



CITY OF BURLINGAME

SALARY SCHEDULE - MERIT

EFFECTIVE DATE: 7/1/2024

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
A109	ACCOUNTANT I	ANNUAL	\$90,817.85	\$95,381.04	\$100,135.71	\$105,081.85	\$110,347.18
		MONTHLY	\$7,568.15	\$7,948.42	\$8,344.64	\$8,756.82	\$9,195.60
		BI-WEEKLY	\$3,492.99	\$3,668.50	\$3,851.37	\$4,041.61	\$4,244.12
		HOURLY RATE	\$43.6624	\$45.8563	\$48.1421	\$50.5201	\$53.0515
A117	ACCOUNTANT II	ANNUAL	\$95,061.99	\$99,784.71	\$104,666.98	\$109,964.25	\$115,452.86
		MONTHLY	\$7,921.83	\$8,315.39	\$8,722.25	\$9,163.69	\$9,621.07
		BI-WEEKLY	\$3,656.23	\$3,837.87	\$4,025.65	\$4,229.39	\$4,440.49
		HOURLY RATE	\$45.7029	\$47.9734	\$50.3206	\$52.8674	\$55.5061
A104	ACCOUNTING ASSISTANT I	ANNUAL	\$64,970.19	\$68,257.01	\$71,671.45	\$75,085.85	\$78,691.74
		MONTHLY	\$5,414.18	\$5,688.08	\$5,972.62	\$6,257.15	\$6,557.65
		BI-WEEKLY	\$2,498.85	\$2,625.27	\$2,756.59	\$2,887.92	\$3,026.61
		HOURLY RATE	\$31.2356	\$32.8159	\$34.4574	\$36.0990	\$37.8326
A160	ACCOUNTING ASSISTANT II	ANNUAL	\$71,671.45	\$75,085.85	\$78,691.74	\$82,329.56	\$86,382.24
		MONTHLY	\$5,972.62	\$6,257.15	\$6,557.65	\$6,860.80	\$7,198.52
		BI-WEEKLY	\$2,756.59	\$2,887.92	\$3,026.61	\$3,166.52	\$3,322.39
		HOURLY RATE	\$34.4574	\$36.0990	\$37.8326	\$39.5815	\$41.5299
A102	ACCOUNTING ASSISTANT III	ANNUAL	\$82,329.56	\$86,382.24	\$90,626.38	\$95,189.59	\$99,944.25
		MONTHLY	\$6,860.80	\$7,198.52	\$7,552.20	\$7,932.47	\$8,328.69
		BI-WEEKLY	\$3,166.52	\$3,322.39	\$3,485.63	\$3,661.14	\$3,844.01
		HOURLY RATE	\$39.5815	\$41.5299	\$43.5704	\$45.7643	\$48.0501
A103	ACCOUNTING TECHNICIAN	ANNUAL	\$90,817.85	\$95,381.04	\$100,135.71	\$105,081.85	\$110,347.18
		MONTHLY	\$7,568.15	\$7,948.42	\$8,344.64	\$8,756.82	\$9,195.60
		BI-WEEKLY	\$3,492.99	\$3,668.50	\$3,851.37	\$4,041.61	\$4,244.12
		HOURLY RATE	\$43.6624	\$45.8563	\$48.1421	\$50.5201	\$53.0515
D202	ACTING POLICE CHIEF	ANNUAL	\$229,308.75	\$240,730.20			
		MONTHLY	\$19,109.06	\$20,060.85			
		BI-WEEKLY	\$8,819.57	\$9,258.85			
		HOURLY RATE	\$110.2446	\$115.7356			
A105	ADMINISTRATIVE ASSISTANT I	ANNUAL	\$78,500.27	\$82,584.88	\$86,733.23	\$91,009.31	\$95,381.04
		MONTHLY	\$6,541.69	\$6,882.07	\$7,227.77	\$7,584.11	\$7,948.42
		BI-WEEKLY	\$3,019.24	\$3,176.34	\$3,335.89	\$3,500.36	\$3,668.50
		HOURLY RATE	\$37.7405	\$39.7043	\$41.6986	\$43.7545	\$45.8563
A100	ADMINISTRATIVE ASSISTANT II	ANNUAL	\$86,382.24	\$90,626.38	\$95,125.72	\$99,593.26	\$104,379.85
		MONTHLY	\$7,198.52	\$7,552.20	\$7,927.14	\$8,299.44	\$8,698.32
		BI-WEEKLY	\$3,322.39	\$3,485.63	\$3,658.68	\$3,830.51	\$4,014.61
		HOURLY RATE	\$41.5299	\$43.5704	\$45.7335	\$47.8814	\$50.1826
D502	ASSIST CITY ATTORNEY	ANNUAL	\$166,525.16	\$174,851.39	\$183,593.95	\$192,773.65	\$202,412.33
		MONTHLY	\$13,877.10	\$14,570.95	\$15,299.50	\$16,064.47	\$16,867.69
		BI-WEEKLY	\$6,404.81	\$6,725.05	\$7,061.31	\$7,414.37	\$7,785.09
		HOURLY RATE	\$80.0601	\$84.0631	\$88.2664	\$92.6796	\$97.3136
D106	ASSIST CM ADMIN. SVCS. DIR	ANNUAL	\$180,057.74	\$188,848.39	\$198,323.40	\$208,140.49	\$218,675.49
		MONTHLY	\$15,004.81	\$15,737.37	\$16,526.95	\$17,345.04	\$18,222.96
		BI-WEEKLY	\$6,925.30	\$7,263.40	\$7,627.82	\$8,005.40	\$8,410.60
		HOURLY RATE	\$86.5663	\$90.7925	\$95.3478	\$100.0675	\$105.1325

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
A605	ASSISTANT ENGINEER	ANNUAL	\$111,400.16	\$116,825.03	\$122,377.48	\$128,791.46	\$135,301.25
		MONTHLY	\$9,283.35	\$9,735.42	\$10,198.12	\$10,732.62	\$11,275.10
		BI-WEEKLY	\$4,284.62	\$4,493.27	\$4,706.83	\$4,953.52	\$5,203.89
		HOURLY RATE	\$53.5578	\$56.1659	\$58.8354	\$61.9190	\$65.0486
B421	ASSISTANT PARKS SUPERVISOR	ANNUAL	\$103,217.77	\$108,379.01	\$113,797.73	\$119,487.64	\$125,462.34
		MONTHLY	\$8,601.48	\$9,031.58	\$9,483.14	\$9,957.30	\$10,455.20
		BI-WEEKLY	\$3,969.91	\$4,168.42	\$4,376.84	\$4,595.68	\$4,825.47
		HOURLY RATE	\$49.6239	\$52.1053	\$54.7105	\$57.4460	\$60.3184
A111	ASSISTANT PLANNER	ANNUAL	\$95,030.05	\$99,784.71	\$104,698.92	\$109,932.31	\$115,452.86
		MONTHLY	\$7,919.17	\$8,315.39	\$8,724.91	\$9,161.03	\$9,621.07
		BI-WEEKLY	\$3,655.00	\$3,837.87	\$4,026.88	\$4,228.17	\$4,440.49
		HOURLY RATE	\$45.6875	\$47.9734	\$50.3360	\$52.8521	\$55.5061
D300	ASSISTANT TO THE CITY MANAGER	ANNUAL	\$126,821.94	\$133,149.26	\$139,797.66	\$146,803.47	\$154,166.82
		MONTHLY	\$10,568.50	\$11,095.77	\$11,649.81	\$12,233.62	\$12,847.24
		BI-WEEKLY	\$4,877.77	\$5,121.13	\$5,376.83	\$5,646.29	\$5,929.49
		HOURLY RATE	\$60.9721	\$64.0141	\$67.2104	\$70.5786	\$74.1186
A608	ASSOCIATE ENGINEER	ANNUAL	\$122,505.09	\$128,504.33	\$134,631.18	\$141,747.29	\$148,895.19
		MONTHLY	\$10,208.76	\$10,708.69	\$11,219.27	\$11,812.27	\$12,407.93
		BI-WEEKLY	\$4,711.73	\$4,942.47	\$5,178.12	\$5,451.82	\$5,726.74
		HOURLY RATE	\$58.8966	\$61.7809	\$64.7265	\$68.1478	\$71.5843
A112	ASSOCIATE PLANNER	ANNUAL	\$106,103.04	\$111,400.16	\$116,984.55	\$122,919.94	\$129,078.73
		MONTHLY	\$8,841.92	\$9,283.35	\$9,748.71	\$10,243.33	\$10,756.56
		BI-WEEKLY	\$4,080.89	\$4,284.62	\$4,499.41	\$4,727.69	\$4,964.57
		HOURLY RATE	\$51.0111	\$53.5578	\$56.2426	\$59.0961	\$62.0571
B600	ASST. DIRECTOR OF PUBLIC WORKS	ANNUAL	\$176,228.56	\$185,107.10	\$194,020.72	\$203,956.04	\$214,173.25
		MONTHLY	\$14,685.71	\$15,425.59	\$16,168.39	\$16,996.34	\$17,847.77
		BI-WEEKLY	\$6,778.02	\$7,119.50	\$7,462.34	\$7,844.46	\$8,237.43
		HOURLY RATE	\$84.7253	\$88.9938	\$93.2793	\$98.0558	\$102.9679
A705	BUILDING ATTENDANT	ANNUAL	\$52,365.48	\$54,918.26	\$57,758.27	\$60,662.19	\$63,598.01
		MONTHLY	\$4,363.79	\$4,576.52	\$4,813.19	\$5,055.18	\$5,299.83
		BI-WEEKLY	\$2,014.06	\$2,112.24	\$2,221.47	\$2,333.16	\$2,446.08
		HOURLY RATE	\$25.1758	\$26.4030	\$27.7684	\$29.1645	\$30.5760
A706	BUILDING ATTENDANT - CS	ANNUAL	\$68,927.06				
		MONTHLY	\$5,743.92				
		BI-WEEKLY	\$2,651.04				
		HOURLY RATE	\$33.1380				
A603	BUILDING INSPECTOR I	ANNUAL	\$105,369.11	\$110,347.18	\$116,123.04	\$121,611.63	\$127,451.22
		MONTHLY	\$8,780.76	\$9,195.60	\$9,676.92	\$10,134.30	\$10,620.94
		BI-WEEKLY	\$4,052.66	\$4,244.12	\$4,466.27	\$4,677.37	\$4,901.97
		HOURLY RATE	\$50.6583	\$53.0515	\$55.8284	\$58.4671	\$61.2746
A613	BUILDING INSPECTOR II	ANNUAL	\$110,634.31	\$115,867.70	\$121,930.68	\$127,674.61	\$133,833.39
		MONTHLY	\$9,219.53	\$9,655.64	\$10,160.89	\$10,639.55	\$11,152.78
		BI-WEEKLY	\$4,255.17	\$4,456.45	\$4,689.64	\$4,910.56	\$5,147.44
		HOURLY RATE	\$53.1896	\$55.7056	\$58.6205	\$61.3820	\$64.3430
A101	BUILDING MAINTENANCE WORKER	ANNUAL	\$79,936.26	\$84,180.33	\$87,594.90	\$92,190.02	\$96,721.30
		MONTHLY	\$6,661.36	\$7,015.03	\$7,299.58	\$7,682.50	\$8,060.11
		BI-WEEKLY	\$3,074.47	\$3,237.71	\$3,369.03	\$3,545.77	\$3,720.05
		HOURLY RATE	\$38.4309	\$40.4714	\$42.1129	\$44.3221	\$46.5006

