

**City of Santa Rosa
Salary Plan and Schedule
Approved by City Council : June 16, 2026**

This is a list of approved salaries for City job classifications.
The City may or may not have funded or filled positions in these classifications.

Effective Date	Class Title	Bargaining Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Pay Rate					
									Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/13/2025		06-PROF	04K3	ACCOUNTANT-AUDITOR	Steps	Annually	100,405.00	105,327.00	110,769.00	116,290.00	122,156.00	-	-	-
7/13/2025		04-SUPP	04U4	ACCOUNTING AIDE	Steps	Annually	56,708.00	59,438.00	62,351.00	65,498.00	68,824.00	-	-	-
7/13/2025		04-SUPP	04T7	ACCOUNTING ASSISTANT	Steps	Annually	65,069.00	68,243.00	71,584.00	75,206.00	78,962.00	-	-	-
7/13/2025		18-MGMT	04N4	ACCOUNTING SERVICES SUPERVISOR	Steps	Annually	95,373.00	103,046.00	110,718.00	118,392.00	126,066.00	-	-	-
7/13/2025		07-TECH	04Q4	ACCOUNTING TECHNICIAN	Steps	Annually	74,666.00	78,407.00	82,363.00	86,462.00	90,775.00	-	-	-
7/13/2025		12-CONF	03Q4	ACCOUNTING TECHNICIAN -CONF	Steps	Annually	76,699.00	80,531.00	84,559.00	88,789.00	93,230.00	-	-	-
7/13/2025		06-PROF	75L3	ACTIVE TRANSPORTATION PLANNER	Steps	Annually	90,523.00	95,070.00	99,823.00	104,777.00	110,046.00	115,536.00	121,334.00	127,422.00
12/28/2025		00-NONE	79Y7	ACTIVITY SPECIALIST	Range	Hourly	20.71	21.21	21.71	-	-	-	-	-
7/13/2025		18-MGMT	86N7	ADMIN SUPPORT SUPERVISOR	Steps	Annually	87,626.00	92,392.00	97,158.00	101,925.00	106,689.00	-	-	-
7/13/2025		11-MCON	85N7	ADMIN SUPPORT SUPERVISOR-CONF	Steps	Annually	87,626.00	92,392.00	97,158.00	101,924.00	106,689.00	-	-	-
7/13/2025		18-MGMT	86K3	ADMINISTRATIVE ANALYST	Steps	Annually	95,552.00	103,239.00	110,926.00	118,614.00	126,302.00	-	-	-
7/13/2025		11-MCON	85K3	ADMINISTRATIVE ANALYST-CONF	Steps	Annually	95,552.00	103,240.00	110,927.00	118,615.00	126,302.00	-	-	-
7/13/2025		04-SUPP	86U7	ADMINISTRATIVE ASSISTANT	Steps	Annually	56,708.00	59,438.00	62,351.00	65,498.00	68,824.00	-	-	-
7/13/2025		12-CONF	81U7	ADMINISTRATIVE ASSISTANT CONF	Steps	Annually	58,287.00	61,095.00	64,150.00	67,294.00	70,745.00	-	-	-
7/13/2025		04-SUPP	86R7	ADMINISTRATIVE SECRETARY	Steps	Annually	71,324.00	74,883.00	78,535.00	82,473.00	86,499.00	-	-	-
7/13/2025		12-CONF	81R7	ADMINISTRATIVE SECRETARY-CONF	Steps	Annually	73,281.00	77,078.00	80,762.00	84,789.00	88,923.00	-	-	-
7/13/2025		18-MGMT	86F1	ADMINISTRATIVE SERVICE OFFICER	Steps	Annually	111,806.00	120,763.00	129,722.00	138,677.00	147,635.00	-	-	-
7/13/2025		07-TECH	86Q4	ADMINISTRATIVE TECHNICIAN	Steps	Annually	79,083.00	83,130.00	87,314.00	91,674.00	96,219.00	-	-	-
7/13/2025		12-CONF	81Q4	ADMINISTRATIVE TECHNICIAN CONF	Steps	Annually	81,264.00	85,402.00	89,555.00	94,233.00	98,940.00	-	-	-
7/13/2025	11/01/2025	18-MGMT	84N1	ADMINISTRATOR - CITY ATTY OFFC	Steps	Annually	91,774.00	96,717.00	101,658.00	106,600.00	111,543.00	-	-	-
11/02/2025		18-MGMT	84N1	LAW OFFICE SUPERVISOR	Steps	Annually	91,774.00	96,717.00	101,658.00	106,600.00	111,543.00	-	-	-
03/07/2026		18-MGMT	79Q4	ARTS & CULTURE MANAGER	Steps	Annually	113,837.00	121,713.00	129,589.00	137,466.00	145,340.00	-	-	-
11/02/2025		07-TECH	40Q6	ARTS & EVENTS SPECIALIST	Steps	Annually	79,083.00	83,130.00	87,314.00	91,674.00	96,219.00	-	-	-
7/13/2025		18-MGMT	36F6	ASSIST CHIEF BUILDING OFFICIAL	Steps	Annually	130,162.00	139,295.00	148,427.00	157,563.00	166,695.00	-	-	-
12/28/2025		00-NONE	79Z7	ASSISTANT ACTIVITY SPECIALIST	Range	Hourly	19.71	19.96	-	-	-	-	-	-
7/13/2025		17-ATTY	84J3	ASSISTANT CITY ATTORNEY	Range	Annually	172,582.00	215,551.00	-	-	-	-	-	-
