

**RESOLUTION NO. 25-9485**

**A RESOLUTION OF THE CITY OF SANTA CLARA, CALIFORNIA, TO ADOPT THE AMENDED UNCLASSIFIED AND CLASSIFIED SALARY PLAN FOR VARIOUS POSITIONS WITH AN APPROVAL DATE OF SEPTEMBER 16, 2025 AND AN EFFECTIVE DATE OF SEPTEMBER 28, 2025**

**WHEREAS**, the City of Santa Clara contracts with CalPERS to provide retirement benefits;

**WHEREAS**, to comply with the California Code Regulations section 570.5, the City of Santa Clara shall among other things, have publicly available pay schedules approved and adopted by the City Council which shall indicate an effective date and date of any revisions; and

**WHEREAS**, as required by the California Code Regulations section 570.5 and as mandated by CalPERS, the City Council deems it to be in the best interests of the City to adopt the Amended Unclassified and Classified Salary Plans for City of Santa Clara classifications when there are salary modifications to existing classifications, and when new classifications are created and salary ranges need to be established or when existing classifications are deleted, with an approval date of September 16, 2025, and an effective date of September 28, 2025.

**NOW THEREFORE, BE IT RESOLVED BY THE CITY OF SANTA CLARA AS FOLLOWS:**

1. That the City hereby adopts the Amended Unclassified Salary Plan for creation of the Director of Economic Development and Sustainability, and Amend the Classified Salary Plan for the deletion of the Senior Library Assistant - Public Services (Job Code 754B) and Senior Library Assistant - Public Services/Graphics (Job Code 754E) classifications and retitle of Electric Utility Programmer Analyst to Electric Utility Information Systems Specialist (Job Code 440).

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2. Effective date. In accordance with the California Code Regulations section 570.5 and to comply with CalPERS, the attached salary schedule for unclassified and classified positions, shall be effective September 28, 2025 and adopted with an approval date of September 16, 2025.

I HEREBY CERTIFY THE FOREGOING TO BE A TRUE COPY OF A RESOLUTION PASSED AND ADOPTED BY THE CITY OF SANTA CLARA, CALIFORNIA, AT A REGULAR MEETING THEREOF HELD ON THE 16<sup>TH</sup> DAY OF SEPTEMBER, 2025, BY THE FOLLOWING VOTE:

AYES:	COUNCILORS:	Chahal, Cox, Gonzalez, Hardy, Jain, and Park, and Mayor Gillmor
NOES:	COUNCILORS:	None
ABSENT:	COUNCILORS:	None
ABSTAINED:	COUNCILORS:	None

ATTEST:

  
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NORA PIMENTEL, MMC  
ASSISTANT CITY CLERK  
CITY OF SANTA CLARA

Attachments incorporated by reference:

1. Unclassified Salary Plan eff 9-28-25 (for Council 9-16-25)
2. Classified Salary Plan eff 9-28-25 (for Council 9-16-25)

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 9/28/2025  
Approved 9/16/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Accounting Division Manager	109	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Asst Building Official	222	9	\$ 92.595404	\$ 16,049.87	\$ 192,598.44	\$ 119.838923	\$ 20,772.08	\$ 249,264.96
Asst City Attorney	015	9	\$ 107.617442	\$ 18,653.69	\$ 223,844.28	\$ 139.274423	\$ 24,140.90	\$ 289,690.80
Asst City Clerk	010	9	\$ 81.924000	\$ 14,200.16	\$ 170,401.92	\$ 106.009615	\$ 18,375.00	\$ 220,500.00
Asst City Librarian	012	9	\$ 93.769673	\$ 16,253.41	\$ 195,040.92	\$ 121.350462	\$ 21,034.08	\$ 252,408.96
Asst City Manager	016	9	\$ 138.876519	\$ 24,071.93	\$ 288,863.16	\$ 179.714250	\$ 31,150.47	\$ 373,805.64
Asst Dir of Community Dev	038	9	\$ 105.985442	\$ 18,370.81	\$ 220,449.72	\$ 137.780769	\$ 23,882.00	\$ 286,584.00
Asst Dir of Electric Util	021	9	\$ 127.039442	\$ 22,020.17	\$ 264,242.04	\$ 164.405538	\$ 28,496.96	\$ 341,963.52
Asst Dir of Finance	022	9	\$ 101.105192	\$ 17,524.90	\$ 210,298.80	\$ 130.845635	\$ 22,679.91	\$ 272,158.92
Asst Dir of Human Resources	018	9	\$ 101.105192	\$ 17,524.90	\$ 210,298.80	\$ 130.845635	\$ 22,679.91	\$ 272,158.92
Asst Dir of Pub Works/City Eng	071	9	\$ 111.497827	\$ 19,326.29	\$ 231,915.48	\$ 144.295269	\$ 25,011.18	\$ 300,134.16
Asst Dir of Water & Sewer Util	014	9	\$ 100.072731	\$ 17,345.94	\$ 208,151.28	\$ 129.516115	\$ 22,449.46	\$ 269,393.52
Asst Fire Chief	024	9B	\$ 144.731423	\$ 25,086.78	\$ 301,041.36	\$ 187.309038	\$ 32,466.90	\$ 389,602.80
Asst Fire Marshal	026	9B	\$ 111.007846	\$ 19,241.36	\$ 230,896.32	\$ 143.657250	\$ 24,900.59	\$ 298,807.08
Asst Fleet Manager	046	9	\$ 60.779942	\$ 10,535.19	\$ 126,422.28	\$ 78.649269	\$ 13,632.54	\$ 163,590.48
Asst Police Chief	027	9A	\$ 153.086596	\$ 26,535.01	\$ 318,420.12	\$ 190.489673	\$ 33,018.21	\$ 396,218.52
Asst To The City Manager	028	9	\$ 98.837654	\$ 17,131.86	\$ 205,582.32	\$ 127.903269	\$ 22,169.90	\$ 266,038.80
Audit Manager	201	9	\$ 83.633538	\$ 14,496.48	\$ 173,957.76	\$ 108.231519	\$ 18,760.13	\$ 225,121.56
Battalion Chief	036	9B	\$ 119.595692	\$ 20,729.92	\$ 248,759.04	\$ 154.762212	\$ 26,825.45	\$ 321,905.40
Battalion Chief 24 Hrs	036S	9BS	\$ 81.357610	\$ 19,742.78	\$ 236,913.36	\$ 105.280426	\$ 25,548.05	\$ 306,576.60
Budget & Treasury Division Mgr	113	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Building Maintenance Manager	041	9	\$ 76.932288	\$ 13,334.93	\$ 160,019.16	\$ 99.559788	\$ 17,257.03	\$ 207,084.36
Building Official	042	9	\$ 101.861019	\$ 17,655.91	\$ 211,870.92	\$ 131.817404	\$ 22,848.35	\$ 274,180.20
Cemetery Operations Manager	045	9	\$ 61.518750	\$ 10,663.25	\$ 127,959.00	\$ 79.611462	\$ 13,799.32	\$ 165,591.84
Chief Asst City Attorney	037	9	\$ 123.759750	\$ 21,451.69	\$ 257,420.28	\$ 160.165558	\$ 27,762.03	\$ 333,144.36
Chief Operating Officer	311	9	\$ 159.713192	\$ 27,683.62	\$ 332,203.44	\$ 206.682346	\$ 35,824.94	\$ 429,899.28
City Attorney	060	Appointed				\$ 178.106308	\$ 30,871.76	\$ 370,461.12
City Auditor	067	9	\$ 101.105192	\$ 17,524.90	\$ 210,298.80	\$ 130.845635	\$ 22,679.91	\$ 272,158.92