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
S603	CCTV LEADWORKER	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
B604	CHIEF BUILDING OFFICIAL	ANNUAL	\$151,038.05	\$158,542.32	\$166,363.97	\$174,537.63	\$183,204.50
		MONTHLY	\$12,586.50	\$13,211.86	\$13,863.66	\$14,544.80	\$15,267.04
		BI-WEEKLY	\$5,809.16	\$6,097.78	\$6,398.61	\$6,712.99	\$7,046.33
		HOURLY RATE	\$72.6145	\$76.2223	\$79.9826	\$83.9124	\$88.0791
D102	CITY ATTORNEY	ANNUAL	\$273,716.71				
		MONTHLY	\$22,809.73				
		BI-WEEKLY	\$10,527.57				
		HOURLY RATE	\$131.5946				
D109	CITY CLERK	ANNUAL	\$187,749.64	\$197,085.61	\$206,985.90	\$217,343.90	\$228,160.12
		MONTHLY	\$15,645.80	\$16,423.80	\$17,248.83	\$18,111.99	\$19,013.34
		BI-WEEKLY	\$7,221.14	\$7,580.22	\$7,961.00	\$8,359.38	\$8,775.39
		HOURLY RATE	\$90.2643	\$94.7528	\$99.5125	\$104.4923	\$109.6924
B602	CITY ENGINEER	ANNUAL	\$161,794.66	\$170,002.09	\$178,209.08	\$187,368.44	\$196,711.31
		MONTHLY	\$13,482.89	\$14,166.84	\$14,850.76	\$15,614.04	\$16,392.61
		BI-WEEKLY	\$6,222.87	\$6,538.54	\$6,854.20	\$7,206.48	\$7,565.82
		HOURLY RATE	\$77.7859	\$81.7318	\$85.6775	\$90.0810	\$94.5728
D801	CITY LIBRARIAN	ANNUAL	\$187,749.64	\$197,085.61	\$206,985.90	\$217,343.90	\$228,160.12
		MONTHLY	\$15,645.80	\$16,423.80	\$17,248.83	\$18,111.99	\$19,013.34
		BI-WEEKLY	\$7,221.14	\$7,580.22	\$7,961.00	\$8,359.38	\$8,775.39
		HOURLY RATE	\$90.2643	\$94.7528	\$99.5125	\$104.4923	\$109.6924
D200	CITY MANAGER	ANNUAL	\$288,182.71				
		MONTHLY	\$24,015.23				
		BI-WEEKLY	\$11,083.95				
		HOURLY RATE	\$138.5494				
D110	CODE COMP OFF SNR RISK ANALYST	ANNUAL	\$108,062.71	\$113,010.93	\$118,689.76	\$124,567.75	\$130,811.02
		MONTHLY	\$9,005.23	\$9,417.58	\$9,890.81	\$10,380.65	\$10,900.92
		BI-WEEKLY	\$4,156.26	\$4,346.57	\$4,564.99	\$4,791.07	\$5,031.19
		HOURLY RATE	\$51.9533	\$54.3321	\$57.0624	\$59.8884	\$62.8899
B103	CODE COMPLIANCE OFFICER	ANNUAL	\$101,561.18	\$106,617.91	\$111,966.57	\$117,535.69	\$123,434.63
		MONTHLY	\$8,463.43	\$8,884.83	\$9,330.55	\$9,794.64	\$10,286.22
		BI-WEEKLY	\$3,906.20	\$4,100.69	\$4,306.41	\$4,520.60	\$4,747.49
		HOURLY RATE	\$48.8275	\$51.2586	\$53.8301	\$56.5075	\$59.3436
D108	COMM DEV DIRECTOR	ANNUAL	\$187,749.64	\$197,085.61	\$206,985.90	\$217,343.90	\$228,160.12
		MONTHLY	\$15,645.80	\$16,423.80	\$17,248.83	\$18,111.99	\$19,013.34
		BI-WEEKLY	\$7,221.14	\$7,580.22	\$7,961.00	\$8,359.38	\$8,775.39
		HOURLY RATE	\$90.2643	\$94.7528	\$99.5125	\$104.4923	\$109.6924
T900	COMMUNICATION DISPATCHER I	ANNUAL	\$84,653.90	\$88,466.47	\$92,685.81	\$97,016.91	\$101,791.80
		MONTHLY	\$7,054.49	\$7,372.21	\$7,723.82	\$8,084.74	\$8,482.65
		BI-WEEKLY	\$3,255.92	\$3,402.56	\$3,564.84	\$3,731.42	\$3,915.07
		HOURLY RATE	\$40.6990	\$42.5320	\$44.5605	\$46.6428	\$48.9384
T901	COMMUNICATION DISPATCHER II	ANNUAL	\$88,836.29	\$92,723.07	\$97,312.94	\$101,791.80	\$107,010.86
		MONTHLY	\$7,403.02	\$7,726.92	\$8,109.41	\$8,482.65	\$8,917.57
		BI-WEEKLY	\$3,416.78	\$3,566.27	\$3,742.81	\$3,915.07	\$4,115.80
		HOURLY RATE	\$42.7098	\$44.5784	\$46.7851	\$48.9384	\$51.4475

