\$239,568.13
		MONTHLY	\$16,428.09	\$17,244.99	\$18,111.27	\$19,017.59	\$19,964.01
		BI-WEEKLY	\$7,582.20	\$7,959.23	\$8,359.05	\$8,777.35	\$9,214.16
		HOURLY RATE	\$94.7775	\$99.4904	\$104.4881	\$109.7169	\$115.1770
T900	COMMUNICATION DISPATCHER I	ANNUAL	\$88,040.06	\$92,005.13	\$96,393.24	\$100,897.59	\$105,863.47
		MONTHLY	\$7,336.67	\$7,667.09	\$8,032.77	\$8,408.13	\$8,821.96
		BI-WEEKLY	\$3,386.16	\$3,538.66	\$3,707.43	\$3,880.68	\$4,071.67
		HOURLY RATE	\$42.3270	\$44.2333	\$46.3429	\$48.5085	\$50.8959
T901	COMMUNICATION DISPATCHER II	ANNUAL	\$92,389.74	\$96,431.99	\$101,205.46	\$105,863.47	\$111,291.29
		MONTHLY	\$7,699.15	\$8,036.00	\$8,433.79	\$8,821.96	\$9,274.27
		BI-WEEKLY	\$3,553.45	\$3,708.92	\$3,892.52	\$4,071.67	\$4,280.43
		HOURLY RATE	\$44.4181	\$46.3615	\$48.6565	\$50.8959	\$53.5054
D100	COUNCIL MEMBER	ANNUAL	\$11,400.00				
		MONTHLY	\$950.00				
		BI-WEEKLY	\$438.46				
		HOURLY RATE	\$5.4808				
A106	CUSTODIAN	ANNUAL	\$68,166.36	\$71,285.92	\$74,836.91	\$78,786.14	\$82,835.01
		MONTHLY	\$5,680.53	\$5,940.49	\$6,236.41	\$6,565.51	\$6,902.92
		BI-WEEKLY	\$2,621.78	\$2,741.77	\$2,878.34	\$3,030.24	\$3,185.96
		HOURLY RATE	\$32.7723	\$34.2721	\$35.9793	\$37.8780	\$39.8245

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A116	CUSTOMER SERVICE SUPERVISOR	ANNUAL	\$98,864.47	\$103,776.10	\$108,853.66	\$114,362.82	\$120,070.97
		MONTHLY	\$8,238.71	\$8,648.01	\$9,071.14	\$9,530.24	\$10,005.91
		BI-WEEKLY	\$3,802.48	\$3,991.39	\$4,186.68	\$4,398.57	\$4,618.11
		HOURLY RATE	\$47.5310	\$49.8924	\$52.3335	\$54.9821	\$57.7264
D501	DEPUTY CITY ATTORNEY	ANNUAL	\$125,367.52	\$131,635.91	\$138,217.72	\$145,128.60	\$152,385.00
		MONTHLY	\$10,447.29	\$10,969.66	\$11,518.14	\$12,094.05	\$12,698.75
		BI-WEEKLY	\$4,821.83	\$5,062.92	\$5,316.07	\$5,581.87	\$5,860.96
		HOURLY RATE	\$60.2729	\$63.2865	\$66.4509	\$69.7734	\$73.2620
B603	DEPUTY DIRECTOR OF PW OPS	ANNUAL	\$169,393.80	\$177,900.54	\$186,757.19	\$196,156.70	\$205,867.33
		MONTHLY	\$14,116.15	\$14,825.05	\$15,563.10	\$16,346.39	\$17,155.61
		BI-WEEKLY	\$6,515.15	\$6,842.33	\$7,182.97	\$7,544.49	\$7,917.97
		HOURLY RATE	\$81.4394	\$85.5291	\$89.7871	\$94.3061	\$98.9746
B107	DEPUTY FINANCE DIRECTOR	ANNUAL	\$150,710.48	\$158,257.17	\$166,173.60	\$174,422.84	\$183,190.56
		MONTHLY	\$12,559.21	\$13,188.10	\$13,847.80	\$14,535.24	\$15,265.88
		BI-WEEKLY	\$5,796.56	\$6,086.81	\$6,391.29	\$6,708.57	\$7,045.79
		HOURLY RATE	\$72.4570	\$76.0851	\$79.8911	\$83.8571	\$88.0724
D600	DIRECTOR OF PUBLIC WORKS	ANNUAL	\$208,456.88	\$218,851.78	\$229,838.82	\$241,306.94	\$253,403.99
		MONTHLY	\$17,371.41	\$18,237.65	\$19,153.24	\$20,108.91	\$21,117.00
		BI-WEEKLY	\$8,017.57	\$8,417.38	\$8,839.95	\$9,281.04	\$9,746.31
		HOURLY RATE	\$100.2196	\$105.2173	\$110.4994	\$116.0130	\$121.8289
A451	ECON DEV & HOUSING SPECIALIST	ANNUAL	\$120,502.41	\$126,542.51	\$132,881.24	\$139,518.55	\$146,487.85
		MONTHLY	\$10,041.87	\$10,545.21	\$11,073.44	\$11,626.55	\$12,207.32
		BI-WEEKLY	\$4,634.71	\$4,867.02	\$5,110.82	\$5,366.10	\$5,634.15
		HOURLY RATE	\$57.9339	\$60.8378	\$63.8853	\$67.0763	\$70.4269
B605	ELECTRICAL SUPERVISOR	ANNUAL	\$120,335.20	\$125,797.67	\$132,183.86	\$138,685.20	\$145,648.65
		MONTHLY	\$10,027.93	\$10,483.14	\$11,015.32	\$11,557.10	\$12,137.39
		BI-WEEKLY	\$4,628.28	\$4,838.37	\$5,083.99	\$5,334.05	\$5,601.87
		HOURLY RATE	\$57.8535	\$60.4796	\$63.5499	\$66.6756	\$70.0234
A301	EMERGENCY PREP/FIRE ED	ANNUAL	\$93,289.03	\$97,736.01	\$102,614.58	\$107,891.26	\$113,068.46
		MONTHLY	\$7,774.09	\$8,144.67	\$8,551.22	\$8,990.94	\$9,422.37
		BI-WEEKLY	\$3,588.04	\$3,759.08	\$3,946.71	\$4,149.66	\$4,348.79
		HOURLY RATE	\$44.8505	\$46.9885	\$49.3339	\$51.8708	\$54.3599
A604	ENGINEERING TECHNICIAN II	ANNUAL	\$92,923.86	\$97,636.52	\$102,614.58	\$107,658.93	\$112,968.97
		MONTHLY	\$7,743.66	\$8,136.38	\$8,551.22	\$8,971.58	\$9,414.08
		BI-WEEKLY	\$3,573.99	\$3,755.25	\$3,946.71	\$4,140.73	\$4,344.96
		HOURLY RATE	\$44.6749	\$46.9406	\$49.3339	\$51.7591	\$54.3120