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 9/28/2025  
Approved 9/16/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
City Clerk	063	Elected					\$ 1,575.00	\$ 18,900.00
City Council Member	CNCL	Elected					\$ 2,100.00	\$ 25,200.00
City Librarian	066	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
City Manager	069	Appointed				\$ 201.067673	\$ 34,851.73	\$ 418,220.76
Communications & Outreach Mgr	083	9	\$ 69.839654	\$ 12,105.54	\$ 145,266.48	\$ 90.375173	\$ 15,665.03	\$ 187,980.36
Communications Operations Mgr	068	9	\$ 79.139019	\$ 13,717.43	\$ 164,609.16	\$ 102.414404	\$ 17,751.83	\$ 213,021.96
Compliance Manager	081	9	\$ 70.939615	\$ 12,296.20	\$ 147,554.40	\$ 91.799135	\$ 15,911.85	\$ 190,942.20
Contracts Manager	342	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Deputy City Attorney I	170	9	\$ 67.254981	\$ 11,657.53	\$ 139,890.36	\$ 87.034673	\$ 15,086.01	\$ 181,032.12
Deputy City Attorney II	172	9	\$ 78.464192	\$ 13,600.46	\$ 163,205.52	\$ 101.543827	\$ 17,600.93	\$ 211,211.16
Deputy City Clerk	178	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Deputy City Manager	079	9	\$ 108.724212	\$ 18,845.53	\$ 226,146.36	\$ 140.691519	\$ 24,386.53	\$ 292,638.36
Deputy Fire Chief	080	9B	\$ 131.573423	\$ 22,806.06	\$ 273,672.72	\$ 170.282250	\$ 29,515.59	\$ 354,187.08
Deputy Director	176	9	\$ 88.013192	\$ 15,255.62	\$ 183,067.44	\$ 113.900250	\$ 19,742.71	\$ 236,912.52
Development Project Manager	158	9	\$ 88.007423	\$ 15,254.62	\$ 183,055.44	\$ 113.890500	\$ 19,741.02	\$ 236,892.24
Development Review Officer	144	9	\$ 85.145192	\$ 14,758.50	\$ 177,102.00	\$ 110.188558	\$ 19,099.35	\$ 229,192.20
Director of Community Developm	090	9	\$ 126.393808	\$ 21,908.26	\$ 262,899.12	\$ 163.571192	\$ 28,352.34	\$ 340,228.08
Director of Econ Dev and Sust	085	9	\$ 115.533635	\$ 20,025.83	\$ 240,309.96	\$ 149.038500	\$ 25,833.34	\$ 310,000.08
Director of Finance	087	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Director of Human Resources	088	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Director of Inf Technology/CIO	089	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Director of Public Works	091	9	\$ 133.695577	\$ 23,173.90	\$ 278,086.80	\$ 173.017731	\$ 29,989.74	\$ 359,876.88
Director of Silicon Valley Pwr	108	9	\$ 159.713192	\$ 27,683.62	\$ 332,203.44	\$ 206.682346	\$ 35,824.94	\$ 429,899.28
Director of Wtr & Sewer Utils	102	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Elec Div Mgr - Engineering	104Q	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Generation	104R	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Operations	104P	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr - Substations	104M	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 9/28/2025  
Approved 9/16/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Elec Div Mgr - Transm, Distrib	104S	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Div Mgr-Mkt A & P	107F	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Division Manager	104	9	\$ 104.985577	\$ 18,197.50	\$ 218,370.00	\$ 135.873115	\$ 23,551.34	\$ 282,616.08
Elec Program Manager	424	9	\$ 91.299750	\$ 15,825.29	\$ 189,903.48	\$ 118.145077	\$ 20,478.48	\$ 245,741.76
Elec Util Chief Oper Officer	116	9	\$ 139.746808	\$ 24,222.78	\$ 290,673.36	\$ 180.851538	\$ 31,347.60	\$ 376,171.20
Elec Util Risk Control Analyst	697	9	\$ 81.764135	\$ 14,172.45	\$ 170,069.40	\$ 105.815596	\$ 18,341.37	\$ 220,096.44
Emergency Services Officer	106	9	\$ 95.038327	\$ 16,473.31	\$ 197,679.72	\$ 122.983615	\$ 21,317.16	\$ 255,805.92
Environmental Programs Mgr	461	9	\$ 70.939615	\$ 12,296.20	\$ 147,554.40	\$ 91.799135	\$ 15,911.85	\$ 190,942.20
Executive Assistant	187	9	\$ 59.663019	\$ 10,341.59	\$ 124,099.08	\$ 77.208981	\$ 13,382.89	\$ 160,594.68
Fire Chief	117	9B	\$ 157.405038	\$ 27,283.54	\$ 327,402.48	\$ 203.689962	\$ 35,306.26	\$ 423,675.12
Fire Marshal	120	9B	\$ 119.594942	\$ 20,729.79	\$ 248,757.48	\$ 154.758000	\$ 26,824.72	\$ 321,896.64
Fleet Manager	034	9	\$ 73.301596	\$ 12,705.61	\$ 152,467.32	\$ 94.856135	\$ 16,441.73	\$ 197,300.76
Housing & Comm Svc Div Mgr	075	9	\$ 88.087442	\$ 15,268.49	\$ 183,221.88	\$ 114.001442	\$ 19,760.25	\$ 237,123.00
Housing Development Officer	749	9	\$ 69.178327	\$ 11,990.91	\$ 143,890.92	\$ 89.524904	\$ 15,517.65	\$ 186,211.80
Human Resources Div Mgr	139	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Information Technology Svc Mgr	112	9	\$ 81.534635	\$ 14,132.67	\$ 169,592.04	\$ 105.505212	\$ 18,287.57	\$ 219,450.84
Inspection Manager	134	9	\$ 87.250615	\$ 15,123.44	\$ 181,481.28	\$ 112.921673	\$ 19,573.09	\$ 234,877.08
Legal Executive Assistant	185	9	\$ 59.663019	\$ 10,341.59	\$ 124,099.08	\$ 77.208981	\$ 13,382.89	\$ 160,594.68
Library Div Mgr -Support Svcs	127G	9	\$ 73.247596	\$ 12,696.25	\$ 152,355.00	\$ 94.802135	\$ 16,432.37	\$ 197,188.44
Management Analyst	008	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Mayor	MAYOR	Elected					\$ 2,625.00	\$ 31,500.00
Municipal Services Div Mgr	110	9	\$ 86.872788	\$ 15,057.95	\$ 180,695.40	\$ 112.422346	\$ 19,486.54	\$ 233,838.48
Park Maint & Operations Superv	131	9	\$ 72.404077	\$ 12,550.04	\$ 150,600.48	\$ 93.688673	\$ 16,239.37	\$ 194,872.44
Parks & Recreation Director	132	9	\$ 126.142269	\$ 21,864.66	\$ 262,375.92	\$ 163.240212	\$ 28,294.97	\$ 339,539.64
Parks Const, Mtc & Repair Mgr	130	9	\$ 72.404077	\$ 12,550.04	\$ 150,600.48	\$ 93.688673	\$ 16,239.37	\$ 194,872.44
Performance Auditor I	203	9	\$ 50.478404	\$ 8,749.59	\$ 104,995.08	\$ 65.330596	\$ 11,323.97	\$ 135,887.64
Performance Auditor II	204	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Plan Review Manager	629	9	\$ 88.188692	\$ 15,286.04	\$ 183,432.48	\$ 114.116192	\$ 19,780.14	\$ 237,361.68

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 9/28/2025  
Approved 9/16/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Planning Manager	072	9	\$ 91.967769	\$ 15,941.08	\$ 191,292.96	\$ 119.015538	\$ 20,629.36	\$ 247,552.32
Police Captain	138	9A	\$ 150.016096	\$ 26,002.79	\$ 312,033.48	\$ 181.432385	\$ 31,448.28	\$ 377,379.36
Police Chief	141	Elected					\$ 29,473.88	\$ 353,686.56
Police Records Manager	647	9	\$ 62.396135	\$ 10,815.33	\$ 129,783.96	\$ 80.751865	\$ 13,996.99	\$ 167,963.88
Power System Scheduler/Trader	674	9	\$ 78.302192	\$ 13,572.38	\$ 162,868.56	\$ 101.334635	\$ 17,564.67	\$ 210,776.04
Power Trader	673	9	\$ 100.072731	\$ 17,345.94	\$ 208,151.28	\$ 129.516115	\$ 22,449.46	\$ 269,393.52
Principal Accountant	148	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Electric Utility Eng	145	9	\$ 99.998423	\$ 17,333.06	\$ 207,996.72	\$ 129.408115	\$ 22,430.74	\$ 269,168.88
Principal Eng - Water & Sewer	142W	9	\$ 96.961615	\$ 16,806.68	\$ 201,680.16	\$ 125.480538	\$ 21,749.96	\$ 260,999.52
Principal Eng/City Surveyor	140	9	\$ 101.809846	\$ 17,647.04	\$ 211,764.48	\$ 131.756538	\$ 22,837.80	\$ 274,053.60
Principal Engineer	142	9	\$ 96.961615	\$ 16,806.68	\$ 201,680.16	\$ 125.480538	\$ 21,749.96	\$ 260,999.52
Principal Financial Analyst	149	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Planner	143	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Power Analyst	154	9	\$ 78.201000	\$ 13,554.84	\$ 162,658.08	\$ 101.192942	\$ 17,540.11	\$ 210,481.32
Principal Util Info System Mgr	146	9	\$ 100.072731	\$ 17,345.94	\$ 208,151.28	\$ 129.516115	\$ 22,449.46	\$ 269,393.52
Public Information Officer	077	9	\$ 95.038327	\$ 16,473.31	\$ 197,679.72	\$ 122.983615	\$ 21,317.16	\$ 255,805.92
Public Records Manager	082	9	\$ 60.574096	\$ 10,499.51	\$ 125,994.12	\$ 78.396692	\$ 13,588.76	\$ 163,065.12
Purchasing Division Manager	147	9	\$ 83.633538	\$ 14,496.48	\$ 173,957.76	\$ 108.231519	\$ 18,760.13	\$ 225,121.56
Recreation Manager	150	9	\$ 78.943327	\$ 13,683.51	\$ 164,202.12	\$ 102.157904	\$ 17,707.37	\$ 212,488.44
Risk Manager	700	9	\$ 83.633538	\$ 14,496.48	\$ 173,957.76	\$ 108.231519	\$ 18,760.13	\$ 225,121.56
Sr Counsel for SVP	179	9	\$ 116.061981	\$ 20,117.41	\$ 241,408.92	\$ 149.719962	\$ 25,951.46	\$ 311,417.52
Sr Deputy City Attorney	161	9	\$ 83.403981	\$ 14,456.69	\$ 173,480.28	\$ 107.941442	\$ 18,709.85	\$ 224,518.20
Sr Elec Div Mgr	173	9	\$ 115.479346	\$ 20,016.42	\$ 240,197.04	\$ 149.457808	\$ 25,906.02	\$ 310,872.24
Sr Elec Div Mgr-Mkt A&P	174A	9	\$ 115.479346	\$ 20,016.42	\$ 240,197.04	\$ 149.457808	\$ 25,906.02	\$ 310,872.24
Sr Information Tech Svcs Mgr	743	9	\$ 89.342654	\$ 15,486.06	\$ 185,832.72	\$ 115.621096	\$ 20,040.99	\$ 240,491.88
Sr Management Analyst	742	9	\$ 66.631269	\$ 11,549.42	\$ 138,593.04	\$ 86.236154	\$ 14,947.60	\$ 179,371.20
Sr Performance Auditor	202	9	\$ 70.939615	\$ 12,296.20	\$ 147,554.40	\$ 91.799135	\$ 15,911.85	\$ 190,942.20
Sr Power System Schedlr/Trader	772	9	\$ 84.159865	\$ 14,587.71	\$ 175,052.52	\$ 108.919846	\$ 18,879.44	\$ 226,553.28

