

SALARY RANGE			
<i>Grade</i>	Minimum	MPP*	Maximum
<i>C</i>	\$ 25,501.8006	\$ 31,237.1783	\$ 39,624.7141
<i>D</i>	\$ 29,288.2635	\$ 36,007.9117	\$ 45,533.4585
<i>E</i>	\$ 30,735.8006	\$ 37,711.7287	\$ 47,734.8056
<i>F</i>	\$ 32,294.9324	\$ 39,642.6149	\$ 50,283.6849
<i>G</i>	\$ 34,076.7973	\$ 41,914.4470	\$ 53,064.4074
<i>H</i>	\$ 36,192.7619	\$ 44,526.9969	\$ 56,308.5837
<i>I</i>	\$ 38,642.5979	\$ 47,480.4928	\$ 60,132.1353
<i>J</i>	\$ 41,426.7619	\$ 50,887.8986	\$ 64,418.9080
<i>K</i>	\$ 44,656.1638	\$ 54,863.7760	\$ 69,516.6665
<i>L</i>	\$ 48,331.2602	\$ 59,407.2121	\$ 75,194.0332
<i>M</i>	\$ 52,562.9612	\$ 64,518.6632	\$ 81,682.1530
<i>N</i>	\$ 57,462.8615	\$ 70,539.0754	\$ 89,329.0235
<i>O</i>	\$ 63,030.9612	\$ 77,467.9922	\$ 98,018.4904
<i>P</i>	\$ 69,824.0930	\$ 85,760.0083	\$ 108,561.7724
<i>Q</i>	\$ 79,623.8936	\$ 97,800.3763	\$ 123,739.8246
<i>R</i>	\$ 89,423.9224	\$ 109,840.9725	\$ 139,033.5658
<i>S</i>	\$ 95,437.2601	\$ 117,224.2557	\$ 148,418.3297
<i>T</i>	\$ 102,341.7585	\$ 125,743.5692	\$ 159,193.2221
<i>U</i>	\$ 110,359.9224	\$ 135,625.7537	\$ 171,590.5519
<i>V</i>	\$ 119,491.5237	\$ 146,871.0374	\$ 185,957.1527
<i>W</i>	\$ 130,070.8902	\$ 159,934.0151	\$ 202,409.6446
<i>X</i>	\$ 142,209.3920	\$ 174,700.6560	\$ 219,424.1920

HOURLY RANGE		
Minimum	MPP*	Maximum
\$12.2606	\$15.0179	\$19.0503
\$14.0809	\$17.3115	\$21.8911
\$14.7769	\$18.1306	\$22.9495
\$15.5264	\$19.0589	\$24.1748
\$16.3830	\$20.1511	\$25.5117
\$17.4003	\$21.4072	\$27.0714
\$18.5781	\$22.8271	\$28.9097
\$19.9167	\$24.4654	\$30.9707
\$21.4693	\$26.3768	\$33.4214
\$23.2362	\$28.5611	\$36.1509
\$25.2708	\$31.0185	\$39.2702
\$27.6265	\$33.9130	\$42.9466
\$30.3033	\$37.2442	\$47.1243
\$33.5693	\$41.2308	\$52.1931
\$38.2807	\$47.0194	\$59.4903
\$42.9924	\$52.8082	\$66.8431
\$45.8832	\$56.3578	\$71.3550
\$49.2027	\$60.4536	\$76.5353
\$53.0577	\$65.2047	\$82.4955
\$57.4479	\$70.6111	\$89.4025
\$62.5341	\$76.8914	\$97.3124
\$68.3699	\$83.9907	\$105.4924

The adopted pay plan proposes an annual increase of 4% for employees under the MPP (Market Policy Position) and a 3% for employees at or above the MPP amount, to be given on their anniversary date each year and subject to economic conditions and annual budget appropriations.

For FY23: 4% increase for all employees on anniversary date. Ranges shifted by 4% from previous year.

Positions by Grade

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
JOURNEYMAN SUB ST MAINT TECH	620
MAINTENANCE TECH-GENERAL	620
MAINTENANCE TECH-MACHINIST	620
OPERATION TECHNICIAN I	620
RELAY JOURNEYMAN	620
SYSTEMS OPERATOR	620
APPRENTICE LINEMAN 4TH YR	625
DIGGER OPERATOR - LINE DEPT.	625
RELAY TECHNICIAN	625
RELAY TRAINEE 4TH YEAR	625
WATER TREATMENT SPECIALIST	625
APPRENTICE LINEMAN 3RD YR	630
APPRENTICE METERMAN 3RD YR	630
OPERATION TECH TRAINEE II	630
SYSTEM OPERATOR TRAINEE YR 2	630
APPRENTICE LINEMAN 2ND YR	635
APPRENTICE METERMAN 2ND YR	635
MAINT TECH GEN APPRENTICE 2ND	635
POWER PLANT STOREKEEPER	635
PRODUCTION SPECIALIST II	635
RELAY TRAINEE 2ND YEAR	635
APPRENTICE LINEMAN 1ST YR	640
APPRENTICE METERMAN 1ST YR	640
MAINT TECH GEN APPRENTICE 1ST	640
RELAY TECHNICIAN TRAINEE	640
ELECT LINE PATROLLER FACIL LOC	657
METER INSTALLER II	657
CLASS "A" HELPER	665
METER INSTALLER I	665
METER REPAIRMAN I	668
CLASS "B" HELPER	670
METER READER II	670
METER READER I	675
CUSTODIAN	C
FRONT DESK CLERK	C
INDIAN CENTER ASSISTANT COOK	C
KENNEL CARE TECHNICIAN	C
PROGRAM AIDE	C
SENIOR CENTER ASSISTANT COOK	C

