

Title	Grade
ACCOUNTING ASSISTANT	J
ACCOUNTING OFFICE MANAGER	K
ACCOUNTING TECHNICIAN II	H
ACCOUNTING TECHNICIAN III	I
ADMIN COORDINATOR - POOLS	G
ADMINISTRATIVE AIDE	G
ADMINISTRATIVE ASSISTANT	I
ADMINISTRATIVE SVCS. DIRECTOR	S
ADULT PROGRAMS MANAGER	N
ADULT SERVICES LIBRARIAN	J
AIRPORT MAINTENANCE WORKER	H
AIRPORT MANAGER	P
ANIMAL CARE & ENRICHMENT COORD	G
ANIMAL PARK RANGER	G
ANIMAL SERVICES MANAGER	I
ANIMAL WELFARE DIRECTOR	N
APPRENTICE LINEMAN 1ST YR	640
APPRENTICE LINEMAN 3RD YR	630
APPRENTICE LINEMAN 4TH YR	625
APPRENTICE METERMAN 4TH YR	625
AQUATIC CENTER FRONT DESK CLRK	C
AQUATICS MANAGER	N
ASSISTANT AQUATICS MANAGER	I
ASSISTANT CITY MANAGER	T
ASSISTANT GPS SURVEYOR	J
ASSISTANT PARKS SUPERINTENDENT	M
ASSOCIATE PLANNER	L
ASSOCIATE PROJECT ENGINEER I	L
ASSOCIATE PROJECT ENGINEER II	M
ASST ADULT PROGRAM MANAGER	J
ASST GOLF COURSE SUPERINTENDEN	L
AUTOMOTIVE WAREHOUSE CLERK	D
AUTOMOTIVE WRHS CLRK-LEAD	G
BENEFITS & COMPENSATION MGR	O
BUDGET OFFICER	O
BUILDING CONST/MAINT SUPT	O
BUILDING INSPECTOR	L
BUSINESS ANALYST	L
BUYER I	H
BUYER II	J
CARPENTER	G
CARPENTER/CONCRETE WORKER	G
CC EXCEPTIONS PROCESSING ASSOC	F
CHIEF BUILDING INSPECTOR	N
CHIEF CONSTRUCTION INSPECTOR	L
CHIEF PROCUREMENT OFFICER	O
CITY ATTORNEY	S
CITY CLERK	O
CITY ENGINEER	R
CITY MANAGER	X
CIVIC CENTER SUPERVISOR	N

Title	Grade
CIVILIAN OPERATIONS SUPERVISOR	M
CLAIMS MANAGER	M
CLASS "A" HELPER	665
CLASS "B" HELPER	670
CLEAN AND BEAUTIFUL SPECIALIST	G
CODE COMPLIANCE CORPORAL	J
CODE COMPLIANCE OFFICER	H
COMMUNITY CENTER MANAGER	N
COMMUNITY DEVELOPMENT	S
COMMUNITY PROGRAM MANAGER	I
COMMUNITY PROGRAMS ASSISTANT	G
COMMUNITY RELATIONS LIASON	K
COMPUTER SUPPORT SUPERVISOR	J
CONCRETE CARPENTER	G
CONSTRUCTION INSPECTOR	K
CONTRACTS ADMINISTRATOR	M
CONTROLLER	P
COURT ADMINISTRATOR	L
COURT CLERK I	E
COURT CLERK II	F
COURT CLERK III	G
COURT SECURITY CLERK	G
COURT SERVICES COORDINATOR	H
CSO	G
CSO COURT LIASON	G
CSO TRANSITION TO P/O	G
CUS CARE OPERATION COORDINATOR	L
CUSTODIAL SUPERVISOR	H
CUSTODIAN	C
CUSTOMER ASSOCIATE	F
CUSTOMER CARE CASHIER	E
CUSTOMER CARE MANAGER	O
CUSTOMER CARE SPECIALIST	I
DEPUTY CITY ATTORNEY	P
DEPUTY CITY CLERK	M
DEPUTY ELECTRIC UTILITY DIRECT	U
DEPUTY LIBRARY DIRECTOR	O
DIGGER OPERATOR - LINE DEPT.	625
DIR OF COMM & QUALITY PERFORM	O
DIRECTOR OF ECONOMIC DEVELOP	S
DOWNTOWN PROJECT COORDINATOR	O
EDUCATION COORDINATOR	J
ELECT LINE PATROLLER FACIL LOC	657
ELECT TRANS&PLANNING ENGINEER	Q
ELECTRIC EQUIP. WORKING FRMN	600
ELECTRIC LINE WORKING FOREMAN	600
ELECTRIC METER WORKING FOREMAN	600
ELECTRIC UTILITY DIRECTOR	W
ELECTRICAL ENGINEER	P
ELECTRICAL INSPECTOR	L
EMERGENCY VEHICLE TECH/MECHAN	I

Title	Grade
EMS/SCADA SPECIALIST	N
EMS/SCADA SYS & NETWORK ADMIN	P
EMS-SCADA ENGINEER	Q
ENGINEERING CONST INSPECTOR	P
ENGINEERING CONST PROJECT MGR	R
ENGINEERING PROJECT SCHEDULER	O
ENGINEERING SPECIALIST	H
ENGINEERING SUPERVISOR/ADMIN.	S
ENGINEERING SUPPORT SUPERVISOR	M
ENGINEERING TECHNICIAN	J
ENTERPRISE ACCOUNTANT	N
ENVIRONMENTAL SCIENTIST/ENG I	P
ESTIMATOR	M
ESTIMATOR SUPERINTENDENT	O
ESTIMATOR, JUNIOR	L
EXECUTIVE ASSISTANT	K
FACILITIES AIDE	E
FACILITIES TECHNICIAN	F
FACILITIES TECHNICIAN - MUSEUM	F
FACILITIES TECHNICIAN SUPERVIS	K
FEUS ASSIST DIR FIELD OPS	S
FEUS ASSIST DIR REG & CONTROL	S
FEUS ASSIST DIR-GENERATION	S
FINANCIAL ANALYST	M
FIRE BATTALION CHIEF	FD2
FIRE CAPTAIN	FD4
FIRE CHIEF	S
FIRE CHIEF - DEPUTY	R
FIRE ENGINEER	FD6
FIRE LIEUTENANT	FD5
FIRE MARSHAL	N
FIRE SUPPORT SERVICES CHIEF	FH2
FIREFIGHTER	FD7
FMTN INDIAN CENTER DIRECTOR	L
FOOD SERVICE MANAGER/CHEF	H
GEN SCHEDULER & RESOURCE SPEC	N
GENERAL SERVICES DIRECTOR	R
GENERATION ENGINEER	Q
GENERATION SUPERINTENDENT	Q
GIS APPLICATION SPECIALIST	L
GIS AUTO CAD SPECIALIST	K
GIS COORDINATOR	K
GIS LEAD ANALYST	M
GIS SUPERVISOR	O
GIS TECHNICIAN	J
GOLF COURSE MANAGER	N
GOLF COURSE SUPERINTENDENT	M
GOLF PROFESSIONAL	J