City of Santa Clara  
Unclassified/Elected Salary Plan

Effective 9/28/2025  
Approved 9/16/2025

Job Title	Job Code	Union Code	Minimum Salary			Maximum Salary		
			Hourly	Monthly	Annual	Hourly	Monthly	Annual
Street Superintendent	159	9	\$ 80.009596	\$ 13,868.33	\$ 166,419.96	\$ 103.548115	\$ 17,948.34	\$ 215,380.08
Transportation Manager	171	9	\$ 97.845750	\$ 16,959.93	\$ 203,519.16	\$ 126.627750	\$ 21,948.81	\$ 263,385.72
Utility Business Systems Mgr	898	9	\$ 78.072750	\$ 13,532.61	\$ 162,391.32	\$ 101.031000	\$ 17,512.04	\$ 210,144.48
Utility Operations Engineer	155	9	\$ 82.418712	\$ 14,285.91	\$ 171,430.92	\$ 106.652423	\$ 18,486.42	\$ 221,837.04
Water & Sewer Operations Mgr	180	9	\$ 81.008365	\$ 14,041.45	\$ 168,497.40	\$ 104.843827	\$ 18,172.93	\$ 218,075.16
Water & Sewer Superintendent	029	9	\$ 73.247596	\$ 12,696.25	\$ 152,355.00	\$ 94.802135	\$ 16,432.37	\$ 197,188.44
Web & Digital Media Manager	073	9	\$ 69.839654	\$ 12,105.54	\$ 145,266.48	\$ 90.375173	\$ 15,665.03	\$ 187,980.36

Job Title	Job Code	Union Code	Sal Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
					Hourly	Monthly	Annual																		
Account Clerk I	210	578	A	019	\$ 38,724519	\$ 6,712.25	\$ 80,547.00	\$ 40,684212	\$ 7,051.93	\$ 84,623.16	\$ 42,779423	\$ 7,415.10	\$ 88,981.20	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 49,573615	\$ 8,592.76	\$ 103,113.12
Account Clerk II	215	578	A	023	\$ 42,779423	\$ 7,415.10	\$ 88,981.20	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 52,014692	\$ 9,015.88	\$ 108,190.56	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 54,510058	\$ 9,448.41	\$ 113,380.92
Account Clerk III	220	578	A	025	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 52,014692	\$ 9,015.88	\$ 108,190.56	\$ 54,510058	\$ 9,448.41	\$ 113,380.92	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 57,262962	\$ 9,925.58	\$ 119,106.96
Accountant	205	578	A	031	\$ 52,014692	\$ 9,015.88	\$ 108,190.56	\$ 54,510058	\$ 9,448.41	\$ 113,380.92	\$ 57,262962	\$ 9,925.58	\$ 119,106.96	\$ 60,151558	\$ 10,426.27	\$ 125,115.24	\$ 63,128250	\$ 10,942.23	\$ 131,306.76	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 66,315231	\$ 11,494.64	\$ 137,935.68
Accounting Technician I	216	578	A	018	\$ 37,788808	\$ 6,550.06	\$ 78,600.72	\$ 39,653481	\$ 6,873.27	\$ 82,479.24	\$ 41,721635	\$ 7,231.75	\$ 86,781.00	\$ 43,830404	\$ 7,597.27	\$ 91,167.24	\$ 46,088423	\$ 7,988.66	\$ 95,863.92	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 48,326019	\$ 8,376.51	\$ 100,518.12
Accounting Technician II	217	578	A	020	\$ 39,653481	\$ 6,873.27	\$ 82,479.24	\$ 41,721635	\$ 7,231.75	\$ 86,781.00	\$ 43,830404	\$ 7,597.27	\$ 91,167.24	\$ 46,088423	\$ 7,988.66	\$ 95,863.92	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 50,828077	\$ 8,810.20	\$ 105,722.40
Associate Engineer (Civil)	321	4	E	034	\$ 64,605577	\$ 11,198.30	\$ 134,379.60	\$ 67,964250	\$ 11,780.47	\$ 141,365.64	\$ 71,240827	\$ 12,348.41	\$ 148,180.92	\$ 74,809462	\$ 12,966.80	\$ 155,601.60	\$ 78,622385	\$ 13,627.88	\$ 163,534.56	\$ 80,682288	\$ 13,984.93	\$ 167,819.16	\$ 82,690096	\$ 14,332.95	\$ 171,995.40
Associate Planner	240	578	A	036	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 68,010346	\$ 11,788.46	\$ 141,461.52	\$ 71,454923	\$ 12,385.52	\$ 148,626.24	\$ 73,150096	\$ 12,679.35	\$ 152,152.20	\$ 74,858885	\$ 12,975.54	\$ 155,706.48
Asst Elec Utility Engineer	230	4	E2	032	\$ 67,343769	\$ 11,672.92	\$ 140,075.04	\$ 70,586077	\$ 12,234.92	\$ 146,819.04	\$ 74,244692	\$ 12,869.08	\$ 154,428.96	\$ 77,829058	\$ 13,490.37	\$ 161,884.44	\$ 81,733096	\$ 14,167.07	\$ 170,004.84	\$ 83,807885	\$ 14,526.70	\$ 174,320.40	\$ 85,890115	\$ 14,887.62	\$ 178,651.44
Asst Engineer (Civil)	228	4	E	032	\$ 61,635115	\$ 10,683.42	\$ 128,201.24	\$ 64,605577	\$ 11,198.30	\$ 134,379.60	\$ 67,964250	\$ 11,780.47	\$ 141,365.64	\$ 71,240827	\$ 12,348.41	\$ 148,180.92	\$ 74,809462	\$ 12,966.80	\$ 155,601.60	\$ 76,704713	\$ 13,295.39	\$ 159,544.68	\$ 78,622385	\$ 13,627.88	\$ 163,534.56
Asst Planner	232	578	A	029	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 52,014692	\$ 9,015.88	\$ 108,190.56	\$ 54,510058	\$ 9,448.41	\$ 113,380.92	\$ 57,262962	\$ 9,925.58	\$ 119,106.96	\$ 60,151558	\$ 10,426.27	\$ 125,115.24	\$ 62,155627	\$ 10,826.27	\$ 130,120.00	\$ 64,640365	\$ 11,204.33	\$ 134,451.96
Asst Training Officer	233S	1S	C1	041	\$ 63,881126	\$ 15,501.62	\$ 186,021.84	\$ 67,129409	\$ 16,290.07	\$ 195,480.84	\$ 70,480714	\$ 17,103.32	\$ 205,239.84	\$ 74,038104	\$ 17,966.58	\$ 215,598.96	\$ 77,806494	\$ 18,881.04	\$ 226,572.48	\$ 79,685769	\$ 19,337.08	\$ 232,044.96	\$ 81,682830	\$ 19,821.70	\$ 237,860.40
Asst Wtr & Sanitary Swr Super	229	578	A	038	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 68,010346	\$ 11,788.46	\$ 141,461.52	\$ 71,454923	\$ 12,385.52	\$ 148,626.24	\$ 74,858885	\$ 12,975.54	\$ 155,706.48	\$ 76,737173	\$ 13,301.11	\$ 159,613.32	\$ 78,649269	\$ 13,632.54	\$ 163,590.48
Auto Services Utility Worker	244	578	A	015	\$ 35,090135	\$ 6,082.29	\$ 72,987.48	\$ 36,832731	\$ 6,384.34	\$ 76,612.08	\$ 38,324519	\$ 6,712.25	\$ 80,547.00	\$ 40,684212	\$ 7,051.93	\$ 84,623.16	\$ 42,779423	\$ 7,415.10	\$ 88,981.20	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56
Automotive Technician I	248	6	G	020	\$ 39,973635	\$ 6,755.43	\$ 81,065.16	\$ 40,946712	\$ 7,097.43	\$ 85,169.16	\$ 43,102904	\$ 7,471.17	\$ 89,654.04	\$ 45,347135	\$ 7,860.17	\$ 94,322.04	\$ 47,557558	\$ 8,243.31	\$ 98,919.72	\$ 48,744713	\$ 8,448.99	\$ 101,387.88	\$ 49,937481	\$ 8,655.83	\$ 103,869.96
Automotive Technician II	249	6	G	022	\$ 40,946712	\$ 7,097.43	\$ 85,169.16	\$ 43,102904	\$ 7,471.17	\$ 89,654.04	\$ 45,347135	\$ 7,860.17	\$ 94,322.04	\$ 47,557558	\$ 8,243.31	\$ 98,919.72	\$ 49,937481	\$ 8,655.83	\$ 103,869.96	\$ 51,185077	\$ 8,872.08	\$ 106,464.96	\$ 52,337712	\$ 9,071.87	\$ 108,862.44
Automotive Technician III	250	6	G	028	\$ 47,557558	\$ 8,243.31	\$ 98,919.72	\$ 49,937481	\$ 8,655.83	\$ 103,869.96	\$ 52,337712	\$ 9,071.87	\$ 108,862.44	\$ 54,880385	\$ 9,512.60	\$ 114,151.20	\$ 57,694269	\$ 10,000.34	\$ 120,004.08	\$ 59,091000	\$ 10,244.22	\$ 122,909.20	\$ 60,508096	\$ 10,488.07	\$ 125,856.84
Building Maint Worker	260	6	G	026	\$ 45,347135	\$ 7,860.17	\$ 94,322.04	\$ 47,557558	\$ 8,243.31	\$ 98,919.72	\$ 49,937481	\$ 8,655.83	\$ 103,869.96	\$ 52,337712	\$ 9,071.87	\$ 108,862.44	\$ 54,880385	\$ 9,512.60	\$ 114,151.20	\$ 56,283981	\$ 9,755.89	\$ 117,070.68	\$ 57,694269	\$ 10,000.34	\$ 120,004.08
Business Analyst	262	578	A	035	\$ 57,262962	\$ 9,925.58	\$ 119,106.96	\$ 60,151558	\$ 10,426.27	\$ 125,115.24	\$ 63,128250	\$ 10,942.23	\$ 131,306.76	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 71,454923	\$ 12,385.52	\$ 148,626.24	\$ 73,150096	\$ 12,679.35	\$ 152,152.20
Business Analyst-Fiber	262A	578	A	035	\$ 57,262962	\$ 9,925.58	\$ 119,106.96	\$ 60,151558	\$ 10,426.27	\$ 125,115.24	\$ 63,128250	\$ 10,942.23	\$ 131,306.76	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 71,454923	\$ 12,385.52	\$ 148,626.24	\$ 73,150096	\$ 12,679.35	\$ 152,152.20
Business Analyst-Public Benef	262B	578	A	035	\$ 57,262962	\$ 9,925.58	\$ 119,106.96	\$ 60,151558	\$ 10,426.27	\$ 125,115.24	\$ 63,128250	\$ 10,942.23	\$ 131,306.76	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 71,454923	\$ 12,385.52	\$ 148,626.24	\$ 73,150096	\$ 12,679.35	\$ 152,152.20
Buyer	270	578	A	032	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 68,010346	\$ 11,788.46	\$ 141,461.52
Chief of Party	310	578	A	034	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 68,010346	\$ 11,788.46	\$ 141,461.52	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 71,454923	\$ 12,385.52	\$ 148,626.24
Chief Storekeeper	319	578	A	032	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 68,010346	\$ 11,788.46	\$ 141,461.52
Code Enforcement Officer	330	578	A	032	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 68,010346	\$ 11,788.46	\$ 141,461.52
Code Enforcement Technician	329	578	A	023	\$ 42,779423	\$ 7,415.10	\$ 88,981.20	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 52,014692	\$ 9,015.88	\$ 108,190.56	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 54,510058	\$ 9,448.41	\$ 113,380.92
Combination Inspector	336	578	A	037	\$ 60,151558	\$ 10,426.27	\$ 125,115.24	\$ 63,128250	\$ 10,942.23	\$ 131,306.76	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 73,150096	\$ 12,679.35	\$ 152,152.20	\$ 74,858885	\$ 12,975.54	\$ 155,706.48	\$ 76,737173	\$ 13,301.11	\$ 159,613.32
Communication Technician I	346	578	A	028	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 50,828077	\$ 8,810.20	\$ 105,722.40	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96
Communication Technician II	345	578	A	032	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 68,010346	\$ 11,788.46	\$ 141,461.52
Communications Coordinator	338	578	A	032	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 68,010346	\$ 11,788.46	\$ 141,461.52
Community Svc Officer I	347	10	H	017	\$ 40,681335	\$ 7,047.41	\$ 84,568.92	\$ 42,693519	\$ 7,400.21	\$ 88,802.52	\$ 44,883288	\$ 7,779.77	\$ 93,357.24	\$ 47,123481	\$ 8,183.67	\$ 98,204.04	\$ 49,613769	\$ 8,599.72	\$ 103						