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D100	COUNCIL MEMBER	ANNUAL	\$7,080.48				
		MONTHLY	\$590.04				
		BI-WEEKLY	\$272.33				
		HOURLY RATE					
A106	CUSTODIAN	ANNUAL	\$65,544.58	\$68,544.15	\$71,958.57	\$75,755.90	\$79,649.05
		MONTHLY	\$5,462.05	\$5,712.01	\$5,996.55	\$6,312.99	\$6,637.42
		BI-WEEKLY	\$2,520.95	\$2,636.31	\$2,767.64	\$2,913.69	\$3,063.43
		HOURLY RATE	\$31.5119	\$32.9539	\$34.5955	\$36.4211	\$38.2929
A116	CUSTOMER SERVICE SUPERVISOR	ANNUAL	\$95,061.99	\$99,784.71	\$104,666.98	\$109,964.25	\$115,452.86
		MONTHLY	\$7,921.83	\$8,315.39	\$8,722.25	\$9,163.69	\$9,621.07
		BI-WEEKLY	\$3,656.23	\$3,837.87	\$4,025.65	\$4,229.39	\$4,440.49
		HOURLY RATE	\$45.7029	\$47.9734	\$50.3206	\$52.8674	\$55.5061
D501	DEPUTY CITY ATTORNEY	ANNUAL	\$119,397.64	\$125,367.53	\$131,635.92	\$138,217.71	\$145,128.57
		MONTHLY	\$9,949.80	\$10,447.29	\$10,969.66	\$11,518.14	\$12,094.05
		BI-WEEKLY	\$4,592.22	\$4,821.83	\$5,062.92	\$5,316.07	\$5,581.87
		HOURLY RATE	\$57.4028	\$60.2729	\$63.2865	\$66.4509	\$69.7734
B603	DEPUTY DIRECTOR OF PW OPS	ANNUAL	\$161,327.43	\$169,429.09	\$177,863.99	\$186,815.90	\$196,064.12
		MONTHLY	\$13,443.95	\$14,119.09	\$14,822.00	\$15,567.99	\$16,338.68
		BI-WEEKLY	\$6,204.90	\$6,516.50	\$6,840.92	\$7,185.23	\$7,540.93
		HOURLY RATE	\$77.5613	\$81.4563	\$85.5115	\$89.8154	\$94.2616
B107	DEPUTY FINANCE DIRECTOR	ANNUAL	\$143,533.79	\$150,721.11	\$158,260.57	\$166,116.99	\$174,467.20
		MONTHLY	\$11,961.15	\$12,560.09	\$13,188.38	\$13,843.08	\$14,538.93
		BI-WEEKLY	\$5,520.53	\$5,796.97	\$6,086.95	\$6,389.12	\$6,710.28
		HOURLY RATE	\$69.0066	\$72.4621	\$76.0869	\$79.8640	\$83.8785
D600	DIRECTOR OF PUBLIC WORKS	ANNUAL	\$198,530.36	\$208,430.27	\$218,894.11	\$229,816.13	\$241,337.13
		MONTHLY	\$16,544.20	\$17,369.19	\$18,241.18	\$19,151.34	\$20,111.43
		BI-WEEKLY	\$7,635.78	\$8,016.55	\$8,419.00	\$8,839.08	\$9,282.20
		HOURLY RATE	\$95.4473	\$100.2069	\$105.2375	\$110.4885	\$116.0275
A451	ECON DEV & HOUSING SPECIALIST	ANNUAL	\$115,867.70	\$121,675.49	\$127,770.42	\$134,152.45	\$140,853.70
		MONTHLY	\$9,655.64	\$10,139.62	\$10,647.54	\$11,179.37	\$11,737.81
		BI-WEEKLY	\$4,456.45	\$4,679.83	\$4,914.25	\$5,159.71	\$5,417.45
		HOURLY RATE	\$55.7056	\$58.4979	\$61.4281	\$64.4964	\$67.7181
B605	ELECTRICAL SUPERVISOR	ANNUAL	\$114,604.95	\$119,807.30	\$125,889.39	\$132,081.14	\$138,713.00
		MONTHLY	\$9,550.41	\$9,983.94	\$10,490.78	\$11,006.76	\$11,559.42
		BI-WEEKLY	\$4,407.88	\$4,607.97	\$4,841.90	\$5,080.04	\$5,335.12
		HOURLY RATE	\$55.0985	\$57.5996	\$60.5238	\$63.5005	\$66.6890
A301	EMERGENCY PREP/FIRE ED	ANNUAL	\$89,700.99	\$93,976.93	\$98,667.87	\$103,741.60	\$108,719.67
		MONTHLY	\$7,475.08	\$7,831.41	\$8,222.32	\$8,645.13	\$9,059.97
		BI-WEEKLY	\$3,450.04	\$3,614.50	\$3,794.92	\$3,990.06	\$4,181.53
		HOURLY RATE	\$43.1255	\$45.1813	\$47.4365	\$49.8758	\$52.2691
A604	ENGINEERING TECHNICIAN II	ANNUAL	\$89,349.87	\$93,881.27	\$98,667.87	\$103,518.20	\$108,624.01
		MONTHLY	\$7,445.82	\$7,823.44	\$8,222.32	\$8,626.52	\$9,052.00
		BI-WEEKLY	\$3,436.53	\$3,610.82	\$3,794.92	\$3,981.47	\$4,177.85
		HOURLY RATE	\$42.9566	\$45.1353	\$47.4365	\$49.7684	\$52.2231
A625	ENV REG COMPLIANCE MANAGER	ANNUAL	\$105,490.26	\$110,718.27	\$116,340.14	\$122,105.20	\$128,192.45
		MONTHLY	\$8,790.86	\$9,226.52	\$9,695.01	\$10,175.43	\$10,682.70
		BI-WEEKLY	\$4,057.32	\$4,258.40	\$4,474.62	\$4,696.35	\$4,930.48
		HOURLY RATE	\$50.7165	\$53.2300	\$55.9328	\$58.7044	\$61.6310

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S607	EQUIPMENT MECHANIC	ANNUAL	\$87,476.79	\$91,767.36	\$96,335.65	\$101,181.69	\$106,367.31
		MONTHLY	\$7,289.73	\$7,647.28	\$8,027.97	\$8,431.81	\$8,863.94
		BI-WEEKLY	\$3,364.49	\$3,529.51	\$3,705.22	\$3,891.60	\$4,091.05
		HOURLY RATE	\$42.0561	\$44.1189	\$46.3153	\$48.6450	\$51.1381
D105	EXECUTIVE ASSISTANT	ANNUAL	\$90,404.51	\$94,526.24	\$99,388.39	\$104,356.30	\$109,605.46
		MONTHLY	\$7,533.71	\$7,877.19	\$8,282.37	\$8,696.36	\$9,133.79
		BI-WEEKLY	\$3,477.10	\$3,635.62	\$3,822.63	\$4,013.70	\$4,215.59
		HOURLY RATE	\$43.4638	\$45.4453	\$47.7829	\$50.1713	\$52.6949
B900	FACILITIES AND FLEET MANAGER	ANNUAL	\$122,079.04	\$128,197.32	\$134,609.36	\$141,350.71	\$148,385.65
		MONTHLY	\$10,173.25	\$10,683.11	\$11,217.45	\$11,779.23	\$12,365.47
		BI-WEEKLY	\$4,695.35	\$4,930.67	\$5,177.28	\$5,436.57	\$5,707.14
		HOURLY RATE	\$58.6919	\$61.6334	\$64.7160	\$67.9571	\$71.3393
S704	FACILITIES LEADWORKER	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
S703	FACILITIES MAINTENANCE WORKER	ANNUAL	\$79,914.48	\$84,081.36	\$87,692.93	\$92,261.23	\$96,706.06
		MONTHLY	\$6,659.54	\$7,006.78	\$7,307.74	\$7,688.44	\$8,058.84
		BI-WEEKLY	\$3,073.63	\$3,233.90	\$3,372.81	\$3,548.51	\$3,719.46
		HOURLY RATE	\$38.4204	\$40.4238	\$42.1601	\$44.3564	\$46.4933
B611	FACILITIES SUPERVISOR	ANNUAL	\$110,102.18	\$115,596.59	\$121,430.36	\$127,511.09	\$133,838.78
		MONTHLY	\$9,175.18	\$9,633.05	\$10,119.20	\$10,625.92	\$11,153.23
		BI-WEEKLY	\$4,234.70	\$4,446.02	\$4,670.40	\$4,904.27	\$5,147.65
		HOURLY RATE	\$52.9338	\$55.5753	\$58.3800	\$61.3034	\$64.3456
D103	FINANCE DIRECTOR	ANNUAL	\$196,733.52	\$206,563.13	\$216,815.51	\$227,737.39	\$239,082.05
		MONTHLY	\$16,394.46	\$17,213.59	\$18,067.96	\$18,978.12	\$19,923.50
		BI-WEEKLY	\$7,566.67	\$7,944.74	\$8,339.06	\$8,759.13	\$9,195.46
		HOURLY RATE	\$94.5834	\$99.3093	\$104.2383	\$109.4891	\$114.9433
B108	FINANCIAL SERVICES MANAGER	ANNUAL	\$128,955.72	\$135,742.86	\$142,887.22	\$150,407.60	\$158,323.79
		MONTHLY	\$10,746.31	\$11,311.91	\$11,907.27	\$12,533.97	\$13,193.65
		BI-WEEKLY	\$4,959.84	\$5,220.88	\$5,495.66	\$5,784.91	\$6,089.38
		HOURLY RATE	\$61.9980	\$65.2610	\$68.6958	\$72.3114	\$76.1173
B606	FLEET MANAGER	ANNUAL	\$119,331.00	\$125,376.39	\$131,604.61	\$138,163.13	\$145,050.96
		MONTHLY	\$9,944.25	\$10,448.03	\$10,967.05	\$11,513.59	\$12,087.58
		BI-WEEKLY	\$4,589.65	\$4,822.17	\$5,061.72	\$5,313.97	\$5,578.88
		HOURLY RATE	\$57.3706	\$60.2771	\$63.2715	\$66.4246	\$69.7360
B612	FLEET SUPERVISOR	ANNUAL	\$110,102.18	\$115,596.59	\$121,430.36	\$127,511.09	\$133,838.78
		MONTHLY	\$9,175.18	\$9,633.05	\$10,119.20	\$10,625.92	\$11,153.23
		BI-WEEKLY	\$4,234.70	\$4,446.02	\$4,670.40	\$4,904.27	\$5,147.65
		HOURLY RATE	\$52.9338	\$55.5753	\$58.3800	\$61.3034	\$64.3456
A805	GRAPHIC ARTIST	ANNUAL	\$79,298.06	\$83,254.94	\$87,403.42	\$91,775.17	\$96,370.31
		MONTHLY	\$6,608.17	\$6,937.91	\$7,283.62	\$7,647.93	\$8,030.86
		BI-WEEKLY	\$3,049.93	\$3,202.11	\$3,361.67	\$3,529.81	\$3,706.55
		HOURLY RATE	\$38.1241	\$40.0264	\$42.0209	\$44.1226	\$46.3319
A614	GREEN BUILDING SPECIALIST	ANNUAL	\$91,775.17	\$96,370.31	\$101,252.57	\$106,230.64	\$111,559.70
		MONTHLY	\$7,647.93	\$8,030.86	\$8,437.71	\$8,852.55	\$9,296.64
		BI-WEEKLY	\$3,529.81	\$3,706.55	\$3,894.33	\$4,085.79	\$4,290.76
		HOURLY RATE	\$44.1226	\$46.3319	\$48.6791	\$51.0724	\$53.6345

