SALARY PLAN FOR ALL CLASSIFICATIONS
(PER MUNI CODE SEC.2-4.30)
FY 2016

ATTACHMENT II
Recommended by
Personnel Commission
on April 28, 2016
Approved by Council
on May 3, 2016

Classification Title	Hourly Salary Range A	B	C	D	E	Job Code	Service Type
CITY ELECTED OFFICIALS/APPOINTED OFFICERS/EXECUTIVES							
MAYOR			Annual Salary:		39,960.00	E100	Unclassified
CITY COUNCIL			Annual Salary:		24,975.00	E110	Unclassified
CITY MANAGER					115.07	A120	Unclassified
CITY ATTORNEY					95.66	A100	Unclassified
CITY CLERK					58.95	A110	Unclassified
ASSISTANT CITY MANAGER	82.06	86.16	90.47	94.99	99.74	U735	Unclassified
CHIEF OF POLICE	84.01	88.21	92.62	97.25	102.11	P500	Unclassified
DIRECTOR OF DEVELOPMENT SERVICES	71.64	75.22	78.98	82.93	87.08	U700	Unclassified
DIRECTOR OF FINANCE	77.27	81.13	85.19	89.45	93.92	U725	Unclassified
DIRECTOR OF HUMAN RESOURCES	72.51	76.13	79.94	83.94	88.13	U705	Unclassified
DIRECTOR OF INFORMATION TECHNOLOGY/CHIEF INFORMATION OFFICER (CIO)	72.79	76.43	80.25	84.26	88.47	U720	Unclassified
DIRECTOR OF LIBRARY AND COMMUNITY SERVICES	72.25	75.86	79.66	83.64	87.83	U710	Unclassified
DIRECTOR OF MAINTENANCE SERVICES	67.62	71.00	74.55	78.28	82.19	U715	Unclassified
DIRECTOR OF PUBLIC WORKS	78.87	82.92	87.07	91.43	95.99	U730	Unclassified
FIRE CHIEF	77.25	81.11	85.17	89.43	93.90	F800	Unclassified
CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT							
SENIOR MANAGEMENT ANALYST	45.24	47.49	49.87	52.37	54.98	H115	Classified
MANAGEMENT ANALYST II	40.72	42.76	44.89	47.13	49.49	H110	Classified
MANAGEMENT ANALYST I	37.03	38.88	40.82	42.86	45.00	H105	Classified
EXECUTIVE ASSISTANT	35.83	37.48	39.17	40.85	42.65	U315	Unclassified
ADMINISTRATIVE SUPERVISOR	34.24	35.95	37.75	39.63	41.61	H120	Classified
ADMINISTRATIVE SECRETARY	31.54	32.85	34.13	35.41	36.83	C120	Classified
SENIOR SECRETARY	28.83	29.96	31.18	32.32	33.57	C115	Classified
SECRETARY	25.37	26.53	27.86	29.16	30.55	C110	Classified
ADMINISTRATIVE CLERK II	23.39	24.34	25.33	26.46	27.76	C105	Classified
ADMINISTRATIVE CLERK I	20.59	21.67	22.77	23.98	25.24	C100	Classified
ADMINISTRATIVE INTERN				15.00	20.00	Z120	Classified
MAIL CLERK			12.84	13.51	14.17	C410	Classified
CITY WIDE MAINTENANCE							
ELECTRICIAN II	40.31	41.92	43.57	45.41	47.30	M410	Classified
ELECTRICIAN I	36.66	38.17	39.69	41.35	43.02	M405	Classified
MAINTENANCE WORKER	27.12	28.21	29.39	30.39	31.60	M305	Classified
LABORER	23.40	24.27	25.24	26.27	27.21	M905	Classified
CITY ATTORNEY DEPARTMENT							
ASSISTANT CITY ATTORNEY	61.70	64.79	68.03	71.43	75.00	U210	Classified
DEPUTY CITY ATTORNEY II	50.99	53.53	56.21	59.02	61.98	U205	Classified
DEPUTY CITY ATTORNEY I	46.36	48.68	51.11	53.66	56.34	U200	Classified
PARALEGAL	32.89	34.54	36.27	38.08	39.98	U195	Classified
LEGAL SECRETARY II	29.76	31.49	33.86	34.57	36.35	C935	Classified
LEGAL SECRETARY I	26.80	28.21	29.69	31.29	32.96	C930	Classified
CITY CLERK DEPARTMENT							