Job Title	Job Code	Union Code	Sal Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
					Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Elec Utility Equip Operatr	429	3	D2	022	\$ 61.441788	\$ 10,649.91	\$ 127,798.92	\$ 64.567212	\$ 11,191.65	\$ 134,299.80	\$ 67.743404	\$ 11,742.19	\$ 140,906.28	\$ 71.131500	\$ 12,329.46	\$ 147,953.52	\$ 74.714250	\$ 12,950.47	\$ 155,405.64	\$ 76.501442	\$ 13,260.25	\$ 159,123.00	\$ 78.314077	\$ 13,574.44	\$ 162,893.28
Elec Utilen Gen Tech	431	3	D1	035	\$ 84.065192	\$ 14,571.30	\$ 174,855.60	\$ 88.249442	\$ 15,296.57	\$ 183,558.84	\$ 92.586058	\$ 16,048.25	\$ 192,579.00	\$ 97.337769	\$ 16,871.88	\$ 202,462.56	\$ 102.326654	\$ 17,736.62	\$ 212,839.44	\$ 104.876135	\$ 18,178.53	\$ 218,142.36	\$ 107.493346	\$ 18,632.18	\$ 223,586.16
Elec Utility Info Sys Spec	440	578	A	036	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 71.454923	\$ 12,385.52	\$ 148,626.24	\$ 73.150096	\$ 12,679.35	\$ 152,152.20	\$ 74.858885	\$ 12,975.54	\$ 155,706.48
Electrical Estimator	437	3	D1	027	\$ 69.352731	\$ 12,021.14	\$ 144,253.68	\$ 72.740769	\$ 12,608.40	\$ 151,300.80	\$ 76.315154	\$ 13,227.96	\$ 158,735.52	\$ 80.016577	\$ 13,869.54	\$ 166,434.48	\$ 84.065192	\$ 14,571.30	\$ 174,855.60	\$ 86.165769	\$ 14,935.40	\$ 179,224.80	\$ 88.249442	\$ 15,296.57	\$ 183,558.84
Energy Conservation Specialist	446	578	A	021	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56
Engineering Tech	460	578	A	021	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56
Engineering Tech (Elec)	460A	578	A	021	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56
Engineering Tech (Fiber)	460F	578	A	021	\$ 40.684212	\$ 7,051.93	\$ 84,623.16	\$ 42.779423	\$ 7,415.10	\$ 88,981.20	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 52.014692	\$ 9,015.88	\$ 108,190.56
Equipment Operator	470	6	G	027	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 48.744173	\$ 8,448.99	\$ 101,387.88	\$ 51.185077	\$ 8,872.08	\$ 106,464.96	\$ 53.626038	\$ 9,295.18	\$ 111,542.16	\$ 56.283981	\$ 9,755.89	\$ 117,070.68	\$ 57.694269	\$ 10,000.34	\$ 120,004.08	\$ 59.091000	\$ 10,242.44	\$ 122,909.28
Fiber Splicing Technician	488	3	D1	032	\$ 78.110712	\$ 13,539.19	\$ 162,470.28	\$ 81.973038	\$ 14,208.66	\$ 170,503.92	\$ 86.165769	\$ 14,935.40	\$ 179,224.80	\$ 90.316096	\$ 15,654.79	\$ 187,857.48	\$ 94.847596	\$ 16,440.25	\$ 197,283.00	\$ 97.337769	\$ 16,871.88	\$ 202,462.56	\$ 99.785598	\$ 17,296.17	\$ 207,554.04
Financial Analyst	472	578	A	033	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 60.151558	\$ 10,426.27	\$ 125,115.24	\$ 63.128250	\$ 10,942.23	\$ 131,306.76	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04
Fire Application Data Analyst	491	578	A	032	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 66.315231	\$ 11,494.64	\$ 137,935.68	\$ 68.010346	\$ 11,788.46	\$ 141,461.52
Fire Captain - Training	475T	1	C	043	\$ 92.364808	\$ 16,009.90	\$ 192,118.80	\$ 96.975923	\$ 16,809.16	\$ 201,709.92	\$ 101.870596	\$ 17,657.57	\$ 211,890.84	\$ 107.055577	\$ 18,556.30	\$ 222,675.60	\$ 112.389173	\$ 19,480.79	\$ 233,769.48	\$ 115.109942	\$ 19,952.39	\$ 239,428.68	\$ 117.992712	\$ 20,452.07	\$ 245,424.84
Fire Captain 24 Hrs	475S	1S	C1	038	\$ 59.361964	\$ 14,405.17	\$ 172,864.24	\$ 62.276621	\$ 15,112.46	\$ 181,349.52	\$ 65.490495	\$ 15,892.36	\$ 190,708.32	\$ 68.782912	\$ 16,691.32	\$ 200,295.84	\$ 72.173571	\$ 17,514.12	\$ 210,169.44	\$ 74.038104	\$ 17,966.58	\$ 215,598.96	\$ 75.883022	\$ 18,414.28	\$ 220,971.36
Fire Captain 24Hr-Trng Premium	475P	1S	C1	039	\$ 60.829080	\$ 14,761.19	\$ 177,134.28	\$ 63.881126	\$ 15,501.82	\$ 186,021.84	\$ 67.129409	\$ 16,290.07	\$ 195,480.84	\$ 70.480714	\$ 17,103.32	\$ 205,239.84	\$ 74.038104	\$ 17,966.58	\$ 215,598.96	\$ 75.883022	\$ 18,414.28	\$ 220,971.36	\$ 77.806484	\$ 18,881.04	\$ 226,572.48
Fire Captain 80 Hrs	475	1	C	038	\$ 81.677423	\$ 14,157.42	\$ 169,889.04	\$ 85.687731	\$ 14,852.54	\$ 178,230.48	\$ 90.109788	\$ 15,619.03	\$ 187,428.36	\$ 94.639904	\$ 16,404.25	\$ 196,851.00	\$ 99.305135	\$ 17,212.89	\$ 206,554.68	\$ 101.870596	\$ 17,657.57	\$ 211,890.84	\$ 104.409058	\$ 18,097.57	\$ 217,170.84
Fire Plan Draftsperson	482	578	A	025	\$ 44.969596	\$ 7,794.73	\$ 93,536.76	\$ 47.180077	\$ 8,177.88	\$ 98,134.56	\$ 49.573615	\$ 8,592.76	\$ 103,113.12	\$ 52.014692	\$ 9,015.88	\$ 108,190.56	\$ 54.510058	\$ 9,448.41	\$ 113,380.92	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 57.262962	\$ 9,925.58	\$ 119,106.96
Fire Prevention Specialist I	489	10	H2	012	\$ 36.361558	\$ 6,302.67	\$ 75,832.04	\$ 38.189885	\$ 6,619.56	\$ 79,434.96	\$ 39.968654	\$ 6,927.90	\$ 83,134.80	\$ 42.073442	\$ 7,292.73	\$ 87,512.76	\$ 44.178151	\$ 7,657.54	\$ 91,890.48	\$ 45.319096	\$ 7,855.31	\$ 94,263.72	\$ 46.460199	\$ 8,053.07	\$ 96,636.84
Fire Prevention Specialist II	478	10	H2	035	\$ 63.786923	\$ 11,056.40	\$ 132,676.80	\$ 67.004192	\$ 11,614.06	\$ 139,368.72	\$ 70.327846	\$ 12,190.16	\$ 146,281.92	\$ 73.878288	\$ 12,805.57	\$ 153,666.84	\$ 77.669654	\$ 13,462.74	\$ 161,552.88	\$ 79.597154	\$ 13,796.84	\$ 165,562.08	\$ 81.496442	\$ 14,126.05	\$ 169,512.60
Fire Protection Engineer	492	10	H2	041	\$ 73.878288	\$ 12,805.57	\$ 153,666.84	\$ 77.669654	\$ 13,462.74	\$ 161,552.88	\$ 81.496442	\$ 14,126.05	\$ 169,512.60	\$ 85.493308	\$ 14,818.84	\$ 177,826.08	\$ 89.823173	\$ 15,569.35	\$ 186,832.20	\$ 91.998808	\$ 15,946.46	\$ 191,357.52	\$ 94.330327	\$ 16,350.59	\$ 196,207.08
Firefighter I 24 Hrs	487S	1S	C3	018	\$ 36.481731	\$ 8,852.90	\$ 106,234.80	\$ 39.244286	\$ 9,523.28	\$ 114,279.36	\$ 42.207940	\$ 10,242.46	\$ 122,909.52	\$ 45.392431	\$ 11,015.23	\$ 132,182.76	\$ 48.111216	\$ 11,286.70	\$ 135,440.80	\$ 50.828077	\$ 11,788.46	\$ 141,461.52	\$ 53.174135	\$ 12,385.52	\$ 148,626.24
Firefighter I 24Hr-Trng Premium	487P	1S	C3	019	\$ 37.380824	\$ 9,071.08	\$ 108,852.96	\$ 40.211456	\$ 9,757.98	\$ 117,095.76	\$ 43.248173	\$ 10,494.89	\$ 125,938.68	\$ 46.551126	\$ 11,286.70	\$ 135,440.80	\$ 49.374811	\$ 11,868.46	\$ 143,661.52	\$ 51.850777	\$ 12,418.28	\$ 149,899.04	\$ 54.510058	\$ 12,975.54	\$ 155,706.48
Firefighter I 80 Hrs	487Y	1	C2	018	\$ 50.196000	\$ 8,700.64	\$ 104,407.68	\$ 53.997058	\$ 9,359.49	\$ 112,313.88	\$ 58.074808	\$ 10,066.30	\$ 120,795.60	\$ 62.456423	\$ 10,825.78	\$ 129,909.36									
Firefighter I Training Div	487T	1	C2	019	\$ 56.470500	\$ 9,788.22	\$ 117,458.64	\$ 60.746712	\$ 10,529.43	\$ 126,353.16	\$ 65.334173	\$ 11,324.59	\$ 135,895.80	\$ 70.263462	\$ 12,179.00	\$ 146,148.10									
Firefighter II 24 Hrs	480S	1S	C1	030	\$ 48.822280	\$ 11,847.54	\$ 142,170.68	\$ 51.226566	\$ 12,430.98	\$ 149,117.76	\$ 53.856635	\$ 13,069.21	\$ 156,830.52	\$ 56.520989	\$ 13,715.76	\$ 164,589.12	\$ 59.361964	\$ 14,405.17	\$ 172,864.24	\$ 60.829080	\$ 14,761.19	\$ 177,134.28	\$ 62.276621	\$ 15,112.46	\$ 181,349.52
Firefighter II 24Hr-Trng/Premium	480P	1S	C1	031	\$ 50.034190	\$ 12,141.63	\$ 145,609.56	\$ 52.546484	\$ 12,751.28	\$ 153,015.36	\$ 55.191223	\$ 13,393.07	\$ 160,716.84	\$ 57.948874	\$ 14,062.26	\$ 168,747.12	\$ 60.829080	\$ 14,761.19	\$ 177,134.28	\$ 62.276621	\$ 15,112.46	\$ 181,349.52	\$ 63.881126	\$ 15,501.82	\$ 186,021.84
Firefighter II 80 Hrs	480	1	C	030	\$ 67.175596	\$ 11,643.77	\$ 139,725.24	\$ 70.483731	\$ 12,217.18	\$ 146,606.16	\$ 74.102481	\$ 12,844.43	\$ 154,133.16	\$ 77.768423	\$ 13,479.86	\$ 161,758.32	\$ 81.677423	\$ 14,157.42	\$ 169,889.04	\$ 83.696019	\$ 14,507.31	\$ 174,087.72	\$ 85.687731	\$ 14,852.54	\$ 178,230.48
Firefighter II Training Div	480T	1	C	035	\$ 75.938769	\$ 13,162.72	\$ 157,952.64	\$ 79.733077	\$ 13,820.40	\$ 165,844.80	\$ 83.696019	\$ 14,507.31	\$ 174,087.72	\$ 87.895385	\$ 15,235.20	\$ 182,822.40	\$ 92.364808	\$ 16,009.90	\$ 192,118.80	\$ 94.639904	\$ 16,404.25	\$ 196,851.00	\$ 96.975923	\$ 16,809.16	\$ 201,709.92
Fleet Coordinator	466	578	A	026	\$ 46.088423	\$ 7,988.66	\$ 95,863.92	\$ 48.326019	\$ 8,376.51	\$ 100,518.12	\$ 50.828077	\$ 8,810.20	\$ 105,722.40	\$ 53.174135	\$ 9,216.85	\$ 110,602.20	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 57.262962	\$ 9,925.58	\$ 119,106.96	\$ 58.673308	\$ 10,170.04	\$ 122,040.48
Forensic Coordinator	486	578	A	034	\$ 55.852615	\$ 9,681.12	\$ 116,173.44	\$ 58.673308	\$ 10,170.04	\$ 122,040.48	\$ 61.629750	\$ 10,682.49	\$ 128,189.88	\$ 64.640365	\$ 11,204.33	\$ 134,451.96	\$ 68.010346	\$ 11,788.46	\$ 141,461.52	\$ 69.739442	\$ 12,088.17	\$ 145,058.04	\$ 71.454923	\$ 12,385.52	\$ 148,626.24
Grounds Maint Worker I	485	6	G	019	\$ 38.078596	\$ 6,600.29	\$ 79,203.48	\$ 39.950019	\$ 6,924.67	\$ 83,096.04	\$ 41.984135	\$ 7,277.25	\$ 87,327.00	\$ 44.235231	\$ 7,667.44	\$ 92,009.28	\$ 46.465962	\$ 8,054.10	\$ 96,649.20	\$ 47.557558	\$ 8,243.31	\$ 98,919.72	\$ 48.744173	\$ 8,448.99	\$ 101,387.88

