

Salary Plan

FY 2023-24

Effective 07/1/23 - 3% COLA

Revised: 11/8/23

ACCOUNT CLERK

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	36,478.26	38,308.14	40,217.58	42,226.47	44,334.81	46,542.60	47,716.11	48,909.51	50,122.80	51,375.87	52,668.72
MONTHLY	3,039.86	3,192.35	3,351.47	3,518.87	3,694.57	3,878.55	3,976.34	4,075.79	4,176.90	4,281.32	4,389.06
BI-WEEKLY	1,403.01	1,473.39	1,546.83	1,624.10	1,705.19	1,790.10	1,835.24	1,881.14	1,927.80	1,976.00	2,025.72
HOURLY	18.34	19.26	20.22	21.23	22.29	23.4	23.99	24.59	25.2	25.83	26.48

ACCOUNTING ANALYST

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	60,584.94	63,608.22	66,790.62	70,132.14	73,632.78	77,312.43	79,241.76	80,236.26	83,259.54	85,347.99	87,476.22
MONTHLY	5,048.75	5,300.69	5,565.89	5,844.35	6,136.07	6,442.70	6,603.48	6,686.36	6,938.30	7,112.33	7,289.69
BI-WEEKLY	2,330.19	2,446.47	2,568.87	2,697.39	2,832.03	2,973.56	3,047.76	3,086.01	3,202.29	3,282.62	3,364.47
HOURLY	30.46	31.98	33.58	35.26	37.02	38.87	39.84	40.84	41.86	42.91	43.98

ADMINISTRATIVE ASSISTANT

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	39,899.34	41,888.34	43,976.79	46,184.58	48,491.82	50,918.40	52,191.36	53,504.10	54,836.73	56,209.14	57,621.33
MONTHLY	3,324.95	3,490.70	3,664.73	3,848.72	4,040.99	4,243.20	4,349.28	4,458.68	4,569.73	4,684.10	4,801.78
BI-WEEKLY	1,534.59	1,611.09	1,691.42	1,776.33	1,865.07	1,958.40	2,007.36	2,057.85	2,109.11	2,161.89	2,216.21
HOURLY	20.06	21.06	22.11	23.22	24.38	25.6	26.24	26.90	27.57	28.26	28.97

ADMINISTRATIVE ANALYST

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	51,893.01	54,478.71	57,203.64	60,067.80	63,071.19	66,233.37	67,884.57	69,575.22	71,305.65	73,095.75	74,925.63
MONTHLY	4,324.42	4,539.89	4,766.97	5,005.65	5,255.93	5,519.48	5,657.05	5,797.94	5,942.14	6,091.31	6,243.80
BI-WEEKLY	1,995.89	2,095.34	2,200.14	2,310.30	2,425.82	2,547.45	2,610.95	2,675.97	2,742.53	2,811.38	2,881.76
HOURLY	26.09	27.39	28.76	30.2	31.71	33.3	34.13	34.98	35.85	36.75	37.67

ADMINISTRATIVE OFFICE COORDINATOR

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	37,353.42	39,203.19	41,172.30	43,220.97	45,388.98	47,616.66	48,869.73	50,083.02	51,336.09	52,628.94	53,941.68
MONTHLY	3,112.79	3,266.93	3,431.03	3,601.75	3,782.42	3,968.06	4,072.48	4,173.59	4,278.01	4,385.75	4,495.14
BI-WEEKLY	1,436.67	1,507.82	1,583.55	1,662.35	1,745.73	1,831.41	1,879.61	1,926.27	1,974.47	2,024.19	2,074.68
HOURLY	18.78	19.71	20.70	21.73	22.82	23.97	24.57	25.18	25.81	26.46	27.12

ADMINISTRATIVE SERVICES

DIRECTOR

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	103,169.43	108,320.94	113,731.02	119,419.56	125,386.56	131,651.91	134,933.76	138,315.06	141,795.81	145,316.34	148,956.21
MONTHLY	8,597.45	9,026.75	9,477.59	9,951.63	10,448.88	10,970.99	11,244.48	11,526.26	11,816.32	12,109.70	12,413.02
BI-WEEKLY	3,968.06	4,166.19	4,374.27	4,593.06	4,822.56	5,063.54	5,189.76	5,319.81	5,453.69	5,589.09	5,729.09
HOURLY	51.87	54.46	57.18	60.04	63.04	66.19	67.84	69.54	71.28	73.06	74.89

ASSISTANT CITY MANAGER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	113,472.45	119,141.10	125,108.10	131,373.45	137,937.15	144,838.98	148,458.96	152,178.39	155,977.38	159,875.82	163,873.71
MONTHLY	9,456.04	9,928.43	10,425.68	10,947.79	11,494.76	12,069.92	12,371.58	12,681.53	12,998.12	13,322.99	13,656.14
BI-WEEKLY	4,364.33	4,582.35	4,811.85	5,052.83	5,305.28	5,570.73	5,709.96	5,853.02	5,999.13	6,149.07	6,302.84
HOURLY	57.05	59.9	62.9	66.05	69.35	72.82	74.64	76.51	78.42	80.38	82.39