Title	Grade
HEAVY EQUIPMENT OPERATOR	G
HEAVY TRUCK & EQUIPMENT MECH	H
HELP DESK ANALYST II	J
HR ASSISTANT	F
HR BUSINESS PARTNER	K
HUMAN RESOURCES DIRECTOR	S
HYDRAULIC EQUIPMENT TECHNICIAN	N
I.C.E. TECHNICIAN-JOURNEYMAN	620
I.C.E.TECH APPRENTICE 4TH YR	625
I.T. DIRECTOR	S
I.T. SUPPORT SPECIALIST	J
INDIAN CENTER ASSISTANT COOK	C
INDIAN CENTER COOK	D
INTELLIGENT TRANS SYS TECH I	I
INTELLIGENT TRANS SYS TECH II	K
INTELLIGENT TRANS SYS TECH III	O
JOURNEYMAN LINEMAN	620
JOURNEYMAN METERMAN	620
KENNEL CARE TECHNICIAN	C
LEAD CARPENTER-FINISH	L
LEAD CARPENTER-STRUCTURAL	L
LEAD CUSTODIAN	D
LEAD ELECTRICIAN/HVAC	L
LEAD MECHANIC	I
LEAD PLUMBER	L
LEAD SECURITY/ACCESS TECH	L
LEAD SURVEY PARTY CHIEF	K
LEAD WELDER	I
LEGAL SECRETARY	H
LIB. MGT. SYS. ADMINISTRATOR	N
LIBRARY ADULT SERVICES ASSOC	F
LIBRARY ADULT SERVICES COORD	L
LIBRARY DIRECTOR	R
LIBRARY FACILITIES COORDINATOR	K
LIBRARY PATRON SERVICES SUPER	H
LIBRARY PROGRAM COORDINATOR	J
LIBRARY TECHNICIAN	F
LIBRARY TECHNICIAN II	G
LIBRARY TEEN SERVICES COORD	J
MAIL CLERK	C
MAINT TECH GEN APPRENTICE 3RD	630
MAINT TECH GEN APPRENTICE 4TH	625
MAINTENANCE TECH-CHROM WELDER	620
MAINTENANCE TECH-GENERAL	620
MAINTENANCE TECH-MACHINIST	620
MAINTENANCE TECHNICIAN	I
MATERIALS SPECIALIST	F
MATERIALS TECHNICIAN	E

Title	Grade
MECHANIC	H
MECHANICAL TECHNICIAN	G
METER INSTALLER II	657
METER READER II	670
METER REPAIRMAN II	663
METERING SUPERVISOR	J
MPO PLANNER	M
MUSEUM COLLECTIONS MANAGER	J
MUSEUM CURATOR OF EXHIBITS	M
MUSEUM DIRECTOR	O
MUSEUM-EXHIBIT DESIGNER	J
NERC CI SECURITY ANALYST	M
NEW SERVICE REPRESENTATIVE	F
OFFICE MANAGER	I
ONLINE SERVICES COORDINATOR	L
OPER MANAGER/ENVIRON COORDINAT	O
OPERATION TECH TRAINEE I	610
OPERATION TECH TRAINEE II	630
OPERATION TECHNICIAN I	620
OPERATION TECHNICIAN II	600
ORII DIRECTOR	S
PAINTER/TRAFFIC	G
PARKS FOREMAN MAINTENANCE	J
PARKS MAINT WORKER I	F
PARKS MAINT WORKER II	G
PARKS MAINT WORKER IV	H
PARKS PLANNER	N
PARKS REC & CUL AFRS DIRECTOR	S
PARKS REC&CULT AFRS ASST DIR	P
PARKS SUPERINTENDENT	O
PATRON SERVICES COORDINATOR	K
PAYROLL SUPERVISOR	M
PC COMMUNICATIONS TECH III	J
PERMIT TECHNICIAN I	G
PERSONNEL SUPERVISOR	N
PLANNING MANAGER	N
PLUMBER	I
PLUMBING/MECHANICAL INSPECTOR	L
POLICE BUS.& ACCRED. ANALYST	N
POLICE CAPTAIN	PD1
POLICE CHIEF	U
POLICE CRIME ANALYST	J
POLICE CSI I	J
POLICE CSI II	J
POLICE DEPUTY CHIEF	R
POLICE DOMESTIC VIOLENCE ADVOC	I
POLICE I.S. TECH	J
POLICE INFO SYSTEMS TECH ASST	J

Title	Grade
POLICE INFO.SYSTEMS TECH-LEAD	L
POLICE LIEUTENANT	PD3
POLICE OFFICER - CERTIFIED	PU1
POLICE QUARTERMASTER	H
POLICE RECORDS TECHNICIAN	F
POLICE SERGEANT	PD4
POLICE SUPPORT SVCS. SPEC.	H
POWER PLANT STOREKEEPER	635
POWER PLANT WORKING FOREMAN	600
PRODUCTION SPECIALIST II	635
PROGRAMMER/ANALYST	M
PROJECT ENGINEER I	N
PUBLIC RELATIONS & MKT SPECIAL	K
PUBLIC WORKS DIRECTOR	S
PUBLIC WORKS OFFICE MANAGER	I
RECREATION MANAGER	N
RECREATION PROGRAM SUPERVISOR	J
RECREATION SPORTS SUPERVISOR	G
REGION II ADMIN ASSISTANT	G
REGISTERED LAND SURVEYOR	O
REGULATORY COMPLIANCE AIDE	G
REGULATORY COMPLIANCE SPECIAL	M
RELAY & CONTROL FOREMAN	600
RELAY ENGINEER	Q
RELAY ENGINEER SR	R
RELAY JOURNEYMAN	620
RELAY TECHNICIAN TRAINEE	640
SAFETY AND SECURITY OFFICER	P
SAFETY SPECIALIST	K
SECRETARY I	E
SECRETARY I - CUSTOMER SERVICE	E
SECRETARY II	F
SENIOR CENTER ASSISTANT COOK	C
SENIOR CENTER COORDINATOR	G
SENIOR CENTER FACILITIES AIDE	C
SENIOR CERTIFIED LEGAL ASSIST	M
SENIOR CTR TRANSPORTATION COOR	C
SENIOR ELECTRICAL ENGINEER	Q
SENIOR IT SUPPORT SPECIALIST	N
SENIOR LEAD MECHANIC	K
SENIOR PLANNER	M
SERVICE WRITER	G
SR ENVIRONMENTAL SCIENTIST/ENG	P
STAFF ACCOUNTANT I	K
STAFF ACCOUNTANT II	M
STREET SWEEPER OPERATOR	E
STREETS LABORER	D
STREETS LEAD FOREMAN	K

Title	Grade
STREETS SUPERINTENDENT	O
STREETS WORKING FOREMAN	I
SUBSTATION MAINT TECH TRN 3 YR	630
SUBSTATION MAINTENANCE FOREMAN	600
SUBSTATION MAINTENANCE TECH	620
SURVEY PARTY CHIEF	J
SURVEYOR AIDE	G
SYSTEM CONT PROGRAMMER ANALYST	M
SYSTEM CONTROL-TRAINER	Q
SYSTEM OPERATIONS SCHEDULER	N
SYSTEMS OPERATION SUPERVISOR	Q
SYSTEMS OPERATOR	620
SYSTEMS OPERATOR - SENIOR	602
T&D CONST. SUPERINTENDENT	Q
T&D MAINT. SUPERINTENDENT	Q
T&D SAFETY INSPECTOR	N
TECH SERVICES SUPERINTENDENT	Q
TECHNICAL SERVICES AIDE	G
TECHNICAL SERVICES COORDINATOR	K
TECHNICAL SERVICES SUPERVISOR	O
TECHNOLOGY COORDINATOR	K
TRAFFIC ASSOCIATE ENGINEER I	L
TRAFFIC ASSOCIATE ENGINEER TEC	K
TRAFFIC ENGINEER	P
TRAFFIC SIGN TECH	F
TRAFFIC WORKING FOREMAN	I
TRANSIT ADMINISTRATOR	M
TRUCK DRIVER	E
UTILITY BUS OPERATIONS ANALYST	L
UTILITY BUSINESS OPERATION MGR	R
VEHICLE ANALYST	I
VEHICLE MAINTENANCE SUPT	M
VETERINARIAN TECHNICIAN	I
VETERINARIAN/ASST SHELTER DIR	N
VOLUNTEER COORDINATOR	I
WAREHOUSE MANAGER-PARKS	H
WAREHOUSE SUPERINTENDENT	M
WATER RESOURCE SPECIALIST	L
WATER TECHNICIAN	E
WATER TREATMENT SPECIALIST	625
WATER/WASTEWATER UTILITIES ADM	R
WELDER-FABRICATOR	H
WILDLAND COORIDINATOR	O
WORK ORDER SPECIALIST	I
YOUTH SERVICES COORDINATOR	L
YOUTH SERVICES LIBRARIAN	J
ZONING COMPLIANCE OFFICER	J
ZONING COMPLIANCE OIL&GAS INSP	J

