POSITION & PAY GRADE BY DEPARTMENT

ADMINISTRATION

POSITION	PAY GRADE
Administrative Aide	G
Assistant City Attorney I*	0
Assistant City Manager*	U
City Manager*	W
Enterprise Accountant	N
Governmental Relations Director*	N

ADMINISTRATION SERVICES

POSITION	PAY GRADE
Accounting Assistant	J
Accounting Office Manager	K
Accounting Technician II	Н
Accounting Technician III	I
Administrative Aide	G
Administrative Services Director*	S
Budget Officer*	N
Buyer I	Н
Buyer II	J
Contracts Administrator*	M
Controller*	P
Enterprise Accountant*	N
Financial Analyst*	M
Inventory Analyst	Е
Purchasing Officer*	0
Purchasing Supervisor*	M
Receiving Clerk - Warehouse	F
Staff Accountant I*	K
Staff Accountant II*	M
Warehouse Clerk	Е
Warehouse Manager - Parks	Н
Warehouse Superintendent	M

COMMUNITY DEVELOPMENT

POSITION	PAY GRADE
Administrative Aide	G
Associate Planner*	L
Building Inspector	L
CDBG Administrator*	L
Chief Building Inspector*	0
Community Development Director*	S
Electrical Inspector	L
MPO Associate Planner*	L
MPO Planner*	M
Office Manager	I
Permit Technician I	G
Plumbing/Mechanical Inspector	L
Senior Planner*	М
Zoning Compliance/Oil & Gas Inspector	J

CITY CLERK

POSITION	PAY GRADE
Business Registration Clerk	E
City Clerk*	О
Deputy City Clerk	M

CUSTOMER CARE

POSITION	PAY GRADE
Customer Associate	F
Customer Care Cashier	Е
Customer Care Except. Process. Assoc.	F
Customer Care Manager*	О
Customer Care Specialist	I
Exceptions Processing Specialist	I
Secretary I	Е

ELECTRIC UTILITY

POSITION	PAY GRADE
Administrative Aide	G
Administrative Assistant	Н
Apprentice Lineman 1st Year	640
Apprentice Lineman 2nd Year	635
Apprentice Lineman 3rd Year	630
Apprentice Lineman 4th Year	625
Apprentice Meterman 1st Year	640
Apprentice Meterman 2nd Year	635
Apprentice Meterman 3rd Year	630
Apprentice Meterman 4th Year	625
Assistant GPS Surveyor	J
Class "A" Helper	665
Class "B" Helper	670
Digger Operator - Line Dept.	625
Elect Line Patroller Facilities Locator	657
Elect Trans & Planning Engineer*	P
Electric Equipment Working Foreman	600
Electric Line Working Foreman	600
Electric Meter Working Foreman	600
Electric Utility Director*	V
Engineering Supervisor/Administrator*	S
Engineering Support Supervisor	М
Environmental Scientist/Engineer I*	P
Technical Services Aide	G
Transport. Planning & Design Supervisor*	R
Utility Financial Analyst*	0
Estimator	М
Estimator Junior	L
Estimator Superintendent	О
Generation & Systems Control Manager*	V
Generation Engineer*	Q
Generation Scheduler/Resource Specialist*	М
Generation Superintendent*	Q
GIS Technician	J
I.C.ETechnician-Journeyman	620
Journeyman Lineman	620
Journeyman Meterman	620
Lead GIS Technician	L
Maintenance Technician - Chrome Welder	620
Maintenance Technician - General	620
Maintenance Technician - Machinist	620
Meter Installer II	657
Meter Reader I	675
Meter Reader II	670
Meter Repairman I	668

ELECTRIC UTILITY

POSITION	PAY GRADE
Metering Coordinator	Н
New Service Representative - Electric	F
Operations Technician I	620
Operations Technician II	600
Operations Technician Trainee I	610
Operations Technician Trainee II	630
Power Plant Storekeeper	635
Power Plant Working Foreman	600
Production Specialist I	660
Production Specialist II	635
Quality Mgmt. & Security Officer*	P
Registered Land Surveyor	0
Regulatory Compliance Manager*	R
Regulatory Compliance Specialist	M
Relay & Control Foreman	600
Relay Journeyman	620
Electric Relay Trainee II	635
Safety Assistant	J
Secretary II	F
Senior Electrical Engineer*	Q
System Oper EMS/SCADA Administrator	P
System Operations Supervisor*	Q
Systems Operations Scheduler	N
Systems Operator - Senior*	P
Systems Operator Trainee - Yr 1	О
Systems Protection Engineer*	Q
T&D Construction Superintendent	Q
T&D Maintenance Superintendent*	Q
T&D Manager*	S
Water Treatment Specialist	625

FIRE

POSITION	PAY GRADE
Administrative Aide	G
Administrative Assistant	I
Administrator of Fire Support Services*	0
Emergency Vehicle Technician/Mechanic	I
Fire Battalion Chief*	FD2
Fire Captain	FD4
Fire Chief*	S
Fire Deputy Chief*	FD1
Fire Engineer	FD6
Fire Marshal	N
Firefighter	FD7

GENERAL SERVICES

POSITION	PAY GRADE
Administrative Aide	G
Airport Maintenance Worker	Н
Airport Manager*	P
Automotive Warehouse Clerk	D
Automotive Warehouse Clerk - Lead	G
Building Const/Maint Supervisor	N
Carpenter	G
Carpenter/Concrete Worker	G
Custodial Supervisor	Н
Custodian	С
General Services Director*	P
Lead Carpenter - Finish	L
Lead Carpenter - Structural	L
Lead Custodian	D
Lead Electrician/HVAC	L
Lead Mechanic	I
Lead Plumber	L
Mail Clerk	C
Maintenance Technician	I
Mechanic	Н
Office Manager	I
Plumber	I
Senior Lead Mechanic	K
Service Writer	G
Vehicle Analyst	I
Vehicle Maintenance Superintendent*	M
Warehouse Superintendent	M
Welder	Н
Welder/Fabricator	Н

HUMAN RESOURCES

PAY GRADE

POSITION

Administrative Aide - Ins./Benefits	G
Human Resource Business Partner	K
Human Resources Assistant	F
Human Resources Director*	S
Insurance/Benefits Specialist*	N
Payroll Analyst	L
Senior HR Business Partner*	L

INFORMATION SERVICES

POSITION	PAY GRADE
GIS Analyst/Land Mgt. Database*	L
GIS Technician	J
Information Services Administrator*	0
Information Technology Director*	S
P.C. Services Administrator*	0
PC/Communications Technician III	J
Programmer/Analyst*	M
Technology Coordinator	K