ASSISTANT ENGINEER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	62,713.17	65,855.79	69,157.53	72,618.39	76,258.26	80,077.14	82,086.03	84,134.47	86,243.04	88,391.16	90,598.95
MONTHLY	5,226.10	5,487.98	5,763.13	6,051.53	6,354.86	6,673.10	6,840.50	7,011.23	7,186.92	7,365.93	75,499.91
BI-WEEKLY	2,412.05	2,532.92	2,659.91	2,793.02	2,933.01	3,079.89	3,157.16	3,235.95	3,317.04	3,399.66	3,484.58
HOURLY	31.53	33.11	34.77	36.51	38.34	40.26	41.27	42.3	43.36	44.44	45.55

ASSISTANT PLANNER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	60,207.03	63,210.42	66,372.93	69,694.56	73,175.31	76,835.07	78,764.40	80,733.51	82,742.40	84,810.96	86,939.19
MONTHLY	5,017.25	5,267.54	5,531.08	5,807.88	6,097.94	6,402.92	6,563.70	6,727.79	6,895.20	7,067.58	7,244.93
BI-WEEKLY	2,315.66	2,431.17	2,552.81	2,680.56	2,814.44	2,955.20	3,029.40	3,105.14	3,182.40	3,261.96	3,343.82
HOURLY	30.27	31.78	33.37	35.04	36.79	38.63	39.6	40.59	41.6	42.64	43.71

ASSOCIATE ACCOUNTANT

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	52,688.61	55,314.09	58,078.80	60,982.74	64,025.91	67,228.20	68,898.96	70,629.39	72,399.60	74,209.59	76,059.36
MONTHLY	4,390.72	4,609.51	4,839.90	5,081.90	5,335.49	5,602.35	5,741.58	5,885.78	6,033.30	6,184.13	6,338.28
BI-WEEKLY	2,026.49	2,127.47	2,233.80	2,345.49	2,462.54	2,585.70	2,649.96	2,716.52	2,784.60	2,854.22	2,925.36
HOURLY	26.49	27.81	29.2	30.66	32.19	33.8	34.64	35.51	36.4	37.31	38.24

ASSOCIATE CIVIL ENGINEER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	72,141.03	75,741.12	79,520.22	83,498.22	87,675.12	92,050.92	94,358.16	93,725.07	99,151.65	101,637.90	104,183.82
MONTHLY	6,011.75	6,311.76	6,626.69	6,958.19	7,306.26	7,670.91	7,863.18	8,060.42	8,262.64	84,698.25	8,681.99
BI-WEEKLY	2,774.66	2,913.12	3,058.47	3,211.47	3,372.12	3,540.42	3,629.16	3,720.20	3,813.53	3,909.15	4,007.07
HOURLY	36.27	38.08	39.98	41.98	44.08	46.28	47.44	48.63	49.85	51.1	52.38

ASSOCIATE PLANNER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	63,230.31	66,392.82	69,714.45	73,195.20	76,854.96	80,693.73	82,702.62	84,771.18	86,899.41	89,067.42	91,295.10
MONTHLY	5,269.19	5,532.74	5,809.54	6,099.60	6,404.58	6,724.48	6,891.89	7,064.27	7,241.62	7,422.29	7,607.93
BI-WEEKLY	2,431.94	2,553.57	2,681.33	2,815.20	2,955.96	3,103.61	3,180.87	3,260.43	3,342.29	3,425.67	3,511.35
HOURLY	31.79	33.38	35.05	36.8	38.64	40.57	41.58	42.62	43.69	44.78	45.9

BATTALION CHIEF

	76.5 SHIFT									
	A	B	C	D	E	F	G	H	I	Y
ANNUAL	123,441.24	129,614.68	136,091.28	142,898.86	150,036.64	157,532.96	165,415.12	173,683.12	182,364.52	191,482.75
MONTHLY	10,286.77	10,801.22	11,340.94	11,908.22	12,503.05	13,127.75	13,784.59	14,473.59	15,197.04	15,956.90
BI-WEEKLY (106 hrs)	4,747.74	1,985.18	5,234.28	5,496.10	5,770.64	6,058.96	6,362.12	6,680.12	7,014.02	7,364.72
HOURLY (2,756 hrs/yr)	44.79	47.03	49.38	51.85	54.44	57.16	60.02	63.02	66.17	96.27
MONTHLY (56 hrs/wk. RATE)	11,160.18	11,718.31	12,303.85	12,919.30	13,564.63	14,242.37	14,954.98	15,702.48	16,487.36	
(53 regular + 3 sch'd OT)										

CITY CLERK

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	87,237.54	91,593.45	96,168.15	100,981.53	106,033.59	111,344.22	114,128.82	116,973.09	119,896.92	122,900.31	125,963.37
MONTHLY	7,269.80	7,632.79	8,014.01	8,415.13	8,836.13	9,278.69	9,510.74	9,747.76	9,991.41	10,241.69	10,496.95
BI-WEEKLY	3,355.29	3,522.83	3,698.78	3,883.91	4,078.22	4,282.47	4,389.57	4,498.97	4,611.42	4,726.94	4,844.75
HOURLY	43.86	46.05	48.35	50.77	53.31	55.98	57.38	58.81	60.28	61.79	63.33