Job Title	Job Code	Union Code	Sal Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
					Hourly	Monthly	Annual																		
Library Circulation Supervsr	529	578	A	028	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 50,828077	\$ 8,810.20	\$ 105,722.40	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 60,151558	\$ 10,426.27	\$ 125,115.24	\$ 61,629750	\$ 10,682.49	\$ 128,189.88
Library Prog Coord - Tech Svcs	534D	578	A	034	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 68,010346	\$ 11,788.46	\$ 141,461.52	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 71,454923	\$ 12,385.52	\$ 148,626.24
Library Prog Coord-Technology	534F	578	A	034	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 68,010346	\$ 11,788.46	\$ 141,461.52	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 71,454923	\$ 12,385.52	\$ 148,626.24
Library Program Coord - Ref	534B	578	A	034	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 68,010346	\$ 11,788.46	\$ 141,461.52	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 71,454923	\$ 12,385.52	\$ 148,626.24
Library Program Coordinator	534	578	A	034	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 61,629750	\$ 10,682.49	\$ 128,189.88	\$ 64,640365	\$ 11,204.33	\$ 134,451.96	\$ 68,010346	\$ 11,788.46	\$ 141,461.52	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 71,454923	\$ 12,385.52	\$ 148,626.24
Library Technology Assistant	754C	578	A	025	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 52,014692	\$ 9,015.88	\$ 108,190.56	\$ 54,510058	\$ 9,448.41	\$ 113,380.92	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 57,262962	\$ 9,925.58	\$ 119,106.96
Literacy Advocate	562	578	A	012	\$ 32,642250	\$ 5,657.99	\$ 67,895.88	\$ 34,296750	\$ 5,944.77	\$ 71,337.24	\$ 35,896962	\$ 6,222.14	\$ 74,665.68	\$ 37,788808	\$ 6,550.06	\$ 78,600.72	\$ 39,653481	\$ 6,873.27	\$ 82,479.24	\$ 40,684212	\$ 7,051.93	\$ 84,623.16	\$ 41,721635	\$ 7,231.75	\$ 86,781.00
Literacy Program Supervisor	563	578	A	028	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 50,828077	\$ 8,810.20	\$ 105,722.40	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 60,151558	\$ 10,426.27	\$ 125,115.24	\$ 61,629750	\$ 10,682.49	\$ 128,189.88
Literacy Student/Tutor Coord	564	578	A	020	\$ 39,653481	\$ 6,873.27	\$ 82,479.24	\$ 41,721635	\$ 7,231.75	\$ 86,781.00	\$ 43,830404	\$ 7,597.27	\$ 91,167.24	\$ 46,088423	\$ 7,988.66	\$ 95,863.92	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 50,828077	\$ 8,810.20	\$ 105,722.40
Materials Handler	570	578	A	019	\$ 38,724519	\$ 6,712.25	\$ 80,547.00	\$ 40,684212	\$ 7,051.93	\$ 84,623.16	\$ 42,779423	\$ 7,415.10	\$ 88,981.20	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 49,573615	\$ 8,592.76	\$ 103,113.12
Mechanical Maintenance Worker	580	6	G	029	\$ 48,744173	\$ 8,448.99	\$ 101,387.88	\$ 51,185077	\$ 8,872.08	\$ 106,464.96	\$ 53,626038	\$ 9,295.18	\$ 111,542.16	\$ 56,283981	\$ 9,755.89	\$ 117,070.68	\$ 59,091000	\$ 10,242.44	\$ 122,909.28	\$ 60,508096	\$ 10,488.07	\$ 125,856.84	\$ 62,040462	\$ 10,753.68	\$ 129,044.16
Meter Data Analyst	601	578	A	027	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 52,014692	\$ 9,015.88	\$ 108,190.56	\$ 54,510058	\$ 9,448.41	\$ 113,380.92	\$ 57,262962	\$ 9,925.58	\$ 119,106.96	\$ 58,673308	\$ 10,170.04	\$ 122,040.48	\$ 60,151558	\$ 10,426.27	\$ 125,115.24
Meter Reader	595	578	A	021	\$ 40,684212	\$ 7,051.93	\$ 84,623.16	\$ 42,779423	\$ 7,415.10	\$ 88,981.20	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 50,828077	\$ 8,810.20	\$ 105,722.40	\$ 52,014692	\$ 9,015.88	\$ 108,190.56
Office Assistant	933	578	A	012	\$ 32,642250	\$ 5,657.99	\$ 67,895.88	\$ 34,296750	\$ 5,944.77	\$ 71,337.24	\$ 35,896962	\$ 6,222.14	\$ 74,665.68	\$ 37,788808	\$ 6,550.06	\$ 78,600.72	\$ 39,653481	\$ 6,873.27	\$ 82,479.24	\$ 40,684212	\$ 7,051.93	\$ 84,623.16	\$ 41,721635	\$ 7,231.75	\$ 86,781.00
Office Records Specialist	934	578	A	019	\$ 38,724519	\$ 6,712.25	\$ 80,547.00	\$ 40,684212	\$ 7,051.93	\$ 84,623.16	\$ 42,779423	\$ 7,415.10	\$ 88,981.20	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 49,573615	\$ 8,592.76	\$ 103,113.12
Office Specialist II	936	578	A	018	\$ 37,788808	\$ 6,550.06	\$ 78,600.72	\$ 39,653481	\$ 6,873.27	\$ 82,479.24	\$ 41,721635	\$ 7,231.75	\$ 86,781.00	\$ 43,830404	\$ 7,597.27	\$ 91,167.24	\$ 46,088423	\$ 7,988.66	\$ 95,863.92	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 48,326019	\$ 8,376.51	\$ 100,518.12
Office Specialist III	938	578	A	022	\$ 41,721635	\$ 7,231.75	\$ 86,781.00	\$ 43,830404	\$ 7,597.27	\$ 91,167.24	\$ 46,088423	\$ 7,988.66	\$ 95,863.92	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 50,828077	\$ 8,810.20	\$ 105,722.40	\$ 52,014692	\$ 9,015.88	\$ 108,190.56	\$ 53,174135	\$ 9,216.85	\$ 110,602.20
Office Specialist IV	939	578	A	024	\$ 43,830404	\$ 7,597.27	\$ 91,167.24	\$ 46,088423	\$ 7,988.66	\$ 95,863.92	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 50,828077	\$ 8,810.20	\$ 105,722.40	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 54,510058	\$ 9,448.41	\$ 113,380.92	\$ 55,852615	\$ 9,681.12	\$ 116,173.44
Park Foreperson	615	578	A	033	\$ 54,510058	\$ 9,448.41	\$ 113,380.92	\$ 57,262962	\$ 9,925.58	\$ 119,106.96	\$ 60,151558	\$ 10,426.27	\$ 125,115.24	\$ 63,128250	\$ 10,942.23	\$ 131,306.76	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 68,010346	\$ 11,788.46	\$ 141,461.52	\$ 69,739442	\$ 12,088.17	\$ 145,058.04
Park Maint Crafts Worker	620	6	G	029	\$ 48,744173	\$ 8,448.99	\$ 101,387.88	\$ 51,185077	\$ 8,872.08	\$ 106,464.96	\$ 53,626038	\$ 9,295.18	\$ 111,542.16	\$ 56,283981	\$ 9,755.89	\$ 117,070.68	\$ 59,091000	\$ 10,242.44	\$ 122,909.28	\$ 60,508096	\$ 10,488.07	\$ 125,856.84	\$ 62,040462	\$ 10,753.68	\$ 129,044.16
Permit Center Supervisor	040	578	A	039	\$ 63,128250	\$ 10,942.23	\$ 131,306.76	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 73,150096	\$ 12,679.35	\$ 152,152.20	\$ 76,371713	\$ 13,301.11	\$ 159,613.32	\$ 78,649269	\$ 13,632.54	\$ 163,590.48	\$ 80,608846	\$ 13,972.20	\$ 167,666.40
Permit Technician	621	578	A	023	\$ 42,779423	\$ 7,415.10	\$ 88,981.20	\$ 44,969596	\$ 7,794.73	\$ 93,536.76	\$ 47,180077	\$ 8,177.88	\$ 98,134.56	\$ 49,573615	\$ 8,592.76	\$ 103,113.12	\$ 52,014692	\$ 9,015.88	\$ 108,190.56	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 54,510058	\$ 9,448.41	\$ 113,380.92
Plans Examiner	630	578	A	041	\$ 66,315231	\$ 11,494.64	\$ 137,935.68	\$ 69,739442	\$ 12,088.17	\$ 145,058.04	\$ 73,150096	\$ 12,679.35	\$ 152,152.20	\$ 76,371713	\$ 13,301.11	\$ 159,613.32	\$ 80,608846	\$ 13,972.20	\$ 167,666.40	\$ 82,575231	\$ 14,313.04	\$ 171,756.48	\$ 84,690923	\$ 14,679.76	\$ 176,157.12
Police Lieutenant	645	2	B	043	\$ 105,413596	\$ 18,271.69	\$ 219,260.28	\$ 110,690481	\$ 19,186.35	\$ 230,236.20	\$ 116,204481	\$ 20,142.11	\$ 241,705.32	\$ 122,03288	\$ 21,148.21	\$ 253,787.64	\$ 128,06644	\$ 22,198.18	\$ 266,378.16	\$ 131,315942	\$ 22,761.43	\$ 273,137.16	\$ 134,529346	\$ 23,318.42	\$ 279,821.04
Police Officer	650	2	B	031	\$ 78,663058	\$ 13,634.93	\$ 163,619.16	\$ 82,566692	\$ 14,311.56	\$ 171,738.72	\$ 86,722038	\$ 15,031.82	\$ 189,398.52	\$ 91,056981	\$ 15,783.21	\$ 193,398.52	\$ 95,933227	\$ 16,569.51	\$ 198,834.12	\$ 100,388423	\$ 17,400.66	\$ 208,807.92	\$ 102,904558	\$ 17,836.79	\$ 214,041.48
Police Officer - FTO	650T	2	B	033	\$ 82,566692	\$ 14,311.56	\$ 171,738.72	\$ 86,722038	\$ 15,031.82	\$ 189,398.52	\$ 91,056981	\$ 15,783.21	\$ 193,398.52	\$ 95,933227	\$ 16,569.51	\$ 198,834.12	\$ 100,388423	\$ 17,400.66	\$ 208,807.92	\$ 102,904558	\$ 17,836.79	\$ 214,041.48	\$ 105,413596	\$ 18,271.69	\$ 219,260.28
Police Records Spec I	641	10	H2	018	\$ 42,073442	\$ 7,292.73	\$ 87,512.76	\$ 44,178115	\$ 7,657.54	\$ 91,890.48	\$ 46,460019	\$ 8,053.07	\$ 96,636.84	\$ 48,805731	\$ 8,459.66	\$ 101,515.92	\$ 51,364038	\$ 8,903.10	\$ 106,637.20	\$ 52,582846	\$ 9,114.36	\$ 109,372.32	\$ 53,801827	\$ 9,325.65	\$ 111,907.80
Police Records Spec II	643	10	H2	022	\$ 46,460019	\$ 8,053.07	\$ 96,636.84	\$ 48,805731	\$ 8,459.66	\$ 101,515.92	\$ 51,364038	\$ 8,903.10	\$ 106,637.20	\$ 53,801827	\$ 9,325.65	\$ 111,907.80	\$ 56,601000	\$ 9,810.84	\$ 117,730.08	\$ 57,919212	\$ 10,039.33	\$ 120,471.96	\$ 59,230154	\$ 10,266.56	\$ 123,198.72
Police Records Supervisor	644	10	H2	026	\$ 51,364038	\$ 8,903.10	\$ 106,637.20	\$ 53,801827	\$ 9,325.65	\$ 111,907.80	\$ 56,601000	\$ 9,810.84	\$ 117,730.08	\$ 59,230154	\$ 10,266.56	\$ 123,198.72	\$ 62,199462	\$ 10,781.24	\$ 129,374.88	\$ 63,786923	\$ 11,056.40	\$ 132,676.80	\$ 65,374269	\$ 11,331.54	\$ 135,978.48
Police Sergeant	665	2	B	037	\$ 91,056981	\$ 15,783.21	\$ 189,398.52	\$ 95,933227	\$ 16,569.51	\$ 198,834.12	\$ 100,388423	\$ 17,400.66	\$ 208,807.92	\$ 105,413596	\$ 18,271.69	\$ 219,260.28	\$ 110,690481	\$ 19,186.35	\$ 230,236.20	\$ 113,422269	\$ 19,659.86	\$ 235,918.32	\$ 116,204481	\$ 20,142.11	\$ 241,705.32
Police Training Coordinator	648	578	A	026	\$ 46,088423	\$ 7,988.66	\$ 95,863.92	\$ 48,326019	\$ 8,376.51	\$ 100,518.12	\$ 50,828077	\$ 8,810.20	\$ 105,722.40	\$ 53,174135	\$ 9,216.85	\$ 110,602.20	\$ 55,852615	\$ 9,681.12	\$ 116,173.44	\$ 57,2					

