

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ACCOUNTANT	AM	NON	hourly	30.28	31.80	33.39	35.05	36.81	38.65	40.58
			bi-weekly	2,423	2,544	2,671	2,804	2,945	3,092	3,246
			monthly	5,249	5,511	5,787	6,076	6,380	6,699	7,034
			annual	62,985	66,134	69,441	72,913	76,559	80,387	84,406
ACCOUNTING MANAGER	AW	NON	hourly	46.56	48.89	51.33	53.90	56.59	59.42	62.39
			bi-weekly	3,725	3,911	4,107	4,312	4,527	4,754	4,991
			monthly	8,070	8,474	8,897	9,342	9,809	10,300	10,815
			annual	96,843	101,685	106,769	112,108	117,713	123,599	129,779
ACCOUNTING TECHNICIAN	AI	NON	hourly	23.21	24.38	25.59	26.87	28.22	29.63	31.11
			bi-weekly	1,857	1,950	2,048	2,150	2,257	2,370	2,489
			monthly	4,024	4,225	4,436	4,658	4,891	5,136	5,392
			annual	48,286	50,700	53,235	55,897	58,692	61,626	64,708
ADMINISTRATIVE ANALYST I	AN	NON	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
			bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
			monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
			annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
ADMINISTRATIVE ANALYST II	AP	NON	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
			bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
			monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
			annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
ADMINISTRATIVE ASSISTANT	AG	NON	hourly	20.09	21.09	22.15	23.25	24.42	25.64	26.92
			bi-weekly	1,607	1,687	1,772	1,860	1,953	2,051	2,154
			monthly	3,482	3,656	3,839	4,031	4,232	4,444	4,666
			annual	41,783	43,872	46,066	48,369	50,788	53,327	55,994
ADMINISTRATIVE ASSISTANT TO THE CITY COUNCIL	AG	NON	hourly	20.09	21.09	22.15	23.25	24.42	25.64	26.92
			bi-weekly	1,607	1,687	1,772	1,860	1,953	2,051	2,154
			monthly	3,482	3,656	3,839	4,031	4,232	4,444	4,666
			annual	41,783	43,872	46,066	48,369	50,788	53,327	55,994

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ANIMAL SERVICES OFFICER	AGP	POA	hourly	21.12	22.17	23.28	24.45	25.67	26.95	28.30
			bi-weekly	1,689	1,774	1,863	1,956	2,054	2,156	2,264
			monthly	3,660	3,843	4,036	4,237	4,449	4,672	4,905
			annual	43,926	46,122	48,428	50,849	53,392	56,061	58,864
ANIMAL SERVICES SUPERVISOR	APP	POA	hourly	34.36	36.08	37.88	39.77	41.76	43.85	46.04
			bi-weekly	2,749	2,886	3,030	3,182	3,341	3,508	3,683
			monthly	5,955	6,253	6,566	6,894	7,239	7,601	7,981
			annual	71,463	75,036	78,788	82,728	86,864	91,207	95,768
ASSISTANT CITY ATTORNEY	BJ	NON	hourly	68.37	71.79	75.38	79.15	83.11	87.26	91.63
			bi-weekly	5,470	5,743	6,031	6,332	6,649	6,981	7,330
			monthly	11,851	12,444	13,066	13,720	14,406	15,126	15,882
			annual	142,218	149,328	156,795	164,635	172,866	181,510	190,585
ASSISTANT CITY CLERK	AQ	NON	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
			bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
			monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
			annual	76,557	80,385	84,404	88,624	93,056	97,708	102,594
ASSISTANT CITY MANAGER	BM	NON	hourly	74.71	78.45	82.37	86.49	90.82	95.36	100.12
			bi-weekly	5,977	6,276	6,590	6,919	7,265	7,628	8,010
			monthly	12,950	13,598	14,278	14,992	15,741	16,528	17,355
			annual	155,405	163,175	171,334	179,901	188,896	198,341	208,258
ASSISTANT DEVELOPMENT SERVICES DIRECTOR	AY	NON	hourly	49.39	51.86	54.46	57.18	60.04	63.04	66.19
			bi-weekly	3,952	4,149	4,357	4,574	4,803	5,043	5,295
			monthly	8,562	8,990	9,439	9,911	10,407	10,927	11,474
			annual	102,741	107,878	113,271	118,935	124,882	131,126	137,682
ASSISTANT PLANNER	AL	NON	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
			bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
			monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
			annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ASSISTANT TO THE CITY MANAGER	AX	NON	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
			bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
			monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
			annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672
ASSOCIATE PLANNER	AO	NON	hourly	33.38	35.05	36.81	38.65	40.58	42.61	44.74
			bi-weekly	2,671	2,804	2,945	3,092	3,246	3,409	3,579
			monthly	5,787	6,076	6,380	6,699	7,034	7,385	7,755
			annual	69,441	72,913	76,558	80,386	84,405	88,626	93,057
BUDGET MANAGER	AX	NON	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
			bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
			monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
			annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672
CITY ATTORNEY	CONTRACT		annual	258,750.00						
CITY CLERK	CONTRACT		annual	127,440.00						
CITY COUNCIL MEMBER/MAYOR	ELECTED		monthly	800.00						
CITY MANAGER	CONTRACT		annual	269,156.28						
CIVIL ENGINEER	AR	NON	hourly	38.65	40.58	42.61	44.74	46.98	49.32	51.79
			bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
			monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
			annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
CODE ENFORCEMENT OFFICER	AJ	NON	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
			bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
			monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
			annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
CODE ENFORCEMENT SUPERVISOR	AP	NON	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
			bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
			monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
			annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
COMMUNITY EVENTS AND PROJECTS COORDINATOR	AN	NON	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
			bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
			monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
			annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
COMMUNITY SERVICES OFFICER	PC	POA	hourly	23.83	25.02	26.27	27.59	28.97	30.42	31.94
			bi-weekly	1,907	2,002	2,102	2,207	2,317	2,433	2,555
			monthly	4,131	4,337	4,554	4,782	5,021	5,272	5,536
			annual	49,570	52,048	54,651	57,383	60,253	63,265	66,428
COMMUNITY SERVICES OFFICER (Y-RATED)	PC	POA	hourly	33.79						
			bi-weekly	2,703						
			monthly	5,856						
			annual	70,275						
CRIME ANALYST	PA	POA	hourly	34.24	35.96	37.75	39.64	41.62	43.71	45.89
			bi-weekly	2,740	2,877	3,020	3,171	3,330	3,496	3,671
			monthly	5,936	6,232	6,544	6,871	7,215	7,576	7,954
			annual	71,228	74,790	78,529	82,456	86,579	90,907	95,453
CUSTOMER SERVICE SPECIALIST	AF	NON	hourly	18.69	19.62	20.60	21.63	22.71	23.85	25.04
			bi-weekly	1,495	1,570	1,648	1,731	1,817	1,908	2,003
			monthly	3,239	3,401	3,571	3,750	3,937	4,134	4,341
			annual	38,868	40,812	42,852	44,995	47,244	49,607	52,087
DEPUTY CITY CLERK/RECORDS MANAGER	AL	NON	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
			bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
			monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
			annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
DEPUTY CITY MANAGER	BJ	NON	hourly	68.37	71.79	75.38	79.15	83.11	87.26	91.63
			bi-weekly	5,470	5,743	6,031	6,332	6,649	6,981	7,330
			monthly	11,851	12,444	13,066	13,720	14,406	15,126	15,882
			annual	142,218	149,328	156,795	164,635	172,866	181,510	190,585

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
DEVELOPMENT SERVICES DIRECTOR	BI	NON	hourly	66.38	69.70	73.19	76.85	80.69	84.72	88.96
			bi-weekly	5,311	5,576	5,855	6,148	6,455	6,778	7,117
			monthly	11,506	12,082	12,686	13,320	13,986	14,685	15,420
			annual	138,075	144,979	152,228	159,839	167,831	176,223	185,034
DIRECTOR OF FINANCE & ADMINISTRATIVE SERVICES	BI	NON	hourly	66.38	69.70	73.19	76.85	80.69	84.72	88.96
			bi-weekly	5,311	5,576	5,855	6,148	6,455	6,778	7,117
			monthly	11,506	12,082	12,686	13,320	13,986	14,685	15,420