LEGAL

POSITION	PAY GRADE
Assistant City Attorney*	0
City Attorney*	S
Claims Manager*	M
Deputy City Attorney*	P
Legal Secretary	Н
Senior Certified Legal Assistant	M

LIBRARY

POSITION	PAY GRADE
Adult Services Librarian*	J
Computer Support Supervisor*	J
Deputy Library Director*	0
Library Acquisitions Technician	F
Library Adult Services Coordinator*	L
Library Clerk	С
Library Digital Design Coordinator	K
Library Director*	Q
Library Facilities Technician	G
Library Mgmt. Systems Administrator*	N
Library Patron Services Coordinator*	K
Library Patron Services Technician	G
Library Program Coordinator*	J
Library Technician I	F
Library Technician II	G
Library Teen Services Coordinator	J
Library Youth Services Coordinator*	L
Library Youth Services Librarian*	J
Patron Services Coordinator	K
Technical Services Coordinator*	K

MUNICIPAL COURT

POSITION	PAY GRADE
Court Clerk Administrator*	L
Court Clerk I	Е
Court Clerk II	F
Court Clerk III	G
Court Security Clerk	G
Court Services Administrator*	L
Court Services Coordinator	Н

POLICE

POSITION	PAY GRADE
Administrative Aide	G
Chief Code Compliance Officer	J
Civilian Operations Supervisor*	M
Code Compliance Officer	Н
Community Service Officer	G
Office Manager	I
Police Accreditation Manager*	K
Police Captain*	PD1
Police Chief*	U
Police Civilian Evidence Technician	F
Police Commander*	PD2
Police Corporal	PD5
Police Crime Scene Investigator	I
Police Detective - Cert. Grant	PD6
Police Detective - Certified	PD6
Police Detective - Lateral	PD6
Police Domestic Violence Advocate*	I
Police I.S. Technician	K
Police Info Systems Technician - Assistant	J
Police Info Systems Technician - Lead	K
Police Lead Crime Scene Investigator	PD4
Police Lieutenant*	PD3
Police Officer - Certified	PD6
Police Officer - COPS Grant	PD6
Police Officer - Lateral	PD6
Police Records Technician	F
Police Sergeant	PD4
Police Support Services Specialist	Н
Region II Administrative Assistant	G
Secretary II	F

PUBLIC WORKS

POSITION	PAY GRADE
Administrative Aide	G
Associate Project Engineer I*	L
Associate Project Engineer II*	M
City Engineer*	R
Concrete Carpenter	G
Concrete Carpenter Trainee	Е
Construction Inspector	K
Construction Inspector - Temporary	K
Electronic Technician I	K
ITS Technician III	L
Engineering Technician - Water	J
Heavy Equipment Operator	G
Office Manager	I
Operations Manager & Environ. Coor.*	О
Painter/Traffic	G
Project Engineer I*	N
Project Engineer II*	О
Public Works Director*	U
Senior Project Engineer*	P
Street Sweeper Operator	Е
Streets Laborer	D
Streets Lead Foreman	K
Streets Superintendent*	О
Working Foreman - Asphalt Crew	I
Working Foreman-Conc. Carp. & Maint. Crew	I
Working Foreman-Sweeper & Cleanup Crew	I
Survey Party Chief	J
Surveyor Aide	G
Traffic Engineering Administrator*	P
Traffic Engineering Technician	I
Traffic Laborer	D
Traffic Sign Technician	F
Traffic Working Foreman	I
Truck Driver	Е
Water Resources Specialist	L
Water Technician	Е

P.R. & C.A.

POSITION	PAY GRADE
Administrative Aide	G
Admin Coordinator - Pools	G
Animal Park Ranger	G
Animal Park Ranger - Corporal	I
Animal/Ranger Supervisor*	N
Aquatic Center Front Desk Clerk	C
Aquatics Manager*	N
Assistant Aquatics Manager*	I
Assistant Golf Course Superintendent*	L
Assistant Parks Superintendent*	M
Asst. Golf Course Superintendent	L
Asst. Senior Center Supervisor	J
Civic Center Supervisor*	N
Clean & Beautiful Specialist	G
Community Center Manager*	N
Education Coordinator*	J
Facilities Aide	E
Facilities Technician	F
Facilities Technician- Museum	F
Facilities Technician Supervisor	K
FIC Aide	C
FIC Cook	D
FIC Director*	L
Golf Course Manager*	N N
Golf Course Superintendent*	M
Golf Professional*	J
Landscape Architect - Parks*	N
Mechanical Technician	G
Museum Collections Manager	J
Museum Curator of Exhibits*	M
Museum Director*	0
Museum Volunteer Coordinator	I
Office Manager	I
Parks Foreman Maintenance	J
Parks Maintenance Worker I	F
Parks Maintenance Worker II	G
Parks Maintenance Worker IV	Н
Parks Superintendent*	0
Parks, Recreation & Cult. Affairs Director	S
Pool Supervisor	G
Public Relations & Mkt Specialist*	K
Recreation Manager*	N
Recreation Program Supervisor*	J
Recreation Sports Supervisor*	G
Secretary I	E
Secretary II	F
Senior Center Administrator*	N
Senior Center Assistant Cook	C
Senior Center Coordinator	G
Jenter Coordinator	

P.R. & C.A.

POSITION	PAY GRADE
Senior Center Facilities Aide	C
Senior Center Food Svcs. Mgr./Chef	Н
Senior Center Transport. Coordinator	C
Veterinary Technician	I
Volunteer Coordinator	I
Warehouse Manager - Parks	Н

POSITION	PAY GRADE
Accounting Assistant	J
Accounting Office Manager	K
Accounting Technician I	Н
Accounting Technician II	Н
Accounting Technician III	I
Admin Coordinator - Pools	G
Administrative Aide	G
Administrative Assistant	I
Administrative Services Director	S
Administrator of Fire Support Services	0
Adult Services Librarian	J
Airport Maintenance Worker	Н
Airport Manager	P
Animal Park Ranger	G
Animal Park Ranger - Corporal	I
Animal/Ranger Supervisor	N
Apprentice Lineman 1st Year	640
Apprentice Lineman 2nd Year	635
Apprentice Lineman 3rd Year	630
Apprentice Lineman 4th Year	625
Apprentice Meterman 1st Year	640
Apprentice Meterman 2nd Year	635
Apprentice Meterman 3rd Year	630
Apprentice Meterman 4th Year	625
Aquatic Center Front Desk Clerk	C
Aquatics Manager	N
Assistant Aquatics Manager	I
Assistant City Attorney I	0
Assistant City Manager	U
Assistant Golf Course Superintendent	L
Assistant GPS Surveyor	J
Assistant Parks Superintendent	M
Associate Planner	L
Associate Project Engineer I	L
Associate Project Engineer II	M
Asst. Golf Course Superintendent	L
Asst. Senior Center Supervisor	J
Asst. to Director of Marketing	K
Automotive Warehouse Clerk	D
Automotive Warehouse Clerk - Lead	G
Budget Officer	N
Building Const/Maint Supervisor	N
Building Inspector	L
Business Registration Clerk	E E
Buyer I	
Buyer II	H
·	J
Carpenter/Congrete Worker	G
Carpenter/Concrete Worker	G
CDBG Administrator	L
Chief Gode Compliance Officer	0
Chief Code Compliance Officer	J