Job Title	Job Code	Union Code	Sal Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
					Hourly	Monthly	Annual																		
Sr Customer Service Rep	724	578	A	022	\$ 41,721.635	\$ 7,231.75	\$ 86,781.00	\$ 43,830.404	\$ 7,597.27	\$ 91,167.24	\$ 46,088.423	\$ 7,988.66	\$ 95,863.92	\$ 48,326.019	\$ 8,376.51	\$ 100,518.12	\$ 50,828.077	\$ 8,810.20	\$ 105,722.40	\$ 52,014.692	\$ 9,015.88	\$ 108,190.56	\$ 53,174.135	\$ 9,216.85	\$ 110,602.20
Sr Elec & Water Syst Op - Cert	777R	3	R6	040	\$ 100,539.462	\$ 17,426.84	\$ 209,122.08	\$ 105,773.827	\$ 18,334.13	\$ 220,009.56	\$ 111,169.985	\$ 19,269.36	\$ 231,232.32	\$ 116,883.327	\$ 20,225.11	\$ 242,701.32	\$ 122,570.019	\$ 21,245.47	\$ 254,945.64	\$ 125,644.673	\$ 21,778.41	\$ 261,340.92	\$ 128,702.365	\$ 22,308.41	\$ 267,700.92
Sr Elec & Water System Operator	777	3	D1	040	\$ 94,847.596	\$ 16,440.25	\$ 197,283.00	\$ 99,785.596	\$ 17,296.17	\$ 207,554.04	\$ 104,876.135	\$ 18,178.53	\$ 218,142.36	\$ 110,076.635	\$ 19,079.95	\$ 228,959.40	\$ 115,633.038	\$ 20,043.06	\$ 240,516.72	\$ 118,529.627	\$ 20,545.17	\$ 246,542.04	\$ 121,418.077	\$ 21,045.80	\$ 252,549.60
Sr Elec Crew Foreperson	551	3	D1	551	\$ 99,713.942	\$ 17,283.75	\$ 207,405.00	\$ 104,699.654	\$ 18,147.94	\$ 217,775.28	\$ 109,934.654	\$ 19,055.34	\$ 224,664.08	\$ 115,431.346	\$ 20,008.10	\$ 240,950.20	\$ 121,203.000	\$ 21,008.52	\$ 250,102.24	\$ 124,233.058	\$ 21,533.73	\$ 258,404.76	\$ 127,338.808	\$ 22,072.06	\$ 264,864.72
Sr Elec Meter Technician	729	3	D1	038	\$ 90,316.096	\$ 15,654.79	\$ 187,857.48	\$ 94,847.596	\$ 16,440.25	\$ 197,283.00	\$ 99,785.596	\$ 17,296.17	\$ 207,554.04	\$ 104,876.135	\$ 18,178.53	\$ 218,142.36	\$ 110,076.635	\$ 19,079.95	\$ 228,959.40	\$ 112,871.885	\$ 19,564.46	\$ 234,773.52	\$ 115,633.038	\$ 20,043.06	\$ 240,516.72
Sr Elec Util Elec Tech	785	3	D1	038	\$ 90,316.096	\$ 15,654.79	\$ 187,857.48	\$ 94,847.596	\$ 16,440.25	\$ 197,283.00	\$ 99,785.596	\$ 17,296.17	\$ 207,554.04	\$ 104,876.135	\$ 18,178.53	\$ 218,142.36	\$ 110,076.635	\$ 19,079.95	\$ 228,959.40	\$ 112,871.885	\$ 19,564.46	\$ 234,773.52	\$ 115,633.038	\$ 20,043.06	\$ 240,516.72
Sr Elec Util Eng	730	4	E2	046	\$ 94,635.288	\$ 16,403.45	\$ 196,841.40	\$ 99,424.327	\$ 17,233.55	\$ 206,802.60	\$ 104,488.385	\$ 18,111.32	\$ 217,335.84	\$ 109,530.346	\$ 18,985.26	\$ 227,823.12	\$ 114,951.404	\$ 19,924.91	\$ 239,098.92	\$ 117,859.038	\$ 20,428.90	\$ 245,146.80	\$ 120,751.731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Control-Comm	730L	4	E2	046	\$ 94,635.288	\$ 16,403.45	\$ 196,841.40	\$ 99,424.327	\$ 17,233.55	\$ 206,802.60	\$ 104,488.385	\$ 18,111.32	\$ 217,335.84	\$ 109,530.346	\$ 18,985.26	\$ 227,823.12	\$ 114,951.404	\$ 19,924.91	\$ 239,098.92	\$ 117,859.038	\$ 20,428.90	\$ 245,146.80	\$ 120,751.731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Distrib Plan	730D	4	E2	046	\$ 94,635.288	\$ 16,403.45	\$ 196,841.40	\$ 99,424.327	\$ 17,233.55	\$ 206,802.60	\$ 104,488.385	\$ 18,111.32	\$ 217,335.84	\$ 109,530.346	\$ 18,985.26	\$ 227,823.12	\$ 114,951.404	\$ 19,924.91	\$ 239,098.92	\$ 117,859.038	\$ 20,428.90	\$ 245,146.80	\$ 120,751.731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Fiber	730L	4	E2	046	\$ 94,635.288	\$ 16,403.45	\$ 196,841.40	\$ 99,424.327	\$ 17,233.55	\$ 206,802.60	\$ 104,488.385	\$ 18,111.32	\$ 217,335.84	\$ 109,530.346	\$ 18,985.26	\$ 227,823.12	\$ 114,951.404	\$ 19,924.91	\$ 239,098.92	\$ 117,859.038	\$ 20,428.90	\$ 245,146.80	\$ 120,751.731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Generator	730E	4	E2	046	\$ 94,635.288	\$ 16,403.45	\$ 196,841.40	\$ 99,424.327	\$ 17,233.55	\$ 206,802.60	\$ 104,488.385	\$ 18,111.32	\$ 217,335.84	\$ 109,530.346	\$ 18,985.26	\$ 227,823.12	\$ 114,951.404	\$ 19,924.91	\$ 239,098.92	\$ 117,859.038	\$ 20,428.90	\$ 245,146.80	\$ 120,751.731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Opr Planning	730F	4	E2	046	\$ 94,635.288	\$ 16,403.45	\$ 196,841.40	\$ 99,424.327	\$ 17,233.55	\$ 206,802.60	\$ 104,488.385	\$ 18,111.32	\$ 217,335.84	\$ 109,530.346	\$ 18,985.26	\$ 227,823.12	\$ 114,951.404	\$ 19,924.91	\$ 239,098.92	\$ 117,859.038	\$ 20,428.90	\$ 245,146.80	\$ 120,751.731	\$ 20,930.30	\$ 251,163.60
Sr Elec Util Eng/Prot Relay	730A	4	E2	046	\$ 94,635.288	\$ 16,403.45	\$ 196,841.40	\$ 99,424.327	\$ 17,233.55	\$ 206,802.60	\$ 104,488.385	\$ 18,111.32	\$ 217,335.84	\$ 109,530.346	\$ 18,985.26	\$ 227,823.12	\$ 114,951.404	\$ 19,924.91	\$ 239,098.92	\$ 117,859.038	\$ 20,428.90	\$ 245,146.80	\$ 120,751.731	\$ 20,930.30	\$ 251,163.60
Sr Electrical Technician	733	3	D1	038	\$ 90,316.096	\$ 15,654.79	\$ 187,857.48	\$ 94,847.596	\$ 16,440.25	\$ 197,283.00	\$ 99,785.596	\$ 17,296.17	\$ 207,554.04	\$ 104,876.135	\$ 18,178.53	\$ 218,142.36	\$ 110,076.635	\$ 19,079.95	\$ 228,959.40	\$ 112,871.885	\$ 19,564.46	\$ 234,773.52	\$ 115,633.038	\$ 20,043.06	\$ 240,516.72