CITY MANAGER

CONTRACT											179,368.02
											14,947.34
											6,898.77
											90.18

CODE ENFORCEMENT OFFICER

	A	B	C	D	E	F	G
HOURLY	24.13	25.33	26.60	27.93	29.33	30.07	30.83

**CODE ENFORCEMENT OFFICER/
WATER QUALITY INSPECTOR**

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	51,893.01	54,478.71	57,203.64	60,067.80	63,071.19	66,233.70	67,884.57	69,575.22	71,305.65	73,095.75	74,925.63
MONTHLY	4,324.42	4,539.89	4,766.97	5,005.65	5,255.93	5,519.48	5,657.05	5,797.94	5,942.14	6,091.31	6,243.80
BI-WEEKLY	1,995.89	2,095.34	2,200.14	2,310.30	2,425.82	2,547.45	2,610.95	2,675.97	2,742.53	2,811.38	2,881.76
HOURLY	26.09	27.39	28.76	30.2	31.71	33.3	34.13	34.98	35.85	36.75	37.67

**COMMUNICATIONS
SPECIALIST**

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	39,899.34	41,888.34	43,976.79	46,184.58	48,491.82	50,918.40	52,191.36	53,504.10	54,836.73	56,209.14	57,621.33
MONTHLY	3,324.95	3,490.70	3,664.73	3,848.72	4,040.99	4,243.20	4,349.28	4,458.68	4,569.73	4,684.10	4,801.78
BI-WEEKLY	1,534.59	1,611.09	1,691.42	1,776.33	1,865.07	1,958.40	2,007.36	2,057.85	2,109.11	2,161.89	2,216.21
HOURLY	20.06	21.06	22.11	23.22	24.38	25.6	26.24	26.90	27.57	28.26	28.97

COMMUNITY DEVELOPMENT**MANAGER**

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	95,969.25	100,762.74	105,794.91	111,085.65	116,634.96	122,462.73	125,525.79	128,668.41	131,890.59	135,192.33	138,573.63
MONTHLY	7,997.44	8,396.90	8,816.24	9,257.14	9,719.58	10,205.23	10,460.48	10,722.37	10,990.88	11,266.03	11,547.80
BI-WEEKLY	3,691.13	3,875.49	4,069.04	4,272.53	4,485.96	4,710.11	4,827.92	4,948.79	5,072.72	5,199.71	5,329.76
HOURLY	48.25	50.66	53.19	55.85	58.64	61.57	63.11	64.69	66.31	67.97	69.67

COMMUNITY SERVICES**ASSISTANT**

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	30,869.28	32,420.70	34,051.68	35,762.22	37,552.32	39,421.98	40,416.48	41,430.87	42,465.15	43,519.32	44,613.27
MONTHLY	2,572.44	2,701.73	2,837.64	2,980.19	3,129.36	3,285.17	3,368.04	3,452.57	3,538.76	3,626.61	3,717.77
BI-WEEKLY	1,187.28	1,246.95	1,309.68	1,375.47	1,444.32	1,516.23	1,554.48	1,593.50	1,633.28	1,673.82	1,715.90
HOURLY	15.52	16.30	17.12	17.98	18.88	19.82	20.32	20.83	21.35	21.88	22.43

COMMUNITY SERVICES**SPECIALIST**

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	37,055.07	38,904.84	40,854.06	42,902.73	45,050.85	47,298.42	48,471.93	49,685.22	50,918.40	52,191.36	53,504.10
MONTHLY	3,087.92	3,242.07	3,404.51	3,575.23	3,754.24	3,941.54	4,039.33	4,140.44	4,243.20	4,349.28	4,458.68
BI-WEEKLY	1,425.20	1,496.34	1,571.31	1,650.11	1,732.73	1,819.17	1,864.31	1,910.97	1,958.40	2,007.36	2,057.85
HOURLY	18.63	19.56	20.54	21.57	22.65	23.78	24.37	24.98	25.6	26.24	26.9

COMMUNITY SERVICES**SUPERINTENDENT**

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	79,341.21	83,299.32	87,456.33	91,832.13	96,426.72	101,240.01	103,766.13	106,351.83	109,017.09	111,742.02	114,526.62
MONTHLY	6,611.77	6,941.61	7,288.03	7,652.68	8,035.56	8,436.68	8,647.18	8,862.65	9,084.76	9,311.84	9,543.89
BI-WEEKLY	3,051.59	3,203.82	3,363.71	3,532.01	3,708.72	3,893.85	3,991.01	4,090.46	4,192.97	4,297.77	4,404.87
HOURLY	39.89	41.88	43.97	46.17	48.48	50.9	52.17	53.47	54.81	56.18	57.58

COUNCIL MEMBER

MONTHLY											\$802.99
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CREW LEADER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	44,474.04	46,701.72	49,048.74	51,495.21	54,080.91	56,785.95	58,198.14	59,650.11	61,161.75	62,693.28	64,244.70
MONTHLY	3,706.17	3,891.81	4,087.40	4,291.27	4,506.74	4,732.16	4,849.85	4,970.84	5,096.81	5,224.44	5,353.73
BI-WEEKLY	1,710.54	1,796.22	1,886.49	1,980.59	2,080.04	2,184.08	2,238.39	2,294.24	2,352.38	2,411.28	2,470.95
HOURLY	22.36	23.48	24.66	25.89	27.19	28.55	29.26	29.99	30.75	31.52	32.30