POSITION	PAY GRADE
City Attorney	S
City Clerk	0
City Engineer	R
City Manager	W
Civic Center Supervisor	N
Civilian Operations Supervisor	M
Claims Manager	M
Class "B" Helper	670
Clean & Beautiful Specialist	G
Code Compliance Officer	Н
Community Center Manager	N
Community Development Director	S
Community Service Officer	G
Computer Support Supervisor	J
Concrete Carpenter	G
Concrete Carpenter Trainee	Е
Construction Inspector	K
Construction Inspector - Temporary	K
Contracts Administrator	M
Controller	P
Court Clerk Administrator	L
Court Clerk I	Е
Court Clerk II	F
Court Clerk III	G
Court Security Clerk	G
Court Services Administrator	L
Court Services Coordinator	Н
Custodial Supervisor	Н
Custodian	С
Customer Associate	F
Customer Care Cashier	Е
Customer Care Except. Process. Assoc.	F
Customer Care Manager	0
Customer Care Specialist	I
Deputy City Attorney	P
Deputy City Clerk	M
Deputy Library Director	0
Digger Operator - Line Dept.	625
Education Coordinator	J
Elect Line Patroller Facilities Locator	657
Elect Trans & Planning Engineer	P
Electric Equipment Working Foreman	600
Electric Line Working Foreman	600
Electric Meter Working Foreman	600
Electric Utility Director	V
Electrical Inspector	L
Electronic Technician I	K
ITS Technician III	L
Emergency Vehicle Technician/Mechanic	I
Engineering Supervisor/Administrator	S
Engineering Support Supervisor	M

POSITION	PAY GRADE
Engineering Technician - Water	J
Enterprise Accountant	N
Environmental Scientist/Engineer I	P
Estimator	M
Estimator Junior	L
Estimator Superintendent	0
Exceptions Processing Specialist	I
Facilities Aide	Е
Facilities Technician	F
Facilities Technician Supervisor	K
FIC Aide	С
FIC Cook	D
FIC Director	L
Financial Analyst	M
Fire Battalion Chief	FD2
Fire Captain	FD4
Fire Chief	S
Fire Deputy Chief	FD1
Fire Engineer	FD6
Fire Marshal	N
Firefighter	FD7
General Services Director	P
Generation & Systems Control Manager	V
Generation Engineer	Q
Generation Scheduler/Resource Specialist	M
Generation Superintendent	Q
GIS Analyst/Land Mgt. Database	L
GIS Technician	J
Golf Course Manager	N
Golf Course Superintendent	M
Golf Professional	J
Governmental Relations Director	N
Heavy Equipment Operator	G
Human Resource Business Partner	K
Human Resources Assistant	F
Human Resources Director	S
I.C.ETechnician-Journeyman	620
Information Services Administrator	0
Information Technology Director	S
Insurance/Benefits Specialist	N
Inventory Analyst	Е
Journeyman Lineman	620
Journeyman Meterman	620
Landscape Architect - Parks	N
Lead Carpenter - Finish	L
Lead Carpenter - Structural	L
Lead Custodian	D
Lead Electrician/HVAC	L
Lead GIS Technician	L
Lead Mechanic	I