Title	Grade
ELECTRIC EQUIP. WORKING FRMN	600
ELECTRIC LINE WORKING FOREMAN	600
ELECTRIC METER WORKING FOREMAN	600
OPERATION TECHNICIAN II	600
POWER PLANT WORKING FOREMAN	600
RELAY & CONTROL FOREMAN	600
SUBSTATION MAINTENANCE FOREMAN	600
SYSTEMS OPERATOR - SENIOR	602
OPERATION TECH TRAINEE I	610
I.C.E. TECHNICIAN-JOURNEYMAN	620
JOURNEYMAN LINEMAN	620
JOURNEYMAN METERMAN	620
MAINTENANCE TECH-CHROM WELDER	620
MAINTENANCE TECH-GENERAL	620
MAINTENANCE TECH-MACHINIST	620
OPERATION TECHNICIAN I	620
RELAY JOURNEYMAN	620
SUBSTATION MAINTENANCE TECH	620
SYSTEMS OPERATOR	620
APPRENTICE LINEMAN 4TH YR	625
APPRENTICE METERMAN 4TH YR	625
DIGGER OPERATOR - LINE DEPT.	625
I.C.E.TECH APPRENTICE 4TH YR	625
MAINT TECH GEN APPRENTICE 4TH	625
WATER TREATMENT SPECIALIST	625
APPRENTICE LINEMAN 3RD YR	630
MAINT TECH GEN APPRENTICE 3RD	630
OPERATION TECH TRAINEE II	630
SUBSTATION MAINT TECH TRN 3 YR	630
POWER PLANT STOREKEEPER	635
PRODUCTION SPECIALIST II	635
APPRENTICE LINEMAN 1ST YR	640
RELAY TECHNICIAN TRAINEE	640
ELECT LINE PATROLLER FACIL LOC	657
METER INSTALLER II	657
METER REPAIRMAN II	663
CLASS "A" HELPER	665
CLASS "B" HELPER	670
METER READER II	670
AQUATIC CENTER FRONT DESK CLRK	C
CUSTODIAN	C
INDIAN CENTER ASSISTANT COOK	C
KENNEL CARE TECHNICIAN	C
MAIL CLERK	C
SENIOR CENTER ASSISTANT COOK	C
SENIOR CENTER FACILITIES AIDE	C
SENIOR CTR TRANSPORTATION COOR	C
AUTOMOTIVE WAREHOUSE CLERK	D
INDIAN CENTER COOK	D
LEAD CUSTODIAN	D
STREETS LABORER	D

Title	Grade
COURT CLERK I	E
CUSTOMER CARE CASHIER	E
FACILITIES AIDE	E
MATERIALS TECHNICIAN	E
SECRETARY I	E
SECRETARY I - CUSTOMER SERVICE	E
STREET SWEEPER OPERATOR	E
TRUCK DRIVER	E
WATER TECHNICIAN	E
CC EXCEPTIONS PROCESSING ASSOC	F
COURT CLERK II	F
CUSTOMER ASSOCIATE	F
FACILITIES TECHNICIAN	F
FACILITIES TECHNICIAN - MUSEUM	F
HR ASSISTANT	F
LIBRARY ADULT SERVICES ASSOC	F
LIBRARY TECHNICIAN	F
MATERIALS SPECIALIST	F
NEW SERVICE REPRESENTATIVE	F
PARKS MAINT WORKER I	F
POLICE RECORDS TECHNICIAN	F
SECRETARY II	F
TRAFFIC SIGN TECH	F
FIRE BATTALION CHIEF	FD2
FIRE CAPTAIN	FD4
FIRE LIEUTENANT	FD5
FIRE ENGINEER	FD6
FIREFIGHTER	FD7
FIRE SUPPORT SERVICES CHIEF	FH2
ADMIN COORDINATOR - POOLS	G
ADMINISTRATIVE AIDE	G
ANIMAL CARE & ENRICHMENT COORD	G
ANIMAL PARK RANGER	G
AUTOMOTIVE WRHS CLRK-LEAD	G
CARPENTER	G
CARPENTER/CONCRETE WORKER	G
CLEAN AND BEAUTIFUL SPECIALIST	G
COMMUNITY PROGRAMS ASSISTANT	G
CONCRETE CARPENTER	G
COURT CLERK III	G
COURT SECURITY CLERK	G
CSO	G
CSO COURT LIASON	G
CSO TRANSITION TO P/O	G
HEAVY EQUIPMENT OPERATOR	G
LIBRARY TECHNICIAN II	G
MECHANICAL TECHNICIAN	G
PAINTER/TRAFFIC	G
PARKS MAINT WORKER II	G
PERMIT TECHNICIAN I	G
RECREATION SPORTS SUPERVISOR	G

Title	Grade
REGION II ADMIN ASSISTANT	G
REGULATORY COMPLIANCE AIDE	G
SENIOR CENTER COORIDINATOR	G
SERVICE WRITER	G
SURVEYOR AIDE	G
TECHNICAL SERVICES AIDE	G
ACCOUNTING TECHNICIAN II	H
AIRPORT MAINTENANCE WORKER	H
BUYER I	H
CODE COMPLIANCE OFFICER	H
COURT SERVICES COORDINATOR	H
CUSTODIAL SUPERVISOR	H
ENGINEERING SPECIALIST	H
FOOD SERVICE MANAGER/CHEF	H
HEAVY TRUCK & EQUIPMENT MECH	H
LEGAL SECRETARY	H
LIBRARY PATRON SERVICES SUPER	H
MECHANIC	H
PARKS MAINT WORKER IV	H
POLICE QUARTERMASTER	H
POLICE SUPPORT SVCS. SPEC.	H
WAREHOUSE MANAGER-PARKS	H
WELDER-FABRICATOR	H
ACCOUNTING TECHNICIAN III	I
ADMINISTRATIVE ASSISTANT	I
ANIMAL SERVICES MANAGER	I
ASSISTANT AQUATICS MANAGER	I
COMMUNITY PROGRAM MANAGER	I
CUSTOMER CARE SPECIALIST	I
EMERGENCY VEHICLE TECH/MECHAN	I
INTELLIGENT TRANS SYS TECH I	I
LEAD MECHANIC	I
LEAD WELDER	I
MAINTENANCE TECHNICIAN	I
OFFICE MANAGER	I
PLUMBER	I
POLICE DOMESTIC VIOLENCE ADVOC	I
PUBLIC WORKS OFFICE MANAGER	I
STREETS WORKING FOREMAN	I
TRAFFIC WORKING FOREMAN	I
VEHICLE ANALYST	I
VETERINARIAN TECHNICIAN	I
VOLUNTEER COORDINATOR	I
WORK ORDER SPECIALIST	I
ACCOUNTING ASSISTANT	J
ADULT SERVICES LIBRARIAN	J
ASSISTANT GPS SURVEYOR	J
ASST ADULT PROGRAM MANAGER	J

Title	Grade
BUYER II	J
CODE COMPLIANCE CORPORAL	J
COMPUTER SUPPORT SUPERVISOR	J
EDUCATION COORDINATOR	J
ENGINEERING TECHNICIAN	J
GIS TECHNICIAN	J
GOLF PROFESSIONAL	J
HELP DESK ANALYST II	J
I.T. SUPPORT SPECIALIST	J
LIBRARY PROGRAM COORDINATOR	J
LIBRARY TEEN SERVICES COORD	J
METERING SUPERVISOR	J
MUSEUM COLLECTIONS MANAGER	J
MUSEUM-EXHIBIT DESIGNER	J
PARKS FOREMAN MAINTENANCE	J
PC COMMUNICATIONS TECH III	J
POLICE CRIME ANALYST	J
POLICE CSI I	J
POLICE CSI II	J
POLICE I.S. TECH	J
POLICE INFO SYSTEMS TECH ASST	J
RECREATION PROGRAM SUPERVISOR	J
SURVEY PARTY CHIEF	J
YOUTH SERVICES LIBRARIAN	J
ZONING COMPLIANCE OFFICER	J
ZONING COMPLIANCE OIL&GAS INSP	J
ACCOUNTING OFFICE MANAGER	K
COMMUNITY RELATIONS LIASON	K
CONSTRUCTION INSPECTOR	K
EXECUTIVE ASSISTANT	K
FACILITIES TECHNICIAN SUPERVIS	K
GIS AUTO CAD SPECIALIST	K
GIS COORDINATOR	K
HR BUSINESS PARTNER	K
INTELLIGENT TRANS SYS TECH II	K
LEAD SURVEY PARTY CHIEF	K
LIBRARY FACILITIES COORDINATOR	K
PATRON SERVICES COORDINATOR	K
PUBLIC RELATIONS & MKT SPECIAL	K
SAFETY SPECIALIST	K
SENIOR LEAD MECHANIC	K
STAFF ACCOUNTANT I	K
STREETS LEAD FOREMAN	K
TECHNICAL SERVICES COORDINATOR	K
TECHNOLOGY COORDINATOR	K
TRAFFIC ASSOCIATE ENGINEER TEC	K
ASSOCIATE PLANNER	L
ASSOCIATE PROJECT ENGINEER I	L