			annual	138,075	144,979	152,228	159,839	167,831	176,223	185,034
DISPATCHER	PE	POA	hourly	26.38	27.70	29.08	30.53	32.06	33.66	35.35
			bi-weekly	2,110	2,216	2,326	2,443	2,565	2,693	2,828
			monthly	4,572	4,801	5,041	5,293	5,557	5,835	6,127
			annual	54,864	57,607	60,488	63,512	66,688	70,022	73,523
DISPATCH MANAGER	AT	NON	hourly	42.61	44.74	46.98	49.32	51.79	54.38	57.10
			bi-weekly	3,409	3,579	3,758	3,946	4,143	4,350	4,568
			monthly	7,385	7,755	8,142	8,550	8,977	9,426	9,897
			annual	88,626	93,057	97,710	102,595	107,725	113,111	118,767
DISPATCH SUPERVISOR	PD	POA	hourly	31.93	33.52	35.20	36.96	38.81	40.75	42.79
			bi-weekly	2,554	2,682	2,816	2,957	3,105	3,260	3,423
			monthly	5,534	5,811	6,102	6,407	6,727	7,063	7,416
			annual	66,411	69,732	73,219	76,879	80,723	84,760	88,998
ECONOMIC DEVELOPMENT DIRECTOR	BG	NON	hourly	62.57	65.70	68.99	72.43	76.06	79.86	83.85
			bi-weekly	5,006	5,256	5,519	5,795	6,084	6,389	6,708
			monthly	10,846	11,388	11,957	12,555	13,183	13,842	14,534
			annual	130,149	136,656	143,489	150,664	158,197	166,107	174,412
ECONOMIC DEVELOPMENT PROGRAM MANAGER	AU	NON	hourly	43.89	46.08	48.38	50.80	53.34	56.01	58.81
			bi-weekly	3,511	3,686	3,871	4,064	4,268	4,481	4,705
			monthly	7,607	7,987	8,387	8,806	9,246	9,709	10,194
			annual	91,284	95,848	100,640	105,673	110,956	116,504	122,329

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
ECONOMIC DEVELOPMENT SPECIALIST	AL	NON	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
			bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
			monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
			annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
ENVIRONMENTAL SPECIALIST	AM	NON	hourly	30.28	31.80	33.39	35.05	36.81	38.65	40.58
			bi-weekly	2,423	2,544	2,671	2,804	2,945	3,092	3,246
			monthly	5,249	5,511	5,787	6,076	6,380	6,699	7,034
			annual	62,985	66,134	69,441	72,913	76,559	80,387	84,406
EXECUTIVE ADMINISTRATIVE ASSISTANT	AL	NON	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
			bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
			monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
			annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
FACILITIES & FLEET MANAGER	AV	NON	hourly	45.20	47.46	49.84	52.33	54.94	57.69	60.58
			bi-weekly	3,616	3,797	3,987	4,186	4,396	4,615	4,846
			monthly	7,835	8,227	8,638	9,070	9,524	10,000	10,500
			annual	94,023	98,724	103,660	108,843	114,285	119,999	125,999
FACILITIES TECHNICIAN	AH	NON	hourly	21.59	22.67	23.81	25.00	26.25	27.56	28.94
			bi-weekly	1,728	1,814	1,905	2,000	2,100	2,205	2,315
			monthly	3,743	3,930	4,127	4,333	4,550	4,777	5,016
			annual	44,917	47,163	49,521	51,997	54,597	57,326	60,193
FINANCE ANALYST I	AN	NON	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
			bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
			monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
			annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
FINANCE ANALYST II	AP	NON	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
			bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
			monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
			annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
FORENSIC INVESTIGATOR	PG	POA	hourly	27.47	28.84	30.29	31.80	33.39	35.06	36.81
			bi-weekly	2,198	2,308	2,423	2,544	2,671	2,805	2,945
			monthly	4,762	5,000	5,250	5,512	5,788	6,077	6,381
			annual	57,138	59,995	62,995	66,145	69,452	72,925	76,571
GIS ANALYST	AM	NON	hourly	30.28	31.80	33.39	35.05	36.81	38.65	40.58
			bi-weekly	2,423	2,544	2,671	2,804	2,945	3,092	3,246
			monthly	5,249	5,511	5,787	6,076	6,380	6,699	7,034
			annual	62,985	66,134	69,441	72,913	76,559	80,387	84,406
GIS SYSTEM ADMINISTRATOR	AP	NON	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
			bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
			monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
			annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
GRAPHIC DESIGNER	AJ	NON	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
			bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
			monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
			annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
GRAPHICS AND MULTIMEDIA PROGRAM MANAGER	AQ	NON	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
			bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
			monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
			annual	76,557	80,385	84,404	88,624	93,056	97,708	102,594
HOUSING AND PUBLIC SERVICE PROGRAM MANAGER	AT	NON	hourly	42.61	44.74	46.98	49.32	51.79	54.38	57.10
			bi-weekly	3,409	3,579	3,758	3,946	4,143	4,350	4,568
			monthly	7,385	7,755	8,142	8,550	8,977	9,426	9,897
			annual	88,626	93,057	97,710	102,595	107,725	113,111	118,767
HUMAN RESOURCES ANALYST	AP	NON	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
			bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
			monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
			annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
HUMAN RESOURCES MANAGER	BE	NON	hourly	58.98	61.93	65.02	68.28	71.69	75.27	79.04
			bi-weekly	4,718	4,954	5,202	5,462	5,735	6,022	6,323
			monthly	10,223	10,734	11,271	11,835	12,426	13,048	13,700
			annual	122,677	128,811	135,252	142,014	149,115	156,571	164,400
HUMAN RESOURCES SPECIALIST	AJ	NON	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
			bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
			monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
			annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
IT ADMINISTRATOR	AZ	NON	hourly	50.88	53.42	56.09	58.90	61.84	64.93	68.18
			bi-weekly	4,070	4,274	4,487	4,712	4,947	5,195	5,454
			monthly	8,819	9,260	9,722	10,209	10,719	11,255	11,818
			annual	105,823	111,114	116,670	122,503	128,628	135,060	141,813
IT ANALYST	AN	NON	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
			bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
			monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
			annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
IT TECHNICIAN	AJ	NON	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
			bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
			monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
			annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
INTEGRATED WASTE COORDINATOR	AM	NON	hourly	30.28	31.80	33.39	35.05	36.81	38.65	40.58
			bi-weekly	2,423	2,544	2,671	2,804	2,945	3,092	3,246
			monthly	5,249	5,511	5,787	6,076	6,380	6,699	7,034
			annual	62,985	66,134	69,441	72,913	76,559	80,387	84,406
INTEGRATED WASTE MANAGER	AX	NON	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
			bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
			monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
			annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672



CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
LEGAL EXECUTIVE ADMINISTRATIVE ASSISTANT	AL	NON	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
			bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
			monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
			annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
MANAGEMENT & BUDGET ANALYST I	AP	NON	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
			bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
			monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
			annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
MANAGEMENT & BUDGET ANALYST II	AR	NON	hourly	38.65	40.58	42.61	44.74	46.98	49.32	51.79
			bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
			monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
			annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
MULTIMEDIA SPECIALIST	AJ	NON	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
			bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
			monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
			annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
NETWORK ENGINEER	AR	NON	hourly	38.65	40.58	42.61	44.74	46.98	49.32	51.79
			bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
			monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
			annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
PARALEGAL	AL	NON	hourly	28.84	30.28	31.80	33.38	35.05	36.81	38.65
			bi-weekly	2,307	2,422	2,544	2,671	2,804	2,945	3,092
			monthly	4,999	5,249	5,511	5,787	6,076	6,380	6,699
			annual	59,985	62,984	66,134	69,440	72,912	76,558	80,386
PAYROLL TECHNICIAN	AJ	NON	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
			bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
			monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
			annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PERMIT PROCESSING COORDINATOR	AN	NON	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
			bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
			monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
			annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
PLANNING MANAGER	AX	NON	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
			bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
			monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
			annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672
POLICE ADMINISTRATIVE MANAGER (Y-RATED)	AT	NON	hourly	59.95						
			bi-weekly	4,796						
			monthly	10,392						
			annual	124,705						
POLICE CAPTAIN	BFA	PMA	hourly	67.66	71.04	74.60	78.33	82.24	86.35	90.67
			bi-weekly	5,413	5,683	5,968	6,266	6,579	6,908	7,254
			monthly	11,728	12,314	12,930	13,576	14,255	14,968	15,716
			annual	140,733	147,770	155,158	162,916	171,062	179,615	188,596
POLICE CHIEF	BO	NON	hourly	79.26	83.23	87.39	91.76	96.35	101.16	106.22
			bi-weekly	6,341	6,658	6,991	7,341	7,708	8,093	8,498
			monthly	13,739	14,426	15,147	15,905	16,700	17,535	18,412
			annual	164,869	173,112	181,768	190,856	200,399	210,419	220,940
POLICE EQUIPMENT/SUPPLY TECH	PH	POA	hourly	20.89	21.94	23.03	24.19	25.40	26.67	28.00
			bi-weekly	1,671	1,755	1,843	1,935	2,032	2,133	2,240
			monthly	3,621	3,803	3,993	4,192	4,402	4,622	4,853
			annual	43,457	45,630	47,912	50,307	52,823	55,464	58,237
POLICE LIEUTENANT	BAA	PMA	hourly	58.36	61.28	64.35	67.56	70.94	74.49	78.21
			bi-weekly	4,669	4,903	5,148	5,405	5,675	5,959	6,257
			monthly	10,116	10,622	11,153	11,711	12,297	12,911	13,557
			annual	121,398	127,467	133,841	140,533	147,559	154,937	162,684

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
POLICE OFFICER	PI	POA	hourly	32.55	34.18	35.89	37.68	39.57	41.54	43.62
			bi-weekly	2,604	2,734	2,871	3,015	3,165	3,324	3,490
			monthly	5,642	5,924	6,221	6,532	6,858	7,201	7,561
			annual	67,707	71,092	74,647	78,379	82,298	86,413	90,734
POLICE RECORDS MANAGER	AQ	NON	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
			bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
			monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
			annual	76,557	80,385	84,404	88,624	93,056	97,708	102,594
POLICE RECORDS SUPERVISOR	PK	POA	hourly	27.37	28.74	30.18	31.68	33.27	34.93	36.68
			bi-weekly	2,190	2,299	2,414	2,535	2,662	2,795	2,934
			monthly	4,744	4,981	5,230	5,492	5,767	6,055	6,358
			annual	56,930	59,777	62,766	65,904	69,199	72,659	76,292
POLICE RECORDS TECHNICIAN I	PL	POA	hourly	19.90	20.89	21.94	23.03	24.19	25.39	26.66
			bi-weekly	1,592	1,671	1,755	1,843	1,935	2,032	2,133
			monthly	3,449	3,621	3,802	3,993	4,192	4,402	4,622
			annual	41,387	43,456	45,629	47,910	50,306	52,821	55,462
POLICE RECORDS TECHNICIAN II	PN	POA	hourly	23.44	24.61	25.84	27.13	28.49	29.91	31.41
			bi-weekly	1,875	1,969	2,067	2,170	2,279	2,393	2,513