POSITION	PAY GRADE
Lead Plumber	L
Legal Secretary	Н
Library Acquisitions Technician	F
Library Adult Services Coordinator	L
Library Clerk	С
Library Digital Design Coordinator	K
Library Director	Q
Library Facilities Technician	G
Library Management Systems Administrator	N
Library Patron Services Coordinator	K
Library Patron Services Technician	G
Library Program Coordinator	J
Library Technician I	F
Library Technician II	G
Library Teen Services Coordinator	J
Library Youth Services Coordinator	L
Library Youth Services Librarian	J
Mail Clerk	С
Maintenance Technician	I
Maintenance Technician - Chrome Welder	620
Maintenance Technician - General	620
Maintenance Technician - Machinist	620
Mechanic	Н
Mechanical Technician	G
Meter Installer II	657
Meter Reader I	675
Meter Reader II	670
Meter Repairman I	668
Metering Coordinator	Н
MPO Associate Planner	L
MPO Planner	M
Museum Collections Manager	J
Museum Curator of Exhibits	M
Museum Director	О
Museum Volunteer Coordinator	I
New Service Representative - Electric	F
Office Manager	I
Operations Manager & Environ. Coor.	О
Operations Technician I	620
Operations Technician II	600
Operations Technician Trainee I	610
Operations Technician Trainee II	630
P.C. Services Administrator	0
Painter/Traffic	G
Parks Foreman Maintenance	J
Parks Maintenance Worker I	F
Parks Maintenance Worker II	G
Parks Maintenance Worker IV	Н
Parks Superintendent	0
Parks, Recreation & Cult. Affairs Director	S
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Patron Services Coordinator Payroll Analyst L PC/Communications Technician III J Permit Technician I Plumber I Plumber I Plumbing/Mechanical Inspector L Police Accreditation Manager K Police Captain PD1 Police Chief U Police Civilian Evidence Technician F Police Commander PD2 Police Corporal PD5 Police Corporal PD6 Police Detective - Cert. Grant PD6 Police Detective - Cert. Grant PD6 Police Detective - Cert. Grant PD7 Police Domestic Violence Advocate I Police Info Systems Technician - Lead K Police Info Systems Technician - Lead K Police Lieutenant PD3 Police Officer - Certified PD6 Police Officer - Certified PD7 POlice Officer - Certified PD8 POlice Officer - Certified PD9 POlice Officer - Certified PD6 Police Officer - Copps Grant PD7 POlice Officer - Captail PD7 POlice Officer - Captail PD8 POlice Officer - Copps Grant PD9 POlice Officer - Captail PD7 POlice Officer - Captail PD8 POlice Officer - Captail PD9 POlice Officer - C	POSITION	PAY GRADE
PC/Communications Technician III J Permit Technician I G Plumber I Plumbing/Mechanical Inspector L Police Accreditation Manager K Police Captain PD1 Police Chief U Police Chief U Police Commander PD2 Police Corporal PD5 Police Corporal PD5 Police Crime Scene Investigator I Police Detective - Cert. Grant PD6 Police Detective - Cert. Grant PD6 Police Detective - Certified PD6 Police Detective - Certified PD6 Police Detective - Lateral PD6 Police Domestic Violence Advocate I Police Is. Technician K Police Info Systems Technician - Assistant J Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lieutenant PD6 Police Officer - Certified PD6 Po	Patron Services Coordinator	K
Permit Technician I G Plumber I I Plumbing/Mechanical Inspector L Police Accreditation Manager K Police Captain PD1 Police Chief U Police Civilian Evidence Technician F Police Commander PD2 Police Corporal PD5 Police Crime Scene Investigator I Police Detective - Cert. Grant PD6 Police Detective - Cert. Grant PD6 Police Detective - Lateral PD6 Police Domestic Violence Advocate I Police Info Systems Technician - Assistant J Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lead Crime Scene Investigator PD6 Police Corporal PD6 Police Operation Of PD7 Police Info Systems Technician - Lead K Police Info Systems Technician - Lead K Police Info Systems Technician - Lead FO9 PO1	Payroll Analyst	L
Plumber I Plumbing/Mechanical Inspector L Police Accreditation Manager K Police Captain PD1 Police Chief U Police Chief U Police Civilian Evidence Technician F Police Commander PD2 Police Corporal PD5 Police Crime Scene Investigator I Police Detective - Cert. Grant PD6 Police Detective - Cert. Grant PD6 Police Domestic Violence Advocate I Police Info Systems Technician - Assistant J Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lottive - Certified PD6 Police Info Systems Technician - Lead K Police Info Systems Technician - Lead FD6 Police Officer - Corps Grant PD6 Police Support Services Specialist H Pool Supervisor G Pool Supervisor G Power Plant Storekeeper G35 Power Plant Storekeeper G35 Power Plant Working Foreman G00 Production Specialist II G35 Programmer/Analyst M Project Engineer I N Project Engineer I O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager	PC/Communications Technician III	J
Plumbing/Mechanical Inspector Police Accreditation Manager R Police Captain PD1 Police Chief U Police Civilian Evidence Technician F Police Commander PD2 Police Corporal Police Corporal Police Detective - Cert. Grant PD6 Police Detective - Cert. Grant PD7 Police Detective - Lateral PD6 Police Info Systems Technician - Assistant Police Lead Crime Scene Investigator PD4 Police Lead Crime Scene Investigator PD5 Police Info Systems Technician - Assistant Police Info Systems Technician - Lead R Police Lead Crime Scene Investigator PD4 Police Loe Officer - Certified PD6 Police Officer - Certified PD6 Police Officer - Cops Grant PD6 Police Officer - Cops Grant PD6 Police Sergeant PD4 Police Support Services Specialist H Pool Supervisor G Pool Supervisor G Power Plant Storekeeper Power Plant Working Foreman Production Specialist II Project Engineer II Populic Relations & Mkt Specialist K Public Relations & Mkt Specialist R Public Relations & Mkt Specialist R R Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor Regulatory Compliance Manager R R R R R Police Captain PD1 PD1 Police Pcequal Surveyor PRegulatory Compliance Manager R R R R R R R PO1 R R R R R R R R R R R R R	Permit Technician I	G
Police Accreditation Manager Police Captain Police Chief U Police Chief U Police Civilian Evidence Technician F Police Commander PD2 Police Corporal Police Crime Scene Investigator Police Detective - Cert. Grant Police Detective - Cert. Grant Police Detective - Lateral Police Domestic Violence Advocate I Police Info Systems Technician - Assistant Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Loet Info Systems Technician - Lead K Police Info Systems Technician - Lead K Police Info Systems Technician - Lead Folice Crime Scene Investigator PD4 Police Loet Lead Crime Scene Investigator PD6 Police Officer - Corps Grant PD6 Police Officer - Corps Grant PD6 Police Officer - Corps Grant PD6 Police Sergeant PD6 Police Support Services Specialist H Pool Supervisor G Pool Supervisor G Power Plant Working Foreman G00 Production Specialist II Project Engineer I Project Engineer II Popurchasing Officer Purchasing Officer Purchasing Supervisor M Quality Mgmt. & Security Officer Peceriving Clerk - Warehouse Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor Regulatory Compliance Manager R	Plumber	I
Police Captain Police Chief U Police Civilian Evidence Technician F Police Commander PD2 Police Corporal Police Corporal Police Crime Scene Investigator I Police Detective - Cert. Grant PD6 Police Detective - Certified PD7 Police Detective - Lateral PD8 Police Domestic Violence Advocate I Police Info Systems Technician - Assistant Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lead Crime Scene Investigator PD6 Police Officer - Certified PD7 PO100	Plumbing/Mechanical Inspector	L
Police Chief Police Civilian Evidence Technician Folice Commander Police Commander Police Corporal Police Corporal Police Crime Scene Investigator Police Detective - Cert. Grant Police Detective - Certified Police Detective - Lateral Police Domestic Violence Advocate Police Info Systems Technician - Assistant Police Info Systems Technician - Lead Police Lead Crime Scene Investigator Police Lead Crime Scene Investigator Police Officer - Certified Police Officer - Certified Police Officer - Certified Police Officer - CoPS Grant Police Officer - CoPS Grant Police Officer - Lateral Police Support Services Specialist Police Support Services Specialist Pol Supervisor Power Plant Storekeeper Power Plant Working Foreman Project Engineer I Project Engineer I Police Records Mkt Specialist Programmer/Analyst Mproject Engineer I Police Records Mkt Specialist Receiving Officer Opurchasing Officer Police Records Mkt Specialist Receiving Clerk - Warehouse Pereceiving	Police Accreditation Manager	K
Police Civilian Evidence Technician Police Commander PD2 Police Corporal Police Corporal Police Crime Scene Investigator I Police Detective - Cert. Grant PD6 Police Detective - Cert. Grant PD7 Police Detective - Lateral PD7 Police Detective - Lateral PD8 Police Domestic Violence Advocate I Police Info Systems Technician - Assistant J Police Info Systems Technician - Lead K Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Cofficer - Certified PD6 Police Officer - Certified PD7 Police Officer - CoPS Grant PD7 Police Officer - Lateral PD8 Police Sergeant PD9 Police Sergeant PD4 Police Support Services Specialist H Pool Supervisor G Pool Supervisor G Power Plant Storekeeper Power Plant Working Foreman Production Specialist II Programmer/Analyst M Project Engineer I N Project Engineer I Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Police Captain	PD1
Police Commander PD2 Police Corporal PD5 Police Crime Scene Investigator I Police Detective - Cert. Grant PD6 Police Detective - Cert. Grant PD6 Police Detective - Certified PD6 Police Detective - Lateral PD6 Police Domestic Violence Advocate I Police Info Systems Technician - Assistant J Police Info Systems Technician - Lead K Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lieutenant PD3 Police Officer - Certified PD6 Police Officer - CoPS Grant PD6 Police Officer - Lateral PD6 Police Sergeant PD4 Police Sergeant PD4 Police Support Services Specialist H Pool Supervisor G Pool Supervisor G Power Plant Storekeeper 635 Power Plant Working Foreman 600 Production Specialist II 635 Programmer/Analyst M Project Engineer I N Project Engineer I N Project Engineer I O Putchasing Officer O Purchasing Supervisor G Receiving Clerk - Warehouse F Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Police Chief	U
Police Corporal Police Crime Scene Investigator Police Detective - Cert. Grant Police Detective - Cert. Grant Police Detective - Certified Police Detective - Lateral Police Detective - Lateral Police Deservice - Lateral Police Les. Technician Robice Info Systems Technician - Assistant Police Info Systems Technician - Lead Robice Lead Crime Scene Investigator Police Lieutenant Police Lieutenant Police Officer - Certified Police Officer - Corps Grant Police Officer - Lateral Police Records Technician Police Sergeant Police Support Services Specialist H Pool Supervisor Go Power Plant Storekeeper Power Plant Working Foreman Project Engineer I Project Engineer I Police Records Mkt Specialist Robic Records Security Officer Purchasing Officer Purchasing Supervisor Police Records Technician Project Engineer I Project Engineer	Police Civilian Evidence Technician	F
Police Crime Scene Investigator I Police Detective - Cert. Grant PD6 Police Detective - Certified PD6 Police Detective - Lateral PD6 Police Detective - Lateral PD6 Police Domestic Violence Advocate I Police I.S. Technician K Police Info Systems Technician - Assistant J Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lieutenant PD3 Police Officer - Certified PD6 Police Officer - COPS Grant PD6 Police Officer - Lateral PD6 Police Records Technician F Police Sergeant PD4 Police Support Services Specialist H Pool Supervisor G Power Plant Storekeeper 635 Power Plant Working Foreman 600 Production Specialist II 663 Project Engineer I N Project Engineer I N Project Engineer I O Putchasing Officer O Purchasing Supervisor P Receiving Clerk - Warehouse F Recreation Manager N Registered Land Surveyor O Regulatory Compliance Manager R	Police Commander	PD2