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
S403	GROUNDS EQUIPMENT REPAIR	ANNUAL	\$67,678.68	\$70,854.00	\$74,406.12	\$78,039.00	\$81,940.92
		MONTHLY	\$5,639.89	\$5,904.50	\$6,200.51	\$6,503.25	\$6,828.41
		BI-WEEKLY	\$2,603.03	\$2,725.15	\$2,861.77	\$3,001.50	\$3,151.57
		HOURLY RATE	\$32.5379	\$34.0644	\$35.7721	\$37.5188	\$39.3946
D107	HUMAN RESOURCES ANALYST II	ANNUAL	\$105,870.91	\$111,191.18	\$116,511.15	\$122,465.18	\$128,630.91
		MONTHLY	\$8,822.58	\$9,265.93	\$9,709.26	\$10,205.43	\$10,719.24
		BI-WEEKLY	\$4,071.96	\$4,276.58	\$4,481.20	\$4,710.20	\$4,947.34
		HOURLY RATE	\$50.8995	\$53.4573	\$56.0150	\$58.8775	\$61.8418
D805	HUMAN RESOURCES DIRECTOR	ANNUAL	\$187,749.64	\$197,085.61	\$206,985.90	\$217,343.90	\$228,160.12
		MONTHLY	\$15,645.80	\$16,423.80	\$17,248.83	\$18,111.99	\$19,013.34
		BI-WEEKLY	\$7,221.14	\$7,580.22	\$7,961.00	\$8,359.38	\$8,775.39
		HOURLY RATE	\$90.2643	\$94.7528	\$99.5125	\$104.4923	\$109.6924
D400	HUMAN RESOURCES TECHNICIAN	ANNUAL	\$80,553.97	\$84,350.71	\$88,489.61	\$92,902.07	\$97,759.15
		MONTHLY	\$6,712.83	\$7,029.23	\$7,374.13	\$7,741.84	\$8,146.60
		BI-WEEKLY	\$3,098.23	\$3,244.26	\$3,403.45	\$3,573.16	\$3,759.97
		HOURLY RATE	\$38.7279	\$40.5533	\$42.5431	\$44.6645	\$46.9996
S610	INSTRUMENTATION MECHANIC TECH	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
S404	IRRIGATION REPAIR SPECIALIST	ANNUAL	\$79,574.87	\$83,309.72	\$87,476.79	\$91,767.36	\$96,335.65
		MONTHLY	\$6,631.24	\$6,942.48	\$7,289.73	\$7,647.28	\$8,027.97
		BI-WEEKLY	\$3,060.57	\$3,204.22	\$3,364.49	\$3,529.51	\$3,705.22
		HOURLY RATE	\$38.2571	\$40.0528	\$42.0561	\$44.1189	\$46.3153
A606	JUNIOR ENGINEER	ANNUAL	\$101,156.90	\$105,975.44	\$111,400.16	\$116,825.03	\$122,377.48
		MONTHLY	\$8,429.74	\$8,831.29	\$9,283.35	\$9,735.42	\$10,198.12
		BI-WEEKLY	\$3,890.65	\$4,075.98	\$4,284.62	\$4,493.27	\$4,706.83
		HOURLY RATE	\$48.6331	\$50.9498	\$53.5578	\$56.1659	\$58.8354
S608	LEAD EQUIPMENT MECHANIC	ANNUAL	\$91,857.07	\$96,335.20	\$101,160.76	\$106,229.12	\$111,679.45
		MONTHLY	\$7,654.76	\$8,027.93	\$8,430.06	\$8,852.43	\$9,306.62
		BI-WEEKLY	\$3,532.96	\$3,705.20	\$3,890.80	\$4,085.74	\$4,295.36
		HOURLY RATE	\$44.1620	\$46.3150	\$48.6350	\$51.0718	\$53.6920
S601	LEAD ST MNT & SW COL SYS OPR	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
S501	LEAD WATER SYSTEM OPERATOR	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
A801	LIBRARIAN I	ANNUAL	\$83,159.29	\$87,180.03	\$91,200.77	\$95,859.63	\$100,422.98
		MONTHLY	\$6,929.94	\$7,265.00	\$7,600.06	\$7,988.30	\$8,368.58
		BI-WEEKLY	\$3,198.43	\$3,353.08	\$3,507.72	\$3,686.91	\$3,862.42
		HOURLY RATE	\$39.9804	\$41.9135	\$43.8465	\$46.0864	\$48.2803
A800	LIBRARIAN II	ANNUAL	\$91,551.77	\$96,114.97	\$100,742.05	\$105,656.24	\$111,176.77
		MONTHLY	\$7,629.31	\$8,009.58	\$8,395.17	\$8,804.69	\$9,264.73
		BI-WEEKLY	\$3,521.22	\$3,696.73	\$3,874.69	\$4,063.70	\$4,276.03
		HOURLY RATE	\$44.0153	\$46.2091	\$48.4336	\$50.7963	\$53.4504