DEVELOPMENT SERVICES**DIRECTOR**

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	103,169.43	108,320.94	113,731.02	119,419.56	125,386.56	131,651.91	134,933.76	138,315.06	141,795.81	145,316.34	148,956.21
MONTHLY	8,597.45	9,026.75	9,477.59	9,951.63	10,448.88	10,970.99	11,244.48	11,526.26	11,816.32	12,109.70	12,413.02
BI-WEEKLY	3,968.06	4,166.19	4,374.27	4,593.06	4,822.56	5,063.54	5,189.76	5,319.81	5,453.69	5,589.09	5,729.09

HOURLY	51.87	54.46	57.18	60.04	63.04	66.19	67.84	69.54	71.28	73.06	74.89
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DEVELOPMENT SERVICES
TECHNICIAN II

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	51,893.01	54,478.71	57,203.64	60,067.80	63,071.19	66,233.70	67,884.57	69,575.22	71,305.65	73,095.75	74,925.63
MONTHLY	4,324.42	4,539.89	4,766.97	5,005.65	5,255.93	5,519.48	5,657.05	5,797.94	5,942.14	6,091.31	6,243.80
BI-WEEKLY	1,995.89	2,095.34	2,200.14	2,310.30	2,425.82	2,547.45	2,610.95	2,675.97	2,742.53	2,811.38	2,881.76
HOURLY	26.09	27.39	28.76	30.2	31.71	33.3	34.13	34.98	35.85	36.75	37.67

DEPUTY CITY CLERK

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	48,312.81	50,719.50	53,245.53	55,910.79	58,715.28	61,659.00	63,190.53	64,761.84	66,372.93	68,023.80	69,734.34
MONTHLY	4,026.07	4,226.63	4,437.13	4,659.23	4,892.94	5,138.25	5,265.88	5,396.82	5,531.08	5,668.65	5,811.20
BI-WEEKLY	1,858.19	1,950.75	2,047.91	2,150.42	2,258.28	2,371.50	2,430.41	2,490.84	2,552.81	2,616.30	2,682.09
HOURLY	24.29	25.5	26.77	28.11	29.52	31	31.77	32.56	33.37	34.2	35.06

ENGINEERING INSPECTOR

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	55,771.56	58,556.16	61,479.99	64,562.94	67,785.12	71,166.42	72,936.63	74,766.51	76,636.17	78,545.61	80,514.72
MONTHLY	4,647.63	4,879.68	5,123.33	5,380.25	5,648.76	5,930.54	6,078.05	6,230.54	6,386.35	6,545.47	6,709.56
BI-WEEKLY	2,145.06	2,252.16	2,364.62	2,483.19	2,607.12	2,737.17	2,805.26	2,875.64	2,947.55	3,020.99	3,096.72
HOURLY	28.04	29.44	30.91	32.46	34.08	35.78	36.67	37.59	38.53	39.49	40.48

ENGINEERING TECH III

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	52,290.81	54,896.40	57,641.22	60,525.27	63,548.55	66,730.95	68,401.71	70,112.25	71,862.57	73,652.67	75,502.44
MONTHLY	4,357.57	4,574.70	4,803.44	5,043.77	5,295.71	5,560.91	5,700.14	5,842.69	5,988.55	6,137.72	6,291.87
BI-WEEKLY	2,011.19	2,111.40	2,216.97	2,327.90	2,444.18	2,566.58	2,630.84	2,696.63	2,763.95	2,832.80	2,903.94
HOURLY	26.29	27.60	28.98	30.43	31.95	33.55	34.39	35.25	36.13	37.03	37.96

EXECUTIVE ASSISTANT

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	43,897.23	46,085.13	48,392.37	50,818.95	53,364.87	56,030.13	57,422.43	58,854.51	60,326.37	61,838.01	63,389.43
MONTHLY	3,658.10	3,840.43	4,032.70	4,234.91	4,447.07	4,669.18	4,785.20	4,904.54	5,027.20	5,153.17	5,282.45
BI-WEEKLY	1,688.36	1,772.51	1,861.25	1,954.58	2,052.50	2,155.01	2,208.56	2,263.64	2,320.25	2,378.39	2,438.06
HOURLY	22.07	23.17	24.33	25.55	26.83	28.17	28.87	29.59	30.33	31.09	31.87

FACILITY TECHNICIAN I

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	34,887.06	36,637.38	38,447.37	40,376.70	42,405.48	44,533.71	45,647.55	46,801.17	47,954.79	49,168.08	50,401.26
MONTHLY	2,907.26	3,053.12	3,203.95	3,364.73	3,533.79	3,711.14	3,803.96	3,900.10	3,996.23	4,097.34	4,200.11
BI-WEEKLY	1,341.81	1,409.13	1,478.75	1,552.95	1,630.98	1,712.84	1,755.68	1,800.05	1,844.42	1,891.08	1,938.51
HOURLY	17.54	18.42	19.33	20.30	21.32	22.39	22.95	23.53	24.11	24.72	25.34