A625	ENV REG COMPLIANCE MANAGER	ANNUAL	\$110,764.77	\$116,254.18	\$122,157.15	\$128,210.46	\$134,602.07
		MONTHLY	\$9,230.40	\$9,687.85	\$10,179.76	\$10,684.21	\$11,216.84
		BI-WEEKLY	\$4,260.18	\$4,471.31	\$4,698.35	\$4,931.17	\$5,177.00
		HOURLY RATE	\$53.2523	\$55.8914	\$58.7294	\$61.6396	\$64.7125
S607	EQUIPMENT MECHANIC	ANNUAL	\$90,975.86	\$95,438.05	\$100,189.08	\$105,228.96	\$110,622.00
		MONTHLY	\$7,581.32	\$7,953.17	\$8,349.09	\$8,769.08	\$9,218.50
		BI-WEEKLY	\$3,499.07	\$3,670.69	\$3,853.43	\$4,047.27	\$4,254.69
		HOURLY RATE	\$43.7384	\$45.8836	\$48.1679	\$50.5909	\$53.1836
D105	EXECUTIVE ASSISTANT	ANNUAL	\$94,924.74	\$99,252.55	\$104,357.81	\$109,574.12	\$115,085.73
		MONTHLY	\$7,910.40	\$8,271.05	\$8,696.48	\$9,131.18	\$9,590.48
		BI-WEEKLY	\$3,650.95	\$3,817.41	\$4,013.76	\$4,214.39	\$4,426.37
		HOURLY RATE	\$45.6369	\$47.7176	\$50.1720	\$52.6799	\$55.3296
B900	FACILITIES AND FLEET MANAGER	ANNUAL	\$128,182.99	\$134,607.19	\$141,339.83	\$148,418.25	\$155,804.93
		MONTHLY	\$10,681.92	\$11,217.27	\$11,778.32	\$12,368.19	\$12,983.74
		BI-WEEKLY	\$4,930.12	\$5,177.20	\$5,436.15	\$5,708.39	\$5,992.50
		HOURLY RATE	\$61.6265	\$64.7150	\$67.9519	\$71.3549	\$74.9063

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
S704	FACILITIES LEADWORKER	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769
S703	FACILITIES MAINTENANCE WORKER	ANNUAL	\$83,111.06	\$87,444.61	\$91,200.65	\$95,951.68	\$100,574.30
		MONTHLY	\$6,925.92	\$7,287.05	\$7,600.05	\$7,995.97	\$8,381.19
		BI-WEEKLY	\$3,196.58	\$3,363.25	\$3,507.72	\$3,690.45	\$3,868.24
		HOURLY RATE	\$39.9573	\$42.0406	\$43.8465	\$46.1306	\$48.3530
B611	FACILITIES SUPERVISOR	ANNUAL	\$114,506.27	\$120,220.45	\$126,287.57	\$132,611.53	\$139,192.33
		MONTHLY	\$9,542.19	\$10,018.37	\$10,523.96	\$11,050.96	\$11,599.36
		BI-WEEKLY	\$4,404.09	\$4,623.86	\$4,857.21	\$5,100.44	\$5,353.55
		HOURLY RATE	\$55.0511	\$57.7983	\$60.7151	\$63.7555	\$66.9194
D103	FINANCE DIRECTOR	ANNUAL	\$206,570.20	\$216,891.29	\$227,656.29	\$239,124.26	\$251,036.15
		MONTHLY	\$17,214.18	\$18,074.27	\$18,971.36	\$19,927.02	\$20,919.68
		BI-WEEKLY	\$7,945.01	\$8,341.97	\$8,756.01	\$9,197.09	\$9,655.24
		HOURLY RATE	\$99.3126	\$104.2746	\$109.4501	\$114.9636	\$120.6905
B108	FINANCIAL SERVICES MANAGER	ANNUAL	\$135,403.51	\$142,530.00	\$150,031.58	\$157,927.98	\$166,239.98
		MONTHLY	\$11,283.63	\$11,877.50	\$12,502.63	\$13,160.67	\$13,853.33
		BI-WEEKLY	\$5,207.83	\$5,481.92	\$5,770.45	\$6,074.15	\$6,393.85
		HOURLY RATE	\$65.0979	\$68.5240	\$72.1306	\$75.9269	\$79.9231
B606	FLEET MANAGER	ANNUAL	\$125,297.55	\$131,645.21	\$138,184.84	\$145,071.29	\$152,303.51
		MONTHLY	\$10,441.46	\$10,970.43	\$11,515.40	\$12,089.27	\$12,691.96
		BI-WEEKLY	\$4,819.14	\$5,063.28	\$5,314.80	\$5,579.67	\$5,857.83
		HOURLY RATE	\$60.2393	\$63.2910	\$66.4350	\$69.7459	\$73.2229
B612	FLEET SUPERVISOR	ANNUAL	\$114,506.27	\$120,220.45	\$126,287.57	\$132,611.53	\$139,192.33
		MONTHLY	\$9,542.19	\$10,018.37	\$10,523.96	\$11,050.96	\$11,599.36
		BI-WEEKLY	\$4,404.09	\$4,623.86	\$4,857.21	\$5,100.44	\$5,353.55
		HOURLY RATE	\$55.0511	\$57.7983	\$60.7151	\$63.7555	\$66.9194
A805	GRAPHIC ARTIST	ANNUAL	\$82,469.98	\$86,585.14	\$90,899.56	\$95,446.18	\$100,225.12
		MONTHLY	\$6,872.50	\$7,215.43	\$7,574.96	\$7,953.85	\$8,352.09
		BI-WEEKLY	\$3,171.92	\$3,330.20	\$3,496.14	\$3,671.01	\$3,854.81
		HOURLY RATE	\$39.6490	\$41.6275	\$43.7018	\$45.8876	\$48.1851
A614	GREEN BUILDING SPECIALIST	ANNUAL	\$95,446.18	\$100,225.12	\$105,302.67	\$110,479.87	\$116,022.09
		MONTHLY	\$7,953.85	\$8,352.09	\$8,775.22	\$9,206.66	\$9,668.51
		BI-WEEKLY	\$3,671.01	\$3,854.81	\$4,050.10	\$4,249.23	\$4,462.39
		HOURLY RATE	\$45.8876	\$48.1851	\$50.6263	\$53.1154	\$55.7799
D107	HUMAN RESOURCES ANALYST II	ANNUAL	\$111,164.46	\$116,750.74	\$122,336.71	\$128,588.44	\$135,062.46
		MONTHLY	\$9,263.71	\$9,729.23	\$10,194.73	\$10,715.70	\$11,255.21
		BI-WEEKLY	\$4,275.56	\$4,490.41	\$4,705.26	\$4,945.71	\$5,194.71