DEPUTY CITY CLERK	33.61	35.29	37.05	38.90	40.85	H500	Classified

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CITY MANAGER DEPARTMENT							
OFFICE OF THE CITY MANAGER							
DEPUTY CITY MANAGER	65.94	69.24	72.70	76.33	80.15	U505	Unclassified
ASSISTANT TO CITY MANAGER	47.48	49.86	52.35	54.97	57.72	U320	Unclassified
COMMUNITY AND MEDIA RELATIONS OFFICER	52.09	54.69	57.43	60.31	63.32	U310	Classified
DIGITAL APPLICATIONS DEVELOPER	39.72	41.70	43.79	45.98	48.28	T470	Classified
MANAGEMENT FELLOW					22.28	U300	Classified
CODE ENFORCEMENT							
CODE ENFORCEMENT MANAGER	47.83	50.22	52.73	55.37	58.13	H703	Classified
CODE ENFORCEMENT SUPERVISOR	41.58	43.66	45.85	48.14	50.55	H700	Classified
SENIOR CODE ENFORCEMENT INSPECTOR	37.81	39.71	41.69	43.78	45.96	T610	Classified
CODE ENFORCEMENT INSPECTOR II	34.37	36.09	37.89	39.79	41.78	T605	Classified
CODE ENFORCEMENT INSPECTOR I	31.24	32.81	34.44	36.16	37.98	T600	Classified
ECONOMIC DEVELOPMENT							
ECONOMIC DEVELOPMENT MANAGER	58.78	61.71	64.80	68.03	71.44	H710	Classified
ECONOMIC DEVELOPMENT SPECIALIST	41.75	43.85	45.99	48.33	50.69	T745	Classified
NEIGHBORHOOD PARTNERSHIP SERVICES							
NEIGHBORHOOD DEVELOPMENT MANAGER	58.20	61.10	64.16	67.36	70.73	H735	Classified
NEIGHBORHOOD PARTNERSHIP MANAGER	52.34	54.96	57.71	60.59	63.62	H730	Classified
HOUSING AUTHORITY							
HOUSING MANAGER	52.34	54.96	57.71	60.59	63.62	H715	Classified
HOUSING DEVELOPMENT SPECIALIST	41.75	43.85	45.99	48.33	50.69	T750	Classified
HOMEOWNERSHIP COORDINATOR	36.67	38.51	40.37	42.42	44.50	T710	Classified
DEVELOPMENT SERVICES DEPARTMENT							
DEVELOPMENT SERVICE ADMINISTRATION							
DEPUTY DIRECTOR OF DEVELOPMENT SERVICES	64.00	67.21	70.57	74.10	77.81	U515	Classified
BUILDING DIVISION							
CITY BUILDING OFFICIAL	60.52	63.55	66.73	70.07	73.57	H335	Classified
SUPERVISING BUILDING INSPECTOR	49.41	51.88	54.48	57.20	60.06	H330	Classified
SENIOR BUILDING INSPECTOR/STRUCTURAL	41.24	43.44	45.63	47.79	50.17	T365	Classified
SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL	41.24	43.44	45.63	47.79	50.17	T360	Classified
SENIOR BUILDING INSPECTOR/ELECTRICAL	41.24	43.44	45.63	47.79	50.17	T355	Classified
BUILDING INSPECTOR	35.61	37.28	39.18	41.17	43.87	T350	Classified
PLAN CHECKING ENGINEER	48.21	50.55	53.10	55.86	58.71	T335	Classified
SUPERVISING PLAN CHECKER AND EXPEDITOR	53.13	55.78	58.58	61.50	64.58	H325	Classified
SENIOR PLAN CHECKER	41.24	43.44	45.63	47.79	50.17	T330	Classified
PLAN CHECKER	37.50	39.48	41.48	43.46	45.62	T325	Classified
SENIOR PERMIT TECHNICIAN	32.61	33.95	35.27	36.81	38.69	C205	Classified
PERMIT TECHNICIAN	29.41	30.58	31.81	33.18	34.87	C200	Classified
PLANNING DIVISION							
PLANNING MANAGER	59.95	62.93	66.08	69.38	72.85	H320	Classified
PRINCIPAL PLANNER	52.34	54.96	57.71	60.59	63.62	H315	Classified
SENIOR PLANNER	46.89	49.23	51.70	54.28	57.00	H310	Classified
ASSOCIATE PLANNER	41.87	43.92	46.11	48.48	50.80	T315	Classified