Police Detective - Cert. Grant PD6 Police Detective - Certified PD6 Police Detective - Lateral PD6 Police Detective - Lateral PD6 Police Domestic Violence Advocate I Police I.S. Technician K Police Info Systems Technician - Assistant J Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lieutenant PD3 Police Officer - Certified Police Officer - COPS Grant Police Officer - Lateral Police Sergeant Police Sergeant Police Support Services Specialist H Pool Supervisor G Power Plant Storekeeper Power Plant Working Foreman Production Specialist II Project Engineer I Poject Engineer I Poject Engineer I Poject Engineer I Putchasing Supervisor M Quality Mgmt. & Security Officer Peceriving Clerk - Warehouse Peceration Manager R Recreation Poptiance Manager R R Registered Land Surveyor O Regulatory Compliance Manager R	Police Corporal	PD5
Police Detective - Certified PD6 Police Detective - Lateral PD6 Police Detective - Lateral PD6 Police Domestic Violence Advocate I Police I.S. Technician K Police Info Systems Technician - Assistant J Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lieutenant PD3 Police Officer - Certified PD6 Police Officer - COPS Grant PD6 Police Officer - Lateral PD6 Police Sergeant PD4 Police Sergeant PD4 Police Support Services Specialist H Pool Supervisor G Power Plant Storekeeper 635 Power Plant Working Foreman 600 Production Specialist II 660 Production Specialist II 635 Programmer/Analyst M Project Engineer I N Project Engineer I O Putchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Registered Land Surveyor O Regulatory Compliance Manager R	Police Crime Scene Investigator	I
Police Detective - Lateral PD6 Police Domestic Violence Advocate I Police I.S. Technician K Police Info Systems Technician - Assistant J Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lead Crime Scene Investigator PD6 Police Officer - Certified PD6 Police Officer - COPS Grant PD6 Police Officer - Lateral PD6 Police Records Technician F Police Sergeant PD4 Police Support Services Specialist H Pool Supervisor G Power Plant Storekeeper 635 Power Plant Working Foreman 600 Production Specialist II 635 Programmer/Analyst M Project Engineer I N Project Engineer I N Project Engineer I O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor G Receiving Clerk - Warehouse F Recreation Manager N Registered Land Surveyor O Regulatory Compliance Manager R	Police Detective - Cert. Grant	PD6
Police Domestic Violence Advocate Police I.S. Technician R Police Info Systems Technician - Assistant Police Info Systems Technician - Lead R Police Info Systems Technician - Lead R Police Lead Crime Scene Investigator PD4 Police Lieutenant PD3 Police Officer - Certified PD6 Police Officer - COPS Grant PD6 Police Officer - Lateral PD7 PO8 Police Records Technician PO8 Police Sergeant PD9 PO9 Police Support Services Specialist PO9 Po	Police Detective - Certified	PD6
Police Info Systems Technician - Assistant Police Info Systems Technician - Assistant Police Info Systems Technician - Lead K Police Lead Crime Scene Investigator PD4 Police Lieutenant PD3 Police Officer - Certified PD6 Police Officer - COPS Grant PD6 Police Officer - Lateral PD7 Police Records Technician F Police Sergeant PD4 Police Support Services Specialist H Pool Supervisor G Pool Supervisor G Power Plant Storekeeper Power Plant Working Foreman Production Specialist II Project Engineer I Project Engineer I Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer Pereceiving Clerk - Warehouse F Recreation Manager R Registered Land Surveyor O Regulatory Compliance Manager R	Police Detective - Lateral	PD6
Police Info Systems Technician - Assistant Police Info Systems Technician - Lead Rolice Info Systems Technician - Lead Rolice Lead Crime Scene Investigator PD4 Police Lieutenant PD3 Police Officer - Certified PD6 Police Officer - COPS Grant PD6 Police Officer - Lateral PD6 Police Records Technician F Police Sergeant PD4 Police Support Services Specialist H Pool Supervisor G Pool Supervisor G Power Plant Storekeeper Power Plant Working Foreman Production Specialist II Project Engineer I N Project Engineer I N Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager Registered Land Surveyor O Regulatory Compliance Manager R	Police Domestic Violence Advocate	I
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Police Lead Crime Scene Investigator Police Lieutenant Police Certified Police Officer - Certified Police Officer - COPS Grant Police Officer - COPS Grant Police Officer - Lateral Police Records Technician Police Sergeant Police Support Services Specialist Pool Supervisor G Pool Supervisor G Power Plant Storekeeper Power Plant Working Foreman Production Specialist II Project Engineer II Project Engineer II Public Relations & Mkt Specialist K Public Works Director Purchasing Officer Receiving Clerk - Warehouse Recreation Program Supervisor Region II Administrative Assistant Registered Land Surveyor Regulatory Compliance Manager Reseasing Manager Registered Land Surveyor Regulatory Compliance Manager Registered Land Surveyor Regulatory Compliance Manager Reseasing PD6 PD6 PD6 PD7 PD6 PD6 PD7 PD6 PD6 PD7 PD6 PD6 PD7 PD6 PD7 PD7 PD6 PD7		K
Police Officer - Certified Police Officer - COPS Grant Police Officer - COPS Grant Police Officer - Lateral Police Records Technician Police Sergeant Police Support Services Specialist Police Support Services Specialist Pool Supervisor G Power Plant Storekeeper Fower Plant Working Foreman Forduction Specialist II Forject Engineer II Forject Engineer II Public Relations & Mkt Specialist Recreation Manager Recreation Manager Recreation Program Supervisor Region II Administrative Assistant Registered Land Surveyor Regulatory Compliance Manager Recreation Compliance Manager Regulatory Compliance Manager Regulatory Compliance Manager Regulatory Compliance Manager Recreation Compliance Manager		PD4
Police Officer - COPS Grant Police Officer - Lateral Police Officer - Lateral Police Records Technician Police Sergeant Police Support Services Specialist Pool Supervisor G Pool Supervisor G Power Plant Storekeeper Power Plant Working Foreman Fower Plant Working Foreman Forduction Specialist II Forgrammer/Analyst M Project Engineer I Project Engineer II O Public Relations & Mkt Specialist K Public Works Director Purchasing Officer Purchasing Supervisor M Quality Mgmt. & Security Officer Receiving Clerk - Warehouse F Recreation Manager Recreation Program Supervisor Region II Administrative Assistant G Registered Land Surveyor Regulatory Compliance Manager Recreation Compliance Manager Registered Land Surveyor Regulatory Compliance Manager	Police Lieutenant	PD3
Police Officer - Lateral PD6 Police Records Technician F Police Sergeant PD4 Police Support Services Specialist H Pool Supervisor G Power Plant Storekeeper 635 Power Plant Working Foreman 600 Production Specialist II 660 Production Specialist II 635 Programmer/Analyst M Project Engineer I N Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Registered Land Surveyor O Regulatory Compliance Manager R	Police Officer - Certified	PD6
Police Records Technician Police Sergeant Police Support Services Specialist Pool Supervisor G Pool Supervisor G Power Plant Storekeeper Fower Plant Working Foreman Forduction Specialist I Forgrammer/Analyst M Forject Engineer I Forget Engineer II Forblic Works Director Furchasing Officer Purchasing Supervisor Receiving Clerk - Warehouse Recreation Program Supervisor Region II Administrative Assistant Registered Land Surveyor Regulatory Compliance Manager Reference Manager Reference Manager Regulatory Compliance Manager Regulatory Compliance Manager Regulatory Compliance Manager Reference Republic Services Specialist Forgram Forgram Supervisor Forgram	Police Officer - COPS Grant	PD6
Police Sergeant Police Support Services Specialist Gover Plant Storekeeper Gover Plant Storekeeper Gover Plant Working Foreman Gover Plant Working Foreman Gover Plant Working Foreman Forduction Specialist II Government/Analyst Movernment/Analyst Movernment	Police Officer - Lateral	PD6
Police Support Services Specialist Pool Supervisor G Pool Supervisor G Power Plant Storekeeper G Power Plant Working Foreman G Production Specialist I G Production Specialist II G Production Specialist II Frogrammer/Analyst M Project Engineer I N Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor Regulatory Compliance Manager R	Police Records Technician	F
Pool Supervisor Pool Supervisor G Power Plant Storekeeper Fower Plant Working Foreman Fower Plant Working Fower Plant Work	Police Sergeant	PD4
Pool Supervisor Power Plant Storekeeper Power Plant Working Foreman Production Specialist I Production Specialist II Programmer/Analyst M Project Engineer I Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer Receiving Clerk - Warehouse F Recreation Manager Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor Regulatory Compliance Manager R	Police Support Services Specialist	Н
Power Plant Storekeeper Power Plant Working Foreman Production Specialist I Production Specialist II Project Engineer I Project Engineer II Public Relations & Mkt Specialist Public Works Director Purchasing Officer Purchasing Supervisor Quality Mgmt. & Security Officer Receiving Clerk - Warehouse Recreation Manager Recreation Program Supervisor Region II Administrative Assistant Registered Land Surveyor Regulatory Compliance Manager Reseasce Panager P Receiving Clerk - Registered Land Surveyor Regulatory Compliance Manager Registered Land Surveyor Regulatory Compliance Manager Reseasce Panager P Reseasce Panager P Reseasce Panager P Registered Land Surveyor Regulatory Compliance Manager Reseasce Panager P Reseasce P Resea	Pool Supervisor	G
Power Plant Working Foreman Production Specialist I 660 Production Specialist II 635 Programmer/Analyst M Project Engineer I N Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Pool Supervisor	G
Production Specialist I 660 Production Specialist II 635 Programmer/Analyst M Project Engineer I N Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Power Plant Storekeeper	635
Production Specialist II 635 Programmer/Analyst M Project Engineer I N Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Power Plant Working Foreman	600
Project Engineer I N Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor G Region II Administrative Assistant G Regulatory Compliance Manager R	Production Specialist I	660
Project Engineer I N Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Production Specialist II	635
Project Engineer II O Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor J Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Programmer/Analyst	M
Public Relations & Mkt Specialist K Public Works Director U Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor J Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Project Engineer I	N
Public Works Director Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer Receiving Clerk - Warehouse F Recreation Manager Recreation Program Supervisor J Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor Regulatory Compliance Manager R	Project Engineer II	О
Purchasing Officer O Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor J Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Public Relations & Mkt Specialist	K
Purchasing Supervisor M Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor J Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Public Works Director	U
Quality Mgmt. & Security Officer P Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor J Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Purchasing Officer	О
Receiving Clerk - Warehouse F Recreation Manager N Recreation Program Supervisor J Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Purchasing Supervisor	M
Recreation Manager N Recreation Program Supervisor J Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Quality Mgmt. & Security Officer	P
Recreation Program Supervisor J Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Receiving Clerk - Warehouse	F
Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Recreation Manager	N
Recreation Sports Supervisor G Region II Administrative Assistant G Registered Land Surveyor O Regulatory Compliance Manager R	Recreation Program Supervisor	J
Registered Land Surveyor O Regulatory Compliance Manager R		G
Registered Land Surveyor O Regulatory Compliance Manager R	Region II Administrative Assistant	G
		0
Relay & Control Technician 600	Regulatory Compliance Manager	R
	Relay & Control Technician	600