		HOURLY RATE	\$53.4445	\$56.1301	\$58.8158	\$61.8214	\$64.9339
D805	HUMAN RESOURCES DIRECTOR	ANNUAL	\$197,137.12	\$206,939.89	\$217,335.20	\$228,211.10	\$239,568.13
		MONTHLY	\$16,428.09	\$17,244.99	\$18,111.27	\$19,017.59	\$19,964.01
		BI-WEEKLY	\$7,582.20	\$7,959.23	\$8,359.05	\$8,777.35	\$9,214.16
		HOURLY RATE	\$94.7775	\$99.4904	\$104.4881	\$109.7169	\$115.1770
D400	HUMAN RESOURCES TECHNICIAN	ANNUAL	\$84,581.67	\$88,568.25	\$92,914.09	\$97,547.17	\$102,647.11
		MONTHLY	\$7,048.47	\$7,380.69	\$7,742.84	\$8,128.93	\$8,553.93
		BI-WEEKLY	\$3,253.14	\$3,406.47	\$3,573.62	\$3,751.81	\$3,947.97
		HOURLY RATE	\$40.6643	\$42.5809	\$44.6703	\$46.8976	\$49.3496
S610	INSTRUMENTATION MECHANIC TECH	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
S404	IRRIGATION REPAIR SPECIALIST	ANNUAL	\$82,757.86	\$86,642.11	\$90,975.86	\$95,438.05	\$100,189.08
		MONTHLY	\$6,896.49	\$7,220.18	\$7,581.32	\$7,953.17	\$8,349.09
		BI-WEEKLY	\$3,182.99	\$3,332.39	\$3,499.07	\$3,670.69	\$3,853.43
		HOURLY RATE	\$39.7874	\$41.6549	\$43.7384	\$45.8836	\$48.1679
A606	JUNIOR ENGINEER	ANNUAL	\$105,203.18	\$110,214.46	\$115,856.17	\$121,498.03	\$127,272.58
		MONTHLY	\$8,766.93	\$9,184.54	\$9,654.68	\$10,124.84	\$10,606.05
		BI-WEEKLY	\$4,046.28	\$4,239.02	\$4,456.01	\$4,673.00	\$4,895.10
		HOURLY RATE	\$50.5785	\$52.9878	\$55.7001	\$58.4125	\$61.1888
S608	LEAD EQUIPMENT MECHANIC	ANNUAL	\$95,531.35	\$100,188.61	\$105,207.19	\$110,478.28	\$116,146.63
		MONTHLY	\$7,960.95	\$8,349.05	\$8,767.27	\$9,206.52	\$9,678.89
		BI-WEEKLY	\$3,674.28	\$3,853.41	\$4,046.43	\$4,249.16	\$4,467.18
		HOURLY RATE	\$45.9285	\$48.1676	\$50.5804	\$53.1145	\$55.8398
S601	LEAD ST MNT & SW COL SYS OPR	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769
S501	LEAD WATER SYSTEM OPERATOR	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769
A801	LIBRARIAN I	ANNUAL	\$86,485.66	\$90,667.23	\$94,848.80	\$99,694.02	\$104,439.90
		MONTHLY	\$7,207.14	\$7,555.60	\$7,904.07	\$8,307.84	\$8,703.33
		BI-WEEKLY	\$3,326.37	\$3,487.20	\$3,648.03	\$3,834.39	\$4,016.92
		HOURLY RATE	\$41.5796	\$43.5900	\$45.6004	\$47.9299	\$50.2115
A800	LIBRARIAN II	ANNUAL	\$95,213.84	\$99,959.57	\$104,771.73	\$109,882.49	\$115,623.84
		MONTHLY	\$7,934.49	\$8,329.96	\$8,730.98	\$9,156.87	\$9,635.32
		BI-WEEKLY	\$3,662.07	\$3,844.60	\$4,029.68	\$4,226.25	\$4,447.07
		HOURLY RATE	\$45.7759	\$48.0575	\$50.3710	\$52.8281	\$55.5884
B801	LIBRARIAN III	ANNUAL	\$115,487.52	\$121,258.43	\$127,105.72	\$133,684.38	\$140,224.12
		MONTHLY	\$9,623.96	\$10,104.87	\$10,592.14	\$11,140.37	\$11,685.34
		BI-WEEKLY	\$4,441.83	\$4,663.79	\$4,888.68	\$5,141.71	\$5,393.24
		HOURLY RATE	\$55.5229	\$58.2974	\$61.1085	\$64.2714	\$67.4155
A804	LIBRARY ASSISTANT I	ANNUAL	\$66,241.42	\$69,659.71	\$73,111.21	\$76,463.10	\$80,478.77
		MONTHLY	\$5,520.12	\$5,804.98	\$6,092.60	\$6,371.93	\$6,706.56
		BI-WEEKLY	\$2,547.75	\$2,679.22	\$2,811.97	\$2,940.89	\$3,095.34
		HOURLY RATE	\$31.8469	\$33.4903	\$35.1496	\$36.7611	\$38.6918
A803	LIBRARY ASSISTANT II	ANNUAL	\$73,907.71	\$77,193.18	\$81,341.68	\$84,992.16	\$89,173.75
		MONTHLY	\$6,158.98	\$6,432.77	\$6,778.47	\$7,082.68	\$7,431.15
		BI-WEEKLY	\$2,842.60	\$2,968.97	\$3,128.53	\$3,268.93	\$3,429.76
		HOURLY RATE	\$35.5325	\$37.1121	\$39.1066	\$40.8616	\$42.8720
A802	LIBRARY ASSISTANT III	ANNUAL	\$82,503.20	\$86,253.32	\$90,766.72	\$95,280.26	\$99,760.45
		MONTHLY	\$6,875.27	\$7,187.78	\$7,563.89	\$7,940.02	\$8,313.37
		BI-WEEKLY	\$3,173.20	\$3,317.44	\$3,491.03	\$3,664.63	\$3,836.94
		HOURLY RATE	\$39.6650	\$41.4680	\$43.6379	\$45.8079	\$47.9618
B803	LIBRARY CIRCULATION SUPE	ANNUAL	\$91,097.83	\$95,406.14	\$99,907.07	\$105,139.08	\$109,986.15
		MONTHLY	\$7,591.49	\$7,950.51	\$8,325.59	\$8,761.59	\$9,165.51
		BI-WEEKLY	\$3,503.76	\$3,669.47	\$3,842.58	\$4,043.81	\$4,230.24
		HOURLY RATE	\$43.7970	\$45.8684	\$48.0323	\$50.5476	\$52.8780
B805	LIBRARY SERVICES MANAGER	ANNUAL	\$134,645.77	\$141,531.93	\$148,533.35	\$155,996.90	\$164,075.45