Title	Grade
SENIOR CENTER FACILITIES AIDE	C
AUTOMOTIVE WAREHOUSE CLERK	D
INDIAN CENTER COOK	D
LEAD CUSTODIAN	D
STREETS LABORER	D
STREETS LABORER - TEMPORARY	D
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
LIBRARY ASSOCIATE	F
LIBRARY BUSINESS TECHNICIAN	F
LIBRARY PATRON SERVICES ASSOCIAT	F
MATERIALS SPECIALIST	F
NEW SERVICE REPRESENTATIVE	F
PARKS MAINT WORKER I	F
SECRETARY II	F
TRAFFIC SIGN TECH	F
FIRE CAPTAIN	FD4
FIRE LIEUTENANT	FD5
FIRE ENGINEER	FD6
FIREFIGHTER	FD7
SEASONAL WILDLAND FIREFIGHTER	FD7
ASSISTANT FIRE MARSHAL	FH3
FIRE BUS ANALYST/TECH SERV SUP	FH3
FIRE TRAINING OFFICER	FH3
ADMIN COORDINATOR - POOLS	G
ADMINISTRATIVE AIDE	G
ANIMAL CARE & ENRICHMENT COORD	G
ANIMAL CONTROL OFFICER	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 TRANSITION TO P/O	G
HEAVY EQUIPMENT OPERATOR	G

Positions by Grade

Title	Grade
HR ASSISTANT	G
LEAD VETERINARY ASSISTANT	G
LIBRARY PATRON SERVICES TECH	G
LUBE TECH - LIGHT VEHICLE	G
LUBE TECH-HEAVY EQUIP/TRUCK	G
MECHANICAL TECHNICIAN	G
PAINTER/TRAFFIC	G
PARK RANGER	G
PARKS MAINT WORKER II	G
PERMIT TECHNICIAN I	G
RECREATION SUPERVISOR	G
REGION II ADMIN ASSISTANT	G
REGULATORY COMPLIANCE AIDE	G
SENIOR CENTER COORDINATOR	G
SERVICE WRITER	G
SURVEYOR AIDE	G
TECHNICAL SERVICES AIDE	G
ACCOUNTING TECHNICIAN II	H
AIRPORT MAINTENANCE WORKER	H
BUYER I	H
COURT SERVICES COORDINATOR	H
CUSTODIAL SUPERVISOR	H
FIRE CODE INSPECTOR	H
FOOD SERVICE MANAGER/CHEF	H
HEAVY TRUCK & EQUIPMENT MECH	H
LEGAL SECRETARY	H
LIBRARY LEAD SECURITY ASSOCIAT	H
LIBRARY PATRON SERVICES SUPER	H
MECHANIC	H
PARKS MAINT WORKER IV	H
POLICE RECORDS TECHNICIAN	H
POLICE SUPPORT SVCS. SPEC.	H
RESERVE ALT RESPONSE UNIT SUPR	H
WAREHOUSE MANAGER	H
WELDER-FABRICATOR	H
ACCOUNTING TECHNICIAN III	I
ADMINISTRATIVE ASSISTANT	I
ANIMAL CARE CUST SERVICE MGR	I
ANIMAL SERVICES MANAGER	I
ASSISTANT AQUATICS MANAGER	I
BUS.OFFICE & CONTRACTS MANAGER	I
COMMUNITY PROGRAM MANAGER	I
CUSTOMER CARE SPECIALIST	I
EMERGENCY VEHICLE TECH/MECHAN	I
INSURANCE/BENEFITS SPECIALIST	I
LEAD MECHANIC	I
LEAD WELDER	I
LIBRARY CATALOGER	I

Title	Grade
MAINTENANCE TECH-ELECTRICIAN	I
OFFICE MANAGER	I
PAYROLL CLERK/HRS COORDINATOR	I
PD VICTIM ADVOCATE-SVCES SPEC	I
POLICE DOMESTIC VIOLENCE ADVOC	I
POLICE QUARTERMASTER	I
STREETS WORKING FOREMAN	I
TRAFFIC SIGNAL TECH TRAINEE	I
VEHICLE ANALYST	I
VETERINARIAN TECHNICIAN	I
VOLUNTEER PROGRAM MANAGER	I
WORK ORDER SPECIALIST	I
ACCOUNTING ASSISTANT	J
ADULT SERVICES LIBRARIAN	J
ASSISTANT GPS SURVEYOR	J
ASSISTANT PLANNER	J
ASST ADULT PROGRAM MANAGER	J
BUYER II	J
CODE COMPLIANCE OFFICER	J
COMPUTER SUPPORT SUPERVISOR	J
EDUCATION COORDINATOR	J
ENGINEERING TECHNICIAN	J
GOLF PROFESSIONAL	J
HELP DESK ANALYST II	J
HVAC TECH/PLUMBER	J
I.T.SUPPORT SPECIALIST II	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
PLUMBER	J
POLICE CRIME ANALYST	J
POLICE CSI I	J
POLICE I.S. TECH	J
POLICE INFO SYSTEMS TECH ASST	J
RECREATION SUPERVISOR-PROGRAM	J
RECREATION SUPERVISOR-SPORTS	J
RTCC OPERATOR	J
SURVEY PARTY CHIEF	J
TRAFFIC SIGNS & MARKINGS SUPER	J
YOUTH SERVICES LIBRARIAN	J
CODE COMPLIANCE CORPORAL	K
CONSTRUCTION INSPECTOR	K
EXECUTIVE ASSISTANT	K
FACILITIES TECHNICIAN SUPERVIS	K

Positions by Grade

Title	Grade
GIS AUTO CAD SPECIALIST	K
GIS COORDINATOR	K
HR BUSINESS PARTNER	K
INTEGRATED MARKETING SPECIAL	K
LEAD SURVEY PARTY CHIEF	K
LIBRARY FACILITIES COORDINATOR	K
LIBRARY ADMINISTRATIVE COORDINATOR	K
PATRON SERVICES COORDINATOR	K
POLICE CSI II	K
PUBLIC RELATIONS & MKT SPECIAL	K
SAFETY SPECIALIST	K
SENIOR HELPDESK ANALYST	K
STAFF ACCOUNTANT I	K
STREETS LEAD FOREMAN	K
TECHNICAL SERVICES COORDINATOR	K
TRAFFIC SIGNAL TECH I	K
WAREHOUSE ASST SUPERINTENDENT	K
ASSOCIATE PLANNER	L
ASSOCIATE PROJECT ENGINEER I	L
ASST GOLF COURSE SUPERINTENDEN	L
BUILDING INSPECTOR	L
BUSINESS ANALYST	L
CHIEF CONSTRUCTION INSPECTOR	L
COURT ADMINISTRATOR	L
COURT CLERK ADMINISTRATOR	L
CUS CARE OPERATION COORDINATOR	L
ELECTRICAL INSPECTOR	L
ESTIMATOR, JUNIOR	L
FMTN INDIAN CENTER DIRECTOR	L
I.T. SYSTEMS ADMINISTRATOR	L
LEAD CARPENTER-FINISH	L
LEAD CARPENTER-STRUCTURAL	L
LEAD ELECTRICIAN/HVAC	L
LEAD MECHANICAL PLUMBER	L
LEAD PLUMBER	L
LEAD SECURITY/ACCESS TECH	L
LIBRARY ADULT SERVICES COORD	L
MPO ASSOCIATE PLANNER	L
PLUMBING/MECHANICAL INSPECTOR	L
UTILITY BUS OPERATIONS ANALYST	L
WATER RESOURCE SPECIALIST	L
WATER/WASTEWATER OP SPECIALIST	L
ASSISTANT PARKS SUPERINTENDENT	M
ASSOCIATE PROJECT ENGINEER II	M
CIVILIAN OPERATIONS SUPERVISOR	M
CLAIMS MANAGER	M
CONTRACTS ADMINISTRATOR	M
DEPUTY CITY CLERK	M
DEPUTY SAFETY OFFICER	M
ECON DEV SPC/GRNTS/DOWNTN COOR	M