			monthly	4,062	4,265	4,479	4,703	4,938	5,185	5,444
			annual	48,747	51,184	53,743	56,430	59,252	62,214	65,325
POLICE SERGEANT	PJ	POA	hourly	39.62	41.60	43.68	45.86	48.16	50.56	53.09
			bi-weekly	3,169	3,328	3,494	3,669	3,853	4,045	4,247
			monthly	6,867	7,211	7,571	7,950	8,347	8,764	9,203
			annual	82,406	86,526	90,853	95,395	100,165	105,173	110,432
POLICE SERVICES ANALYST	AN	NON	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
			bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
			monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
			annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
POLICE SUPPORT SERVICES MANAGER (Y-RATED)	BC	NON	hourly	78.23						
			bi-weekly	6,258						
			monthly	13,559						
			annual	162,711						
POLICE VOLUNTEER COORDINATOR	AJ	NON	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
			bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
			monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
			annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
PROPERTY AND EVIDENCE MANAGER	AQ	NON	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
			bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
			monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
			annual	76,557	80,385	84,404	88,624	93,056	97,708	102,594
PROPERTY AND EVIDENCE TECHNICIAN I	PN	POA	hourly	23.44	24.61	25.84	27.13	28.49	29.91	31.41
			bi-weekly	1,875	1,969	2,067	2,170	2,279	2,393	2,513
			monthly	4,062	4,265	4,479	4,703	4,938	5,185	5,444
			annual	48,747	51,184	53,743	56,430	59,252	62,214	65,325
PROPERTY AND EVIDENCE TECHNICIAN II	PP	POA	hourly	25.53	26.81	28.15	29.56	31.04	32.59	34.22
			bi-weekly	2,043	2,145	2,252	2,365	2,483	2,607	2,738
			monthly	4,426	4,647	4,880	5,124	5,380	5,649	5,931
			annual	53,112	55,768	58,556	61,484	64,558	67,786	71,175
PUBLIC AFFAIRS MANAGER	AV	NON	hourly	45.20	47.46	49.84	52.33	54.94	57.69	60.58
			bi-weekly	3,616	3,797	3,987	4,186	4,396	4,615	4,846
			monthly	7,835	8,227	8,638	9,070	9,524	10,000	10,500
			annual	94,023	98,724	103,660	108,843	114,285	119,999	125,999
PUBLIC WORKS DIRECTOR/CITY ENGINEER	BJ	NON	hourly	68.37	71.79	75.38	79.15	83.11	87.26	91.63
			bi-weekly	5,470	5,743	6,031	6,332	6,649	6,981	7,330
			monthly	11,851	12,444	13,066	13,720	14,406	15,126	15,882
			annual	142,218	149,328	156,795	164,635	172,866	181,510	190,585

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
PUBLIC WORKS DIVISION MANAGER-ENGINEERING	AY	NON	hourly	49.39	51.86	54.46	57.18	60.04	63.04	66.19
			bi-weekly	3,952	4,149	4,357	4,574	4,803	5,043	5,295
			monthly	8,562	8,990	9,439	9,911	10,407	10,927	11,474
			annual	102,741	107,878	113,271	118,935	124,882	131,126	137,682
PUBLIC WORKS DIVISION MANAGER-OPERATIONS	AX	NON	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
			bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
			monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
			annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672
PURCHASING AGENT	AJ	NON	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
			bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
			monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
			annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
PURCHASING AND CONTRACTS MANAGER	AV	NON	hourly	45.20	47.46	49.84	52.33	54.94	57.69	60.58
			bi-weekly	3,616	3,797	3,987	4,186	4,396	4,615	4,846
			monthly	7,835	8,227	8,638	9,070	9,524	10,000	10,500
			annual	94,023	98,724	103,660	108,843	114,285	119,999	125,999
REVENUE MANAGER	AR	NON	hourly	38.65	40.58	42.61	44.74	46.98	49.32	51.79
			bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
			monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
			annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
RISK ANALYST	AP	NON	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
			bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
			monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
			annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
SECURITY OFFICER (Y-RATED)	PO	POA	hourly	35.65						
			bi-weekly	2,852						
			monthly	6,180						
			annual	74,160						

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. ACCOUNTANT	AO	NON	hourly	33.38	35.05	36.81	38.65	40.58	42.61	44.74
			bi-weekly	2,671	2,804	2,945	3,092	3,246	3,409	3,579
			monthly	5,787	6,076	6,380	6,699	7,034	7,385	7,755
			annual	69,441	72,913	76,558	80,386	84,405	88,626	93,057
SR. ADMINISTRATIVE ASSISTANT	AJ	NON	hourly	24.96	26.20	27.51	28.89	30.33	31.85	33.44
			bi-weekly	1,996	2,096	2,201	2,311	2,427	2,548	2,675
			monthly	4,326	4,542	4,769	5,007	5,258	5,521	5,797
			annual	51,907	54,502	57,227	60,089	63,093	66,248	69,560
SR. CIVIL ENGINEER	AU	NON	hourly	43.89	46.08	48.38	50.80	53.34	56.01	58.81
			bi-weekly	3,511	3,686	3,871	4,064	4,268	4,481	4,705
			monthly	7,607	7,987	8,387	8,806	9,246	9,709	10,194
			annual	91,284	95,848	100,640	105,673	110,956	116,504	122,329
SR. CODE ENFORCEMENT OFFICER	AK	NON	hourly	26.83	28.17	29.58	31.06	32.61	34.24	35.95
			bi-weekly	2,146	2,253	2,366	2,484	2,609	2,739	2,876
			monthly	4,650	4,882	5,127	5,383	5,652	5,935	6,231
			annual	55,799	58,589	61,519	64,594	67,824	71,215	74,776
SR. HUMAN RESOURCES SPECIALIST	AN	NON	hourly	31.79	33.38	35.05	36.81	38.65	40.58	42.61
			bi-weekly	2,544	2,671	2,804	2,944	3,092	3,246	3,409
			monthly	5,511	5,787	6,076	6,380	6,699	7,034	7,385
			annual	66,133	69,439	72,911	76,557	80,385	84,404	88,624
SR. IT ANALYST	AQ	NON	hourly	36.81	38.65	40.58	42.61	44.74	46.98	49.32
			bi-weekly	2,945	3,092	3,246	3,409	3,579	3,758	3,946
			monthly	6,380	6,699	7,034	7,385	7,755	8,142	8,549
			annual	76,557	80,385	84,404	88,624	93,056	97,708	102,594
SR. MANAGEMENT ANALYST	AT	NON	hourly	42.61	44.74	46.98	49.32	51.79	54.38	57.10
			bi-weekly	3,409	3,579	3,758	3,946	4,143	4,350	4,568
			monthly	7,385	7,755	8,142	8,550	8,977	9,426	9,897
			annual	88,626	93,057	97,710	102,595	107,725	113,111	118,767

CLASSIFICATION	GRADE	UNIT		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7
SR. MANAGEMENT AND BUDGET ANALYST	AU	NON	hourly	43.89	46.08	48.38	50.80	53.34	56.01	58.81
			bi-weekly	3,511	3,686	3,871	4,064	4,268	4,481	4,705
			monthly	7,607	7,987	8,387	8,806	9,246	9,709	10,194
			annual	91,284	95,848	100,640	105,673	110,956	116,504	122,329
SR. PLANNER	AR	NON	hourly	38.65	40.58	42.61	44.74	46.98	49.32	51.79
			bi-weekly	3,092	3,246	3,409	3,579	3,758	3,946	4,143
			monthly	6,699	7,034	7,385	7,755	8,142	8,550	8,977
			annual	80,385	84,404	88,625	93,056	97,709	102,594	107,724
SR. TRANSIT PLANNER	AS	NON	hourly	40.58	42.61	44.74	46.98	49.32	51.79	54.38
			bi-weekly	3,246	3,409	3,579	3,758	3,946	4,143	4,350
			monthly	7,034	7,385	7,755	8,142	8,550	8,977	9,426
			annual	84,405	88,625	93,057	97,709	102,595	107,725	113,111
SUPERVISING FORENSIC INVESTIGATOR	PD	POA	hourly	31.93	33.52	35.20	36.96	38.81	40.75	42.79
			bi-weekly	2,554	2,682	2,816	2,957	3,105	3,260	3,423
			monthly	5,534	5,811	6,102	6,407	6,727	7,063	7,416
			annual	66,411	69,732	73,219	76,879	80,723	84,760	88,998
TRAFFIC ENGINEER	AW	NON	hourly	46.56	48.89	51.33	53.90	56.59	59.42	62.39
			bi-weekly	3,725	3,911	4,107	4,312	4,527	4,754	4,991
			monthly	8,070	8,474	8,897	9,342	9,809	10,300	10,815
			annual	96,843	101,685	106,769	112,108	117,713	123,599	129,779
TRANSIT PLANNER	AP	NON	hourly	35.05	36.81	38.65	40.58	42.61	44.74	46.98
			bi-weekly	2,804	2,945	3,092	3,246	3,409	3,579	3,758
			monthly	6,076	6,380	6,699	7,034	7,385	7,755	8,142
			annual	72,912	76,557	80,385	84,404	88,625	93,056	97,709
TRANSIT SYSTEM MANAGER	AX	NON	hourly	47.96	50.35	52.87	55.51	58.29	61.20	64.27
			bi-weekly	3,836	4,028	4,230	4,441	4,663	4,896	5,141
			monthly	8,312	8,728	9,164	9,623	10,104	10,609	11,139
			annual	99,748	104,735	109,972	115,471	121,244	127,306	133,672