		MONTHLY	\$11,220.48	\$11,794.33	\$12,377.78	\$12,999.74	\$13,672.95
		BI-WEEKLY	\$5,178.68	\$5,443.54	\$5,712.82	\$5,999.88	\$6,310.59
		HOURLY RATE	\$64.7335	\$68.0443	\$71.4103	\$74.9985	\$78.8824

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
B802	LIBRARY TECHNICAL SERVICES MGR	ANNUAL	\$115,487.52	\$121,258.43	\$127,105.72	\$133,684.38	\$140,224.12
		MONTHLY	\$9,623.96	\$10,104.87	\$10,592.14	\$11,140.37	\$11,685.34
		BI-WEEKLY	\$4,441.83	\$4,663.79	\$4,888.68	\$5,141.71	\$5,393.24
		HOURLY RATE	\$55.5229	\$58.2974	\$61.1085	\$64.2714	\$67.4155
S606	MAINTENANCE ELECTRICIAN	ANNUAL	\$101,922.45	\$107,026.64	\$112,483.82	\$118,101.63	\$124,072.64
		MONTHLY	\$8,493.54	\$8,918.89	\$9,373.65	\$9,841.80	\$10,339.39
		BI-WEEKLY	\$3,920.09	\$4,116.41	\$4,326.30	\$4,542.37	\$4,772.02
		HOURLY RATE	\$49.0011	\$51.4551	\$54.0788	\$56.7796	\$59.6503
A121	MANAGEMENT ANALYST	ANNUAL	\$102,566.78	\$107,964.79	\$113,647.25	\$119,628.66	\$125,924.91
		MONTHLY	\$8,547.23	\$8,997.07	\$9,470.60	\$9,969.06	\$10,493.74
		BI-WEEKLY	\$3,944.88	\$4,152.49	\$4,371.05	\$4,601.10	\$4,843.27
		HOURLY RATE	\$49.3110	\$51.9061	\$54.6381	\$57.5138	\$60.5409
A120	MANAGEMENT ASSISTANT	ANNUAL	\$98,499.28	\$103,444.29	\$108,555.04	\$114,030.86	\$119,705.92
		MONTHLY	\$8,208.27	\$8,620.36	\$9,046.25	\$9,502.57	\$9,975.49
		BI-WEEKLY	\$3,788.43	\$3,978.63	\$4,175.19	\$4,385.80	\$4,604.07
		HOURLY RATE	\$47.3554	\$49.7329	\$52.1899	\$54.8225	\$57.5509
A107	OFFICE ASSISTANT I	ANNUAL	\$64,880.77	\$68,166.36	\$71,583.09	\$74,969.75	\$79,051.68
		MONTHLY	\$5,406.73	\$5,680.53	\$5,965.26	\$6,247.48	\$6,587.64
		BI-WEEKLY	\$2,495.41	\$2,621.78	\$2,753.20	\$2,883.45	\$3,040.45
		HOURLY RATE	\$31.1926	\$32.7723	\$34.4150	\$36.0431	\$38.0056
A670	OFFICE ASSISTANT II	ANNUAL	\$71,053.58	\$74,305.96	\$78,022.88	\$81,905.83	\$85,655.96
		MONTHLY	\$5,921.13	\$6,192.16	\$6,501.91	\$6,825.49	\$7,138.00
		BI-WEEKLY	\$2,732.83	\$2,857.92	\$3,000.88	\$3,150.22	\$3,294.46
		HOURLY RATE	\$34.1604	\$35.7240	\$37.5110	\$39.3778	\$41.1808
S401	PARK MAINTENANCE LEAD WORKER	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769
S407	PARK MAINTENANCE WORKER I	ANNUAL	\$74,636.26	\$78,070.97	\$82,436.79	\$86,288.97	\$90,430.22
		MONTHLY	\$6,219.69	\$6,505.91	\$6,869.73	\$7,190.75	\$7,535.85
		BI-WEEKLY	\$2,870.63	\$3,002.73	\$3,170.65	\$3,318.81	\$3,478.09
		HOURLY RATE	\$35.8829	\$37.5341	\$39.6331	\$41.4851	\$43.4761
S406	PARK MAINTENANCE WORKER II	ANNUAL	\$78,070.97	\$82,436.79	\$86,288.97	\$90,430.22	\$94,892.18
		MONTHLY	\$6,505.91	\$6,869.73	\$7,190.75	\$7,535.85	\$7,907.68
		BI-WEEKLY	\$3,002.73	\$3,170.65	\$3,318.81	\$3,478.09	\$3,649.70
		HOURLY RATE	\$37.5341	\$39.6331	\$41.4851	\$43.4761	\$45.6213
A201	PARKING ENFORCEMENT OFFICER	ANNUAL	\$72,513.85	\$75,965.36	\$79,715.48	\$83,764.21	\$87,945.79
		MONTHLY	\$6,042.82	\$6,330.45	\$6,642.96	\$6,980.35	\$7,328.82
		BI-WEEKLY	\$2,788.99	\$2,921.74	\$3,065.98	\$3,221.70	\$3,382.53
		HOURLY RATE	\$34.8624	\$36.5218	\$38.3248	\$40.2713	\$42.2816
A200	PARKING SYSTEM TECHNICIAN	ANNUAL	\$78,786.14	\$82,835.01	\$86,651.56	\$90,866.35	\$95,412.96
		MONTHLY	\$6,565.51	\$6,902.92	\$7,220.96	\$7,572.20	\$7,951.08
		BI-WEEKLY	\$3,030.24	\$3,185.96	\$3,332.75	\$3,494.86	\$3,669.73
		HOURLY RATE	\$37.8780	\$39.8245	\$41.6594	\$43.6858	\$45.8716
D705	PARKS & RECREATION DIRECTOR	ANNUAL	\$197,137.12	\$206,939.89	\$217,335.20	\$228,211.10	\$239,568.13
		MONTHLY	\$16,428.09	\$17,244.99	\$18,111.27	\$19,017.59	\$19,964.01
		BI-WEEKLY	\$7,582.20	\$7,959.23	\$8,359.05	\$8,777.35	\$9,214.16
		HOURLY RATE	\$94.7775	\$99.4904	\$104.4881	\$109.7169	\$115.1770
B430	PARKS SUPE/CITY ARBORIST	ANNUAL	\$118,488.38	\$124,605.38	\$130,760.61	\$137,262.06	\$145,725.41
		MONTHLY	\$9,874.03	\$10,383.78	\$10,896.72	\$11,438.51	\$12,143.78
		BI-WEEKLY	\$4,557.25	\$4,792.51	\$5,029.25	\$5,279.31	\$5,604.82
		HOURLY RATE	\$56.9656	\$59.9064	\$62.8656	\$65.9914	\$70.0603

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