Title	Grade
ENGINEERING SUPPORT SUPERVISOR	M
GIS LEAD ANALYST	M
GOLF COURSE SUPERINTENDENT	M
PAYROLL SUPERVISOR	M
PROGRAMMER/ANALYST	M
PUBLIC INFORMATION OFFICER	M
REGULATORY COMPLIANCE SPECIAL	M
SENIOR CERTIFIED LEGAL ASSIST	M
SENIOR GIS APPLICATION SPECIALIST	M
SENIOR PLANNER	M
SR REGULATORY COMPLIANCE SPEC	M
STAFF ACCOUNTANT II	M
SYSTEM CONT PROGRAMMER ANALYST	M
TRAFFIC ASSOCIATE ENGINEER II	M
TRANSIT ADMINISTRATOR	M
VEHICLE MAINTENANCE SUPT	M
WAREHOUSE SUPERINTENDENT	M
ADULT PROGRAMS MANAGER	N
ANIMAL WELFARE DIRECTOR	N
AQUATICS MANAGER	N
CHIEF BUILDING INSPECTOR	N
CIVIC CENTER SUPERVISOR	N
EMS/SCADA SPECIALIST I	N
EMS/SCADA SPECIALIST II	N
EMS/SCADA SPECIALIST III	N
ENGINEERING PROJECT SCHEDULER	N
ENTERPRISE ACCOUNTANT	N
FINANCIAL/DATA SPECIALIST	N
GEN SCHEDULER & RESOURCE SPEC	N
GOLF COURSE MANAGER	N
I.T. SUPPORT ANALYST	N
JOINT USE FACILITIES COORDINAT	N
LIB. MGT. SYS. ADMINISTRATOR	N
MPO OFFICER	N
PARKS PLANNER	N
PERSONNEL SUPERVISOR	N
POLICE BUS.& ACCRED. ANALYST	N
PUBLIC AFFAIRS ADMINISTRATOR	N
RECREATION MANAGER	N
STAFF ACCOUNTANT III	N
TRAFFIC SIGNAL SUPERVISOR	N
VETERINARIAN/ASST SHELTER DIR	N
BUILDING CONST/MAINT SUPT	O
CHIEF PROCUREMENT OFFICER	O
CITY CLERK	O
CONSTRUCTION PROJECT COORDINAT	O
CUSTOMER CARE MANAGER	O
DEPUTY LIBRARY DIRECTOR	O
DOWNTOWN PROJECT COORDINATOR	O
ELECTRIC ENGINEER IN TRAINING	O
ESTIMATOR SUPERINTENDENT	O

Positions by Grade

Title	Grade
INFRASTRUCTURE SERVICES SUPERVISOR	O
I.T. OPERATIONS MANAGER-PUBLIC SAFE	O
MUSEUM DIRECTOR	O
OPER MANAGER/ENVIRO ADMIN	O
OPER MANAGER/ENVIRON COORDINAT	O
PARKS SUPERINTENDENT	O
PROJECT ENGINEER I	O
REGISTERED LAND SURVEYOR	O
SAFETY COORDINATOR	O
SENIOR T&D SAFETY INSPECTOR	O
STREETS SUPERINTENDENT	O
UTILITY FINANCIAL ANALYST	O
AIRPORT MANAGER	P
CONTROLLER	P
DEPUTY CITY ATTORNEY	P
EMS/SCADA SYS & NETWORK ADMIN	P
ENGINEERING CONST INSPECTOR	P
ENVIRONMENTAL SCIENTIST/ENG I	P
GEN TECH SUPPORT SPECIALIST II	P
HUMAN RESOURCES DEPUTY DIRECT	P
PARKS REC&CULT AFRS ASST DIR	P
QUALITY MGMT&SECURITY OFFICER	P
RESOURCE PLANNER	P
SAFETY AND SECURITY OFFICER	P
SENIOR PROJECT ENGINEER	P
UTILITY BUSINESS OPERATION MGR	P
FIRE BATTALION CHIEF	P
FIRE MARSHALL	P
POLICE CAPTAIN	PD1
POLICE LIEUTENANT	PD3
POLICE SERGEANT	PD4
POLICE OFFICER - CERTIFIED	PU1
DEPUTY CHIEF INFORMATION OFFICER	Q
ELECT TRANS&PLANNING ENGINEER	Q
EMS-SCADA ENGINEER	Q
GENERATION SUPERINTENDENT	Q
OPER MAINT/ENVIRO ADMINISTRAT	Q
PLANNING MANAGER	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
TRAFFIC ENGINEER	Q
CITY ENGINEER	R
ENGINEERING CONST PROJECT MGR	R
FIRE CHIEF - DEPUTY	R
GENERAL SERVICES DIRECTOR	R
GENERATION ENGINEER-SENIOR	R

Title	Grade
LIBRARY DIRECTOR	R
WATER/WASTEWATER/ADMIN ENG	R
RELAY ENGINEER SR	R
ADMINISTRATIVE SVCS. DIRECTOR	S
CHIEF INFORMATION OFFICER	S
CITY ATTORNEY	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
PARKS REC & CUL AFRS DIRECTOR	S
ASSISTANT CITY MANAGER	T
PUBLIC WORKS DIRECTOR	T
POLICE CHIEF	U
ELECTRIC UTILITY DIRECTOR	W
CITY MANAGER	W