FACILITY TECHNICIAN II

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	37,532.43	39,421.98	41,391.09	43,459.65	45,627.66	47,895.12	49,088.52	50,321.70	51,574.77	52,847.73	54,180.36
MONTHLY	3,127.70	3,285.17	3,449.26	3,621.64	3,802.31	3,991.26	4,090.71	4,193.48	4,297.90	4,403.98	4,515.03
BI-WEEKLY	1,443.56	1,516.23	1,591.97	1,671.53	1,754.91	1,842.12	1,888.02	1,935.45	1,983.65	2,032.61	2,083.86
HOURLY	18.87	19.82	20.81	21.85	22.94	24.08	24.68	25.30	25.93	26.57	27.24

FACILITIES SUPERVISOR

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	48,969.18	51,415.65	53,981.46	56,686.50	59,510.88	62,494.38	64,045.80	65,637.00	67,287.87	68,958.63	70,689.06
MONTHLY	4,080.77	4,284.64	4,498.46	4,723.88	4,959.24	5,207.87	5,337.15	5,469.75	5,607.32	5,746.55	5,890.76
BI-WEEKLY	1,883.43	1,977.53	2,076.21	2,180.25	2,288.88	2,403.63	2,463.30	2,524.50	2,588.00	2,652.26	2,718.81
HOURLY	24.62	25.85	27.14	28.50	29.92	31.42	32.20	33.00	33.83	34.67	35.54

FINANCE DIRECTOR

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	103,169.43	108,320.94	113,731.02	119,419.56	125,386.56	131,651.91	134,933.76	138,315.06	141,795.81	145,316.34	148,956.21
MONTHLY	8,597.45	9,026.75	9,477.59	9,951.63	10,448.88	10,970.99	11,244.48	11,526.26	11,816.32	12,109.70	12,413.02
BI-WEEKLY	3,968.06	4,166.19	4,374.27	4,593.06	4,822.56	5,063.54	5,189.76	5,319.81	5,453.69	5,589.09	5,729.09
HOURLY	51.87	54.46	57.18	60.04	63.04	66.19	67.84	69.54	71.28	73.06	74.89

FINANCE MANAGER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	103,169.43	108,320.94	113,731.02	119,419.56	125,386.56	131,651.91	134,933.76	138,315.06	141,795.81	145,316.34	148,956.21
MONTHLY	8,597.45	9,026.75	9,477.59	9,951.63	10,448.88	10,970.99	11,244.48	11,526.26	11,816.32	12,109.70	12,413.02
BI-WEEKLY	3,968.06	4,166.19	4,374.27	4,593.06	4,822.56	5,063.54	5,189.76	5,319.81	5,453.69	5,589.09	5,729.09
HOURLY	51.87	54.46	57.18	60.04	63.04	66.19	67.84	69.54	71.28	73.06	74.89

FIRE CAPTAIN

	A	B	C	D	E	F	G	H	I
ANNUAL	94,944.20	99,684.52	104,672.88	109,909.28	115,393.72	121,153.76	127,216.96	133,583.32	140,252.84
MONTHLY	7,912.02	8,307.04	8,722.74	9,159.11	9,616.14	10,096.15	10,601.41	11,131.94	11,687.74
BI-WEEKLY (106 hrs)	3,651.70	3,834.02	4,025.88	4,227.28	4,438.22	4,659.76	4,892.96	5,137.82	5,394.34
HOURLY (2,756 hrs/yr)	34.45	36.17	37.98	39.88	41.87	43.96	46.16	48.47	50.89

MONTHLY (56 hrs/wk. RATE)
(53 regular + 3 sch'd OT)

8,583.80 9,012.36 9,463.35 9,936.77 10,432.61 10,953.37 11,501.53 12,077.11 12,680.10

FIRE DIVISION CHIEF

	A	B	C	D	E
ANNUAL	139,329.45	146,290.95	153,610.47	161,288.01	169,343.46
MONTHLY	11,610.79	12,190.91	12,800.87	13,440.67	14,111.96
BI-WEEKLY	5,358.83	5,626.58	5,908.10	6,203.39	6,513.21
HOURLY	70.05	73.55	77.23	81.09	85.14

FIRE ENGINEER

	34	A	B	C	D	E	F	G	H	I
ANNUAL		82,569.76	86,703.76	91,030.68	95,578.08	100,345.96	105,361.88	110,625.84	116,165.40	121,980.56
MONTHLY		6,880.81	7,225.31	7,585.89	7,964.84	8,362.16	8,780.16	9,218.82	9,680.45	10,165.05
BI-WEEKLY (106 hrs)		3,175.76	3,334.76	3,501.18	3,676.08	3,859.46	4,052.38	4,254.84	4,467.90	4,691.56
HOURLY (2,756 hrs/yr)		29.96	31.46	33.03	34.68	36.41	38.23	40.14	42.15	44.26
MONTHLY (56 hrs/wk. RATE) (53 regular + 3 sch'd OT)		7,465.03	7,838.78	8,229.98	8,641.10	9,072.16	9,525.65	10,001.55	10,502.38	11,028.12