B410	PARKS SUPERINT/CITY ARBORIST	ANNUAL	\$139,982.46	\$147,232.91	\$154,409.91	\$162,215.37	\$170,612.82
		MONTHLY	\$11,665.21	\$12,269.41	\$12,867.49	\$13,517.95	\$14,217.74
		BI-WEEKLY	\$5,383.94	\$5,662.80	\$5,938.84	\$6,239.05	\$6,562.03
		HOURLY RATE	\$67.2993	\$70.7850	\$74.2355	\$77.9881	\$82.0254
B420	PARKS SUPERVISOR	ANNUAL	\$115,679.94	\$121,565.69	\$127,682.63	\$134,107.53	\$142,378.49
		MONTHLY	\$9,640.00	\$10,130.47	\$10,640.22	\$11,175.63	\$11,864.87
		BI-WEEKLY	\$4,449.23	\$4,675.60	\$4,910.87	\$5,157.98	\$5,476.10
		HOURLY RATE	\$55.6154	\$58.4450	\$61.3859	\$64.4748	\$68.4513
A114	PAYROLL ADMINISTRATOR	ANNUAL	\$98,864.47	\$103,776.10	\$108,853.66	\$114,362.82	\$120,070.97
		MONTHLY	\$8,238.71	\$8,648.01	\$9,071.14	\$9,530.24	\$10,005.91
		BI-WEEKLY	\$3,802.48	\$3,991.39	\$4,186.68	\$4,398.57	\$4,618.11
		HOURLY RATE	\$47.5310	\$49.8924	\$52.3335	\$54.9821	\$57.7264
A609	PERMIT TECHNICIAN	ANNUAL	\$86,784.28	\$91,065.47	\$95,744.78	\$100,424.24	\$105,402.30
		MONTHLY	\$7,232.02	\$7,588.79	\$7,978.73	\$8,368.69	\$8,783.53
		BI-WEEKLY	\$3,337.86	\$3,502.52	\$3,682.49	\$3,862.47	\$4,053.93
		HOURLY RATE	\$41.7233	\$43.7815	\$46.0311	\$48.2809	\$50.6741
A108	PLANNER	ANNUAL	\$110,347.16	\$115,822.96	\$121,730.36	\$127,405.29	\$133,943.12
		MONTHLY	\$9,195.60	\$9,651.91	\$10,144.20	\$10,617.11	\$11,161.93
		BI-WEEKLY	\$4,244.12	\$4,454.73	\$4,681.94	\$4,900.20	\$5,151.66
		HOURLY RATE	\$53.0515	\$55.6841	\$58.5243	\$61.2525	\$64.3958
D104	PLANNING DIRECTOR	ANNUAL	\$193,474.90	\$203,018.90	\$213,302.81	\$221,071.60	\$234,981.11
		MONTHLY	\$16,122.91	\$16,918.24	\$17,775.23	\$18,422.63	\$19,581.76
		BI-WEEKLY	\$7,441.34	\$7,808.42	\$8,203.95	\$8,502.75	\$9,037.74
		HOURLY RATE	\$93.0168	\$97.6053	\$102.5494	\$106.2844	\$112.9718
B111	PLANNING MANAGER	ANNUAL	\$153,299.93	\$160,957.65	\$168,947.98	\$177,419.61	\$186,334.69
		MONTHLY	\$12,774.99	\$13,413.14	\$14,079.00	\$14,784.97	\$15,527.89
		BI-WEEKLY	\$5,896.15	\$6,190.68	\$6,498.00	\$6,823.83	\$7,166.72
		HOURLY RATE	\$73.7019	\$77.3835	\$81.2250	\$85.2979	\$89.5840
A205	POLICE ADM SERVICES COORD	ANNUAL	\$84,660.34	\$88,875.11	\$93,255.80	\$97,669.74	\$102,349.04
		MONTHLY	\$7,055.03	\$7,406.26	\$7,771.32	\$8,139.15	\$8,529.09
		BI-WEEKLY	\$3,256.17	\$3,418.27	\$3,586.76	\$3,756.53	\$3,936.50
		HOURLY RATE	\$40.7021	\$42.7284	\$44.8345	\$46.9566	\$49.2063
M200	POLICE CAPTAIN	ANNUAL	\$189,088.87	\$198,267.30	\$206,937.72	\$217,132.15	\$227,669.27
		MONTHLY	\$15,757.41	\$16,522.28	\$17,244.81	\$18,094.35	\$18,972.44
		BI-WEEKLY	\$7,272.65	\$7,625.67	\$7,959.14	\$8,351.24	\$8,756.51
		HOURLY RATE	\$90.9081	\$95.3209	\$99.4893	\$104.3905	\$109.4564
D201	POLICE CHIEF	ANNUAL	\$225,241.42	\$236,471.37	\$248,266.89	\$260,551.74	\$273,666.48
		MONTHLY	\$18,770.12	\$19,705.95	\$20,688.91	\$21,712.65	\$22,805.54
		BI-WEEKLY	\$8,663.13	\$9,095.05	\$9,548.73	\$10,021.22	\$10,525.63
		HOURLY RATE	\$108.2891	\$113.6881	\$119.3591	\$125.2653	\$131.5704
A202	POLICE CLERK I	ANNUAL	\$67,569.00	\$70,987.29	\$74,538.31	\$78,089.28	\$81,839.41
		MONTHLY	\$5,630.75	\$5,915.61	\$6,211.53	\$6,507.44	\$6,819.95
		BI-WEEKLY	\$2,598.81	\$2,730.28	\$2,866.86	\$3,003.43	\$3,147.67
		HOURLY RATE	\$32.4851	\$34.1285	\$35.8358	\$37.5429	\$39.3459
A203	POLICE CLERK II	ANNUAL	\$74,538.31	\$78,089.28	\$81,839.41	\$85,622.74	\$89,837.53
		MONTHLY	\$6,211.53	\$6,507.44	\$6,819.95	\$7,135.23	\$7,486.46
		BI-WEEKLY	\$2,866.86	\$3,003.43	\$3,147.67	\$3,293.18	\$3,455.29
		HOURLY RATE	\$35.8358	\$37.5429	\$39.3459	\$41.1648	\$43.1911
A204	POLICE CLERK III	ANNUAL					\$103,444.29
		MONTHLY					\$8,620.36
		BI-WEEKLY					\$3,978.63
		HOURLY RATE					\$49.7329

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
M202	POLICE LIEUTENANT	ANNUAL	\$161,798.31	\$169,852.89	\$178,366.87	\$187,269.31	\$196,643.19
		MONTHLY	\$13,483.19	\$14,154.41	\$14,863.91	\$15,605.78	\$16,386.93
		BI-WEEKLY	\$6,223.01	\$6,532.80	\$6,860.26	\$7,202.67	\$7,563.20