Positions by Title

Title	Grade
ACCOUNTING ASSISTANT	J
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 CARE CUST SERVICE MGR	I
ANIMAL CONTROL OFFICER	G
ANIMAL SERVICES MANAGER	I
ANIMAL WELFARE DIRECTOR	N
APPRENTICE LINEMAN 1ST YR	640
APPRENTICE LINEMAN 2ND YR	635
APPRENTICE LINEMAN 3RD YR	630
APPRENTICE LINEMAN 4TH YR	625
APPRENTICE METERMAN 1ST YR	640
APPRENTICE METERMAN 2ND YR	635
APPRENTICE METERMAN 3RD YR	630
AQUATICS MANAGER	N
ASSISTANT AQUATICS MANAGER	I
ASSISTANT CITY MANAGER	T
ASSISTANT FIRE MARSHAL	FH3
ASSISTANT GPS SURVEYOR	J
ASSISTANT PARKS SUPERINTENDENT	M
ASSISTANT PLANNER	J
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
BUILDING CONST/MAINT SUPT	O
BUILDING INSPECTOR	L
BUS.OFFICE & CONTRACTS MANAGER	I
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 INFORMATION OFFICER	S
CHIEF PROCUREMENT OFFICER	O
CITY ATTORNEY	S

Title	Grade
CITY CLERK	O
CITY ENGINEER	R
CITY MANAGER	W
CIVIC CENTER SUPERVISOR	N
CIVILIAN OPERATIONS SUPERVISOR	M
CLAIMS MANAGER	M
CLASS "A" HELPER	665
CLASS "B" HELPER	670
CLEAN AND BEAUTIFUL SPECIALIST	G
CODE COMPLIANCE CORPORAL	K
CODE COMPLIANCE OFFICER	J
COMMUNITY PROGRAM MANAGER	I
COMMUNITY PROGRAMS ASSISTANT	G
COMPUTER SUPPORT SUPERVISOR	J
CONCRETE CARPENTER	G
CONSTRUCTION INSPECTOR	K
CONSTRUCTION PROJECT COORDINAT	O
CONTRACTS ADMINISTRATOR	M
CONTROLLER	P
COURT ADMINISTRATOR	L
COURT CLERK ADMINISTRATOR	L
COURT CLERK II	F
COURT CLERK III	G
COURT SECURITY CLERK	G
COURT SERVICES COORDINATOR	H
CSO	G
CSO TRANSITION TO P/O	G
CUS CARE OPERATION COORDINATOR	L
CUSTODIAL SUPERVISOR	H
CUSTODIAN	C
CUSTOMER ASSOCIATE	F
CUSTOMER CARE MANAGER	O
CUSTOMER CARE SPECIALIST	I
DEPUTY CITY ATTORNEY	P
DEPUTY CITY CLERK	M
DEPUTY LIBRARY DIRECTOR	O
DEPUTY SAFETY OFFICER	M
DEPUTY INFORMATION OFFICER	Q
DIGGER OPERATOR - LINE DEPT.	625
DIRECTOR OF ECONOMIC DEVELOP	S
DOWNTOWN PROJECT COORDINATOR	O
ECON DEV SPC/GRNTS/DOWNTN COOR	M
EDUCATION COORDINATOR	J
ELECT LINE PATROLLER FACIL LOC	657
ELECT TRANS&PLANNING ENGINEER	Q
ELECTRIC ENGINEER IN TRAINING	O
ELECTRIC EQUIP. WORKING FRMN	600
ELECTRIC LINE WORKING FOREMAN	600
ELECTRIC METER WORKING FOREMAN	600
ELECTRIC UTILITY DIRECTOR	W
ELECTRICAL INSPECTOR	L

Positions by Title

Title	Grade
EMS/SCADA SPECIALIST II	N
EMS/SCADA SPECIALIST III	N
EMS/SCADA SYS & NETWORK ADMIN	P
EMS-SCADA ENGINEER	Q
EMERGENCY VEHICLE TECH/MECHAN	I
EMS/SCADA SPECIALIST I	N
ENGINEERING CONST INSPECTOR	P
ENGINEERING CONST PROJECT MGR	R
ENGINEERING PROJECT SCHEDULER	N
ENGINEERING SUPERVISOR/ADMIN.	S
ENGINEERING SUPPORT SUPERVISOR	M
ENGINEERING TECHNICIAN	J
ENTERPRISE ACCOUNTANT	N
ENVIRONMENTAL SCIENTIST/ENG I	P
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/DATA SPECIALIST	N
FIRE BATTALION CHIEF	P
FIRE BUS ANALYST/TECH SERV SUP	FH3
FIRE CAPTAIN	FD4
FIRE CHIEF	S
FIRE CHIEF - DEPUTY	R
FIRE CODE INSPECTOR	H
FIRE ENGINEER	FD6
FIRE LIEUTENANT	FD5
FIRE MARSHAL	P
FIRE TRAINING CHIEF	P
FIRE TRAINING OFFICER	FH3
FIREFIGHTER	FD7
FMTN INDIAN CENTER DIRECTOR	L
FOOD SERVICE MANAGER/CHEF	H
FRONT DESK CLERK	C
GEN SCHEDULER & RESOURCE SPEC	N
GEN TECH SUPPORT SPECIALIST II	P
GENERAL SERVICES DIRECTOR	R
GENERATION ENGINEER-SENIOR	R
GENERATION SUPERINTENDENT	Q
GIS AUTO CAD SPECIALIST	K
GIS COORDINATOR	K
GIS LEAD ANALYST	M
GOLF COURSE MANAGER	N