ASSISTANT PLANNER	34.36	36.04	37.98	39.83	41.87	T310	Classified
JUNIOR PLANNER	30.46	32.07	33.58	35.26	36.98	T305	Classified
GRAPHICS/PLANNING TECHNICIAN	28.96	30.36	31.97	33.57	35.20	T300	Classified

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DEVELOPMENT REVIEW SPECIALIST	36.61	38.39	40.47	42.46	44.62	T320	Classified
LANDSCAPE ARCHITECT	52.10	54.70	57.44	60.31	63.33	H300	Classified
FINANCE DEPARTMENT							
ADMINISTRATION DIVISION							
DEPUTY DIRECTOR OF FINANCE	60.95	63.99	67.20	70.56	74.09	U500	Classified
BUDGET OFFICER	48.10	50.51	53.03	55.68	58.46	H170	Classified
FINANCIAL ANALYST	42.91	45.05	47.30	49.66	52.15	H165	Classified
FINANCE TECHNICIAN	32.15	33.75	35.44	37.21	39.08	C320	Classified
ACCOUNTING DIVISION							
ACCOUNTING MANAGER	54.61	57.34	60.20	63.22	66.38	H150	Classified
SENIOR ACCOUNTANT	42.92	45.06	47.30	49.67	52.15	H145	Classified
ACCOUNTANT	36.97	38.82	40.75	42.80	44.93	H140	Classified
SENIOR ACCOUNT CLERK	26.89	28.20	29.42	30.85	32.28	C305	Classified
ACCOUNT CLERK	24.51	25.59	26.80	28.04	29.44	C300	Classified
REVENUE DIVISION							
REVENUE MANAGER	53.67	56.35	59.16	62.12	65.22	H160	Classified
FINANCE SUPERVISOR	42.44	44.56	46.78	49.12	51.57	H155	Classified
SUPERVISING CUSTOMER ACCOUNT CLERK	29.21	30.67	32.20	33.81	35.50	C332	Classified
SENIOR CUSTOMER ACCOUNT CLERK	26.89	28.20	29.42	30.85	32.28	C330	Classified
CUSTOMER ACCOUNT CLERK	24.51	25.59	26.80	28.04	29.44	C325	Classified
MAIL AND REVENUE CLERK	20.59	21.67	22.77	23.98	25.24	C322	Classified
PURCHASING DIVISION							
PURCHASING AND SERVICES MANAGER	49.21	51.67	54.25	56.96	59.80	H180	Classified
PURCHASING TECHNICIAN	29.24	30.71	32.22	33.81	35.52	C345	Classified
MAIL AND PURCHASING CLERK	22.20	23.31	24.40	25.67	26.93	C335	Classified
FIRE DEPARTMENT							
SWORN							
DEPUTY FIRE CHIEF (40 HR)	73.61	77.29	81.15	85.21	89.46	F600	Classified
FIRE MARSHAL (40 HR)	66.92	70.27	73.78	77.47	81.34	F400	Classified
FIRE TRAINING OFFICER (40 HR)	66.92	70.27	73.78	77.47	81.34	F420	Classified
BATTALION CHIEF (56 HR)	43.46	45.63	47.91	50.31	52.82	F410	Classified
BATTALION CHIEF (40 HR)	60.83	63.87	67.06	70.42	73.94	F415	Classified
STAFF FIRE CAPTAIN (40 HR)			58.58	61.50	64.58	F240	Classified
FIRE CAPTAIN (56 HR)			38.03	39.93	41.93	F245	Classified
FIRE CAPTAIN (40 HR)			53.25	55.91	58.70	F250	Classified
FIRE PREVENTION INSPECTOR (40 HR)	45.08	47.34	49.71	52.19	54.80	F220	Classified
FIRE PREVENTION INSPECTOR (56 HR)	32.22	33.83	35.51	37.29	39.15	F225	Classified
APPARATUS OPERATOR (56 HR)	30.51	32.03	33.64	35.32	37.08	F210	Classified
APPARATUS OPERATOR (40 HR)	42.67	44.81	47.05	49.40	51.87	F215	Classified
FIREFIGHTER (56 HR)	28.75	30.19	31.70	33.29	34.96	F200	Classified
FIREFIGHTER (40 HR)	40.26	42.27	44.38	46.60	48.93	F205	Classified
FIREFIGHTER TRAINEE (40 HR)	36.61	38.43				F100	Classified
PROFESSIONAL STAFF							
HAZARDOUS MATERIALS PROGRAM COORDINATOR	50.89	53.44	56.11	58.92	61.86	H590	Classified