		HOURLY RATE	\$77.7876	\$81.6600	\$85.7533	\$90.0334	\$94.5400
P200	POLICE OFFICER	ANNUAL	\$111,294.09	\$117,413.22	\$122,720.96	\$129,178.20	\$135,331.11
		MONTHLY	\$9,274.51	\$9,784.44	\$10,226.75	\$10,764.85	\$11,277.59
		BI-WEEKLY	\$4,280.54	\$4,515.89	\$4,720.04	\$4,968.39	\$5,205.04
		HOURLY RATE	\$53.5068	\$56.4486	\$59.0005	\$62.1049	\$65.0630
P201	POLICE OFFICER TRAINEE	ANNUAL	\$107,094.77				
		MONTHLY	\$8,924.56				
		BI-WEEKLY	\$4,119.03				
		HOURLY RATE	\$51.4879				
M201	POLICE SERGEANT	ANNUAL	\$135,195.98	\$141,585.51	\$148,617.50	\$156,190.32	\$164,135.04
		MONTHLY	\$11,266.33	\$11,798.79	\$12,384.79	\$13,015.86	\$13,677.92
		BI-WEEKLY	\$5,199.85	\$5,445.60	\$5,716.06	\$6,007.32	\$6,312.89
		HOURLY RATE	\$64.9981	\$68.0700	\$71.4508	\$75.0915	\$78.9111
B201	POLICE SERVICES MANAGER	ANNUAL	\$133,761.15	\$140,449.46	\$147,471.88	\$154,845.46	\$162,587.85
		MONTHLY	\$11,146.76	\$11,704.12	\$12,289.32	\$12,903.79	\$13,548.99
		BI-WEEKLY	\$5,144.66	\$5,401.90	\$5,672.00	\$5,955.59	\$6,253.38
		HOURLY RATE	\$64.3083	\$67.5238	\$70.9000	\$74.4449	\$78.1673
A711	PROGRAM COORDINATOR	ANNUAL	\$59,039.94	\$61,960.36	\$65,013.61	\$68,232.65	\$71,684.14
		MONTHLY	\$4,920.00	\$5,163.36	\$5,417.80	\$5,686.05	\$5,973.68
		BI-WEEKLY	\$2,270.77	\$2,383.09	\$2,500.52	\$2,624.33	\$2,757.08
		HOURLY RATE	\$28.3846	\$29.7886	\$31.2565	\$32.8041	\$34.4635
A610	PROJECT MGR GIS COORDINATOR	ANNUAL					\$162,616.78
		MONTHLY					\$13,551.40
		BI-WEEKLY					\$6,254.49
		HOURLY RATE					\$78.1811
A611	PUBLIC WORKS INSPECTOR	ANNUAL	\$109,251.92	\$114,628.21	\$120,436.00	\$126,442.88	\$132,848.03
		MONTHLY	\$9,104.33	\$9,552.35	\$10,036.33	\$10,536.91	\$11,070.67
		BI-WEEKLY	\$4,202.00	\$4,408.78	\$4,632.15	\$4,863.19	\$5,109.54
		HOURLY RATE	\$52.5250	\$55.1098	\$57.9019	\$60.7899	\$63.8693
A702	RECREATION COORDINATOR I	ANNUAL	\$65,013.88	\$68,232.75	\$71,684.14	\$75,268.38	\$79,031.67
		MONTHLY	\$5,417.82	\$5,686.06	\$5,973.68	\$6,272.37	\$6,585.97
		BI-WEEKLY	\$2,500.53	\$2,624.34	\$2,757.08	\$2,894.94	\$3,039.68
		HOURLY RATE	\$31.2566	\$32.8043	\$34.4635	\$36.1868	\$37.9960
A701	RECREATION COORDINATOR II	ANNUAL	\$85,191.28	\$89,273.37	\$93,488.16	\$98,134.25	\$103,012.84
		MONTHLY	\$7,099.27	\$7,439.45	\$7,790.68	\$8,177.85	\$8,584.40
		BI-WEEKLY	\$3,276.59	\$3,433.59	\$3,595.70	\$3,774.39	\$3,962.03
		HOURLY RATE	\$40.9574	\$42.9199	\$44.9463	\$47.1799	\$49.5254
B711	RECREATION MANAGER	ANNUAL	\$124,338.57	\$130,882.69	\$137,771.24	\$145,022.35	\$152,655.09
		MONTHLY	\$10,361.55	\$10,906.89	\$11,480.94	\$12,085.20	\$12,721.26
		BI-WEEKLY	\$4,782.25	\$5,033.95	\$5,298.89	\$5,577.78	\$5,871.35
		HOURLY RATE	\$59.7781	\$62.9244	\$66.2361	\$69.7223	\$73.3919
B710	RECREATION SUPERINTENDENT	ANNUAL	\$134,645.77	\$141,570.54	\$148,533.35	\$156,073.87	\$164,114.09
		MONTHLY	\$11,220.48	\$11,797.55	\$12,377.78	\$13,006.16	\$13,676.17
		BI-WEEKLY	\$5,178.68	\$5,445.02	\$5,712.82	\$6,002.84	\$6,312.08
		HOURLY RATE	\$64.7335	\$68.0628	\$71.4103	\$75.0355	\$78.9010
B700	RECREATION SUPERVISOR	ANNUAL	\$113,371.68	\$119,257.60	\$124,759.20	\$131,298.91	\$137,838.97
		MONTHLY	\$9,447.64	\$9,938.13	\$10,396.60	\$10,941.58	\$11,486.58
		BI-WEEKLY	\$4,360.45	\$4,586.83	\$4,798.43	\$5,049.96	\$5,301.50
		HOURLY RATE	\$54.5056	\$57.3354	\$59.9804	\$63.1245	\$66.2688

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
B106	SENIOR ACCOUNTANT	ANNUAL	\$106,367.59	\$111,934.84	\$117,894.03	\$124,049.34	\$130,597.29
		MONTHLY	\$8,863.97	\$9,327.90	\$9,824.50	\$10,337.45	\$10,883.11
		BI-WEEKLY	\$4,091.06	\$4,305.19	\$4,534.39	\$4,771.13	\$5,022.97
		HOURLY RATE	\$51.1383	\$53.8149	\$56.6799	\$59.6391	\$62.7871
A602	SENIOR BUILDING INSPECTOR	ANNUAL	\$122,925.10	\$128,998.26	\$135,104.80	\$142,273.20	\$149,441.62
		MONTHLY	\$10,243.76	\$10,749.86	\$11,258.73	\$11,856.10	\$12,453.47
		BI-WEEKLY	\$4,727.89	\$4,961.47	\$5,196.34	\$5,472.05	\$5,747.75
		HOURLY RATE	\$59.0986	\$62.0184	\$64.9543	\$68.4006	\$71.8469