Title	Grade
GOLF COURSE SUPERINTENDENT	M
GOLF PROFESSIONAL	J
HEAVY EQUIPMENT OPERATOR	G
HEAVY TRUCK & EQUIPMENT MECH	H
HELP DESK ANALYST II	J
HR ASSISTANT	G
HR BUSINESS PARTNER	K
HUMAN RESOURCES DEPUTY DIRECT	P
HUMAN RESOURCES DIRECTOR	S
HVAC TECH/PLUMBER	J
I.C.E. TECHNICIAN-JOURNEYMAN	620
I.T. DIRECTOR	S
I.T. SYSTEMS ADMINISTRATOR	L
I.T.OPERATIONS MANAGER-PUBLIC SAFETY	O
I.T. SUPPORT ANALYST	N
I.T.SUPPORT SPECIALIST II	J
INDIAN CENTER ASSISTANT COOK	C
INDIAN CENTER COOK	D
INFRASTRUCTURE SERVICES SUPERVISOR	O
INSURANCE/BENEFITS SPECIALIST	I
INTEGRATED MARKETING SPECIAL	K
JOINT USE FACILITIES COORDINAT	N
JOURNEYMAN LINEMAN	620
JOURNEYMAN METERMAN	620
JOURNEYMAN SUB ST MAINT TECH	620
KENNEL CARE TECHNICIAN	C
LEAD CARPENTER-FINISH	L
LEAD CARPENTER-STRUCTURAL	L
LEAD CUSTODIAN	D
LEAD ELECTRICIAN/HVAC	L
LEAD MECHANIC	I
LEAD MECHANICAL PLUMBER	L
LEAD PLUMBER	L
LEAD SECURITY/ACCESS TECH	L
LEAD SURVEY PARTY CHIEF	K
LEAD VETERINARY ASSISTANT	G
LEAD WELDER	I
LEGAL SECRETARY	H
LIB. MGT. SYS. ADMINISTRATOR	N
LIBRARY ADMINSTRATIVE COORDINATOR	K
LIBRARY ADULT SERVICES COORD	L
LIBRARY ASSOCIATE	F
LIBRARY BUSINESS TECHNICIAN	F
LIBRARY CATALOGER	I
LIBRARY DIRECTOR	R
LIBRARY FACILITIES COORDINATOR	K
LIBRARY LEAD SECURITY ASSOCIAT	H
LIBRARY PATRON SERVICES SUPER	H
LIBRARY PATRON SERVICES ASSOCIATE	F

Positions by Title

Title	Grade
LIBRARY PATRON SERVICES TECH	G
LIBRARY PROGRAM COORDINATOR	J
LIBRARY TEEN SERVICES COORD	J
LUBE TECH - LIGHT VEHICLE	G
MAINT TECH GEN APPRENTICE 1ST	640
MAINT TECH GEN APPRENTICE 2ND	635
MAINTENANCE TECH-ELECTRICIAN	I
MAINTENANCE TECH-GENERAL	620
MAINTENANCE TECH-MACHINIST	620
MATERIALS SPECIALIST	F
MATERIALS TECHNICIAN	E
MECHANIC	H
MECHANICAL TECHNICIAN	G
METER INSTALLER I	665
METER INSTALLER II	657
METER READER I	675
METER READER II	670
METER REPAIRMAN I	668
METERING SUPERVISOR	J
MPO ASSOCIATE PLANNER	L
MPO OFFICER	N
MUSEUM COLLECTIONS MANAGER	J
MUSEUM DIRECTOR	O
MUSEUM-EXHIBIT DESIGNER	J
NEW SERVICE REPRESENTATIVE	F
OFFICE MANAGER	I
OPER MAINT/ENVIRO ADMINISTRAT	Q
OPER MANAGER/ENVIRO ADMIN	O
OPER MANAGER/ENVIRON COORDINAT	O
OPERATION TECH TRAINEE I	610
OPERATION TECH TRAINEE II	630
OPERATION TECHNICIAN I	620
OPERATION TECHNICIAN II	600
PAINTER/TRAFFIC	G
PARK RANGER	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 CLERK/HRS COORDINATOR	I

Title	Grade
PAYROLL SUPERVISOR	M
PC COMMUNICATIONS TECH III	J
PD VICTIM ADVOCATE-SVCES SPEC	I
PERMIT TECHNICIAN I	G
PERSONNEL SUPERVISOR	N
PLANNING MANAGER	Q
PLUMBER	J
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	K
POLICE DOMESTIC VIOLENCE ADVOC	I
POLICE I.S. TECH	J
POLICE INFO SYSTEMS TECH ASST	J
POLICE LIEUTENANT	PD3
POLICE OFFICER - CERTIFIED	PU1
POLICE QUARTERMASTER	I
POLICE RECORDS TECHNICIAN	H
POLICE SERGEANT	PD4
POLICE SUPPORT SVCS. SPEC.	H
POWER PLANT STOREKEEPER	635
POWER PLANT WORKING FOREMAN	600
PRODUCTION SPECIALIST II	635
PROGRAM AIDE	C
PROGRAMMER/ANALYST	M
PROJECT ENGINEER I	O
PUBLIC AFFAIRS ADMINISTRATOR	N
PUBLIC INFORMATION OFFICER	M
PUBLIC RELATIONS & MKT SPECIAL	K
PUBLIC WORKS DIRECTOR	T
QUALITY MGMT&SECURITY OFFICER	P
RECREATION MANAGER	N
RECREATION SUPERVISOR	G
RECREATION SUPERVISOR-PROGRAM	J
RECREATION SUPERVISOR-SPORTS	J
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

Positions by Title

Title	Grade
RELAY JOURNEYMAN	620
RELAY TECHNICIAN	625
RELAY TECHNICIAN TRAINEE	640
RELAY TRAINEE 2ND YEAR	635
RELAY TRAINEE 4TH YEAR	625
RESERVE ALT RESPONSE UNIT SUPR	H
RESOURCE PLANNER	P
RTCC OPERATOR	J
SAFETY AND SECURITY OFFICER	P
SAFETY COORDINATOR	O
SAFETY SPECIALIST	K
SEASONAL WILDLAND FIREFIGHTER	FD7
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 ELECTRICAL ENGINEER	Q
SENIOR GIS APPLICATION SPECIALIST	M
SENIOR HELPDESK ANALYST	K
SENIOR PLANNER	M
SENIOR PROJECT ENGINEER	P
SENIOR T&D SAFETY INSPECTOR	O
SERVICE WRITER	G
SR REGULATORY COMPLIANCE SPEC	M
STAFF ACCOUNTANT I	K
STAFF ACCOUNTANT II	M
STAFF ACCOUNTANT III	N
STREET SWEEPER OPERATOR	E
STREETS LABORER	D
STREETS LABORER - TEMPORARY	D
STREETS LEAD FOREMAN	K
STREETS SUPERINTENDENT	O
STREETS WORKING FOREMAN	I
SUBSTATION MAINTENANCE FOREMAN	600
SURVEY PARTY CHIEF	J
SURVEYOR AIDE	G
SYSTEM CONT PROGRAMMER ANALYST	M
SYSTEM CONTROL-TRAINER	Q
SYSTEM OPERATOR TRAINEE YR 2	630
SYSTEMS OPERATION SUPERVISOR	Q
SYSTEMS OPERATOR	620
SYSTEMS OPERATOR - SENIOR	602
T&D CONST. SUPERINTENDENT	Q
T&D MAINT. SUPERINTENDENT	Q
TECH SERVICES SUPERINTENDENT	Q
TECHNICAL SERVICES AIDE	G
TECHNICAL SERVICES COORDINATOR	K
TRAFFIC ASSOCIATE ENGINEER II	M