Title	Grade
ASST GOLF COURSE SUPERINTENDEN	L
BUILDING INSPECTOR	L
BUSINESS ANALYST	L
CHIEF CONSTRUCTION INSPECTOR	L
COURT ADMINISTRATOR	L
CUS CARE OPERATION COORDINATOR	L
ELECTRICAL INSPECTOR	L
ESTIMATOR, JUNIOR	L
FMTN INDIAN CENTER DIRECTOR	L
GIS APPLICATION SPECIALIST	L
LEAD CARPENTER-FINISH	L
LEAD CARPENTER-STRUCTURAL	L
LEAD ELECTRICIAN/HVAC	L
LEAD PLUMBER	L
LEAD SECURITY/ACCESS TECH	L
LIBRARY ADULT SERVICES COORD	L
ONLINE SERVICES COORDINATOR	L
PLUMBING/MECHANICAL INSPECTOR	L
POLICE INFO.SYSTEMS TECH-LEAD	L
TRAFFIC ASSOCIATE ENGINEER I	L
UTILITY BUS OPERATIONS ANALYST	L
WATER RESOURCE SPECIALIST	L
YOUTH SERVICES COORDINATOR	L
ASSISTANT PARKS SUPERINTENDENT	M
ASSOCIATE PROJECT ENGINEER II	M
CIVILIAN OPERATIONS SUPERVISOR	M
CLAIMS MANAGER	M
CONTRACTS ADMINISTRATOR	M
DEPUTY CITY CLERK	M
ENGINEERING SUPPORT SUPERVISOR	M
ESTIMATOR	M
FINANCIAL ANALYST	M
GIS LEAD ANALYST	M
GOLF COURSE SUPERINTENDENT	M
MPO PLANNER	M
MUSEUM CURATOR OF EXHIBITS	M
NERC CI SECURITY ANALYST	M
PAYROLL SUPERVISOR	M
PROGRAMMER/ANALYST	M
REGULATORY COMPLIANCE SPECIAL	M
SENIOR CERTIFIED LEGAL ASSIST	M
SENIOR PLANNER	M
STAFF ACCOUNTANT II	M
SYSTEM CONT PROGRAMMER ANALYST	M
TRANSIT ADMINISTRATOR	M
VEHICLE MAINTENANCE SUPT	M
WAREHOUSE SUPERINTENDENT	M
ADULT PROGRAMS MANAGER	N

Title	Grade
ANIMAL WELFARE DIRECTOR	N
AQUATICS MANAGER	N
CHIEF BUILDING INSPECTOR	N
CIVIC CENTER SUPERVISOR	N
COMMUNITY CENTER MANAGER	N
EMS/SCADA SPECIALIST	N
ENTERPRISE ACCOUNTANT	N
FIRE MARSHAL	N
GEN SCHEDULER & RESOURCE SPEC	N
GOLF COURSE MANAGER	N
HYDRAULIC EQUIPMENT TECHNICIAN	N
LIB. MGT. SYS. ADMINISTRATOR	N
PARKS PLANNER	N
PERSONNEL SUPERVISOR	N
PLANNING MANAGER	N
POLICE BUS.& ACCRED. ANALYST	N
PROJECT ENGINEER I	N
RECREATION MANAGER	N
SENIOR IT SUPPORT SPECIALIST	N
SYSTEM OPERATIONS SCHEDULER	N
T&D SAFETY INSPECTOR	N
VETERINARIAN/ASST SHELTER DIR	N
BENEFITS & COMPENSATION MGR	O
BUDGET OFFICER	O
BUILDING CONST/MAINT SUPT	O
CHIEF PROCUREMENT OFFICER	O
CITY CLERK	O
CUSTOMER CARE MANAGER	O
DEPUTY LIBRARY DIRECTOR	O
DIR OF COMM & QUALITY PERFORM	O
DOWNTOWN PROJECT COORDINATOR	O
ENGINEERING PROJECT SCHEDULER	O
ESTIMATOR SUPERINTENDENT	O
GIS SUPERVISOR	O
INTELLIGENT TRANS SYS TECH III	O
MUSEUM DIRECTOR	O
OPER MANAGER/ENVIRON COORDINAT	O
PARKS SUPERINTENDENT	O
REGISTERED LAND SURVEYOR	O
STREETS SUPERINTENDENT	O
TECHNICAL SERVICES SUPERVISOR	O
WILDLAND COORIDINATOR	O
AIRPORT MANAGER	P
CONTROLLER	P
DEPUTY CITY ATTORNEY	P
ELECTRICAL ENGINEER	P
EMS/SCADA SYS & NETWORK ADMIN	P
ENGINEERING CONST INSPECTOR	P

Title	Grade
ENVIRONMENTAL SCIENTIST/ENG I	P
PARKS REC&CULT AFRS ASST DIR	P
SAFETY AND SECURITY OFFICER	P
SR ENVIRONMENTAL SCIENTIST/ENG	P
TRAFFIC ENGINEER	P
POLICE CAPTAIN	PD1
POLICE LIEUTENANT	PD3
POLICE SERGEANT	PD4
POLICE OFFICER - CERTIFIED	PU1
ELECT TRANS&PLANNING ENGINEER	Q
EMS-SCADA ENGINEER	Q
GENERATION ENGINEER	Q
GENERATION SUPERINTENDENT	Q
RELAY ENGINEER	Q
SENIOR ELECTRICAL ENGINEER	Q
SYSTEM CONTROL-TRAINER	Q
SYSTEMS OPERATION SUPERVISOR	Q
T&D CONST. SUPERINTENDENT	Q
T&D MAINT. SUPERINTENDENT	Q
TECH SERVICES SUPERINTENDENT	Q
CITY ENGINEER	R
ENGINEERING CONST PROJECT MGR	R
FIRE CHIEF - DEPUTY	R
GENERAL SERVICES DIRECTOR	R
LIBRARY DIRECTOR	R
POLICE DEPUTY CHIEF	R
RELAY ENGINEER SR	R
UTILITY BUSINESS OPERATION MGR	R
WATER/WASTEWATER UTILITIES ADM	R
ADMINISTRATIVE SVCS. DIRECTOR	S
CITY ATTORNEY	S
COMMUNITY DEVELOPMENT DIRECTOR	S
DIRECTOR OF ECONOMIC DEVELOP	S
ENGINEERING SUPERVISOR/ADMIN.	S
FEUS ASSIST DIR FIELD OPS	S
FEUS ASSIST DIR REG & CONTROL	S
FEUS ASSIST DIR-GENERATION	S
FIRE CHIEF	S
HUMAN RESOURCES DIRECTOR	S
I.T. DIRECTOR	S
ORII DIRECTOR	S
PARKS REC & CUL AFRS DIRECTOR	S
PUBLIC WORKS DIRECTOR	S
ASSISTANT CITY MANAGER	T
DEPUTY ELECTRIC UTILITY DIRECT	U
POLICE CHIEF	U
ELECTRIC UTILITY DIRECTOR	W
CITY MANAGER	X