FIRE PROTECTION ENGINEER	48.21	50.55	53.10	55.86	58.71	T510	Classified
EMERGENCY MEDICAL SERVICES COORDINATOR	45.67	47.96	50.35	52.86	55.51	H585	Classified
ENVIRONMENTAL SPECIALIST	42.65	44.78	47.02	49.37	51.84	T505	Classified
HAZARDOUS MATERIALS INVESTIGATOR	40.63	42.66	44.79	47.04	49.37	T500	Classified
FIRE SERVICES SUPERVISOR	44.34	46.56	48.88	51.32	53.89	H580	Classified
FIRE TECHNICIAN II	28.69	30.12	31.62	33.21	34.87	C255	Classified

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FIRE TECHNICIAN I	26.06	27.37	28.74	30.18	31.69	C250	Classified
HUMAN RESOURCES DEPARTMENT							
DEPUTY DIRECTOR OF HUMAN RESOURCES	60.95	63.99	67.20	70.56	74.09	U140	Classified
HUMAN RESOURCES MANAGER	47.18	49.54	52.02	54.62	57.35	U135	Classified
SENIOR HUMAN RESOURCES ANALYST	42.89	45.03	47.29	49.66	52.14	U120	Classified
HUMAN RESOURCES ANALYST II	39.00	40.94	42.99	45.14	47.40	U115	Classified
HUMAN RESOURCES ANALYST I	35.45	37.22	39.09	41.05	43.10	U110	Classified
HUMAN RESOURCES TECHNICIAN	28.31	29.73	31.21	32.76	34.40	U100	Classified
HUMAN RESOURCES ADMINISTRATIVE ASSISTANT	31.81	33.39	35.06	36.81	38.66	U105	Classified
LIBRARY AND COMMUNITY SERVICES DEPARTMENT							
COMMUNITY SERVICES							
COMMUNITY SERVICES MANAGER	55.57	58.35	61.27	64.34	67.55	H745	Classified
COMMUNITY PROGRAMS SPECIALIST	38.47	40.47	42.53	44.62	46.80	T705	Classified
SENIOR PROPERTY REHABILITATION SPECIALIST	42.31	44.51	46.77	49.07	51.47	T730	Classified
PROPERTY REHABILITATION SPECIALIST	38.47	40.47	42.53	44.62	46.80	T725	Classified
PARATRANSIT COORDINATOR	36.67	38.51	40.37	42.42	44.50	T715	Classified
EDUCATION SERVICES MANAGER	38.39	40.30	42.32	44.43	46.65	H760	Classified
EDUCATIONAL SERVICES COORDINATOR	28.59	30.02	31.53	33.10	34.76	T780	Classified
LIBRARY SERVICES DIVISION							
LIBRARY OPERATIONS MANAGER	38.39	40.30	42.32	44.43	46.65	H755	Classified
SUPERVISING LIBRARIAN I	38.39	40.30	42.32	44.43	46.65	H750	Classified
LIBRARIAN II	31.57	33.15	34.76	36.52	38.24	T795	Classified
LIBRARIAN I	28.62	30.07	31.56	33.06	34.76	T790	Classified
LEAD LIBRARY ASSISTANT	25.93	27.24	28.54	29.94	31.51	C520	Classified
SENIOR LIBRARY ASSISTANT	23.94	25.00	26.15	27.31	28.62	C515	Classified
LIBRARY ASSISTANT	21.69	22.70	23.72	24.81	25.98	C510	Classified
SENIOR LIBRARY PAGE					16.96	C505	Classified
LIBRARY PAGE					15.48	C500	Classified
LITERACY PROGRAM COORDINATOR	28.62	30.07	31.56	33.06	34.76	T785	Classified
VOLUNTEER PROGRAM ASSISTANT	20.77	21.81	22.90	24.04	25.25	C506	Classified
MAINTENANCE SERVICES DEPARTMENT							
FACILITIES MANAGEMENT							
FACILITIES AND BUILDING MANAGER	51.12	53.67	56.35	59.17	62.14	H605	Classified
FACILITIES LEADWORKER	44.60	46.37	48.18	50.17	52.31	M135	Classified
FACILITIES MAINTENANCE SUPERVISOR	36.75	38.58	40.51	42.54	44.67	H600	Classified
HVAC MECHANIC	40.31	41.92	43.57	45.41	47.30	M140	Classified
FACILITIES PAINTER II	32.91	34.25	35.59	37.06	38.60	M130	Classified