Title	Grade
TRAFFIC ENGINEER	Q
TRAFFIC SIGN TECH	F
TRAFFIC SIGNAL SUPERVISOR	N
TRAFFIC SIGNAL TECH I	K
TRAFFIC SIGNAL TECH TRAINEE	I
TRAFFIC SIGNS & MARKINGS SUPER	J
TRANSIT ADMINISTRATOR	M
TRUCK DRIVER	E
UTILITY BUS OPERATIONS ANALYST	L
UTILITY BUSINESS OPERATION MGR	P
UTILITY FINANCIAL ANALYST	O
VEHICLE ANALYST	I
VEHICLE MAINTENANCE SUPT	M
VETERINARIAN TECHNICIAN	I
VETERINARIAN/ASST SHELTER DIR	N
VOLUNTEER PROGRAM MANAGER	I
WAREHOUSE ASST SUPERINTENDENT	K
WAREHOUSE MANAGER	H
WAREHOUSE SUPERINTENDENT	M
WATER RESOURCE SPECIALIST	L
WATER TECHNICIAN	E
WATER TREATMENT SPECIALIST	625
WATER/WASTEWATER OP SPECIALIST	L
WATER/WASTEWATER/ADMIN ENG	R
WELDER-FABRICATOR	H
WILDLAND CHIEF	P
WORK ORDER SPECIALIST	I
YOUTH SERVICES LIBRARIAN	J

I.B.E.W. PAY PLAN

GRADE	CMP	Current Rate
U-0	602	\$ 49.2527
U-1	600	\$ 48.5986
U-4	620	\$ 44.1757
U-5	625	\$ 39.7567
U-6	630	\$ 37.5514
U-8	635	\$ 35.3374
U-9	640	\$ 33.1327
U-10	610	\$ 30.4562
U-11	657	\$ 24.8396
U-12	660	\$ 24.1614
U-13	663	\$ 22.9719
U-14	665	\$ 22.5815
U-15	668	\$ 20.9155
U-16	670	\$ 20.5646
U-17	675	\$ 16.7017

7/1/2021-06/30/2022

Police Pay Plan 7/1/2022 - 6/30/2023

Longevity	
Years of Service	Amount per hour
.3 - 4	\$ 0.50
5 - 6.	\$ 0.75
7 - 9.	\$ 1.00
10 - 14.	\$ 1.25
15-17	\$ 1.50
18 -19	\$ 2.50
20-22	\$ 3.50
23+	\$ 4.50

Position	Min	MPP	Max
Officer	\$27.12	\$30.98	\$37.78
Sergeant	\$35.68	\$40.77	\$47.31
Lieutenant	\$43.64	\$49.86	\$57.86
Commander	\$45.80	\$52.33	\$60.73
Captain	\$48.58	\$55.50	\$64.41
Deputy Chief	\$51.49	\$56.35	\$71.35

The Adopted Pay Plan proposes an annual pay increase of 4% for officers under the MPP (Market Policy Position) and a 3% for officer at or above the MPP amount, to be given on July 1st of each year and subject to economic conditions and annual budget appropriations.

Police Chief is in General Pay Plan

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 \$21.4328	8 \$22.1862	15 \$22.9661	22 \$23.7734	29 \$24.6090	36 \$25.4740	41 \$26.1134	46 \$26.7689	51 \$27.4407	56 \$28.1294	61 \$28.8356	66 \$29.5593
b .5%	2 \$21.5401	9 \$22.2972	16 \$23.0809	23 \$23.8922	30 \$24.7320	37 \$25.6014	42 \$26.2440	47 \$26.9027	52 \$27.5779	57 \$28.2701	62 \$28.9797	67 \$29.7071
c .5%	3 \$21.6472	10 \$22.4082	17 \$23.1957	24 \$24.0111	31 \$24.8551	38 \$25.7288	43 \$26.3745	48 \$27.0365	53 \$27.7151	58 \$28.4108	63 \$29.1239	68 \$29.8557
d .5%	4 \$21.7544	11 \$22.5191	18 \$23.3107	25 \$24.1299	32 \$24.9781	39 \$25.8562	44 \$26.5051	49 \$27.1703	54 \$27.8523	59 \$28.5514	64 \$29.2681	69 \$30.0049
e .5%	5 \$21.8615	12 \$22.6300	19 \$23.4254	26 \$24.2487	33 \$25.1011	40 \$25.9835	45 \$26.6356	50 \$27.3043	55 \$27.9895	60 \$28.6920	65 \$29.4122	70 \$30.1549
f .5%	6 \$21.9686	13 \$22.7408	20 \$23.5402	27 \$24.3677	34 \$25.2243							
g .5%	7 \$22.0759	14 \$22.8518	21 \$23.6550	28 \$24.4866	35 \$25.3473							