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
B801	LIBRARIAN III	ANNUAL	\$109,988.11	\$115,484.22	\$121,053.07	\$127,318.46	\$133,546.78
		MONTHLY	\$9,165.68	\$9,623.69	\$10,087.76	\$10,609.87	\$11,128.90
		BI-WEEKLY	\$4,230.31	\$4,441.70	\$4,655.89	\$4,896.86	\$5,136.41
		HOURLY RATE	\$52.8789	\$55.5213	\$58.1986	\$61.2108	\$64.2051
A804	LIBRARY ASSISTANT I	ANNUAL	\$63,693.67	\$66,980.49	\$70,299.24	\$73,522.21	\$77,383.43
		MONTHLY	\$5,307.81	\$5,581.71	\$5,858.27	\$6,126.85	\$6,448.62
		BI-WEEKLY	\$2,449.76	\$2,576.17	\$2,703.82	\$2,827.78	\$2,976.29
		HOURLY RATE	\$30.6220	\$32.2021	\$33.7978	\$35.3473	\$37.2036
A803	LIBRARY ASSISTANT II	ANNUAL	\$71,065.11	\$74,224.21	\$78,213.15	\$81,723.23	\$85,743.99
		MONTHLY	\$5,922.09	\$6,185.35	\$6,517.76	\$6,810.27	\$7,145.33
		BI-WEEKLY	\$2,733.27	\$2,854.78	\$3,008.20	\$3,143.20	\$3,297.85
		HOURLY RATE	\$34.1659	\$35.6848	\$37.6025	\$39.2900	\$41.2231
A802	LIBRARY ASSISTANT III	ANNUAL	\$79,330.00	\$82,935.88	\$87,275.69	\$91,615.63	\$95,923.51
		MONTHLY	\$6,610.83	\$6,911.32	\$7,272.97	\$7,634.64	\$7,993.63
		BI-WEEKLY	\$3,051.15	\$3,189.84	\$3,356.76	\$3,523.68	\$3,689.37
		HOURLY RATE	\$38.1394	\$39.8730	\$41.9595	\$44.0460	\$46.1171
B803	LIBRARY CIRCULATION SUPE	ANNUAL	\$86,759.84	\$90,862.99	\$95,149.59	\$100,132.46	\$104,748.71
		MONTHLY	\$7,229.99	\$7,571.92	\$7,929.13	\$8,344.37	\$8,729.06
		BI-WEEKLY	\$3,336.92	\$3,494.73	\$3,659.60	\$3,851.25	\$4,028.80
		HOURLY RATE	\$41.7115	\$43.6841	\$45.7450	\$48.1406	\$50.3600
B805	LIBRARY SERVICES MANAGER	ANNUAL	\$128,234.07	\$134,792.31	\$141,460.33	\$148,568.48	\$156,262.33
		MONTHLY	\$10,686.17	\$11,232.69	\$11,788.36	\$12,380.71	\$13,021.86
		BI-WEEKLY	\$4,932.08	\$5,184.32	\$5,440.78	\$5,714.17	\$6,010.09
		HOURLY RATE	\$61.6510	\$64.8040	\$68.0098	\$71.4271	\$75.1261
B802	LIBRARY TECHNICAL SERVICES MGR	ANNUAL	\$109,988.11	\$115,484.22	\$121,053.07	\$127,318.46	\$133,546.78
		MONTHLY	\$9,165.68	\$9,623.69	\$10,087.76	\$10,609.87	\$11,128.90
		BI-WEEKLY	\$4,230.31	\$4,441.70	\$4,655.89	\$4,896.86	\$5,136.41
		HOURLY RATE	\$52.8789	\$55.5213	\$58.1986	\$61.2108	\$64.2051
S606	MAINTENANCE ELECTRICIAN	ANNUAL	\$98,002.36	\$102,910.23	\$108,157.52	\$113,559.26	\$119,300.62
		MONTHLY	\$8,166.86	\$8,575.85	\$9,013.13	\$9,463.27	\$9,941.72
		BI-WEEKLY	\$3,769.32	\$3,958.09	\$4,159.90	\$4,367.66	\$4,588.49
		HOURLY RATE	\$47.1165	\$49.4761	\$51.9988	\$54.5958	\$57.3561
A121	MANAGEMENT ANALYST	ANNUAL	\$98,621.90	\$103,812.30	\$109,276.20	\$115,027.56	\$121,081.64
		MONTHLY	\$8,218.49	\$8,651.03	\$9,106.35	\$9,585.63	\$10,090.14
		BI-WEEKLY	\$3,793.15	\$3,992.78	\$4,202.93	\$4,424.14	\$4,656.99
		HOURLY RATE	\$47.4144	\$49.9098	\$52.5366	\$55.3018	\$58.2124
A120	MANAGEMENT ASSISTANT	ANNUAL	\$94,710.85	\$99,465.66	\$104,379.85	\$109,645.06	\$115,101.85
		MONTHLY	\$7,892.57	\$8,288.81	\$8,698.32	\$9,137.09	\$9,591.82
		BI-WEEKLY	\$3,642.73	\$3,825.60	\$4,014.61	\$4,217.12	\$4,426.99
		HOURLY RATE	\$45.5341	\$47.8200	\$50.1826	\$52.7140	\$55.3374
A107	OFFICE ASSISTANT I	ANNUAL	\$62,385.36	\$65,544.58	\$68,829.89	\$72,086.30	\$76,011.23
		MONTHLY	\$5,198.78	\$5,462.05	\$5,735.82	\$6,007.19	\$6,334.27
		BI-WEEKLY	\$2,399.44	\$2,520.95	\$2,647.30	\$2,772.55	\$2,923.51
		HOURLY RATE	\$29.9930	\$31.5119	\$33.0913	\$34.6569	\$36.5439
A670	OFFICE ASSISTANT II	ANNUAL	\$68,320.75	\$71,448.04	\$75,022.00	\$78,755.61	\$82,361.50
		MONTHLY	\$5,693.40	\$5,954.00	\$6,251.83	\$6,562.97	\$6,863.46
		BI-WEEKLY	\$2,627.72	\$2,748.00	\$2,885.46	\$3,029.06	\$3,167.75
		HOURLY RATE	\$32.8465	\$34.3500	\$36.0683	\$37.8633	\$39.5969

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
S401	PARK MAINTENANCE LEAD WORKER	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
S407	PARK MAINTENANCE WORKER I	ANNUAL	\$71,765.63	\$75,068.24	\$79,266.14	\$82,970.16	\$86,952.13
		MONTHLY	\$5,980.47	\$6,255.69	\$6,605.51	\$6,914.18	\$7,246.01
		BI-WEEKLY	\$2,760.22	\$2,887.24	\$3,048.70	\$3,191.16	\$3,344.31
		HOURLY RATE	\$34.5028	\$36.0905	\$38.1088	\$39.8895	\$41.8039
S406	PARK MAINTENANCE WORKER II	ANNUAL	\$75,068.24	\$79,266.14	\$82,970.16	\$86,952.13	\$91,242.48
		MONTHLY	\$6,255.69	\$6,605.51	\$6,914.18	\$7,246.01	\$7,603.54
		BI-WEEKLY	\$2,887.24	\$3,048.70	\$3,191.16	\$3,344.31	\$3,509.33
		HOURLY RATE	\$36.0905	\$38.1088	\$39.8895	\$41.8039	\$43.8666
A201	PARKING ENFORCEMENT OFFICER	ANNUAL	\$69,724.86	\$73,043.62	\$76,649.50	\$80,542.51	\$84,563.26
		MONTHLY	\$5,810.41	\$6,086.97	\$6,387.46	\$6,711.88	\$7,046.94
		BI-WEEKLY	\$2,681.73	\$2,809.37	\$2,948.06	\$3,097.79	\$3,252.43
		HOURLY RATE	\$33.5216	\$35.1171	\$36.8508	\$38.7224	\$40.6554
A200	PARKING SYSTEM TECHNICIAN	ANNUAL	\$75,755.90	\$79,649.05	\$83,318.81	\$87,371.49	\$91,743.23
		MONTHLY	\$6,312.99	\$6,637.42	\$6,943.23	\$7,280.96	\$7,645.27
		BI-WEEKLY	\$2,913.69	\$3,063.43	\$3,204.57	\$3,360.44	\$3,528.59
		HOURLY RATE	\$36.4211	\$38.2929	\$40.0571	\$42.0055	\$44.1074
D705	PARKS & RECREATION DIRECTOR	ANNUAL	\$187,749.64	\$197,085.61	\$206,985.90	\$217,343.90	\$228,160.12
		MONTHLY	\$15,645.80	\$16,423.80	\$17,248.83	\$18,111.99	\$19,013.34
		BI-WEEKLY	\$7,221.14	\$7,580.22	\$7,961.00	\$8,359.38	\$8,775.39
		HOURLY RATE	\$90.2643	\$94.7528	\$99.5125	\$104.4923	\$109.6924
B430	PARKS SUPE/CITY ARBORIST	ANNUAL	\$112,846.08	\$118,671.79	\$124,533.91	\$130,725.77	\$138,786.10
		MONTHLY	\$9,403.84	\$9,889.32	\$10,377.83	\$10,893.81	\$11,565.51
		BI-WEEKLY	\$4,340.23	\$4,564.30	\$4,789.77	\$5,027.91	\$5,337.93
		HOURLY RATE	\$54.2529	\$57.0538	\$59.8721	\$62.8489	\$66.7241
B410	PARKS SUPERINT/CITY ARBORIST	ANNUAL	\$133,316.63	\$140,221.82	\$147,057.06	\$154,490.83	\$162,488.40
		MONTHLY	\$11,109.72	\$11,685.15	\$12,254.76	\$12,874.24	\$13,540.70
		BI-WEEKLY	\$5,127.56	\$5,393.15	\$5,656.04	\$5,941.96	\$6,249.55
		HOURLY RATE	\$64.0945	\$67.4144	\$70.7005	\$74.2745	\$78.1194
B420	PARKS SUPERVISOR	ANNUAL	\$110,171.37	\$115,776.85	\$121,602.50	\$127,721.46	\$135,598.56
		MONTHLY	\$9,180.95	\$9,648.07	\$10,133.54	\$10,643.46	\$11,299.88
		BI-WEEKLY	\$4,237.36	\$4,452.96	\$4,677.02	\$4,912.36	\$5,215.33
		HOURLY RATE	\$52.9670	\$55.6620	\$58.4628	\$61.4045	\$65.1916
A114	PAYROLL ADMINISTRATOR	ANNUAL	\$95,061.99	\$99,784.71	\$104,666.98	\$109,964.25	\$115,452.86
		MONTHLY	\$7,921.83	\$8,315.39	\$8,722.25	\$9,163.69	\$9,621.07
		BI-WEEKLY	\$3,656.23	\$3,837.87	\$4,025.65	\$4,229.39	\$4,440.49
		HOURLY RATE	\$45.7029	\$47.9734	\$50.3206	\$52.8674	\$55.5061
A609	PERMIT TECHNICIAN	ANNUAL	\$83,446.42	\$87,562.95	\$92,062.29	\$96,561.77	\$101,348.37
		MONTHLY	\$6,953.87	\$7,296.91	\$7,671.86	\$8,046.81	\$8,445.70
		BI-WEEKLY	\$3,209.48	\$3,367.81	\$3,540.86	\$3,713.91	\$3,898.01
		HOURLY RATE	\$40.1185	\$42.0976	\$44.2608	\$46.4239	\$48.7251
A108	PLANNER	ANNUAL	\$106,103.04	\$111,368.23	\$117,048.42	\$122,505.09	\$128,791.46
		MONTHLY	\$8,841.92	\$9,280.69	\$9,754.04	\$10,208.76	\$10,732.62
		BI-WEEKLY	\$4,080.89	\$4,283.39	\$4,501.86	\$4,711.73	\$4,953.52
		HOURLY RATE	\$51.0111	\$53.5424	\$56.2733	\$58.8966	\$61.9190