B601	SENIOR CIVIL ENGINEER	ANNUAL	\$161,767.35	\$169,846.14	\$178,386.47	\$187,273.05	\$196,698.29
		MONTHLY	\$13,480.61	\$14,153.85	\$14,865.54	\$15,606.09	\$16,391.52
		BI-WEEKLY	\$6,221.82	\$6,532.54	\$6,861.02	\$7,202.81	\$7,565.32
		HOURLY RATE	\$77.7728	\$81.6568	\$85.7628	\$90.0351	\$94.5665
D111	SENIOR HR ANALYST	ANNUAL	\$122,280.90	\$128,425.82	\$134,570.38	\$141,447.27	\$148,568.70
		MONTHLY	\$10,190.08	\$10,702.15	\$11,214.20	\$11,787.27	\$12,380.73
		BI-WEEKLY	\$4,703.11	\$4,939.45	\$5,175.78	\$5,440.28	\$5,714.18
		HOURLY RATE	\$58.7889	\$61.7431	\$64.6973	\$68.0035	\$71.4273
B610	SENIOR MANAGEMENT ANALYST	ANNUAL	\$116,756.75	\$122,088.81	\$128,244.53	\$134,595.94	\$141,339.44
		MONTHLY	\$9,729.73	\$10,174.07	\$10,687.04	\$11,216.33	\$11,778.29
		BI-WEEKLY	\$4,490.64	\$4,695.72	\$4,932.48	\$5,176.77	\$5,436.13
		HOURLY RATE	\$56.1330	\$58.6965	\$61.6560	\$64.7096	\$67.9516
A113	SENIOR PLANNER	ANNUAL	\$134,595.24	\$141,267.76	\$148,300.06	\$155,725.00	\$163,575.02
		MONTHLY	\$11,216.27	\$11,772.31	\$12,358.34	\$12,977.08	\$13,631.25
		BI-WEEKLY	\$5,176.74	\$5,433.38	\$5,703.85	\$5,989.42	\$6,291.35
		HOURLY RATE	\$64.7093	\$67.9173	\$71.2981	\$74.8678	\$78.6419
A607	SENIOR PUBLIC WORKS INSPECTOR	ANNUAL	\$121,332.11	\$127,405.29	\$133,644.50	\$140,016.43	\$147,417.18
		MONTHLY	\$10,111.01	\$10,617.11	\$11,137.04	\$11,668.04	\$12,284.77
		BI-WEEKLY	\$4,666.62	\$4,900.20	\$5,140.17	\$5,385.25	\$5,669.89
		HOURLY RATE	\$58.3328	\$61.2525	\$64.2521	\$67.3156	\$70.8736
A615	SR GREEN BUILDING SPECIALIST	ANNUAL	\$103,081.88	\$108,243.13	\$113,726.89	\$119,318.24	\$125,303.85
		MONTHLY	\$8,590.16	\$9,020.26	\$9,477.24	\$9,943.19	\$10,441.99
		BI-WEEKLY	\$3,964.69	\$4,163.20	\$4,374.11	\$4,589.16	\$4,819.38
		HOURLY RATE	\$49.5586	\$52.0400	\$54.6764	\$57.3645	\$60.2423
B608	STREET & SEWER SUPERVISOR	ANNUAL	\$114,506.27	\$120,220.45	\$126,287.57	\$132,611.53	\$139,192.33
		MONTHLY	\$9,542.19	\$10,018.37	\$10,523.96	\$11,050.96	\$11,599.36
		BI-WEEKLY	\$4,404.09	\$4,623.86	\$4,857.21	\$5,100.44	\$5,353.55
		HOURLY RATE	\$55.0511	\$57.7983	\$60.7151	\$63.7555	\$66.9194
S604	STREET MNT & SEWER COLL SYS OPR	ANNUAL	\$78,070.97	\$82,436.79	\$86,288.97	\$90,430.22	\$94,892.18
		MONTHLY	\$6,505.91	\$6,869.73	\$7,190.75	\$7,535.85	\$7,907.68
		BI-WEEKLY	\$3,002.73	\$3,170.65	\$3,318.81	\$3,478.09	\$3,649.70
		HOURLY RATE	\$37.5341	\$39.6331	\$41.4851	\$43.4761	\$45.6213
S605	STREET MNT&SEWR COL S OPR TRN	ANNUAL	\$74,315.11	\$78,070.97	\$82,436.79	\$86,288.97	\$90,430.22
		MONTHLY	\$6,192.93	\$6,505.91	\$6,869.73	\$7,190.75	\$7,535.85
		BI-WEEKLY	\$2,858.27	\$3,002.73	\$3,170.65	\$3,318.81	\$3,478.09
		HOURLY RATE	\$35.7284	\$37.5341	\$39.6331	\$41.4851	\$43.4761
B607	STREETS STORM SEWER DIV MGR	ANNUAL	\$128,182.99	\$134,607.19	\$141,339.83	\$148,418.25	\$155,804.93
		MONTHLY	\$10,681.92	\$11,217.27	\$11,778.32	\$12,368.19	\$12,983.74
		BI-WEEKLY	\$4,930.12	\$5,177.20	\$5,436.15	\$5,708.39	\$5,992.50
		HOURLY RATE	\$61.6265	\$64.7150	\$67.9519	\$71.3549	\$74.9063
A115	SUSTAINABILITY PROGRAM MGR	ANNUAL	\$121,658.69	\$127,757.22	\$134,127.47	\$140,847.24	\$147,878.52
		MONTHLY	\$10,138.22	\$10,646.44	\$11,177.29	\$11,737.27	\$12,323.21
		BI-WEEKLY	\$4,679.18	\$4,913.74	\$5,158.75	\$5,417.20	\$5,687.64
		HOURLY RATE	\$58.4898	\$61.4218	\$64.4844	\$67.7150	\$71.0955

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
S602	TRAFFIC SIGN PAINT LEAD	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769
A601	TRAFFIC-CIVIL ENGINEER	ANNUAL	\$121,498.03	\$127,272.58	\$133,943.12	\$140,713.30	\$147,815.44
		MONTHLY	\$10,124.84	\$10,606.05	\$11,161.93	\$11,726.11	\$12,317.95
		BI-WEEKLY	\$4,673.00	\$4,895.10	\$5,151.66	\$5,412.05	\$5,685.21
		HOURLY RATE	\$58.4125	\$61.1888	\$64.3958	\$67.6506	\$71.0651
A600	TRANSPORTATION ENGINEER	ANNUAL	\$140,082.86	\$147,151.64	\$154,519.18	\$162,185.46	\$170,415.77
		MONTHLY	\$11,673.57	\$12,262.64	\$12,876.60	\$13,515.46	\$14,201.31
		BI-WEEKLY	\$5,387.80	\$5,659.68	\$5,943.05	\$6,237.90	\$6,554.45