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 \$25.8240	8 \$26.7318	15 \$27.6715	22 \$28.6441	29 \$29.6508	36 \$30.6931	41 \$31.4635	46 \$32.2533	51 \$33.0627	56 \$33.8927	61 \$34.7434	66 \$35.6154
b .5%	2 \$25.9531	9 \$26.8655	16 \$27.8098	23 \$28.7873	30 \$29.7991	37 \$30.8466	42 \$31.6209	47 \$32.4145	52 \$33.2281	57 \$34.0622	62 \$34.9171	67 \$35.7936
c .5%	3 \$26.0824	10 \$26.9990	17 \$27.9481	24 \$28.9305	31 \$29.9474	38 \$31.0000	43 \$31.7781	48 \$32.5758	53 \$33.3935	58 \$34.2316	63 \$35.0908	68 \$35.9726
d .5%	4 \$26.2114	11 \$27.1328	18 \$28.0866	25 \$29.0737	32 \$30.0956	39 \$31.1535	44 \$31.9355	49 \$32.7370	54 \$33.5587	59 \$34.4011	64 \$35.2646	69 \$36.1523
e .5%	5 \$26.3406	12 \$27.2664	19 \$28.2249	26 \$29.2169	33 \$30.2439	40 \$31.3069	45 \$32.0928	50 \$32.8982	55 \$33.7241	60 \$34.5705	65 \$35.4383	70 \$36.3330
f .5%	6 \$26.4697	13 \$27.4002	20 \$28.3632	27 \$29.3601	34 \$30.3922							
g .5%	7 \$26.5987	14 \$27.5337	21 \$28.5016	28 \$29.5034	35 \$30.5403							

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 \$27.1152	8 \$28.0682	15 \$29.0548	22 \$30.0762	29 \$31.1333	36 \$32.2276	41 \$33.0365	46 \$33.8658	51 \$34.7158	56 \$35.5871	61 \$36.4804	66 \$37.3961
b .5%	2 \$27.2508	9 \$28.2086	16 \$29.2002	23 \$30.2266	30 \$31.2890	37 \$32.3888	42 \$33.2018	47 \$34.0350	52 \$34.8894	57 \$35.7651	62 \$36.6628	67 \$37.5830
c .5%	3 \$27.3863	10 \$28.3489	17 \$29.3455	24 \$30.3769	31 \$31.4446	38 \$32.5499	43 \$33.3669	48 \$34.2045	53 \$35.0630	58 \$35.9431	63 \$36.8452	68 \$37.7709
d .5%	4 \$27.5219	11 \$28.4892	18 \$29.4907	25 \$30.5273	32 \$31.6003	39 \$32.7111	44 \$33.5322	49 \$34.3738	54 \$35.2366	59 \$36.1210	64 \$37.0276	69 \$37.9598
e .5%	5 \$27.6574	12 \$28.6296	19 \$29.6359	26 \$30.6777	33 \$31.7560	40 \$32.8722	45 \$33.6974	50 \$34.5431	55 \$35.4101	60 \$36.2989	65 \$37.2101	70 \$38.1497
f .5%	6 \$27.7931	13 \$28.7699	20 \$29.7812	27 \$30.8281	34 \$31.9116							
g .5%	7 \$27.9287	14 \$28.9103	21 \$29.9265	28 \$30.9785	35 \$32.0673							

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 \$28.7413	8 \$29.7516	15 \$30.7974	22 \$31.8798	29 \$33.0004	36 \$34.1604	41 \$35.0178	46 \$35.8968	51 \$36.7978	56 \$37.7214	61 \$38.6681	66 \$39.6388
b .5%	2 \$28.8851	9 \$29.9003	16 \$30.9513	23 \$32.0392	30 \$33.1654	37 \$34.3312	42 \$35.1929	47 \$36.0762	52 \$36.9818	57 \$37.9100	62 \$38.8616	67 \$39.8370
c .5%	3 \$29.0287	10 \$30.0490	17 \$31.1053	24 \$32.1987	31 \$33.3304	38 \$34.5020	43 \$35.3679	48 \$36.2558	53 \$37.1658	58 \$38.0986	63 \$39.0549	68 \$40.0362
d .5%	4 \$29.1724	11 \$30.1979	18 \$31.2593	25 \$32.3580	32 \$33.4955	39 \$34.6728	44 \$35.5431	49 \$36.4353	54 \$37.3497	59 \$38.2872	64 \$39.2481	69 \$40.2364
e .5%	5 \$29.3161	12 \$30.3466	19 \$31.4132	26 \$32.5175	33 \$33.6604	40 \$34.8436	45 \$35.7182	50 \$36.6148	55 \$37.5337	60 \$38.4758	65 \$39.4416	70 \$40.4375
f .5%	6 \$29.4599	13 \$30.4953	20 \$31.5672	27 \$32.6768	34 \$33.8255							
g .5%	7 \$29.6035	14 \$30.6441	21 \$31.7212	28 \$32.8362	35 \$33.9904							

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 \$31.6368	8 \$32.7489	15 \$33.8999	22 \$35.0915	29 \$36.3250	36 \$37.6018	41 \$38.5456	46 \$39.5131	51 \$40.5049	56 \$41.5216	61 \$42.5638	66 \$43.6321
b .5%	2 \$31.7950	9 \$32.9126	16 \$34.0695	23 \$35.2670	30 \$36.5067	37 \$37.7899	42 \$38.7383	47 \$39.7107	52 \$40.7074	57 \$41.7292	62 \$42.7767	67 \$43.8502
c .5%	3 \$31.9532	10 \$33.0763	17 \$34.2389	24 \$35.4425	31 \$36.6883	38 \$37.9779	43 \$38.9310	48 \$39.9082	53 \$40.9100	58 \$41.9368	63 \$42.9894	68 \$44.0696
d .5%	4 \$32.1114	11 \$33.2401	18 \$34.4085	25 \$35.6179	32 \$36.8699	39 \$38.1659	44 \$39.1239	49 \$40.1058	54 \$41.1124	59 \$42.1444	64 \$43.2022	69 \$44.2900
e .5%	5 \$32.2695	12 \$33.4039	19 \$34.5779	26 \$35.7934	33 \$37.0516	40 \$38.3538	45 \$39.3166	50 \$40.3034	55 \$41.3150	60 \$42.3520	65 \$43.4151	70 \$44.5113
f .5%	6 \$32.4277	13 \$33.5676	20 \$34.7474	27 \$35.9688	34 \$37.2331							
g .5%	7 \$32.5859	14 \$33.7313	21 \$34.9169	28 \$36.1443	35 \$37.4147							