FACILITIES PAINTER I	29.94	31.15	32.41	33.77	35.10	M125	Classified
FACILITIES CARPENTER II	32.77	34.07	35.50	36.97	38.51	M120	Classified
FACILITIES CARPENTER I	29.81	31.04	32.32	33.63	35.03	M115	Classified
FACILITIES SERVICEWORKER II	24.22	25.18	26.21	27.13	28.21	M110	Classified
FACILITIES SERVICEWORKER I	22.06	22.87	23.77	24.75	25.63	M105	Classified

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FLEET MANAGEMENT DIVISION							
FLEET MAINTENANCE MANAGER	51.12	53.67	56.35	59.17	62.14	H635	Classified
FLEET MANAGEMENT SUPERVISOR	45.01	47.27	49.63	52.11	54.71	H630	Classified
EQUIPMENT MECHANIC II	30.65	32.08	33.71	35.47	37.23	M615	Classified
EQUIPMENT MECHANIC I	27.91	29.31	30.80	32.32	33.91	M610	Classified
EQUIPMENT PARTS STOREKEEPER	25.52	26.87	28.17	29.58	31.08	M605	Classified
EQUIPMENT SERVICE ATTENDANT	23.55	24.47	25.49	26.35	27.37	M600	Classified
LANDSCAPE MAINTENANCE DIVISION							
LANDSCAPE MAINTENANCE MANAGER	51.12	53.67	56.35	59.17	62.14	H615	Classified
LANDSCAPE MAINTENANCE SUPERVISOR	45.01	47.27	49.63	52.11	54.71	H610	Classified
GROUNDSKEEPER III	33.38	34.73	36.13	37.66	39.13	M215	Classified
GROUNDSKEEPER II	29.27	30.44	31.68	32.80	34.06	M210	Classified
GROUNDSKEEPER I	26.58	27.65	28.81	29.80	30.98	M205	Classified
TREE TRIMMER	30.03	31.23	32.50	33.65	34.97	M220	Classified
STREET MAINTENANCE DIVISION							
STREETS MAINTENANCE MANAGER	51.12	53.67	56.35	59.17	62.14	H625	Classified
STREETS MAINTENANCE SUPERVISOR	45.01	47.27	49.63	52.11	54.71	H620	Classified
SENIOR MAINTENANCE LEADER	34.02	35.38	36.80	38.37	39.87	M315	Classified
MAINTENANCE LEADER	29.87	31.03	32.32	33.45	34.74	M310	Classified
SWEEPER EQUIPMENT OPERATOR	27.90	28.84	29.99	31.27	32.51	M700	Classified
POLICE DEPARTMENT							
SWORN							
POLICE CAPTAIN	72.86	76.50	80.33	84.35	88.55	P300	Classified
POLICE LIEUTENANT				68.67	72.01	P215	Classified
POLICE SERGEANT			56.71	59.45	62.49	P210	Classified
INSPECTOR	48.71	51.14	53.64	56.19	58.94	P205	Classified
POLICE OFFICER	43.21	45.28	47.48	49.78	52.14	P200	Classified
POLICE OFFICER TRAINEE	30.85	32.38				P100	Classified
PROFESSIONAL STAFF							
PERSONNEL AND TRAINING ADMINISTRATOR	56.55	59.38	62.35	65.47	68.74	H450	Classified
SENIOR CRIME AND INTELLIGENCE ANALYST	45.24	47.49	49.87	52.37	54.98	H406	Classified
CRIME AND INTELLIGENCE ANALYST	40.72	42.76	44.89	47.13	49.49	H405	Classified
POLICE PROGRAMS ANALYST	40.72	42.76	44.89	47.13	49.49	H400	Classified
SPECIAL OPERATIONS DIVISION							
CRIME PREVENTION SPECIALIST	28.41	29.83	31.32	32.89	34.54	C670	Classified
RESERVE OFFICER COORDINATOR	51.44	54.01	56.71	59.45	62.49	H455	Classified
INVESTIGATION DIVISION							
YOUTH AND FAMILY SERVICES ADMINISTRATOR	56.55	59.38	62.35	65.47	68.74	H445	Classified
COUNSELING SUPERVISOR	44.34	46.56	48.88	51.32	53.89	H440	Classified
FAMILY COUNSELOR I	35.84	37.62	39.51	41.32	43.48	T550	Classified
CERTIFIED LATENT PRINT EXAMINER	42.65	44.78	47.02	49.37	51.84	T560	Classified