Sr Electrical Estimator	726	3	D1	031	\$ 76,315.154	\$ 13,227.96	\$ 158,735.52	\$ 80,426.577	\$ 13,889.54	\$ 166,434.48	\$ 84,065.192	\$ 14,571.30	\$ 174,855.60	\$ 88,249.442	\$ 15,296.57	\$ 183,558.84	\$ 92,586.058	\$ 16,048.25	\$ 193,579.00	\$ 94,847.596	\$ 16,440.25	\$ 197,283.00	\$ 97,337.769	\$ 16,871.88	\$ 202,462.56
Sr Energy Systems Analyst	744	578	A	043	\$ 69,739.442	\$ 12,088.17	\$ 145,058.04	\$ 73,150.096	\$ 12,679.35	\$ 152,152.20	\$ 76,737.173	\$ 13,301.11	\$ 159,613.32	\$ 80,608.846	\$ 13,972.20	\$ 167,666.40	\$ 84,690.923	\$ 14,679.76	\$ 176,157.12	\$ 86,752.154	\$ 15,037.04	\$ 180,444.48	\$ 88,901.654	\$ 15,409.62	\$ 184,915.44
Sr Engineer (Civil)	322	4	E	041	\$ 76,704.173	\$ 13,295.39	\$ 159,544.68	\$ 80,682.288	\$ 13,984.93	\$ 167,819.16	\$ 84,645.577	\$ 14,671.90	\$ 176,062.80	\$ 88,810.327	\$ 15,393.79	\$ 184,725.48	\$ 93,299.662	\$ 16,171.30	\$ 194,055.60	\$ 95,639.538	\$ 16,577.52	\$ 198,930.24	\$ 97,945.846	\$ 16,977.28	\$ 203,727.36
Sr Engineering Tech	745	578	A	028	\$ 48,326.019	\$ 8,376.51	\$ 100,518.12	\$ 50,828.077	\$ 8,810.20	\$ 105,722.40	\$ 53,174.135	\$ 9,216.85	\$ 110,602.20	\$ 55,852.615	\$ 9,681.12	\$ 116,173.44	\$ 58,673.308	\$ 10,170.04	\$ 122,040.48	\$ 60,151.558	\$ 10,426.27	\$ 125,115.24	\$ 61,629.750	\$ 10,682.49	\$ 128,189.88
Sr Human Resources Assistant	510	578	A	020	\$ 39,653.481	\$ 6,873.27	\$ 82,479.24	\$ 41,721.635	\$ 7,231.75	\$ 86,781.00	\$ 43,830.404	\$ 7,597.27	\$ 91,167.24	\$ 46,088.423	\$ 7,988.66	\$ 95,863.92	\$ 48,326.019	\$ 8,376.51	\$ 100,518.12	\$ 49,573.615	\$ 8,592.76	\$ 103,113.12	\$ 50,828.077	\$ 8,810.20	\$ 105,722.40
Sr Human Resources Technician	747	578	A	024	\$ 43,830.404	\$ 7,597.27	\$ 91,167.24	\$ 46,088.423	\$ 7,988.66	\$ 95,863.92	\$ 48,326.019	\$ 8,376.51	\$ 100,518.12	\$ 50,828.077	\$ 8,810.20	\$ 105,722.40	\$ 53,174.135	\$ 9,216.85	\$ 110,602.20	\$ 54,510.058	\$ 9,448.41	\$ 113,380.92	\$ 55,852.615	\$ 9,681.12	\$ 116,173.44
Sr Inspector	750	578	A	039	\$ 63,128.250	\$ 10,942.23	\$ 131,306.76	\$ 66,315.231	\$ 11,494.64	\$ 137,935.68	\$ 69,739.442	\$ 12,088.17	\$ 145,058.04	\$ 73,150.096	\$ 12,679.35	\$ 152,152.20	\$ 76,737.173	\$ 13,301.11	\$ 159,613.32	\$ 78,649.269	\$ 13,632.54	\$ 163,590.48	\$ 80,608.846	\$ 13,972.20	\$ 167,666.40
Sr Instrument & Control Tech	753	3	D1	038	\$ 90,316.096	\$ 15,654.79	\$ 187,857.48	\$ 94,847.596	\$ 16,440.25	\$ 197,283.00	\$ 99,785.596	\$ 17,296.17	\$ 207,554.04	\$ 104,876.135	\$ 18,178.53	\$ 218,142.36	\$ 110,076.635	\$ 19,079.95	\$ 228,959.40	\$ 112,871.885	\$ 19,564.46	\$ 234,773.52	\$ 115,633.038	\$ 20,043.06	\$ 240,516.72
Sr Key Customer Representative	752	578	A	039	\$ 63,128.250	\$ 10,942.23	\$ 131,306.76	\$ 66,315.231	\$ 11,494.64	\$ 137,935.68	\$ 69,739.442	\$ 12,088.17	\$ 145,058.04	\$ 73,150.096	\$ 12,679.35	\$ 152,152.20	\$ 76,737.173	\$ 13,301.11	\$ 159,613.32	\$ 78,649.269	\$ 13,632.54	\$ 163,590.48	\$ 80,608.846	\$ 13,972.20	\$ 167,666.40
Sr Library Asst	754	578	A	025	\$ 44,969.596	\$ 7,794.73	\$ 93,536.76	\$ 47,180.077	\$ 8,177.88	\$ 98,134.56	\$ 49,573.615	\$ 8,592.76	\$ 108,190.56	\$ 52,014.692	\$ 9,015.88	\$ 108,190.56	\$ 54,510.058	\$ 9,448.41	\$ 113,380.92	\$ 55,852.615	\$ 9,681.12	\$ 116,173.44	\$ 57,262.962	\$ 9,925.58	\$ 119,106.96
Sr Materials Handler	760	578	A	023	\$ 42,779.423	\$ 7,415.10	\$ 88,981.20	\$ 44,969.596	\$ 7,794.73	\$ 93,536.76	\$ 47,180.077	\$ 8,177.88	\$ 98,134.56	\$ 49,573.615	\$ 8,592.76	\$ 108,190.56	\$ 52,014.692	\$ 9,015.88	\$ 108,190.56	\$ 53,174.135	\$ 9,216.85	\$ 110,602.20	\$ 54,510.058	\$ 9,448.41	\$ 113,380.92
Sr Permit Technician	766	578	A	027	\$ 47,180.077	\$ 7,415.10	\$ 88,981.20	\$ 49,573.615	\$ 7,925.76	\$ 103,113.12	\$ 52,014.692	\$ 9,015.88	\$ 108,190.56	\$ 54,510.058	\$ 9,448.41	\$ 113,380.92	\$ 57,262.962	\$ 9,925.58	\$ 119,106.96	\$ 58,673.308	\$ 10,170.04	\$ 122,040.48	\$ 60,151.558	\$ 10,426.27	\$ 125,115.24
Sr Planner	765	578	A	041	\$ 66,315.231	\$ 11,494.64	\$ 137,935.68	\$ 69,739.442	\$ 12,088.17	\$ 145,058.04	\$ 73,150.096	\$ 12,679.35	\$ 152,152.20	\$ 76,737.173	\$ 13,301.11	\$ 159,613.32	\$ 80,608.846	\$ 13,972.20	\$ 167,666.40	\$ 82,575.231	\$ 14,313.04	\$ 171,756.48	\$ 84,690.923	\$ 14,679.76	\$ 176,157.12
Sr Plans Examiner	773	578	A	045	\$ 73,150.096	\$ 12,679.35	\$ 152,152.20	\$ 76,737.173	\$ 13,301.11	\$ 159,613.32	\$ 80,608.846	\$ 13,972.20	\$ 167,666.40	\$ 84,690.923	\$ 14,679.76	\$ 176,157.12	\$ 88,901.654	\$ 15,409.62	\$ 184,915.44	\$ 91,078.629	\$ 15,786.90	\$ 189,442.80	\$ 93,329.481	\$ 16,177.11	\$ 194,125.32
Sr Public Safety Dispatcher	725	10	H3	034	\$ 65,309.423	\$ 11,320.30	\$ 135,843.60	\$ 68,643.000	\$ 11,896.12	\$ 142,777.44	\$ 72,051.000	\$ 12,488.84	\$ 149,866.08	\$ 75,615.231	\$ 13,106.64	\$ 157,279.68	\$ 79,536.619	\$ 13,786.33	\$ 165,435.96	\$ 81,553.154	\$ 14,135.88	\$ 169,630.56	\$ 83,577.000	\$ 14,486.68	\$ 173,819.60
Sr Resource Analyst	771	578	A	043	\$ 69,739.442	\$ 12,088.17	\$ 145,058.04	\$ 73,150.096	\$ 12,679.35	\$ 152,152.20	\$ 76,737.173	\$ 13,301.11	\$ 159,613.32	\$ 80,608.846	\$ 13,972.20	\$ 167,666.40	\$ 84,690.923	\$ 14,679.76							

