

**City Pay Plan
SALARIED (Exempt) Employees
Effective October 1, 2019**

(Effective on the first day of the pay period in which October 1, 2019 occurs)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range		
S	\$110,364	\$113,609	\$116,854	\$120,099	\$123,344	\$126,588	\$129,833	\$129,854	-	\$149,323
	Finance Director Public Works Director									
R	\$101,483	\$104,457	\$107,432	\$110,427	\$113,422	\$116,417	\$119,392	\$119,412	-	\$137,300
	City Attorney Development Director Fire Chief Human Resources Director IT Director									
	Municipal Judge Parks, Recreation and Forestry Director Police Chief Transit Director									
P	\$85,945	\$88,483	\$91,020	\$93,537	\$96,075	\$98,592	\$101,108	\$101,129	-	\$116,292
	Assistant Fire Chief Assistant Public Works Director Police Commander									
O	\$81,494	\$83,907	\$86,299	\$88,712	\$91,083	\$93,475	\$95,888	\$95,908	-	\$110,281
	Assistant Development Director Assistant Parks Director Chief Building Official									
	Operations Director Utility Manager									
N	\$77,064	\$79,310	\$81,577	\$83,865	\$86,132	\$88,379	\$90,646	\$90,667	-	\$104,228
	Assistant City Engineer Assistant Finance Director Battalion Chief									
	City Assessor Deputy City Attorney Police Captain									
M	\$72,612	\$74,755	\$76,876	\$79,040	\$81,182	\$83,304	\$85,446	\$85,467	-	\$98,259
	Park Superintendent Recreation Superintendent Assistant IT Director									
L	\$68,182	\$70,200	\$72,196	\$74,214	\$76,211	\$78,208	\$80,225	\$80,246	-	\$92,248
	Assistant City Attorney Business Manager City Clerk Park Planner Fleet Manager Human Resources Operations Manager									
	Principal Planner Public Works Superintendent Procurement Manager Safety Manager Sr. Programmer Analyst									
K	\$63,731	\$65,624	\$67,496	\$69,347	\$71,240	\$73,112	\$74,984	\$75,004	-	\$86,236
	Appraiser III Chief of Staff City Forester Civil Engineer III Maintenance Manager Housing Administrator									
	Park Facilities Superintendent Payroll Manager Programmer Analyst Wildlife Sanctuary Superintendent Zoning Administrator									

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J	\$59,300	\$61,027	\$62,774	\$64,521	\$66,248	\$67,995	\$69,742	\$69,763	-	\$80,204
	Administrative Supervisor Assistant City Forester Civil Engineer II Construction Inspection Manager Financial Supervisor Municipal Court Administrator Park Facilities Supervisor				Park Supervisor Planner II Public Works Supervisor Recreation Supervisor Sr. Accountant Transit Operations Supervisor Wellness Administrator					
I	\$54,870	\$56,451	\$58,094	\$59,675	\$61,318	\$62,899	\$64,542	\$64,563	-	\$74,214
	Accountant Chief Naturalist Community Development Specialist Curator of Animals Economic Development Specialist				Erosion Control Specialist GIS Analyst Human Resources Generalist II Office Manager Project and Program Manager					
H	\$50,440	\$51,896	\$53,372	\$54,870	\$56,347	\$57,824	\$59,321	\$59,342	-	\$68,203
	Building Services Supervisor Civil Engineer I Deputy City Clerk Human Resources Generalist I Naturalist				Neighborhood Development Specialist Planner I Real Estate Specialist Sr. Animal Keeper					
G	\$45,947	\$47,340	\$48,672	\$50,024	\$51,355	\$52,748	\$54,080	\$54,100	-	\$62,192
	Design Specialist Mobility Coordinator				Multimedia Communications Specialist					

City Pay Plan
HOURLY (Non-Exempt) Employees
Effective October 1, 2019

(Effective on the first day of the pay period in which October 1, 2019 occurs)

Grade	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Performance Range	
J	\$28.51	\$29.34	\$30.18	\$31.02	\$31.85	\$32.69	\$33.53	\$33.54	- \$38.56
	Building Inspector Crime Analyst Electrical Inspector Electrician Foreperson				Housing & Zoning Enforcement Coordinator Plumbing/Heating Inspector Systems Analyst				
I	\$26.38	\$27.14	\$27.93	\$28.69	\$29.48	\$30.24	\$31.03	\$31.04	- \$35.68
	Administrative Assistant Communications Technician Criminalistic Specialist Electrician Engineering Technician				Master Plumber Mechanic Foreperson Network Specialist Right-of-Way Specialist Sewer Worker Foreperson				
H	\$24.25	\$24.95	\$25.66	\$26.38	\$27.09	\$27.80	\$28.52	\$28.53	- \$32.79
	Appraiser II Benefits Specialist Buyer City Sealer Engineering Aide III HVAC Specialist				Housing Inspector Mechanic Paralegal Sewer Technical Worker Sr. Carpenter				
G	\$22.09	\$22.76	\$23.40	\$24.05	\$24.69	\$25.36	\$26.00	\$26.01	- \$29.90
	Account Clerk III Administrative Support Appraiser I Building Services Coordinator Carpenter Compliance Coordinator Community Relations Assistant Crime Prevention Coordinator Executive Secretary Financial Analyst Forestry Worker II Operator II Painter				Paratransit Coordinator Park Maintenance Foreperson Park Ranger Parts Clerk Payroll Specialist Pool Maintenance Specialist Public Arts Coordinator Purchasing Assistant Resident Services Coordinator Sewer Maintenance Worker Signs Operator Signs Worker Foreperson				
F	\$19.96	\$20.56	\$21.14	\$21.74	\$22.32	\$22.91	\$23.49	\$23.50	- \$27.02
	Account Clerk II Administrative Clerk II Building Maintenance Technician Dispatcher Engineering Aide II Evidence Technician Forestry Worker I Laborer Legal Assistant				Maintenance Technician Neighborhood Compliance Inspector Operator I Park Maintenance Worker Parking Maintenance Technician Signs Laborer Time Clerk Truck Driver				

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E	\$18.36	\$18.90	\$19.44	\$19.98	\$20.52	\$21.07	\$21.61	\$21.62	- \$24.86	
	Custodian II				Maintenance Clerk					
	Document Center Lead				Parking Building Technician					
	Engineering Aide I				Support Assistant					
	Human Resources Assistant									
D	\$17.30	\$17.81	\$18.31	\$18.82	\$19.33	\$19.84	\$20.35	\$20.36	- \$23.40	
	Administrative Clerk				Receptionist					
	Fueller				Records Clerk					
C	\$16.02	\$16.50	\$16.97	\$17.44	\$17.90	\$18.38	\$18.85	\$18.86	- \$21.69	
	Custodian I				Parking Enforcement Officer					
	Office Clerk				Word Processor					
B	\$14.83	\$15.26	\$15.70	\$16.14	\$16.58	\$17.01	\$17.45	\$17.46	- \$20.07	
	Bus Cleaner									
A	\$13.72	\$14.13	\$14.54	\$14.94	\$15.33	\$15.74	\$16.15	\$16.16	- \$18.57	

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