	SALARY RANGE		
<i>Grade</i>	Minimum	MPP*	Maximum
<i>A</i>			
<i>B</i>	\$ 23,126.3608	\$ 28,436.2461	\$ 36,036.3654
<i>C</i>	\$ 24,182.4084	\$ 29,621.0536	\$ 37,574.6416
<i>D</i>	\$ 27,772.9703	\$ 34,144.9625	\$ 43,177.6840
<i>E</i>	\$ 29,145.6158	\$ 35,760.6288	\$ 45,265.1396
<i>F</i>	\$ 30,624.0824	\$ 37,591.6163	\$ 47,682.1469
<i>G</i>	\$ 32,313.7586	\$ 39,745.9101	\$ 50,319.0026
<i>H</i>	\$ 34,320.2491	\$ 42,223.2940	\$ 53,395.3342
<i>I</i>	\$ 36,643.3375	\$ 45,023.9842	\$ 57,021.0660
<i>J</i>	\$ 39,283.4565	\$ 48,255.1004	\$ 61,086.0529
<i>K</i>	\$ 42,345.7782	\$ 52,025.2769	\$ 65,920.0676
<i>L</i>	\$ 45,830.7353	\$ 56,333.6482	\$ 71,303.7031
<i>M</i>	\$ 49,843.4998	\$ 61,180.6471	\$ 77,456.1457
<i>N</i>	\$ 54,489.8930	\$ 66,889.5799	\$ 84,707.3884
<i>O</i>	\$ 59,769.9146	\$ 73,460.0139	\$ 92,947.2865
<i>P</i>	\$ 66,211.5887	\$ 81,323.0241	\$ 102,945.0884
<i>Q</i>	\$ 75,504.3749	\$ 92,740.4570	\$ 117,337.8704
<i>R</i>	\$ 84,797.3775	\$ 104,158.1062	\$ 131,840.3559
<i>S</i>	\$ 90,499.6018	\$ 111,159.3989	\$ 140,739.5783
<i>T</i>	\$ 97,046.8807	\$ 119,237.9468	\$ 150,957.0078
<i>U</i>	\$ 104,650.2071	\$ 128,608.8546	\$ 162,712.9342
<i>V</i>	\$ 113,309.3647	\$ 139,272.3386	\$ 176,336.2471
<i>W</i>	\$ 123,341.3843	\$ 151,659.4742	\$ 191,937.5328
<i>X</i>	\$ 134,851.8705	\$ 165,662.0597	\$ 209,735.7568

	HOURLY RANGE		
	Minimum	MPP*	Maximum
	\$11.1184	\$13.6713	\$17.3252
	\$11.6262	\$14.2409	\$18.0647
	\$13.3524	\$16.4158	\$20.7585
	\$14.0123	\$17.1926	\$21.7621
	\$14.7231	\$18.0729	\$22.9241
	\$15.5355	\$19.1086	\$24.1918
	\$16.5001	\$20.2997	\$25.6708
	\$17.6170	\$21.6461	\$27.4140
	\$18.8863	\$23.1996	\$29.3683
	\$20.3585	\$25.0122	\$31.6923
	\$22.0340	\$27.0835	\$34.2806
	\$23.9632	\$29.4138	\$37.2385
	\$26.1971	\$32.1585	\$40.7247
	\$28.7355	\$35.3173	\$44.6862
	\$31.8325	\$39.0976	\$49.4928
	\$36.3002	\$44.5868	\$56.4124
	\$40.7680	\$50.0760	\$63.3848
	\$43.5094	\$53.4420	\$67.6633
	\$46.6572	\$57.3259	\$72.5755
	\$50.3126	\$61.8312	\$78.2274
	\$54.4757	\$66.9579	\$84.7770
	\$59.2987	\$72.9132	\$92.2777
	\$64.8326	\$79.6452	\$100.8345

7/1/19 - 6/30/20

Maximum only adjusted from previous fiscal year by 2%

Employees receive 2% increase on anniversary

I.B.E.W. PAY PLAN

GRADE	CMP	RATE
U-0	602	\$47.7023
U-1	600	\$47.0689
U-4	620	\$42.7851
U-5	625	\$38.5053
U-6	630	\$36.3694
U-7	605	\$35.5941
U-8	635	\$34.2251
U-9	640	\$32.0898
U-10	610	\$29.4975
U-11	657	\$24.0577
U-12	660	\$23.4009
U-13	663	\$22.2488
U-14	665	\$21.8707
U-15	668	\$20.2571
U-16	670	\$19.9173
U-17	675	\$16.1760
U-18	676	\$15.7760

Shaded areas are not in use

7/1/19 - 6/30/20

2% increase from previous fiscal year

Police Pay Plan 7/1/2019 - 6/30/2020

Job Title	Grade	Minimum	MPP	Maximum
Police Chief	U	\$ 50.31	\$ 61.83	\$ 78.22
		\$ 104,650	\$ 128,608	\$ 162,712
Deputy Chief	R	\$ 40.77	\$ 50.07	\$ 63.38
		\$ 84,797	\$ 104,158	\$ 131,840

Longevity		
Years of Service	Amount per year	Amount per hour
5	\$1,040.00	\$ 0.50
6	\$1,560.00	\$ 0.75
7 - 9.	\$2,080.00	\$ 1.00
10 - 14.	\$2,600.00	\$ 1.25
15-17	\$3,120.00	\$ 1.50
18 +	\$5,200.00	\$ 2.50

Officer	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1 \$23.2560	8 \$24.0700	15 \$24.9160	22 \$25.7918	29 \$26.6984	34 \$27.3685	39 \$28.0555	44 \$28.7597	49 \$29.4815	54 \$30.2215	59 \$30.9801	64 \$31.7577
b	2 \$23.3723	9 \$24.1903	16 \$25.0406	23 \$25.9208	30 \$26.8319	35 \$27.5054	40 \$28.1958	45 \$28.9035	50 \$29.6289	55 \$30.3726	60 \$31.1350	65 \$31.9165
c	3 \$23.4886	10 \$24.3107	17 \$25.1652	24 \$26.0497	31 \$26.9654	36 \$27.6422	41 \$28.3360	46 \$29.0473	51 \$29.7764	56 \$30.5237	61 \$31.2899	66 \$32.0761
d	4 \$23.6048	11 \$24.4310	18 \$25.2898	25 \$26.1787	32 \$27.0989	37 \$27.7791	42 \$28.4763	47 \$29.1911	52 \$29.9238	57 \$30.6748	62 \$31.4448	67 \$32.2364
e	5 \$23.7211	12 \$24.5514	19 \$25.4143	26 \$26.3077	33 \$27.2324	38 \$27.9159	43 \$28.6166	48 \$29.3349	53 \$30.0712	58 \$30.8260	63 \$31.5997	68 \$32.3976
f	6 \$23.8374	13 \$24.6717	20 \$25.5389	27 \$26.4366								
g	7 \$23.9537	14 \$24.7921	21 \$25.6635	28 \$26.5656								

Corporal	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
a	1 \$28.6926	8 \$29.7011	15 \$30.7451	22 \$31.8258	29 \$32.9445	34 \$33.7714	39 \$34.6191	44 \$35.4880	49 \$36.3788	54 \$37.2919
b	2 \$28.8361	9 \$29.8497	16 \$30.8989	23 \$31.9850	30 \$33.1092	35 \$33.9403	40 \$34.7922	45 \$35.6655	50 \$36.5607	55 \$37.4783
c	3 \$28.9795	10 \$29.9982	17 \$31.0526	24 \$32.1441	31 \$33.2740	36 \$34.1091	41 \$34.9653	46 \$35.8429	51 \$36.7426	56 \$37.6657
d	4 \$29.1230	11 \$30.1467	18 \$31.2063	25 \$32.3032	32 \$33.4387	37 \$34.2780	42 \$35.1384	47 \$36.0203	52 \$36.9244	57 \$37.8541
e	5 \$29.2665	12 \$30.2952	19 \$31.3600	26 \$32.4623	33 \$33.6034	38 \$34.4468	43 \$35.3115	48 \$36.1978	53 \$37.1063	58 \$38.0433
f	6 \$29.4099	13 \$30.4437	20 \$31.5138	27 \$32.6215						
g	7 \$29.5534	14 \$30.5922	21 \$31.6675	28 \$32.7806						