Job Title	Job Code	Union Code	Sal Plan	Grade	Step 1			Step 2			Step 3			Step 4			Step 5			Step 6			Step 7		
					Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual	Hourly	Monthly	Annual
Water Resources Specialist	907	578	A	034	\$ 55,852.615	\$ 9,681.12	\$ 116,173.44	\$ 58,673.308	\$ 10,170.04	\$ 122,040.48	\$ 61,629.750	\$ 10,682.49	\$ 128,189.88	\$ 64,640.365	\$ 11,204.33	\$ 134,451.96	\$ 68,010.346	\$ 11,788.46	\$ 141,461.52	\$ 69,739.442	\$ 12,088.17	\$ 145,058.04	\$ 71,454.923	\$ 12,385.52	\$ 148,626.24
Water Service Technician I	904	6	G	025	\$ 44,235.231	\$ 7,667.44	\$ 92,009.28	\$ 46,465.962	\$ 8,054.10	\$ 96,649.20	\$ 48,744.173	\$ 8,448.99	\$ 101,387.88	\$ 51,185.077	\$ 8,872.08	\$ 106,464.96	\$ 53,626.038	\$ 9,295.18	\$ 111,542.16	\$ 54,880.385	\$ 9,512.60	\$ 114,151.20	\$ 56,283.981	\$ 9,755.89	\$ 117,070.68
Water Service Technician II	903	6	G	027	\$ 46,465.962	\$ 8,054.10	\$ 96,649.20	\$ 48,744.173	\$ 8,448.99	\$ 101,387.88	\$ 51,185.077	\$ 8,872.08	\$ 106,464.96	\$ 53,626.038	\$ 9,295.18	\$ 111,542.16	\$ 56,283.981	\$ 9,755.89	\$ 117,070.68	\$ 57,694.269	\$ 10,000.34	\$ 120,004.08	\$ 59,091.000	\$ 10,242.44	\$ 122,909.28
Water/Sewer Maint Worker I	914	6	G	019	\$ 38,078.596	\$ 6,600.29	\$ 79,203.48	\$ 39,950.019	\$ 6,924.67	\$ 83,096.04	\$ 41,984.135	\$ 7,277.25	\$ 87,327.00	\$ 44,235.231	\$ 7,667.44	\$ 92,009.28	\$ 46,465.962	\$ 8,054.10	\$ 96,649.20	\$ 47,557.558	\$ 8,243.31	\$ 98,919.72	\$ 48,744.173	\$ 8,448.99	\$ 101,387.88
Water/Sewer Maint Worker II	917	6	G	023	\$ 41,984.135	\$ 7,277.25	\$ 87,327.00	\$ 44,235.231	\$ 7,667.44	\$ 92,009.28	\$ 46,465.962	\$ 8,054.10	\$ 96,649.20	\$ 48,744.173	\$ 8,448.99	\$ 101,387.88	\$ 51,185.077	\$ 8,872.08	\$ 106,464.96	\$ 52,337.712	\$ 9,071.87	\$ 108,862.44	\$ 53,626.038	\$ 9,295.18	\$ 111,542.16