POSITION	PAY GRADE
Relay Technician Trainee II	635
Safety Assistant	J
Secretary I	Е
Secretary II	F
Senior Center Administrator	N
Senior Center Assistant Cook	С
Senior Center Coordinator	G
Senior Center Facilities Aide	C
Senior Center Food Svcs. Mgr./Chef	Н
Senior Center Transport. Coordinator	С
Senior Certified Legal Assistant	M
Senior Electrical Engineer	Q
Senior HR Business Partner	L
Senior Lead Mechanic	K
Senior Planner	M
Senior Project Engineer	P
Service Writer	G
Staff Accountant I	K
Staff Accountant II	М
Street Sweeper Operator	Е
Streets Laborer	D
Streets Lead Foreman	K
Streets Superintendent	0
Survey Party Chief	J
Surveyor Aide	G
System Oper EMS/SCADA Administrator	P
System Operations Supervisor	Q
Systems Operations Scheduler	N
Systems Operator - Senior	P
Systems Operator Trainee - Yr 1	0
Systems Protection Engineer	0
T&D Construction Superintendent	Q
T&D Maintenance Superintendent	Q
T&D Manager	S
Technical Services Aide	G
Technical Services Ande Technical Services Coordinator	K
Technology Coordinator	K
Traffic Engineering Administrator	P P
Traffic Engineering Technician	I
Traffic Laborer	
Traffic Sign Technician	D
-	F
Traffic Working Foreman Transport Planning & Pagion Synamics	I
Transport. Planning & Design Supervisor Truck Driver	R
	E
Utility Financial Analyst	0
Vehicle Analyst	I
Vehicle Maintenance Superintendent	M
Veterinary Technician	I
Warehouse Clerk	E
Warehouse Manager - Parks	Н