		HOURLY RATE	\$67.3475	\$70.7460	\$74.2881	\$77.9738	\$81.9306
A612	TRANSPORTATION PROGRAM MANAGER	ANNUAL	\$141,941.24	\$149,109.64	\$156,443.99	\$164,342.60	\$172,539.85
		MONTHLY	\$11,828.44	\$12,425.80	\$13,037.00	\$13,695.22	\$14,378.32
		BI-WEEKLY	\$5,459.28	\$5,734.99	\$6,017.08	\$6,320.87	\$6,636.15
		HOURLY RATE	\$68.2410	\$71.6874	\$75.2135	\$79.0109	\$82.9519
S405	TREE LEADWORKER	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769
S409	TREE MAINTENANCE WORKER	ANNUAL	\$80,029.32	\$84,587.62	\$88,439.80	\$92,709.27	\$97,267.76
		MONTHLY	\$6,669.11	\$7,048.97	\$7,369.98	\$7,725.77	\$8,105.65
		BI-WEEKLY	\$3,078.05	\$3,253.37	\$3,401.53	\$3,565.74	\$3,741.07
		HOURLY RATE	\$38.4756	\$40.6671	\$42.5191	\$44.5718	\$46.7634
S411	TREE WORKER	ANNUAL	\$82,597.43	\$86,481.64	\$90,847.45	\$95,309.67	\$100,124.77
		MONTHLY	\$6,883.12	\$7,206.80	\$7,570.62	\$7,942.47	\$8,343.73
		BI-WEEKLY	\$3,176.82	\$3,326.22	\$3,494.13	\$3,665.76	\$3,850.95
		HOURLY RATE	\$39.7103	\$41.5778	\$43.6766	\$45.8220	\$48.1369
S400	UTILITY LOCATOR/INSPECTOR	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769
B500	WATER DIVISION MANAGER	ANNUAL	\$128,182.99	\$134,607.19	\$141,339.83	\$148,418.25	\$155,804.93
		MONTHLY	\$10,681.92	\$11,217.27	\$11,778.32	\$12,368.19	\$12,983.74
		BI-WEEKLY	\$4,930.12	\$5,177.20	\$5,436.15	\$5,708.39	\$5,992.50
		HOURLY RATE	\$61.6265	\$64.7150	\$67.9519	\$71.3549	\$74.9063
S502	WATER METER REPAIRER	ANNUAL	\$78,841.40	\$82,629.46	\$86,578.03	\$90,911.59	\$95,438.05
		MONTHLY	\$6,570.12	\$6,885.79	\$7,214.84	\$7,575.97	\$7,953.17
		BI-WEEKLY	\$3,032.36	\$3,178.06	\$3,329.92	\$3,496.60	\$3,670.69
		HOURLY RATE	\$37.9045	\$39.7258	\$41.6240	\$43.7075	\$45.8836
B501	WATER OPERATIONS SUPERVISOR	ANNUAL	\$114,506.27	\$120,220.45	\$126,287.57	\$132,611.53	\$139,192.33
		MONTHLY	\$9,542.19	\$10,018.37	\$10,523.96	\$11,050.96	\$11,599.36
		BI-WEEKLY	\$4,404.09	\$4,623.86	\$4,857.21	\$5,100.44	\$5,353.55
		HOURLY RATE	\$55.0511	\$57.7983	\$60.7151	\$63.7555	\$66.9194
S508	WATER QUALITY AND METER LEAD	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769
S507	WATER QUALITY AND METER TECH	ANNUAL	\$82,436.79	\$86,545.78	\$90,879.52	\$95,438.05	\$100,189.08
		MONTHLY	\$6,869.73	\$7,212.15	\$7,573.29	\$7,953.17	\$8,349.09
		BI-WEEKLY	\$3,170.65	\$3,328.68	\$3,495.37	\$3,670.69	\$3,853.43
		HOURLY RATE	\$39.6331	\$41.6085	\$43.6921	\$45.8836	\$48.1679

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
B503	WATER QUALITY SUPERVISOR	ANNUAL	\$114,506.27	\$120,220.45	\$126,287.57	\$132,611.53	\$139,192.33
		MONTHLY	\$9,542.19	\$10,018.37	\$10,523.96	\$11,050.96	\$11,599.36
		BI-WEEKLY	\$4,404.09	\$4,623.86	\$4,857.21	\$5,100.44	\$5,353.55
		HOURLY RATE	\$55.0511	\$57.7983	\$60.7151	\$63.7555	\$66.9194
S505	WATER SERVICE OPSTECH	ANNUAL	\$91,329.06	\$95,951.68	\$100,734.73	\$105,903.03	\$111,232.02
		MONTHLY	\$7,610.76	\$7,995.97	\$8,394.56	\$8,825.25	\$9,269.34
		BI-WEEKLY	\$3,512.66	\$3,690.45	\$3,874.41	\$4,073.19	\$4,278.15
		HOURLY RATE	\$43.9083	\$46.1306	\$48.4301	\$50.9149	\$53.4769
S503	WATER SYSTEM OPERATOR	ANNUAL	\$78,070.97	\$82,436.79	\$86,288.97	\$90,430.22	\$94,892.18
		MONTHLY	\$6,505.91	\$6,869.73	\$7,190.75	\$7,535.85	\$7,907.68
		BI-WEEKLY	\$3,002.73	\$3,170.65	\$3,318.81	\$3,478.09	\$3,649.70
		HOURLY RATE	\$37.5341	\$39.6331	\$41.4851	\$43.4761	\$45.6213
S611	WATER SYSTEM OPERATOR TRAINEE	ANNUAL	\$74,315.11	\$78,070.97	\$82,436.79	\$86,288.97	\$90,430.22
		MONTHLY	\$6,192.93	\$6,505.91	\$6,869.73	\$7,190.75	\$7,535.85
		BI-WEEKLY	\$2,858.27	\$3,002.73	\$3,170.65	\$3,318.81	\$3,478.09
		HOURLY RATE	\$35.7284	\$37.5341	\$39.6331	\$41.4851	\$43.4761
A110	ZONING TECHNICIAN	ANNUAL	\$94,185.00	\$98,731.63	\$103,610.20	\$108,886.88	\$114,196.92
		MONTHLY	\$7,848.75	\$8,227.64	\$8,634.18	\$9,073.91	\$9,516.41
		BI-WEEKLY	\$3,622.50	\$3,797.37	\$3,985.01	\$4,187.96	\$4,392.19
		HOURLY RATE	\$45.2813	\$47.4671	\$49.8126	\$52.3495	\$54.9024