FIRE INSPECTOR

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	55,771.56	58,556.16	61,479.99	64,562.94	67,785.12	71,166.42	72,936.63	74,766.51	76,636.17	78,545.61	80,514.72
MONTHLY	4,647.63	4,879.68	5,123.33	5,380.25	5,648.76	5,930.54	6,078.05	6,230.54	6,386.35	6,545.47	6,709.56
BI-WEEKLY	2,145.06	2,252.16	2,364.62	2,483.19	2,607.12	2,737.17	2,805.26	2,875.64	2,947.55	3,020.99	3,096.72
HOURLY	28.04	29.44	30.91	32.46	34.08	35.78	36.67	37.59	38.53	39.49	40.48

**FIRE PREVENTION/
PUBLIC EDUCATION SPECIALIST**

	A	B	C	D	E	F	G
HOURLY	24.25	25.45	26.74	28.07	29.50	30.24	30.99

FIREFIGHTER/PARAMEDIC

	A	B	C	D	E	F	G	H	I
ANNUAL	76,837.28	80,668.12	84,691.88	88,936.12	93,373.28	98,030.92	102,936.60	108,090.32	113,492.08
MONTHLY	6,403.11	6,722.34	7,057.66	7,411.34	7,781.11	8,169.24	8,578.05	9,007.53	9,457.67
BI-WEEKLY (106 hrs)	2,955.28	3,102.62	3,257.38	3,420.62	3,591.28	3,770.42	3,959.10	4,157.32	4,365.08
HOURLY (2,756 hrs/yr)	27.88	29.27	30.73	32.27	33.88	35.57	37.35	39.22	41.18
MONTHLY (56 hrs/wk. RATE) (53 regular + 3 sch'd OT)	6,946.77	7,293.11	7,656.90	8,040.61	8,441.77	8,862.86	9,306.38	9,772.32	10,260.68

HUMAN RESOURCES MANAGER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	87,237.54	91,593.45	96,168.15	100,981.53	106,033.59	111,344.22	114,128.82	116,973.09	119,896.92	122,900.31	125,963.37
MONTHLY	7,269.80	7,632.79	8,014.01	8,415.13	8,836.13	9,278.69	9,510.74	9,747.76	9,991.41	10,241.69	10,496.95
BI-WEEKLY	3,355.29	3,522.83	3,698.78	3,883.91	4,078.22	4,282.47	4,389.57	4,498.97	4,611.42	4,726.94	4,844.75
HOURLY	43.86	46.05	48.35	50.77	53.31	55.98	57.38	58.81	60.28	61.79	63.33

INTERN

HOURLY	15.50
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LICENSE CLERK

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	33,932.34	35,622.99	37,413.09	39,282.75	41,251.86	43,320.42	44,394.48	45,508.32	46,642.05	47,815.56	49,008.96
MONTHLY	2,827.77	2,968.58	3,117.76	3,273.56	3,437.66	3,610.04	3,699.54	3,792.36	3,886.84	3,984.63	4,084.08
BI-WEEKLY	1,305.09	1,370.12	1,438.97	1,510.88	1,586.61	1,666.17	1,707.48	1,750.32	1,793.93	1,839.06	1,884.96
HOURLY	17.06	17.91	18.81	19.75	20.74	21.78	22.32	22.88	23.45	24.04	24.64

MAINTENANCE SERVICE WORKER

	A	B	C	D	E	F	G
HOURLY	15.50	16.28	17.09	17.94	18.84	19.31	19.79

MANAGEMENT ANALYST

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	61,877.79	64,980.63	68,222.70	71,623.89	75,204.09	78,963.30	80,932.24	82,961.19	85,029.75	87,157.98	89,345.88
MONTHLY	5,156.48	5,415.05	5,685.23	5,968.66	6,267.01	6,580.28	6,744.37	6,913.43	7,085.81	7,263.17	7,445.49
BI-WEEKLY	2,379.92	2,499.26	2,623.95	2,754.77	2,892.47	3,037.05	3,112.79	3,190.82	3,270.38	3,352.23	3,436.38
HOURLY	31.11	32.67	34.30	36.01	37.81	39.7	40.69	41.71	42.75	43.82	44.92

MAYOR

MONTHLY											\$1,405.21
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OFFICE AIDE

	A	B	C	D	E	F	G
HOURLY	15.50	16.28	17.09	17.94	18.84	19.31	19.79

OFFICE SPECIALIST I

			C	D	E	F	G	H	I	J	K
ANNUAL	xx	30,869.28	32,420.70	34,051.68	35,762.22	37,552.32	38,487.15	39,441.87	40,436.37	41,450.76	42,485.04
MONTHLY	xx	2,572.44	2,701.73	2,837.64	2,980.19	3,129.36	3,207.26	3,286.82	3,369.70	3,454.23	3,540.42
BI-WEEKLY	xx	1,187.28	1,246.95	1,309.68	1,375.47	1,444.32	1,480.28	1,517.00	1,555.25	1,594.26	1,634.04
HOURLY	xx	15.52	16.3	17.12	17.98	18.88	19.35	19.83	20.33	20.84	21.36