Sergeant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
a	1 \$30.6000	8 \$31.6756	15 \$32.7890	22 \$33.9415	29 \$35.1346	34 \$36.0164	39 \$36.9205	44 \$37.8472	49 \$38.7971	54 \$39.7709
b	2 \$30.7530	9 \$31.8340	16 \$32.9529	23 \$34.1112	30 \$35.3102	35 \$36.1965	40 \$37.1051	45 \$38.0364	50 \$38.9911	55 \$39.9698
c	3 \$30.9060	10 \$31.9923	17 \$33.1169	24 \$34.2809	31 \$35.4859	36 \$36.3766	41 \$37.2897	46 \$38.2256	51 \$39.1851	56 \$40.1696
d	4 \$31.0590	11 \$32.1507	18 \$33.2808	25 \$34.4506	32 \$35.6616	37 \$36.5567	42 \$37.4743	47 \$38.4149	52 \$39.3791	57 \$40.3705
e	5 \$31.2120	12 \$32.3091	19 \$33.4448	26 \$34.6204	33 \$35.8373	38 \$36.7368	43 \$37.6589	48 \$38.6041	53 \$39.5731	58 \$40.5723
f	6 \$31.3650	13 \$32.4675	20 \$33.6087	27 \$34.7901						
g	7 \$31.5180	14 \$32.6259	21 \$33.7727	28 \$34.9598						

Lieutenant	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
a	1 \$37.4238	8 \$38.7392	15 \$40.1009	22 \$41.5105	29 \$42.9696	34 \$44.0481	39 \$45.1537	44 \$46.2871	49 \$47.4489	54 \$48.6398
b	2 \$37.6109	9 \$38.9329	16 \$40.3014	23 \$41.7180	30 \$43.1844	35 \$44.2683	40 \$45.3795	45 \$46.5185	50 \$47.6861	55 \$48.8830
c	3 \$37.7980	10 \$39.1266	17 \$40.5019	24 \$41.9256	31 \$43.3993	36 \$44.4886	41 \$45.6053	46 \$46.7499	51 \$47.9234	56 \$49.1275
d	4 \$37.9852	11 \$39.3203	18 \$40.7024	25 \$42.1331	32 \$43.6141	37 \$44.7088	42 \$45.8310	47 \$46.9814	52 \$48.1606	57 \$49.3731
e	5 \$38.1723	12 \$39.5140	19 \$40.9029	26 \$42.3407	33 \$43.8290	38 \$44.9291	43 \$46.0568	48 \$47.2128	53 \$48.3979	58 \$49.6200
f	6 \$38.3594	13 \$39.7077	20 \$41.1035	27 \$42.5482						
g	7 \$38.5465	14 \$39.9014	21 \$41.3040	28 \$42.7558						

Commander	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
a	1 \$39.2802	8 \$40.6609	15 \$42.0901	22 \$43.5696	29 \$45.1011	34 \$46.2331	39 \$47.3936	44 \$48.5831	49 \$49.8026	54 \$51.0526
b	2 \$39.4766	9 \$40.8642	16 \$42.3006	23 \$43.7874	30 \$45.3266	35 \$46.4643	40 \$47.6305	45 \$48.8261	50 \$50.0516	55 \$51.3079
c	3 \$39.6730	10 \$41.0675	17 \$42.5110	24 \$44.0053	31 \$45.5521	36 \$46.6954	41 \$47.8675	46 \$49.0690	51 \$50.3006	56 \$51.5644
d	4 \$39.8694	11 \$41.2708	18 \$42.7215	25 \$44.2231	32 \$45.7776	37 \$46.9266	42 \$48.1045	47 \$49.3119	52 \$50.5496	57 \$51.8222
e	5 \$40.0658	12 \$41.4741	19 \$42.9319	26 \$44.4410	33 \$46.0031	38 \$47.1578	43 \$48.3414	48 \$49.5548	53 \$50.7986	58 \$52.0814
f	6 \$40.2622	13 \$41.6774	20 \$43.1424	27 \$44.6588						
g	7 \$40.4586	14 \$41.8807	21 \$43.3528	28 \$44.8767						

Captain	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
a	1 \$41.6568	8 \$43.1210	15 \$44.6367	22 \$46.2057	29 \$47.8299	34 \$49.0304	39 \$50.2610	44 \$51.5226	49 \$52.8158	54 \$54.1415
b	2 \$41.8651	9 \$43.3366	16 \$44.8599	23 \$46.4368	30 \$48.0690	35 \$49.2755	40 \$50.5124	45 \$51.7802	50 \$53.0799	55 \$54.4122
c	3 \$42.0734	10 \$43.5522	17 \$45.0831	24 \$46.6678	31 \$48.3082	36 \$49.5207	41 \$50.7637	46 \$52.0378	51 \$53.3440	56 \$54.6843
d	4 \$42.2817	11 \$43.7679	18 \$45.3063	25 \$46.8988	32 \$48.5473	37 \$49.7658	42 \$51.0150	47 \$52.2954	52 \$53.6081	57 \$54.9577
e	5 \$42.4899	12 \$43.9835	19 \$45.5295	26 \$47.1298	33 \$48.7865	38 \$50.0110	43 \$51.2663	48 \$52.5530	53 \$53.8721	58 \$55.2325
f	6 \$42.6982	13 \$44.1991	20 \$45.7527	27 \$47.3609						
g	7 \$42.9065	14 \$44.4147	21 \$45.9758	28 \$47.5919						

Employees Receive 4 micro-steps (2%) on anniversary

Fire FD Pay Plan

Job Title	Grade	Min	MPP	Max	Min	MPP	Max
Fire Chief	S	\$ 90,499.60	\$ 111,159.40	\$ 137,979.98	\$ 43.51	\$ 53.44	\$ 66.34
Fire Chief Deputy	R	\$ 84,797.38	\$ 104,158.11	\$ 129,255.25	\$ 40.77	\$ 50.08	\$ 62.14
Fire Marshall	N	\$ 54,489.90	\$ 66,889.58	\$ 83,046.46	\$ 26.20	\$ 32.16	\$ 39.93

Open Range: Receive 2% on anniversary

Battalion Chief FD2	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1 \$25.3355	8 \$26.2260	15 \$27.1479	22 \$28.1021	29 \$29.0899	36 \$30.1124	41 \$30.8682	46 \$31.6430	51 \$32.4373	56 \$33.2514	61 \$34.0860	66 \$34.9416
b .5%	2 \$25.4622	9 \$26.3571	16 \$27.2836	23 \$28.2426	30 \$29.2353	37 \$30.2630	42 \$31.0226	47 \$31.8012	52 \$32.5994	57 \$33.4177	62 \$34.2565	67 \$35.1163
c .5%	3 \$25.5888	10 \$26.4883	17 \$27.4193	24 \$28.3831	31 \$29.3808	38 \$30.4135	43 \$31.1769	48 \$31.9595	53 \$32.7616	58 \$33.5839	63 \$34.4269	68 \$35.2919
d .5%	4 \$25.7155	11 \$26.6194	18 \$27.5551	25 \$28.5236	32 \$29.5262	39 \$30.5641	44 \$31.3313	49 \$32.1177	54 \$32.9238	59 \$33.7502	64 \$34.5973	69 \$35.4684
e .5%	5 \$25.8422	12 \$26.7505	19 \$27.6908	26 \$28.6641	33 \$29.6717	40 \$30.7147	45 \$31.4856	50 \$32.2759	55 \$33.0860	60 \$33.9165	65 \$34.7678	70 \$35.6457
f .5%	6 \$25.9689	13 \$26.8817	20 \$27.8266	27 \$28.8047	34 \$29.8171							
g .5%	7 \$26.0955	14 \$27.0128	21 \$27.9623	28 \$28.9452	35 \$29.9626							