SUPPORT SERVICES DIVISION							
OPERATIONS SUPPORT SERVICES MANAGER	67.76	71.15	75.43	79.20	83.15	U400	Classified
PROPERTY/EVIDENCE ADMINISTRATOR	45.17	47.42	49.80	52.29	54.90	H415	Classified
PROPERTY AND EVIDENCE SUPERVISOR	34.69	36.43	38.25	40.15	42.16	H410	Classified
POLICE ID SPECIALIST	31.60	33.18	34.84	36.60	38.33	T555	Classified
CRIME SCENE TECHNICIAN	28.19	29.45	30.81	32.20	33.74	C685	Classified

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PROPERTY TECHNICIAN	27.02	28.19	29.55	30.90	32.37	C665	Classified
ANIMAL SERVICES ADMINISTRATOR	45.17	47.42	49.80	52.29	54.90	H430	Classified
SHELTER OPERATIONS SUPERVISOR	29.72	31.04	32.49	33.98	35.60	C621	Classified
ANIMAL CONTROL OFFICER	25.55	26.87	28.10	29.42	30.80	C610	Classified
ANIMAL CARE ATTENDANT	21.27	22.17	23.05	24.06	25.25	C600	Classified
SHELTER VOLUNTEER COORDINATOR	21.27	22.17	23.05	24.06	25.25	C607	Classified
COMMUNICATIONS ADMINISTRATOR	45.17	47.42	49.80	52.29	54.90	H435	Classified
COMMUNICATIONS SUPERVISOR	36.39	38.22	40.13	42.12	44.25	C645	Classified
COMMUNICATIONS OPERATOR	31.57	33.18	34.81	36.58	38.42	C635	Classified
CALL TAKER	26.27	27.57	28.95	30.41	31.93	C633	Classified
RECORDS ADMINISTRATOR	45.17	47.42	49.80	52.29	54.90	H425	Classified
RECORDS SUPERVISOR	33.01	34.66	36.39	38.21	40.12	C705	Classified
POLICE RECORDS CLERK II	25.67	26.69	27.76	28.98	30.41	C695	Classified
POLICE RECORDS CLERK I	22.56	23.73	24.99	26.24	27.65	C690	Classified
JAIL ADMINISTRATOR	45.17	47.42	49.80	52.29	54.90	H420	Classified
JAIL SUPERVISOR	32.48	33.84	35.47	37.13	38.91	C660	Classified
COMMUNITY SERVICE OFFICER	28.37	29.60	31.02	32.45	33.99	C650	Classified
TRANSPORATION AND ENGINEERING DEPARTMENT							
AIRPORT DIVISION SUMMARY							
AIRPORT MANAGER	58.20	61.10	64.16	67.36	70.73	H205	Classified
AIRPORT OPERATIONS SUPERVISOR	47.99	50.38	52.90	55.54	58.32	H200	Classified
NOISE ABATEMENT ANALYST	28.62	30.07	31.56	33.06	34.76	T270	Classified
SENIOR AIRPORT MAINTENANCE WORKER	31.26	32.41	33.70	35.08	36.49	M510	Classified
AIRPORT MAINTENANCEWORKER	28.40	29.44	30.59	31.87	33.18	M505	Classified
AIRPORT ATTENDANT	21.26	22.20	23.01	24.02	25.21	M500	Classified
ENGINEERING/TRANSPORTATION DIVISION							
ASSISTANT CITY ENGINEER	58.26	61.17	64.23	67.44	70.81	H250	Classified
SENIOR CIVIL ENGINEER	52.19	54.80	57.54	60.41	63.43	H240	Classified
ASSOCIATE CIVIL ENGINEER	45.06	47.33	49.63	52.15	54.69	T215	Classified
ASSISTANT CIVIL ENGINEER	38.82	40.82	42.91	44.99	47.23	T210	Classified
REAL PROPERTY MANAGER	42.70	44.84	47.08	49.44	51.91	H225	Classified
REAL PROPERTY ASSOCIATE	37.90	39.88	41.89	43.92	46.09	T260	Classified
REAL PROPERTY ASSISTANT	32.30	33.91	35.54	37.31	39.19	T255	Classified
ENGINEERING TECHNICIAN	30.81	32.29	33.93	35.63	37.33	T200	Classified
SURVEY ENGINEER	48.30	50.71	53.25	55.91	58.71	H230	Classified
SURVEYOR	36.65	38.46	40.38	42.37	44.51	T265	Classified
TRANSPORTATION MANAGER	60.39	63.42	66.59	69.92	73.41	H220	Classified