POSITION	PAY GRADE

Relay Journeyman	620
Warehouse Superintendent	M
Working Foreman-Asphalt Replac. Crew	I
Working Foreman-Conc. Carp./Maint. Crew	I
Working Foreman-Sweeper & Cleanup Crew	I
Warehouse Superintendent	M
Water Resources Specialist	L
Water Technician	Е
Water Treatment Specialist	625
Welder	Н
Welder/Fabricator	Н
Zoning Compliance/Oil & Gas Inspector	J

GENERAL PAY PLAN

	SALARY RANGE										
Grade	Minimum	MPP*	Maximum								
В	\$21,900	\$26,928	\$33,456								
С	\$22,900	\$28,050	\$34,884								
D	\$26,300	\$32,334	\$40,086								
Е	\$27,600	\$33,864	\$42,024								
F	\$29,000	\$35,598	\$44,268								
G	\$30,600	\$37,638	\$46,716								
Н	\$32,500	\$39,984	\$49,572								
1	\$34,700	\$42,636	\$52,938								
J	\$37,200	\$45,696	\$56,712								
K	\$40,100	\$49,266	\$61,200								
L	\$43,400	\$53,346	\$66,198								
M	\$47,200	\$57,936	\$71,910								
N	\$51,600	\$63,342	\$78,642								
Ο	\$56,600	\$69,564	\$86,292								
Р	\$62,700	\$77,010	\$95,574								
Q	\$71,500	\$87,822	\$108,936								
R	\$80,300	\$98,634	\$122,400								
S	\$85,700	\$105,264	\$130,662								
Т	\$91,900	\$112,914	\$140,148								
U	\$99,100	\$121,788	\$151,062								
V	\$107,300	\$131,886	\$163,710								
W	\$116,800	\$143,616	\$178,194								

HOU	HOURLY RANGE									
Minimum	MPP*	Maximum								
\$10.5288	\$12.9462	\$16.0846								
\$11.0096	\$13.4856	\$16.7712								
\$12.6442	\$15.5452	\$19.2721								
\$13.2692	\$16.2808	\$20.2038								
\$13.9423	\$17.1144	\$21.2827								
\$14.7115	\$18.0952	\$22.4596								
\$15.6250	\$19.2231	\$23.8327								
\$16.6827	\$20.4981	\$25.4510								
\$17.8846	\$21.9692	\$27.2654								
\$19.2788	\$23.6856	\$29.4231								
\$20.8654	\$25.6471	\$31.8260								
\$22.6923	\$27.8538	\$34.5721								
\$24.8077	\$30.4529	\$37.8087								
\$27.2115	\$33.4442	\$41.4865								
\$30.1442	\$37.0240	\$45.9490								
\$34.3750	\$42.2221	\$52.3731								
\$38.6058	\$47.4202	\$58.8462								
\$41.2019	\$50.6077	\$62.8183								
\$44.1827	\$54.2856	\$67.3788								
\$47.6442	\$58.5519	\$72.6260								
\$51.5865	\$63.4067	\$78.7067								
\$56.1538	\$69.0462	\$85.6702								

Upon receiving a satisfactory employee evaluation, employees with salary ranges from Minimum to MPP are eligible to receive a 4% raise; and employees with salary ranges from MPP to Maximum are eligible to receive a 3% raise.

^{*} Market Policy Position

I.B.E.W. PAY PLAN

GRADE	CMP	RATE
U-1	600	\$41.6664
U-4	620	\$37.8743
U-5	625	\$34.0857
U-6	630	\$32.1950
U-7	605	\$31.5087
U-8	635	\$30.2968
U-9	640	\$28.4066
U-10	610	\$26.1119
U-11	657	\$21.2964
U-12	660	\$20.7150
U-13	663	\$19.6952
U-14	665	\$19.3604
U-15	668	\$17.9320
U-16	670	\$17.6313
U-17	675	\$14.3191
U-18	676	\$13.9652