Firefighter Cadet	Step 1
FH8	1 20.44001

7/1/2022 - 6/31/2023

Fire FD Pay Plan

Job Title	Grade
Fire Chief	S
Fire Chief Deputy	R
Batallion Chief	P

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 \$14.8502	8 \$15.3722	15 \$15.9126	22 \$16.4719	29 \$17.0509	36 \$17.6502	41 \$18.0932	46 \$18.5474	51 \$19.0129	56 \$19.4901	61 \$19.9792	66 \$20.4808
b .5%	2 \$14.9245	9 \$15.4491	16 \$15.9921	23 \$16.5543	30 \$17.1361	37 \$17.7384	42 \$18.1837	47 \$18.6401	52 \$19.1080	57 \$19.5876	62 \$20.0793	67 \$20.5833
c .5%	3 \$14.9987	10 \$15.5260	17 \$16.0717	24 \$16.6367	31 \$17.2214	38 \$17.8267	43 \$18.2742	48 \$18.7328	53 \$19.2030	58 \$19.6850	63 \$20.1791	68 \$20.6856
d .5%	4 \$15.0729	11 \$15.6027	18 \$16.1512	25 \$16.7190	32 \$17.3066	39 \$17.9149	44 \$18.3646	49 \$18.8256	54 \$19.2981	59 \$19.7825	64 \$20.2790	69 \$20.7880
e .5%	5 \$15.1473	12 \$15.6797	19 \$16.2309	26 \$16.8013	33 \$17.3919	40 \$18.0032	45 \$18.4551	50 \$18.9183	55 \$19.3932	60 \$19.8799	65 \$20.3789	70 \$20.8904
f .5%	6 \$15.2215	13 \$15.7565	20 \$16.3103	27 \$16.8837	34 \$17.4771							
g .5%	7 \$15.2958	14 \$15.8334	21 \$16.3900	28 \$16.9660	35 \$17.5625							

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 \$17.8928	8 \$18.5218	15 \$19.1727	22 \$19.8467	29 \$20.5443	36 \$21.2664	41 \$21.8003	46 \$22.3474	51 \$22.9083	56 \$23.4834	61 \$24.0728	66 \$24.6770
b .5%	2 \$17.9822	9 \$18.6143	16 \$19.2686	23 \$19.9460	30 \$20.6470	37 \$21.3727	42 \$21.9093	47 \$22.4592	52 \$23.0228	57 \$23.6007	62 \$24.1932	67 \$24.8004
c .5%	3 \$18.0718	10 \$18.7069	17 \$19.3645	24 \$20.0452	31 \$20.7498	38 \$21.4790	43 \$22.0183	48 \$22.5708	53 \$23.1375	58 \$23.7182	63 \$24.3135	68 \$24.9238
d .5%	4 \$18.1612	11 \$18.7996	18 \$19.4605	25 \$20.1444	32 \$20.8524	39 \$21.5855	44 \$22.1272	49 \$22.6826	54 \$23.2520	59 \$23.8356	64 \$24.4339	69 \$25.0472
e .5%	5 \$18.2506	12 \$18.8922	19 \$19.5563	26 \$20.2436	33 \$20.9552	40 \$21.6918	45 \$22.2362	50 \$22.7944	55 \$23.3665	60 \$23.9531	65 \$24.5543	70 \$25.1706
f .5%	6 \$18.3402	13 \$18.9848	20 \$19.6522	27 \$20.3429	34 \$21.0579							
g .5%	7 \$18.4296	14 \$19.0774	21 \$19.7480	28 \$20.4421	35 \$21.1607							

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 \$18.7171	8 \$19.3750	15 \$20.0561	22 \$20.7610	29 \$21.4908	36 \$22.2461	41 \$22.8045	46 \$23.3769	51 \$23.9637	56 \$24.5651	61 \$25.1817	66 \$25.8138
b .5%	2 \$18.8107	9 \$19.4718	16 \$20.1563	23 \$20.8648	30 \$21.5982	37 \$22.3574	42 \$22.9185	47 \$23.4938	52 \$24.0835	57 \$24.6879	62 \$25.3077	67 \$25.9429
c .5%	3 \$18.9043	10 \$19.5687	17 \$20.2566	24 \$20.9686	31 \$21.7057	38 \$22.4686	43 \$23.0326	48 \$23.6106	53 \$24.2033	58 \$24.8109	63 \$25.4335	68 \$26.0720
d .5%	4 \$18.9978	11 \$19.6656	18 \$20.3570	25 \$21.0725	32 \$21.8132	39 \$22.5799	44 \$23.1466	49 \$23.7276	54 \$24.3231	59 \$24.9336	64 \$25.5595	69 \$26.2009
e .5%	5 \$19.0915	12 \$19.7625	19 \$20.4571	26 \$21.1762	33 \$21.9205	40 \$22.6910	45 \$23.2606	50 \$23.8445	55 \$24.4429	60 \$25.0565	65 \$25.6854	70 \$26.3300
f .5%	6 \$19.1850	13 \$19.8593	20 \$20.5574	27 \$21.2800	34 \$22.0279							
g .5%	7 \$19.2786	14 \$19.9562	21 \$20.6576	28 \$21.3839	35 \$22.1355							

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 \$19.9141	8 \$20.6140	15 \$21.3386	22 \$22.0887	29 \$22.8650	36 \$23.6688	41 \$24.2629	46 \$24.8719	51 \$25.4962	56 \$26.1361	61 \$26.7922	66 \$27.4646
b .5%	2 \$20.0137	9 \$20.7171	16 \$21.4453	23 \$22.1991	30 \$22.9794	37 \$23.7872	42 \$24.3842	47 \$24.9962	52 \$25.6237	57 \$26.2668	62 \$26.9261	67 \$27.6019
c .5%	3 \$20.1132	10 \$20.8202	17 \$21.5520	24 \$22.3096	31 \$23.0937	38 \$23.9055	43 \$24.5055	48 \$25.1206	53 \$25.7512	58 \$26.3975	63 \$27.0601	68 \$27.7393
d .5%	4 \$20.2127	11 \$20.9232	18 \$21.6586	25 \$22.4200	32 \$23.2081	39 \$24.0238	44 \$24.6268	49 \$25.2450	54 \$25.8786	59 \$26.5282	64 \$27.1940	69 \$27.8766
e .5%	5 \$20.3123	12 \$21.0263	19 \$21.7654	26 \$22.5305	33 \$23.3224	40 \$24.1421	45 \$24.7482	50 \$25.3693	55 \$26.0060	60 \$26.6588	65 \$27.3280	70 \$28.0140
f .5%	6 \$20.4120	13 \$21.1294	20 \$21.8721	27 \$22.6409	34 \$23.4367							
g .5%	7 \$20.5115	14 \$21.2325	21 \$21.9788	28 \$22.7514	35 \$23.5511							

*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.