SENIOR TRANSPORTATION ENGINEER	52.39	55.01	57.76	60.64	63.67	H215	Classified
ASSOCIATE TRANSPORTATION ENGINEER	45.06	47.33	49.63	52.15	54.69	T240	Classified
ASSISTANT TRANSPORTATION ENGINEER	38.82	40.82	42.91	44.99	47.23	T235	Classified
SENIOR TRANSPORTATION PLANNER	46.89	49.23	51.70	54.28	57.00	H210	Classified
ASSOCIATE TRANSPORTATION PLANNER	41.87	43.92	46.11	48.48	50.80	T225	Classified
TRAFFIC SIGNAL TECHNICIAN	30.81	32.29	33.93	35.63	37.33	T220	Classified
SUPERVISING CONSTRUCTION INSPECTOR	49.41	51.88	54.48	57.20	60.06	H235	Classified
SENIOR CONSTRUCTION INSPECTOR	41.24	43.44	45.63	47.79	50.17	T250	Classified
CONSTRUCTION INSPECTOR	34.56	36.33	38.03	39.95	41.98	T245	Classified

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Approved by Council
on May 3, 2016

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UTILITIES AND ENVIRONMENTAL SERVICES DEPARTMENT							
ADMINISTRATION DIVISION							
DEPUTY DIRECTOR OF PUBLIC WORKS	66.05	69.36	72.83	76.48	80.30	U510	Classified
WATER RESOURCES MANAGER	66.05	69.36	72.83	76.48	80.30	H875	Classified
SENIOR UTILITY SERVICE REPRESENTATIVE	33.16	34.80	36.46	38.33	40.20	M820	Classified
STOREKEEPER - EXPEDITER	26.64	27.74	28.78	29.88	31.03	M100	Classified
RECYCLING-SOLID WASTE							
SOLID WASTE PROGRAM MANAGER	45.24	47.49	49.87	52.37	54.98	H800	Classified
RECYCLING SPECIALIST	32.59	34.20	35.87	37.70	39.57	T800	Classified
SUSTAINABILITY TECHNICIAN	31.83	33.41	35.08	36.83	38.68	T802	Classified
WATER POLLUTION CONTROL FACILITY (WPCF)							
WATER POLLUTION CONTROL FACILITY MANAGER	58.09	61.01	64.05	67.25	70.62	H870	Classified
WPCF OPERATIONS AND MAINTENANCE MANAGER	52.45	55.07	57.83	60.73	63.76	H865	Classified
WPCF MAINTENANCE SUPERVISOR	47.31	49.67	52.15	54.77	57.50	H860	Classified
WPCF OPERATIONS SUPERVISOR	47.31	49.67	52.15	54.77	57.50	H855	Classified
WPCF LEAD OPERATOR	35.70	37.12	38.58	40.11	41.73	M935	Classified
WPCF OPERATOR	32.46	33.75	35.10	36.47	37.95	M930	Classified
OPERATOR-IN-TRAINING	29.71	30.89	32.18	33.27	34.57	M925	Classified
LAB SUPERVISOR	47.31	49.67	52.15	54.77	57.50	H850	Classified
CHEMIST	38.48	40.41	42.43	44.55	46.77	T807	Classified
LABORATORY TECHNICIAN	33.46	34.72	36.06	37.54	38.94	T805	Classified
WATER POLLUTION SOURCE CONTROL							
ENVIRONMENTAL SERVICES MANAGER	54.40	57.12	59.98	62.97	66.13	H805	Classified
WATER POLLUTION CONTROL ADMINISTRATOR	47.31	49.67	52.15	54.77	57.50	H845	Classified
SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR	38.26	40.25	42.27	44.27	46.53	T815	Classified
WATER POLLUTION SOURCE CONTROL INSPECTOR	34.77	36.59	38.25	40.22	42.22	T810	Classified
TECHNICAL INTERN					15.00	Z125	Classified
SENIOR UTILITIES ENGINEER	52.19	54.80	57.54	60.41	63.43	H810	Classified
SEWER COLLECTIONS & WATER DISTRIBUTION							
UTILITIES OPERATIONS AND MAINTENANCE MANAGER	59.61	62.58	65.71	69.00	72.45	H835	Classified
UTILITIES OPERATIONS AND MAINTENANCE SUPERVISOR	49.67	52.15	54.77	57.50	60.38	H830	Classified