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
D104	PLANNING DIRECTOR	ANNUAL	\$184,261.81	\$193,351.33	\$203,145.53	\$210,544.38	\$223,791.53
		MONTHLY	\$15,355.15	\$16,112.61	\$16,928.79	\$17,545.37	\$18,649.29
		BI-WEEKLY	\$7,086.99	\$7,436.59	\$7,813.29	\$8,097.86	\$8,607.37
		HOURLY RATE	\$88.5874	\$92.9574	\$97.6661	\$101.2233	\$107.5921
B111	PLANNING MANAGER	ANNUAL	\$145,999.93	\$153,293.00	\$160,902.84	\$168,971.06	\$177,461.61
		MONTHLY	\$12,166.66	\$12,774.42	\$13,408.57	\$14,080.92	\$14,788.47
		BI-WEEKLY	\$5,615.38	\$5,895.88	\$6,188.57	\$6,498.89	\$6,825.45
		HOURLY RATE	\$70.1923	\$73.6985	\$77.3571	\$81.2361	\$85.3181
A205	POLICE ADM SERVICES COORD	ANNUAL	\$81,404.17	\$85,456.84	\$89,669.04	\$93,913.21	\$98,412.54
		MONTHLY	\$6,783.68	\$7,121.40	\$7,472.42	\$7,826.10	\$8,201.05
		BI-WEEKLY	\$3,130.93	\$3,286.80	\$3,448.81	\$3,612.05	\$3,785.10
		HOURLY RATE	\$39.1366	\$41.0850	\$43.1101	\$45.1506	\$47.3138
M200	POLICE CAPTAIN	ANNUAL	\$181,816.22	\$190,641.63	\$198,978.58	\$208,780.91	\$218,912.76
		MONTHLY	\$15,151.35	\$15,886.80	\$16,581.55	\$17,398.41	\$18,242.73
		BI-WEEKLY	\$6,992.93	\$7,332.37	\$7,653.02	\$8,030.04	\$8,419.72
		HOURLY RATE	\$87.4116	\$91.6546	\$95.6628	\$100.3755	\$105.2465
D201	POLICE CHIEF	ANNUAL	\$214,515.64	\$225,210.83	\$236,444.66	\$248,144.51	\$260,634.74
		MONTHLY	\$17,876.30	\$18,767.57	\$19,703.72	\$20,678.71	\$21,719.56
		BI-WEEKLY	\$8,250.60	\$8,661.96	\$9,094.03	\$9,544.02	\$10,024.41
		HOURLY RATE	\$103.1325	\$108.2745	\$113.6754	\$119.3003	\$125.3051
A202	POLICE CLERK I	ANNUAL	\$64,970.19	\$68,257.01	\$71,671.45	\$75,085.85	\$78,691.74
		MONTHLY	\$5,414.18	\$5,688.08	\$5,972.62	\$6,257.15	\$6,557.65
		BI-WEEKLY	\$2,498.85	\$2,625.27	\$2,756.59	\$2,887.92	\$3,026.61
		HOURLY RATE	\$31.2356	\$32.8159	\$34.4574	\$36.0990	\$37.8326
A203	POLICE CLERK II	ANNUAL	\$71,671.45	\$75,085.85	\$78,691.74	\$82,329.56	\$86,382.24
		MONTHLY	\$5,972.62	\$6,257.15	\$6,557.65	\$6,860.80	\$7,198.52
		BI-WEEKLY	\$2,756.59	\$2,887.92	\$3,026.61	\$3,166.52	\$3,322.39
		HOURLY RATE	\$34.4574	\$36.0990	\$37.8326	\$39.5815	\$41.5299
A204	POLICE CLERK III	ANNUAL					\$99,465.66
		MONTHLY					\$8,288.81
		BI-WEEKLY					\$3,825.60
		HOURLY RATE					\$47.8200
M202	POLICE LIEUTENANT	ANNUAL	\$155,575.30	\$163,320.09	\$171,506.61	\$180,066.64	\$189,079.99
		MONTHLY	\$12,964.61	\$13,610.01	\$14,292.22	\$15,005.55	\$15,756.67
		BI-WEEKLY	\$5,983.67	\$6,281.54	\$6,596.41	\$6,925.64	\$7,272.31
		HOURLY RATE	\$74.7959	\$78.5193	\$82.4551	\$86.5705	\$90.9039
P200	POLICE OFFICER	ANNUAL	\$107,013.55	\$112,897.33	\$118,000.92	\$124,209.81	\$130,126.07
		MONTHLY	\$8,917.80	\$9,408.11	\$9,833.41	\$10,350.82	\$10,843.84
		BI-WEEKLY	\$4,115.91	\$4,342.21	\$4,538.50	\$4,777.30	\$5,004.85
		HOURLY RATE	\$51.4489	\$54.2776	\$56.7313	\$59.7163	\$62.5606
P201	POLICE OFFICER TRAINEE	ANNUAL	\$102,975.74				
		MONTHLY	\$8,581.31				
		BI-WEEKLY	\$3,960.61				
		HOURLY RATE	\$49.5076				
M201	POLICE SERGEANT	ANNUAL	\$129,996.13	\$136,139.91	\$142,901.44	\$150,183.00	\$157,822.15
		MONTHLY	\$10,833.01	\$11,344.99	\$11,908.45	\$12,515.25	\$13,151.85
		BI-WEEKLY	\$4,999.85	\$5,236.15	\$5,496.21	\$5,776.27	\$6,070.08
		HOURLY RATE	\$62.4981	\$65.4519	\$68.7026	\$72.2034	\$75.8760