OFFICE SPECIALIST II

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	30,869.28	32,420.70	34,051.68	35,762.22	37,552.32	39,421.98	40,416.48	41,430.87	42,465.15	43,519.32	44,613.27
MONTHLY	2,572.44	2,701.73	2,837.64	2,980.19	3,129.36	3,285.17	3,368.04	3,452.57	3,538.76	3,626.61	3,717.77
BI-WEEKLY	1,187.28	1,246.95	1,309.68	1,375.47	1,444.32	1,516.23	1,554.48	1,593.50	1,633.28	1,673.82	1,715.90
HOURLY	15.52	16.3	17.12	17.98	18.88	19.82	20.32	20.83	21.35	21.88	22.43

PARK RANGER

	A	B	C	D	E	F	G
HOURLY	17.49	18.36	19.28	20.25	21.25	21.78	22.34

PRINCIPAL PLANNER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	84,691.62	88,928.19	93,383.55	98,057.70	102,950.64	108,102.15	110,807.19	113,571.90	116,416.17	119,320.11	122,307.00
MONTHLY	7,057.64	7,410.68	7,781.96	8,171.48	8,579.22	9,008.51	9,233.93	9,464.33	9,701.35	9,943.34	10,192.25
BI-WEEKLY	3,257.37	3,420.32	3,591.68	3,771.45	3,959.64	4,157.78	4,261.82	4,368.15	4,477.55	4,589.24	4,704.12

HOURLY	42.58	44.71	46.95	49.30	51.76	54.35	55.71	57.10	58.53	59.99	61.49
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PUBLIC WORKS DIRECTOR

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	103,169.43	108,320.94	113,731.02	119,419.56	125,386.56	131,651.91	134,933.76	138,315.06	141,795.81	145,316.34	148,956.21
MONTHLY	8,597.45	9,026.75	9,477.59	9,951.63	10,448.88	10,970.99	11,244.48	11,526.26	11,816.32	12,109.70	12,413.02
BI-WEEKLY	3,968.06	4,166.19	4,374.27	4,593.06	4,822.56	5,063.54	5,189.76	5,319.81	5,453.69	5,589.09	5,729.09
HOURLY	51.87	54.46	57.18	60.04	63.04	66.19	67.84	69.54	71.28	73.06	74.89

PUBLIC WORKS SECRETARY

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	33,932.34	35,622.99	37,413.09	39,282.75	41,251.86	43,320.42	44,394.48	45,508.32	46,642.05	47,815.56	49,008.96
MONTHLY	2,827.77	2,968.58	3,117.76	3,273.56	3,437.66	3,610.04	3,699.54	3,792.36	3,886.84	3,984.63	4,084.08
BI-WEEKLY	1,305.09	1,370.12	1,438.97	1,510.88	1,586.61	1,666.17	1,707.48	1,750.32	1,793.93	1,839.06	1,884.96
HOURLY	17.06	17.91	18.81	19.75	20.74	21.78	22.32	22.88	23.45	24.04	24.64

**PUBLIC WORKS OPERATIONS &
ADMINISTRATION MANAGER**

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	93,761.46	98,455.50	103,388.22	108,559.62	113,989.59	119,698.02	122,681.52	125,744.58	128,887.20	132,109.38	135,411.12
MONTHLY	7,813.46	8,204.63	8,615.69	9,046.64	9,499.13	9,974.84	10,223.46	10,478.72	10,740.60	11,009.12	11,284.26
BI-WEEKLY	3,606.21	3,786.75	3,976.47	4,175.37	4,384.22	4,603.77	4,718.52	4,836.33	4,957.20	5,081.13	5,208.12
HOURLY	47.14	49.50	51.98	54.58	57.31	60.18	61.68	63.22	64.8	66.42	68.08

**PUBLIC WORKS
SUPERINTENDENT**

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	79,341.21	83,299.32	87,456.33	91,832.13	96,426.72	101,240.01	103,766.13	106,351.83	109,017.09	111,742.02	114,526.62
MONTHLY	6,611.77	6,941.61	7,288.03	7,652.68	8,035.56	8,436.68	8,647.18	8,862.65	9,084.76	9,311.84	9,543.89
BI-WEEKLY	3,051.59	3,203.82	3,363.71	3,532.01	3,708.72	3,893.85	3,991.01	4,090.46	4,192.97	4,297.77	4,404.87
HOURLY	39.89	41.88	43.97	46.17	48.48	50.9	52.17	53.47	54.81	56.18	57.58

RECREATION LEADER I

	A	B	C	D	E	F	G
HOURLY	15.50	16.28	17.09	17.94	18.84	19.31	19.79

RECREATION LEADER II

	A	B	C	D	E	F	G
HOURLY	16.54	17.37	18.24	19.15	19.63	20.12	20.62

REVENUE COMPLIANCE OFFICER

	A	B	C	D	E	F	G
	24.13	25.33	26.60	27.93	29.33	30.07	30.83

SANITATION SUPERVISOR

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	56,288.70	59,113.08	62,056.80	65,139.75	68,401.71	71,822.28	73,632.78	75,482.55	77,352.21	79,281.54	81,270.54
MONTHLY	4,690.73	4,926.09	5,171.40	5,428.31	5,700.14	5,985.23	6,136.07	6,290.21	6,446.02	6,606.80	6,772.55
BI-WEEKLY	2,164.95	2,273.58	2,386.80	2,505.38	2,630.84	2,762.42	2,832.03	2,903.18	2,975.09	3,049.29	3,125.79