	POLICE PAY PLAN												
Rank	GRADE/ STEP	STATUS	1	2	3	4	5	6	7	8	9	10	
Dep. Chief	R	EXEMPT											
Captain	PD1	EXEMPT	\$39.4441	\$40.8246	\$42.2535	\$43.7325	\$45.2630	\$46.3948	\$47.5546	\$48.7433	\$49.9619	\$51.2109	
			\$82,043.76	\$84,915.13	\$87,887.28	\$90,963.60	\$94,147.06	\$96,501.19	\$98,913.66	\$101,385.96	\$103,920.85	\$106,518.75	
Commander	PD2	EXEMPT	\$37.2006	\$38.5026	\$39.8502	\$41.2448	\$42.6885	\$43.7556	\$44.8496	\$45.9707	\$47.1201	\$48.2980	
			\$77,377.30	\$80,085.31	\$82,888.37	\$85,789.23	\$88,792.14	\$91,011.55	\$93,287.18	\$95,619.03	\$98,009.86	\$100,459.88	
Lieutenant	PD3	EXEMPT	\$ 35.4401	\$ 36.6803	\$ 37.9642	\$ 39.2931	\$ 40.6681	\$ 41.6847	\$ 42.7268	\$ 43.7948	\$ 44.8899	\$ 46.0123	
			\$73,715.42	\$76,295.07	\$78,965.53	\$81,729.55	\$84,589.68	\$86,704.28	\$88,871.70	\$91,093.23	\$93,370.98	\$95,705.59	
Sergeant	PD4	HOURLY	\$ 28.9744	\$ 29.9885	\$ 31.0380	\$ 32.1242	\$ 33.2486	\$ 34.0798	\$ 34.9316	\$ 35.8051	\$ 36.7000	\$ 37.6175	
			\$60,266.81	\$62,376.10	\$64,559.02	\$66,818.31	\$69,157.16	\$70,886.05	\$72,657.80	\$74,474.52	\$76,336.02	\$78,244.40	
Corporal	PD5	HOURLY	\$27.1674	\$28.1182	\$29.1024	\$30.1209	\$31.1753	\$31.9545	\$32.7533	\$33.5723	\$34.4118	\$35.2720	
			\$56,508.18	\$58,485.94	\$60,533.07	\$62,651.48	\$64,844.58	\$66,465.27	\$68,126.91	\$69,830.34	\$71,576.63	\$73,365.78	

Scheduled work hours for Captains, Lieutenants, Sergeants, Corporals and Police Officers are 40 hours per week.

	POLICE OFFICER PAY PLAN											
GRADE/ STEP	1	2	3	4	5	6	7	8	9	10	11	12
					_					_		
PD6	\$45,642.06	\$47,239.33	\$48,892.70	\$50,604.19	\$52,374.88	\$54,207.94	\$55,563.43	\$56,952.65	\$58,376.67	\$59,836.33	\$61,332.70	\$62,865.77
	\$21.9433	\$22.7112	\$23.5061	\$24.3289	\$25.1802	\$26.0615	\$26.7132	\$27.3811	\$28.0657	\$28.7675	\$29.4869	\$30.2239
Lateral Entry Level	0-18 mos.	18 mos 3 yrs.	3-5 yrs.	5-10 yrs.	10+ yrs.							

CADET OFFICER PAY

GRADE/	Entry/
STEP	1
PD7	\$43,480.74
Hourly Rate	\$20.9042

FIRE PAY PLAN

	Pay			
Job Title	Grade	Minimum	MPP	Maximum
Fire Chief	S	\$87,420.32	\$105,264.03	\$130,661.92
		\$42.0290	\$50.6077	\$62.8182
Admin. Fire Support Services	0	\$57,731.92	\$69,564.08	\$86,292.05
		\$27.7557	\$33.4443	\$41.4866
Fire Marshal	N	\$52,632.02	\$63,342.07	\$78,641.98
		\$25.3039	\$30.4529	\$37.8086

	Pay												
Job Title	Grade	1	2	3	4	5	6	7	8	9	10	11	12
Deputy Fire Chief	FD1	\$81,507.18	\$84,360.12	\$87,313.02	\$90,368.94	\$93,531.96	\$96,805.14	\$99,225.60	\$101,706.24	\$104,249.10	\$106,855.20	\$109,526.58	\$112,264.26
2080 Hours		\$39.1861	\$40.5578	\$41.9774	\$43.4466	\$44.9673	\$46.5409	\$47.7046	\$48.8972	\$50.1198	\$51.3727	\$52.6570	\$53.9732
Fire Battalion Chief 2756 Hours	FD2	\$66,121.50 \$23.9918	\$68,434.86 \$24.8312	\$70,830.84 \$25.7006	\$73,309.44 \$26.5999	\$75,875.76 \$27.5311	\$78,530.82 \$28.4945	\$80,494.32 \$29.2069	\$82,506.78 \$29.9371	\$84,569.22 \$30.6855	\$86,683.68 \$31.4527	\$88,850.16 \$32.2388	\$91,071.72 \$33.0449
2080 Hours		\$23.3310	Ş24.031Z	\$23.7000	Ų20.3333	Ş27.3311	Ş20.4343	\$23.2003	Q23.3371	\$30.0033	Ş31.43 <i>21</i>	732.2300	-
Fire Captain* 3002 Hours	FD4	\$53,682.46 \$17.8822	\$55,561.33 \$18.5081	\$57,505.42 \$19.1557	\$59,519.01 \$19.8265	\$61,601.81 \$20.5203	\$63,758.10 \$21.2385	\$65,351.28 \$21.7692	\$66,985.49 \$22.3136	\$68,660.43 \$22.8716	\$70,377.01 \$23.4434	\$72,136.46 \$24.0295	\$73,939.69 \$24.6301
2080 Hours		\$17.0022	\$18.5081	\$19.1337	\$19.8205	\$20.3203	J21.2363	\$21.7092	322.3130	322.8710	323.4434	Ş24.0233	\$24.0301
Fire Engineer* 3002 Hours	FD6	\$48,233.87 \$16.0672	\$49,922.89 \$16.6299	\$51,670.09 \$17.2119	\$53,478.53 \$17.8143	\$55,350.35 \$18.4378	\$57,287.40 \$19.0831	\$58,719.21 \$19.5600	\$60,187.15 \$20.0490	\$61,691.53 \$20.5501	\$63,233.88 \$21.0639	\$64,814.81 \$21.5905	\$66,435.55 \$22.1304
2080 Hours													
Firefighter* 3002 Hours	FD7	\$40,031.89 \$13.3351	\$41,433.38 \$13.8019	\$42,882.95 \$14.2848	\$44,384.27 \$14.7849	\$45,937.64 \$15.3023	\$47,545.21 \$15.8378	\$48,733.59 \$16.2337	\$49,952.59 \$16.6398	\$51,200.98 \$17.0556	\$52,480.92 \$17.4820	\$53,792.69 \$17.9190	\$55,138.15 \$18.3671
2080 Hours		Ţ20.0001	\$10.0013	ψ±2010	ψ±/013	¥13.3023	\$10.0370	\$10.233 7	Ţ10.0000	717.0000	\$27.1020	ψ13130	VIC.3071

(Annual salary is based on 2756 hours for PERA purposes only.)

^{*} True annual salary is based upon 3002 hours for these positions.