Firefighter Cadet	Step 1
FD8	1 \$13.4201

Fire Fighter FD7	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1 \$14.0819	8 \$14.5769	15 \$15.0893	22 \$15.6197	29 \$16.1687	36 \$16.7370	41 \$17.1571	46 \$17.5878	51 \$18.0292	56 \$18.4818	61 \$18.9456	66 \$19.4212
b .5%	2 \$14.1523	9 \$14.6498	16 \$15.1647	23 \$15.6978	30 \$16.2495	37 \$16.8207	42 \$17.2429	47 \$17.6757	52 \$18.1194	57 \$18.5742	62 \$19.0404	67 \$19.5183
c .5%	3 \$14.2227	10 \$14.7227	17 \$15.2402	24 \$15.7759	31 \$16.3304	38 \$16.9044	43 \$17.3287	48 \$17.7636	53 \$18.2095	58 \$18.6666	63 \$19.1351	68 \$19.6154
d .5%	4 \$14.2931	11 \$14.7955	18 \$15.3156	25 \$15.8540	32 \$16.4112	39 \$16.9881	44 \$17.4145	49 \$17.8516	54 \$18.2997	59 \$18.7590	64 \$19.2298	69 \$19.7125
e .5%	5 \$14.3636	12 \$14.8684	19 \$15.3911	26 \$15.9321	33 \$16.4921	40 \$17.0718	45 \$17.5003	50 \$17.9395	55 \$18.3898	60 \$18.8514	65 \$19.3246	70 \$19.8096
f .5%	6 \$14.4340	13 \$14.9413	20 \$15.4665	27 \$16.0102	34 \$16.5729							
g .5%	7 \$14.5044	14 \$15.0142	21 \$15.5420	28 \$16.0883	35 \$16.6538							

Engineer FD6	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1 \$16.9671	8 \$17.5635	15 \$18.1808	22 \$18.8199	29 \$19.4814	36 \$20.1662	41 \$20.6724	46 \$21.1912	51 \$21.7231	56 \$22.2684	61 \$22.8273	66 \$23.4003
b .5%	2 \$17.0519	9 \$17.6513	16 \$18.2717	23 \$18.9140	30 \$19.5788	37 \$20.2670	42 \$20.7757	47 \$21.2972	52 \$21.8317	57 \$22.3797	62 \$22.9415	67 \$23.5173
c .5%	3 \$17.1368	10 \$17.7391	17 \$18.3626	24 \$19.0081	31 \$19.6762	38 \$20.3678	43 \$20.8791	48 \$21.4031	53 \$21.9404	58 \$22.4911	63 \$23.0556	68 \$23.6343
d .5%	4 \$17.2216	11 \$17.8269	18 \$18.4536	25 \$19.1022	32 \$19.7736	39 \$20.4687	44 \$20.9824	49 \$21.5091	54 \$22.0490	59 \$22.6024	64 \$23.1697	69 \$23.7513
e .5%	5 \$17.3064	12 \$17.9148	19 \$18.5445	26 \$19.1963	33 \$19.8710	40 \$20.5695	45 \$21.0858	50 \$21.6151	55 \$22.1576	60 \$22.7138	65 \$23.2839	70 \$23.8683
f .5%	6 \$17.3913	13 \$18.0026	20 \$18.6354	27 \$19.2904	34 \$19.9684							
g .5%	7 \$17.4761	14 \$18.0904	21 \$18.7263	28 \$19.3845	35 \$20.0659							

Lieutenant FD5	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1 \$17.7487	8 \$18.3726	15 \$19.0184	22 \$19.6869	29 \$20.3789	36 \$21.0952	41 \$21.6247	46 \$22.1675	51 \$22.7239	56 \$23.2942	61 \$23.8789	66 \$24.4783
b .5%	2 \$17.8375	9 \$18.4644	16 \$19.1135	23 \$19.7853	30 \$20.4808	37 \$21.2007	42 \$21.7328	47 \$22.2783	52 \$22.8375	57 \$23.4107	62 \$23.9983	67 \$24.6007
c .5%	3 \$17.9262	10 \$18.5563	17 \$19.2086	24 \$19.8837	31 \$20.5827	38 \$21.3061	43 \$21.8409	48 \$22.3891	53 \$22.9511	58 \$23.5272	63 \$24.1177	68 \$24.7231
d .5%	4 \$18.0149	11 \$18.6482	18 \$19.3037	25 \$19.9822	32 \$20.6846	39 \$21.4116	44 \$21.9490	49 \$22.5000	54 \$23.0647	59 \$23.6436	64 \$24.2371	69 \$24.8454
e .5%	5 \$18.1037	12 \$18.7400	19 \$19.3987	26 \$20.0806	33 \$20.7864	40 \$21.5171	45 \$22.0572	50 \$22.6108	55 \$23.1783	60 \$23.7601	65 \$24.3565	70 \$24.9678
f .5%	6 \$18.1924	13 \$18.8319	20 \$19.4938	27 \$20.1790	34 \$20.8883							
g .5%	7 \$18.2812	14 \$18.9238	21 \$19.5889	28 \$20.2775	35 \$20.9902							

Captain FD4	Step 1		Step 2		Step 3		Step 4		Step 5		Step 6		Step 7		Step 8		Step 9		Step 10		Step 11		Step 12	
a	1	\$18.8838	8	\$19.5475	15	\$20.2346	22	\$20.9459	29	\$21.6821	36	\$22.4443	41	\$23.0076	46	\$23.5851	51	\$24.1771	56	\$24.7839	61	\$25.4060	66	\$26.0437
b .5%	2	\$18.9782	9	\$19.6453	16	\$20.3358	23	\$21.0506	30	\$21.7905	37	\$22.5565	42	\$23.1226	47	\$23.7030	52	\$24.2980	57	\$24.9078	62	\$25.5330	67	\$26.1739
c .5%	3	\$19.0726	10	\$19.7430	17	\$20.4370	24	\$21.1553	31	\$21.8989	38	\$22.6687	43	\$23.2377	48	\$23.8209	53	\$24.4189	58	\$25.0318	63	\$25.6601	68	\$26.3041
d .5%	4	\$19.1670	11	\$19.8407	18	\$20.5381	25	\$21.2601	32	\$22.0074	39	\$22.7809	44	\$23.3527	49	\$23.9389	54	\$24.5397	59	\$25.1557	64	\$25.7871	69	\$26.4343
e .5%	5	\$19.2614	12	\$19.9385	19	\$20.6393	26	\$21.3648	33	\$22.1158	40	\$22.8931	45	\$23.4678	50	\$24.0568	55	\$24.6606	60	\$25.2796	65	\$25.9141	70	\$26.5646
f .5%	6	\$19.3559	13	\$20.0362	20	\$20.7405	27	\$21.4695	34	\$22.2242														
g .5%	7	\$19.4503	14	\$20.1340	21	\$20.8417	28	\$21.5743	35	\$22.3326														

*Any cost of living, cost of labor, or market adjustment will be applied to the plan and all ranks in the plan simultaneously

*Any and all fully funded pay plan years will have an employee gaining 7 micro steps (roughly 3.5%) in micro steps below the midpoint and 5 micro steps (roughly 2.5%) micro steps above the midpoint. Mid point is set at step 6e. Example- a step of 6e would move to an 8b due to being below the midpoint.

*40 hour wage is for a 40 hour work week *Retirement is based upon PERA salary *It is agreed that amounts within the table may vary by \$.001 per hour from employee's actual pay.

* Between 7/1/2019- 6/30/2020- Employees will receive a 2 % (4 micro steps) increase on Anniversary.