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
B201	POLICE SERVICES MANAGER	ANNUAL	\$127,391.57	\$133,761.39	\$140,449.41	\$147,471.87	\$154,845.57
		MONTHLY	\$10,615.96	\$11,146.78	\$11,704.12	\$12,289.32	\$12,903.80
		BI-WEEKLY	\$4,899.68	\$5,144.67	\$5,401.90	\$5,672.00	\$5,955.60
		HOURLY RATE	\$61.2460	\$64.3084	\$67.5238	\$70.9000	\$74.4450
A711	PROGRAM COORDINATOR	ANNUAL	\$56,769.17	\$59,577.27	\$62,513.09	\$65,608.32	\$68,927.06
		MONTHLY	\$4,730.76	\$4,964.77	\$5,209.42	\$5,467.36	\$5,743.92
		BI-WEEKLY	\$2,183.43	\$2,291.43	\$2,404.35	\$2,523.40	\$2,651.04
		HOURLY RATE	\$27.2929	\$28.6429	\$30.0544	\$31.5425	\$33.1380
A610	PROJECT MGR GIS COORDINATOR	ANNUAL					\$156,362.29
		MONTHLY					\$13,030.19
		BI-WEEKLY					\$6,013.93
		HOURLY RATE					\$75.1741
A611	PUBLIC WORKS INSPECTOR	ANNUAL	\$105,049.92	\$110,219.43	\$115,803.85	\$121,579.69	\$127,738.49
		MONTHLY	\$8,754.16	\$9,184.95	\$9,650.32	\$10,131.64	\$10,644.87
		BI-WEEKLY	\$4,040.38	\$4,239.21	\$4,453.99	\$4,676.14	\$4,913.02
		HOURLY RATE	\$50.5048	\$52.9901	\$55.6749	\$58.4518	\$61.4128
A702	RECREATION COORDINATOR I	ANNUAL	\$62,513.35	\$65,608.41	\$68,927.06	\$72,373.44	\$75,991.99
		MONTHLY	\$5,209.45	\$5,467.37	\$5,743.92	\$6,031.12	\$6,332.67
		BI-WEEKLY	\$2,404.36	\$2,523.40	\$2,651.04	\$2,783.59	\$2,922.77
		HOURLY RATE	\$30.0545	\$31.5425	\$33.1380	\$34.7949	\$36.5346
A701	RECREATION COORDINATOR II	ANNUAL	\$81,914.69	\$85,839.78	\$89,892.46	\$94,359.86	\$99,050.81
		MONTHLY	\$6,826.22	\$7,153.32	\$7,491.04	\$7,863.32	\$8,254.23
		BI-WEEKLY	\$3,150.57	\$3,301.53	\$3,457.40	\$3,629.23	\$3,809.65
		HOURLY RATE	\$39.3821	\$41.2691	\$43.2175	\$45.3654	\$47.6206
B711	RECREATION MANAGER	ANNUAL	\$118,417.69	\$124,650.18	\$131,210.70	\$138,116.52	\$145,385.80
		MONTHLY	\$9,868.14	\$10,387.52	\$10,934.23	\$11,509.71	\$12,115.48
		BI-WEEKLY	\$4,554.53	\$4,794.24	\$5,046.57	\$5,312.17	\$5,591.76
		HOURLY RATE	\$56.9316	\$59.9280	\$63.0821	\$66.4021	\$69.8970
B710	RECREATION SUPERINTENDENT	ANNUAL	\$128,234.07	\$134,829.09	\$141,460.33	\$148,641.78	\$156,299.13
		MONTHLY	\$10,686.17	\$11,235.76	\$11,788.36	\$12,386.82	\$13,024.93
		BI-WEEKLY	\$4,932.08	\$5,185.73	\$5,440.78	\$5,716.99	\$6,011.51
		HOURLY RATE	\$61.6510	\$64.8216	\$68.0098	\$71.4624	\$75.1439
B700	RECREATION SUPERVISOR	ANNUAL	\$107,973.03	\$113,578.67	\$118,818.29	\$125,046.58	\$131,275.21
		MONTHLY	\$8,997.75	\$9,464.89	\$9,901.52	\$10,420.55	\$10,939.60
		BI-WEEKLY	\$4,152.81	\$4,368.41	\$4,569.93	\$4,809.48	\$5,049.05
		HOURLY RATE	\$51.9101	\$54.6051	\$57.1241	\$60.1185	\$63.1131
B106	SENIOR ACCOUNTANT	ANNUAL	\$101,302.47	\$106,604.61	\$112,280.03	\$118,142.23	\$124,378.37
		MONTHLY	\$8,441.87	\$8,883.72	\$9,356.67	\$9,845.19	\$10,364.86
		BI-WEEKLY	\$3,896.25	\$4,100.18	\$4,318.46	\$4,543.93	\$4,783.78
		HOURLY RATE	\$48.7031	\$51.2523	\$53.9808	\$56.7991	\$59.7973
A602	SENIOR BUILDING INSPECTOR	ANNUAL	\$118,197.21	\$124,036.79	\$129,908.46	\$136,801.15	\$143,693.87
		MONTHLY	\$9,849.77	\$10,336.40	\$10,825.71	\$11,400.10	\$11,974.49
		BI-WEEKLY	\$4,546.05	\$4,770.65	\$4,996.48	\$5,261.58	\$5,526.69
		HOURLY RATE	\$56.8256	\$59.6331	\$62.4560	\$65.7698	\$69.0836
B601	SENIOR CIVIL ENGINEER	ANNUAL	\$154,064.14	\$161,758.23	\$169,891.88	\$178,355.29	\$187,331.70
		MONTHLY	\$12,838.68	\$13,479.85	\$14,157.66	\$14,862.94	\$15,610.98
		BI-WEEKLY	\$5,925.54	\$6,221.47	\$6,534.30	\$6,859.82	\$7,205.07
		HOURLY RATE	\$74.0693	\$77.7684	\$81.6788	\$85.7478	\$90.0634

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
D111	SENIOR HR ANALYST	ANNUAL	\$116,458.00	\$122,310.30	\$128,162.27	\$134,711.69	\$141,494.00
		MONTHLY	\$9,704.83	\$10,192.53	\$10,680.19	\$11,225.97	\$11,791.17
		BI-WEEKLY	\$4,479.15	\$4,704.24	\$4,929.32	\$5,181.22	\$5,442.08
		HOURLY RATE	\$55.9894	\$58.8030	\$61.6165	\$64.7653	\$68.0260
B610	SENIOR MANAGEMENT ANALYST	ANNUAL	\$111,196.90	\$116,275.06	\$122,137.65	\$128,186.61	\$134,608.99
		MONTHLY	\$9,266.41	\$9,689.59	\$10,178.14	\$10,682.22	\$11,217.42
		BI-WEEKLY	\$4,276.80	\$4,472.12	\$4,697.60	\$4,930.25	\$5,177.27
		HOURLY RATE	\$53.4600	\$55.9015	\$58.7200	\$61.6281	\$64.7159
A113	SENIOR PLANNER	ANNUAL	\$128,185.94	\$134,540.72	\$141,238.15	\$148,309.52	\$155,785.73
		MONTHLY	\$10,682.16	\$11,211.73	\$11,769.85	\$12,359.13	\$12,982.14
		BI-WEEKLY	\$4,930.23	\$5,174.64	\$5,432.24	\$5,704.21	\$5,991.76
		HOURLY RATE	\$61.6279	\$64.6830	\$67.9030	\$71.3026	\$74.8970
A607	SENIOR PUBLIC WORKS INSPECTOR	ANNUAL	\$116,665.49	\$122,505.09	\$128,504.33	\$134,631.18	\$141,747.29
		MONTHLY	\$9,722.12	\$10,208.76	\$10,708.69	\$11,219.27	\$11,812.27
		BI-WEEKLY	\$4,487.13	\$4,711.73	\$4,942.47	\$5,178.12	\$5,451.82
		HOURLY RATE	\$56.0891	\$58.8966	\$61.7809	\$64.7265	\$68.1478
A615	SR GREEN BUILDING SPECIALIST	ANNUAL	\$99,117.19	\$104,079.93	\$109,352.78	\$114,729.08	\$120,484.47
		MONTHLY	\$8,259.77	\$8,673.33	\$9,112.73	\$9,560.76	\$10,040.37
		BI-WEEKLY	\$3,812.20	\$4,003.07	\$4,205.88	\$4,412.66	\$4,634.02
		HOURLY RATE	\$47.6525	\$50.0384	\$52.5735	\$55.1583	\$57.9253
B608	STREET & SEWER SUPERVISOR	ANNUAL	\$110,102.18	\$115,596.59	\$121,430.36	\$127,511.09	\$133,838.78
		MONTHLY	\$9,175.18	\$9,633.05	\$10,119.20	\$10,625.92	\$11,153.23
		BI-WEEKLY	\$4,234.70	\$4,446.02	\$4,670.40	\$4,904.27	\$5,147.65
		HOURLY RATE	\$52.9338	\$55.5753	\$58.3800	\$61.3034	\$64.3456
S604	STREET MNT & SEWER COLL SYS OPR	ANNUAL	\$75,068.24	\$79,266.14	\$82,970.16	\$86,952.13	\$91,242.48
		MONTHLY	\$6,255.69	\$6,605.51	\$6,914.18	\$7,246.01	\$7,603.54
		BI-WEEKLY	\$2,887.24	\$3,048.70	\$3,191.16	\$3,344.31	\$3,509.33
		HOURLY RATE	\$36.0905	\$38.1088	\$39.8895	\$41.8039	\$43.8666
S605	STREET MNT&SEWR COL S OPR TRN	ANNUAL	\$71,456.84	\$75,068.24	\$79,266.14	\$82,970.16	\$86,952.13
		MONTHLY	\$5,954.74	\$6,255.69	\$6,605.51	\$6,914.18	\$7,246.01
		BI-WEEKLY	\$2,748.34	\$2,887.24	\$3,048.70	\$3,191.16	\$3,344.31
		HOURLY RATE	\$34.3543	\$36.0905	\$38.1088	\$39.8895	\$41.8039
B607	STREETS STORM SEWER DIV MGR	ANNUAL	\$122,079.04	\$128,197.32	\$134,609.36	\$141,350.71	\$148,385.65
		MONTHLY	\$10,173.25	\$10,683.11	\$11,217.45	\$11,779.23	\$12,365.47
		BI-WEEKLY	\$4,695.35	\$4,930.67	\$5,177.28	\$5,436.57	\$5,707.14
		HOURLY RATE	\$58.6919	\$61.6334	\$64.7160	\$67.9571	\$71.3393
A115	SUSTAINABILITY PROGRAM MGR	ANNUAL	\$116,979.51	\$122,843.48	\$128,968.72	\$135,430.04	\$142,190.88
		MONTHLY	\$9,748.29	\$10,236.96	\$10,747.39	\$11,285.84	\$11,849.24
		BI-WEEKLY	\$4,499.21	\$4,724.75	\$4,960.34	\$5,208.85	\$5,468.88
		HOURLY RATE	\$56.2401	\$59.0594	\$62.0043	\$65.1106	\$68.3610
S602	TRAFFIC SIGN PAINT LEAD	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
A601	TRAFFIC-CIVIL ENGINEER	ANNUAL	\$116,825.03	\$122,377.48	\$128,791.46	\$135,301.25	\$142,130.23
		MONTHLY	\$9,735.42	\$10,198.12	\$10,732.62	\$11,275.10	\$11,844.19
		BI-WEEKLY	\$4,493.27	\$4,706.83	\$4,953.52	\$5,203.89	\$5,466.55
		HOURLY RATE	\$56.1659	\$58.8354	\$61.9190	\$65.0486	\$68.3319