HOURLY	28.30	29.72	31.20	32.75	34.39	36.11	37.02	37.95	38.89	39.86	40.86
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SR. MANAGEMENT ANALYST

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	72,678.06	76,317.93	80,136.81	84,134.70	88,331.49	92,747.07	95,074.20	97,461.00	99,907.47	102,413.61	104,979.42
MONTHLY	6,056.51	6,359.83	6,678.07	7,011.23	7,360.96	7,728.92	7,922.85	8,121.75	8,325.62	8,534.47	8,748.29
BI-WEEKLY	2,795.31	2,935.31	3,082.19	3,235.95	3,397.37	3,567.20	3,656.70	3,748.50	3,842.60	3,938.99	4,037.67
HOURLY	36.54	38.37	40.29	42.3	44.41	46.63	47.8	49.00	50.23	51.49	52.78

SENIOR PLANNER

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	72,678.06	76,317.93	80,136.81	84,134.70	88,331.49	92,747.07	95,074.20	97,461.00	99,907.47	102,413.61	104,979.42
MONTHLY	6,056.51	6,359.83	6,678.07	7,011.23	7,360.96	7,728.92	7,922.85	8,121.75	8,325.62	8,534.47	8,748.29
BI-WEEKLY	2,795.31	2,935.31	3,082.19	3,235.95	3,397.37	3,567.20	3,656.70	3,748.50	3,842.60	3,938.99	4,037.67
HOURLY	36.54	38.37	40.29	42.3	44.41	46.63	47.8	49.00	50.23	51.49	52.78

STREET SUPERVISOR

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	56,288.70	59,113.08	62,056.80	65,139.75	68,401.71	71,822.28	73,632.78	75,482.55	77,352.21	79,281.54	81,270.54
MONTHLY	4,690.73	4,926.09	5,171.40	5,428.31	5,700.14	5,985.23	6,136.07	6,290.21	6,446.02	6,606.80	6,772.55
BI-WEEKLY	2,164.95	2,273.58	2,386.80	2,505.38	2,630.84	2,762.42	2,832.03	2,903.18	2,975.09	3,049.29	3,125.79
HOURLY	28.30	29.72	31.20	32.75	34.39	36.11	37.02	37.95	38.89	39.86	40.86

STREET TECHNICIAN I

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	34,887.06	36,637.38	38,447.37	40,376.70	42,405.48	44,533.71	45,647.55	46,801.17	47,954.79	49,168.08	50,401.26
MONTHLY	2,907.26	3,053.12	3,203.95	3,364.73	3,533.79	3,711.14	3,803.96	3,900.10	3,996.23	4,097.34	4,200.11
BI-WEEKLY	1,341.81	1,409.13	1,478.75	1,552.95	1,630.98	1,712.84	1,755.68	1,800.05	1,844.42	1,891.08	1,938.51
HOURLY	17.54	18.42	19.33	20.30	21.32	22.39	22.95	23.53	24.11	24.72	25.34

STREET TECHNICIAN II

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	37,532.43	39,421.98	41,391.09	43,459.65	45,627.66	47,895.12	49,088.52	50,321.70	51,574.77	52,847.73	54,180.36
MONTHLY	3,127.70	3,285.17	3,449.26	3,621.64	3,802.31	3,991.26	4,090.71	4,193.48	4,297.90	4,403.98	4,515.03
BI-WEEKLY	1,443.56	1,516.23	1,591.97	1,671.53	1,754.91	1,842.12	1,888.02	1,935.45	1,983.65	2,032.61	2,083.86
HOURLY	18.87	19.82	20.81	21.85	22.94	24.08	24.68	25.30	25.93	26.57	27.24

TECHNICIAN I

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	34,887.06	36,637.38	38,447.37	40,376.70	42,405.48	44,533.71	45,647.55	46,801.17	47,954.79	49,168.08	50,401.26
MONTHLY	2,907.26	3,053.12	3,203.95	3,364.73	3,533.79	3,711.14	3,803.96	3,900.10	3,996.23	4,097.34	4,200.11
BI-WEEKLY	1,341.81	1,409.13	1,478.75	1,552.95	1,630.98	1,712.84	1,755.68	1,800.05	1,844.42	1,891.08	1,938.51
HOURLY	17.54	18.42	19.33	20.30	21.32	22.39	22.95	23.53	24.11	24.72	25.34

TECHNICIAN II

	A	B	C	D	E	F	G	H	I	J	K
ANNUAL	37,532.43	39,421.98	41,391.09	43,459.65	45,627.66	47,895.12	49,088.52	50,321.70	51,574.77	52,847.73	54,180.36
MONTHLY	3,127.70	3,285.17	3,449.26	3,621.64	3,802.31	3,991.26	4,090.71	4,193.48	4,297.90	4,403.98	4,515.03
BI-WEEKLY	1,443.56	1,516.23	1,591.97	1,671.53	1,754.91	1,842.12	1,888.02	1,935.45	1,983.65	2,032.61	2,083.86
HOURLY	18.87	19.82	20.81	21.85	22.94	24.08	24.68	25.30	25.93	26.57	27.24

COMMENTS:

Part-time and contract classifications did not receive a cost of living adjustment.