FY20- Employees received 4 micro-step (2%) increase on their anniversary date

7/1/2019 - 6/31/2020

Fire FH Pay Plan

Fire Fighter FH7		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1	\$20.3240	\$21.0384	\$21.7779	\$22.5434	\$23.3358	\$24.1560	\$24.7623	\$25.3839	\$26.0210	\$26.6741	\$27.3437	\$28.0300
b .5%	2	\$20.4256	\$21.1436	\$21.8868	\$22.6561	\$23.4525	\$24.2768	\$24.8862	\$25.5108	\$26.1511	\$26.8075	\$27.4804	\$28.1701
c .5%	3	\$20.5272	\$21.2488	\$21.9957	\$22.7688	\$23.5691	\$24.3976	\$25.0100	\$25.6377	\$26.2812	\$26.9409	\$27.6171	\$28.3110
d .5%	4	\$20.6289	\$21.3540	\$22.1046	\$22.8815	\$23.6858	\$24.5184	\$25.1338	\$25.7646	\$26.4113	\$27.0743	\$27.7538	\$28.4526
e .5%	5	\$20.7305	\$21.4592	\$22.2134	\$22.9942	\$23.8025	\$24.6392	\$25.2576	\$25.8916	\$26.5414	\$27.2076	\$27.8905	\$28.5948
f .5%	6	\$20.8321	\$21.5643	\$22.3223	\$23.1070	\$23.9192							
g .5%	7	\$20.9337	\$21.6695	\$22.4312	\$23.2197	\$24.0359							

Engineer FH6		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1	\$24.4880	\$25.3488	\$26.2398	\$27.1621	\$28.1168	\$29.1051	\$29.8357	\$30.5846	\$31.3522	\$32.1392	\$32.9459	\$33.7728
b .5%	2	\$24.6104	\$25.4755	\$26.3710	\$27.2979	\$28.2574	\$29.2507	\$29.9849	\$30.7375	\$31.5090	\$32.2999	\$33.1106	\$33.9417
c .5%	3	\$24.7329	\$25.6022	\$26.5022	\$27.4337	\$28.3980	\$29.3962	\$30.1340	\$30.8904	\$31.6658	\$32.4606	\$33.2753	\$34.1114
d .5%	4	\$24.8553	\$25.7290	\$26.6334	\$27.5695	\$28.5386	\$29.5417	\$30.2832	\$31.0433	\$31.8225	\$32.6213	\$33.4401	\$34.2819
e .5%	5	\$24.9778	\$25.8557	\$26.7646	\$27.7053	\$28.6792	\$29.6872	\$30.4324	\$31.1962	\$31.9793	\$32.7820	\$33.6048	\$34.4533
f .5%	6	\$25.1002	\$25.9825	\$26.8958	\$27.8411	\$28.8198							
g .5%	7	\$25.2226	\$26.1092	\$27.0270	\$27.9770	\$28.9603							

Lieutenant FH5		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1	\$25.7123	\$26.6161	\$27.5516	\$28.5201	\$29.5226	\$30.5603	\$31.3273	\$32.1137	\$32.9197	\$33.7460	\$34.5930	\$35.4613
b .5%	2	\$25.8409	\$26.7492	\$27.6894	\$28.6627	\$29.6702	\$30.7131	\$31.4840	\$32.2742	\$33.0843	\$33.9147	\$34.7660	\$35.6386
c .5%	3	\$25.9694	\$26.8822	\$27.8272	\$28.8053	\$29.8178	\$30.8659	\$31.6406	\$32.4348	\$33.2489	\$34.0835	\$34.9390	\$35.8168
d .5%	4	\$26.0980	\$27.0153	\$27.9649	\$28.9479	\$29.9654	\$31.0187	\$31.7973	\$32.5954	\$33.4135	\$34.2522	\$35.1119	\$35.9959
e .5%	5	\$26.2265	\$27.1484	\$28.1027	\$29.0905	\$30.1130	\$31.1715	\$31.9539	\$32.7559	\$33.5781	\$34.4209	\$35.2849	\$36.1759
f .5%	6	\$26.3551	\$27.2815	\$28.2404	\$29.2331	\$30.2606							
g .5%	7	\$26.4837	\$27.4146	\$28.3782	\$29.3757	\$30.4082							

Captain FH4		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1	\$27.2543	\$28.2123	\$29.2040	\$30.2305	\$31.2931	\$32.3930	\$33.2061	\$34.0396	\$34.8940	\$35.7698	\$36.6676	\$37.5880
b .5%	2	\$27.3906	\$28.3534	\$29.3500	\$30.3816	\$31.4495	\$32.5550	\$33.3721	\$34.2098	\$35.0684	\$35.9486	\$36.8510	\$37.7759
c .5%	3	\$27.5268	\$28.4944	\$29.4960	\$30.5328	\$31.6060	\$32.7170	\$33.5381	\$34.3800	\$35.2429	\$36.1275	\$37.0343	\$37.9648
d .5%	4	\$27.6631	\$28.6355	\$29.6420	\$30.6839	\$31.7625	\$32.8789	\$33.7042	\$34.5502	\$35.4174	\$36.3063	\$37.2176	\$38.1546
e .5%	5	\$27.7994	\$28.7765	\$29.7880	\$30.8351	\$31.9189	\$33.0409	\$33.8702	\$34.7204	\$35.5918	\$36.4852	\$37.4010	\$38.3454
f .5%	6	\$27.9357	\$28.9176	\$29.9340	\$30.9862	\$32.0754							
g .5%	7	\$28.0719	\$29.0587	\$30.0801	\$31.1374	\$32.2319							

Fire Admin FH3	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1 \$30.0000	8 \$31.0545	15 \$32.1461	22 \$33.2760	29 \$34.4457	36 \$35.6564	41 \$36.5514	46 \$37.4688	51 \$38.4093	56 \$39.3734	61 \$40.3616	66 \$41.3747
b .5%	2 \$30.1500	9 \$31.2098	16 \$32.3068	23 \$33.4424	30 \$34.6179	37 \$35.8347	42 \$36.7341	47 \$37.6562	52 \$38.6013	57 \$39.5702	62 \$40.5635	67 \$41.5816
c .5%	3 \$30.3000	10 \$31.3650	17 \$32.4675	24 \$33.6088	31 \$34.7901	38 \$36.0130	43 \$36.9169	48 \$37.8435	53 \$38.7934	58 \$39.7671	63 \$40.7653	68 \$41.7895
d .5%	4 \$30.4500	11 \$31.5203	18 \$32.6283	25 \$33.7751	32 \$34.9623	39 \$36.1913	44 \$37.0997	49 \$38.0309	54 \$38.9854	59 \$39.9640	64 \$40.9671	69 \$41.9985
e .5%	5 \$30.6000	12 \$31.6756	19 \$32.7890	26 \$33.9415	33 \$35.1346	40 \$36.3695	45 \$37.2824	50 \$38.2182	55 \$39.1775	60 \$40.1608	65 \$41.1689	70 \$42.2084
f .5%	6 \$30.7500	13 \$31.8309	20 \$32.9497	27 \$34.1079	34 \$35.3068							
g .5%	7 \$30.9000	14 \$31.9861	21 \$33.1104	28 \$34.2743	35 \$35.4790							

Battalion Chief FH2	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
a	1 \$33.5695	8 \$34.7495	15 \$35.9709	22 \$37.2353	29 \$38.5441	36 \$39.8989	41 \$40.9004	46 \$41.9270	51 \$42.9794	56 \$44.0581	61 \$45.1640	66 \$46.2976
b .5%	2 \$33.7373	9 \$34.9232	16 \$36.1508	23 \$37.4215	30 \$38.7368	37 \$40.0984	42 \$41.1049	47 \$42.1366	52 \$43.1943	57 \$44.2784	62 \$45.3898	67 \$46.5291
c .5%	3 \$33.9052	10 \$35.0970	17 \$36.3306	24 \$37.6076	31 \$38.9296	38 \$40.2979	43 \$41.3094	48 \$42.3463	53 \$43.4092	58 \$44.4987	63 \$45.6156	68 \$46.7618
d .5%	4 \$34.0730	11 \$35.2707	18 \$36.5105	25 \$37.7938	32 \$39.1223	39 \$40.4974	44 \$41.5139	49 \$42.5559	54 \$43.6241	59 \$44.7190	64 \$45.8415	69 \$46.9956
e .5%	5 \$34.2409	12 \$35.4445	19 \$36.6903	26 \$37.9800	33 \$39.3150	40 \$40.6969	45 \$41.7184	50 \$42.7655	55 \$43.8390	60 \$44.9393	65 \$46.0673	70 \$47.2305
f .5%	6 \$34.4087	13 \$35.6182	20 \$36.8702	27 \$38.1662	34 \$39.5077							
g .5%	7 \$34.5766	14 \$35.7920	21 \$37.0500	28 \$38.3523	35 \$39.7004							

Step 1

Firefighter Cadet	
FH8	1 19.3825

Employees receive 4 micro-steps (2%) on anniversary
7/1/2019 - 6/31/2020