UTILITIES FIELD SERVICES SUPERVISOR	49.67	52.15	54.77	57.50	60.38	H825	Classified
WASTEWATER COLLECTIONS SYSTEM SUPERVISOR	47.31	49.67	52.15	54.77	57.50	H823	Classified
WATER INSTALLATION AND MAINTENANCE SUPERVISOR	39.94	41.94	44.04	46.25	48.55	H815	Classified
SENIOR UTILITY CUSTOMER SERVICE LEADER	34.64	36.03	37.46	39.05	40.60	M825	Classified
CROSS CONNECTION CONTROL SPECIALIST	30.35	31.40	32.64	33.99	35.34	M815	Classified
WATER METER MECHANIC	29.50	30.63	31.90	33.21	34.54	M810	Classified
WATER METER READER	26.37	27.41	28.53	29.57	30.75	M805	Classified
BACKFLOW/CROSS CONNECTION TESTER	25.51	26.73	27.97	29.33	30.75	M800	Classified
UTILITIES MAINTENANCE SUPERVISOR	45.93	48.22	50.63	53.17	55.83	H850	Classified
UTILITIES SERVICE WORKER	29.09	30.24	31.49	32.59	33.86	M900	Classified
GENERAL MAINTENANCE							
EQUIPMENT OPERATOR	29.24	30.31	31.52	32.80	34.12	M400	Classified
SENIOR UTILITY LEADER	36.41	37.87	39.38	41.08	42.70	M845	Classified
UTILITY LEADER	31.99	33.27	34.65	35.86	37.24	M840	Classified
UTILITY WORKER	29.09	30.24	31.49	32.59	33.86	M835	Classified
SENIOR UTILITY LEADER - SEWER	36.41	38.17	40.08	42.09	44.19	M920	Classified
UTILITY LEADER - SEWER	33.01	34.32	35.73	36.98	38.42	M915	Classified
UTILITY WORKER - SEWER	30.01	31.20	32.49	33.62	34.93	M910	Classified

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UTILITIES MAINTENANCE MECHANIC	33.36	34.65	36.01	37.46	38.98	M415	Classified
TECHNOLOGY SERVICES DEPARTMENT							
INFORMATION SYSTEMS MANAGER	52.09	54.69	57.43	60.31	63.32	H565	Classified
INFORMATION TECHNOLOGY MANAGER	52.09	54.69	57.43	60.31	63.32	H566	Classified
DATA AND SYSTEMS COORDINATOR	46.87	49.21	51.68	54.26	56.97	H560	Classified
NETWORK SYSTEMS SPECIALIST	42.13	44.24	46.45	48.77	51.21	H555	Classified
GEOGRAPHIC INFO SYSTEMS COORDINATOR	40.48	42.50	44.52	46.76	49.86	T460	Classified
PROGRAMMER ANALYST	39.74	41.68	43.85	46.01	48.28	T455	Classified
WEB SPECIALIST	39.16	41.14	43.18	45.33	47.60	T450	Classified
INFORMATION TECHNOLOGY ANALYST II	39.72	41.70	43.79	45.98	48.28	T435	Classified
INFORMATION TECHNOLOGY ANALYST I	36.11	37.91	39.81	41.80	43.89	T430	Classified
TECHNOLOGY SOLUTIONS ANALYST II	39.72	41.70	43.79	45.98	48.28	T445	Classified
TECHNOLOGY SOLUTIONS ANALYST I	36.11	37.91	39.81	41.80	43.89	T440	Classified
GEOGRAPHIC INFO SYSTEM TECHNICIAN II	36.07	37.87	39.76	41.74	43.86	T465	Classified
GEOGRAPHIC INFO SYSTEM TECHNICIAN I	32.81	34.44	36.16	37.98	39.87	T464	Classified
INFORMATION TECHNOLOGY TECHNICIAN II	36.07	37.87	39.76	41.74	43.86	T425	Classified
INFORMATION TECHNOLOGY TECHNICIAN I	32.81	34.44	36.16	37.98	39.87	T424	Classified
INFORMATION SYSTEMS SUPPORT TECHNICIAN	29.54	31.01	32.60	34.22	35.87	T415	Classified
DATA SYSTEMS OPERATOR	25.39	26.55	27.86	29.18	30.56	C450	Classified
AUDIO VIDEO SPECIALIST	28.15	29.52	31.03	32.58	34.13	T410	Classified
VIDEO ASSISTANT					15.45	T400	Classified