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
A600	TRANSPORTATION ENGINEER	ANNUAL	\$134,695.06	\$141,491.96	\$148,576.13	\$155,947.56	\$163,861.32
		MONTHLY	\$11,224.59	\$11,791.00	\$12,381.34	\$12,995.63	\$13,655.11
		BI-WEEKLY	\$5,180.58	\$5,442.00	\$5,714.47	\$5,997.98	\$6,302.36
		HOURLY RATE	\$64.7573	\$68.0250	\$71.4309	\$74.9748	\$78.7795
A612	TRANSPORTATION PROGRAM MANAGER	ANNUAL	\$136,481.96	\$143,374.65	\$150,426.91	\$158,021.73	\$165,903.70
		MONTHLY	\$11,373.50	\$11,947.89	\$12,535.58	\$13,168.48	\$13,825.31
		BI-WEEKLY	\$5,249.31	\$5,514.41	\$5,785.65	\$6,077.76	\$6,380.91
		HOURLY RATE	\$65.6164	\$68.9301	\$72.3206	\$75.9720	\$79.7614
S405	TREE LEADWORKER	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
S409	TREE MAINTENANCE WORKER	ANNUAL	\$76,951.27	\$81,334.25	\$85,038.27	\$89,143.53	\$93,526.69
		MONTHLY	\$6,412.61	\$6,777.85	\$7,086.52	\$7,428.63	\$7,793.89
		BI-WEEKLY	\$2,959.66	\$3,128.24	\$3,270.70	\$3,428.60	\$3,597.18
		HOURLY RATE	\$36.9958	\$39.1030	\$40.8838	\$42.8575	\$44.9648
S411	TREE WORKER	ANNUAL	\$79,420.61	\$83,155.42	\$87,353.32	\$91,643.91	\$96,273.82
		MONTHLY	\$6,618.38	\$6,929.62	\$7,279.44	\$7,636.99	\$8,022.82
		BI-WEEKLY	\$3,054.64	\$3,198.29	\$3,359.74	\$3,524.77	\$3,702.84
		HOURLY RATE	\$38.1830	\$39.9786	\$41.9968	\$44.0596	\$46.2855
S400	UTILITY LOCATOR/INSPECTOR	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
B500	WATER DIVISION MANAGER	ANNUAL	\$122,079.04	\$128,197.32	\$134,609.36	\$141,350.71	\$148,385.65
		MONTHLY	\$10,173.25	\$10,683.11	\$11,217.45	\$11,779.23	\$12,365.47
		BI-WEEKLY	\$4,695.35	\$4,930.67	\$5,177.28	\$5,436.57	\$5,707.14
		HOURLY RATE	\$58.6919	\$61.6334	\$64.7160	\$67.9571	\$71.3393
S502	WATER METER REPAIRER	ANNUAL	\$75,809.04	\$79,451.40	\$83,248.11	\$87,414.99	\$91,767.36
		MONTHLY	\$6,317.42	\$6,620.95	\$6,937.34	\$7,284.58	\$7,647.28
		BI-WEEKLY	\$2,915.73	\$3,055.82	\$3,201.85	\$3,362.12	\$3,529.51
		HOURLY RATE	\$36.4466	\$38.1978	\$40.0231	\$42.0265	\$44.1189
B501	WATER OPERATIONS SUPERVISOR	ANNUAL	\$110,102.18	\$115,596.59	\$121,430.36	\$127,511.09	\$133,838.78
		MONTHLY	\$9,175.18	\$9,633.05	\$10,119.20	\$10,625.92	\$11,153.23
		BI-WEEKLY	\$4,234.70	\$4,446.02	\$4,670.40	\$4,904.27	\$5,147.65
		HOURLY RATE	\$52.9338	\$55.5753	\$58.3800	\$61.3034	\$64.3456
S508	WATER QUALITY AND METER LEAD	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
S507	WATER QUALITY AND METER TECH	ANNUAL	\$79,266.14	\$83,217.10	\$87,384.15	\$91,767.36	\$96,335.65
		MONTHLY	\$6,605.51	\$6,934.76	\$7,282.01	\$7,647.28	\$8,027.97
		BI-WEEKLY	\$3,048.70	\$3,200.66	\$3,360.93	\$3,529.51	\$3,705.22
		HOURLY RATE	\$38.1088	\$40.0083	\$42.0116	\$44.1189	\$46.3153
B503	WATER QUALITY SUPERVISOR	ANNUAL	\$110,102.18	\$115,596.59	\$121,430.36	\$127,511.09	\$133,838.78
		MONTHLY	\$9,175.18	\$9,633.05	\$10,119.20	\$10,625.92	\$11,153.23
		BI-WEEKLY	\$4,234.70	\$4,446.02	\$4,670.40	\$4,904.27	\$5,147.65
		HOURLY RATE	\$52.9338	\$55.5753	\$58.3800	\$61.3034	\$64.3456

CLASS	JOB DESCRIPTION	PAY BASIS	STEP A	STEP B	STEP C	STEP D	STEP E
S505	WATER SERVICE OPSTECH	ANNUAL	\$87,816.40	\$92,261.23	\$96,860.32	\$101,829.84	\$106,953.87
		MONTHLY	\$7,318.03	\$7,688.44	\$8,071.69	\$8,485.82	\$8,912.82
		BI-WEEKLY	\$3,377.55	\$3,548.51	\$3,725.40	\$3,916.53	\$4,113.61
		HOURLY RATE	\$42.2194	\$44.3564	\$46.5675	\$48.9566	\$51.4201
S503	WATER SYSTEM OPERATOR	ANNUAL	\$75,068.24	\$79,266.14	\$82,970.16	\$86,952.13	\$91,242.48
		MONTHLY	\$6,255.69	\$6,605.51	\$6,914.18	\$7,246.01	\$7,603.54
		BI-WEEKLY	\$2,887.24	\$3,048.70	\$3,191.16	\$3,344.31	\$3,509.33
		HOURLY RATE	\$36.0905	\$38.1088	\$39.8895	\$41.8039	\$43.8666
S611	WATER SYSTEM OPERATOR TRAINEE	ANNUAL	\$71,456.84	\$75,068.24	\$79,266.14	\$82,970.16	\$86,952.13
		MONTHLY	\$5,954.74	\$6,255.69	\$6,605.51	\$6,914.18	\$7,246.01
		BI-WEEKLY	\$2,748.34	\$2,887.24	\$3,048.70	\$3,191.16	\$3,344.31
		HOURLY RATE	\$34.3543	\$36.0905	\$38.1088	\$39.8895	\$41.8039
A110	ZONING TECHNICIAN	ANNUAL	\$90,562.50	\$94,934.26	\$99,625.19	\$104,698.92	\$109,804.73
		MONTHLY	\$7,546.88	\$7,911.19	\$8,302.10	\$8,724.91	\$9,150.39
		BI-WEEKLY	\$3,483.17	\$3,651.32	\$3,831.74	\$4,026.88	\$4,223.26
		HOURLY RATE	\$43.5396	\$45.6415	\$47.8968	\$50.3360	\$52.7908

Amended 7/1/24 5% salary increase for AFSCME Admin and Maintenance Units, effective 7/1/2024

Amended 7/1/24 8% salary increase for City Attorney, effective 5/17/2024