12/28/2025		10-EXEC	01B1	ASSISTANT CITY MANAGER	Range	Annually	215,123.00	308,000.00	-	-	-	-	-	-
7/13/2025		06-PROF	43T3	ASSISTANT ENGINEER	Steps	Annually	115,250.00	121,199.00	127,255.00	133,599.00	140,224.00	-	-	-
7/13/2025		02-FIRE	35N5	ASSISTANT FIRE MARSHAL	Steps	Annually	139,070.00	145,644.00	152,676.00	158,170.00	167,054.00	-	-	-
7/13/2025		06-PROF	77K4	ASSISTANT PARKS PLANNER	Steps	Annually	82,294.00	89,232.00	96,171.00	103,108.00	110,046.00	-	-	-
11/02/2025		07-TECH	52L3	ASSISTANT REAL PROPERTY AGENT	Steps	Annually	88,850.70	93,235.50	97,847.10	102,783.60	107,897.40	-	-	-
7/13/2025	11/01/2025	06-PROF	37L3	ASSISTANT SURVEYOR	Steps	Annually	109,762.00	115,428.00	121,197.00	127,238.00	133,548.00	-	-	-
11/02/2025		06-PROF	37L3	ASSISTANT LAND SURVEYOR	Steps	Annually	109,762.00	115,428.00	121,197.00	127,238.00	133,548.00	-	-	-
06/28/2026		06-PROF	45L3	ASSISTANT TRAFFIC ENGINEER	Steps	Annually	115,250.00	121,199.00	127,255.00	133,599.00	140,224.00	-	-	-
7/13/2025		06-PROF	43K3	ASSOCIATE CIVIL ENGINEER	Steps	Annually	133,599.00	140,224.00	147,377.00	154,648.00	162,388.00	-	-	-
7/13/2025		06-PROF	37J3	ASSOCIATE LAND SURVEYOR	Steps	Annually	127,238.00	133,548.00	140,359.00	147,284.00	154,655.00	-	-	-
7/13/2025		07-TECH	52K3	ASSOCIATE REAL PROPERTY AGENT	Steps	Annually	98,723.00	103,595.00	108,719.00	114,204.00	119,886.00	-	-	-
7/13/2025		06-PROF	45K3	ASSOCIATE TRAFFIC ENGINEER	Steps	Annually	133,599.00	140,224.00	147,377.00	154,648.00	162,388.00	-	-	-
7/13/2025		09-FSAF	32F5	BATTALION CHIEF	Range	Annually	173,734.00	225,184.00	-	-	-	-	-	-
7/13/2025		09-FSAF	33F5	BATTALION CHIEF W/STIPEND	Range	Annually	167,391.00	218,755.00	-	-	-	-	-	-
7/13/2025		09-FSAF	33M5	BATTALION CHIEF-40HR W/STIPEND	Range	Annually	167,391.00	218,755.00	-	-	-	-	-	-
7/13/2025		18-MGMT	53G8	BIOSOLIDS COORDINATOR	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025		18-MGMT	02F1	BUDGET & FIN ANALY MGR	Steps	Annually	130,162.00	139,295.00	148,427.00	157,563.00	166,695.00	-	-	-
7/13/2025		11-MCON	02F3	BUDGET & FIN ANALY MGR - CONF	Steps	Annually	130,162.00	139,295.00	148,430.00	157,562.00	166,695.00	-	-	-
7/13/2025	03/07/2026	07-TECH	36T4	BUILDING INSPECTOR	Steps	Annually	96,669.00	101,441.00	106,460.00	111,830.00	117,395.00	-	-	-
03/08/2026		07-TECH	36U4	BUILDING INSPECTOR I	Steps	Annually	87,002.10	91,296.90	95,814.00	100,647.00	105,655.50	-	-	-
03/08/2026		07-TECH	36T4	BUILDING INSPECTOR II	Steps	Annually	96,669.00	101,441.00	106,460.00	111,830.00	117,395.00	-	-	-
7/13/2025		07-TECH	36V4	BUILDING INSPECTOR TRAINEE	Steps	Annually	67,669.00	95,711.00	-	-	-	-	-	-
7/13/2025		06-PROF	39T4	BUILDING PLANS EXAMINER	Steps	Annually	104,415.00	109,668.00	115,075.00	120,859.00	126,940.00	-	-	-
7/13/2025		08-TRAN	75T6	BUS OPERATOR	Steps	Hourly	28.36	29.75	31.27	32.78	34.49	-	-	-
7/13/2025		08-TRAN	75V6	BUS OPERATOR TRAINEE	Steps	Hourly	21.73	23.82	-	-	-	-	-	-

Effective Date	Class Title	Bargaining Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/13/2025		03-MAIN	75U9	BUS SERVICE WORKER	Steps	Hourly	26.87	28.07	29.18	30.49	31.87	-	-	-
7/13/2025		07-TECH	05T3	BUYER	Steps	Annually	80,505.00	84,719.00	89,182.00	93,505.00	97,879.00	-	-	-
7/13/2025		10-EXEC	84I3	CHIEF ASSISTANT CITY ATTORNEY	Range	Annually	192,639.00	240,709.00	-	-	-	-	-	-
7/13/2025		18-MGMT	36D0	CHIEF BUILDING OFFICIAL	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
11/02/2025		18-MGMT	36D0	CHIEF BUILDING OFFICIAL	Steps	Annually	166,868.71	175,651.27	184,896.08	194,627.45	204,871.00	-	-	-
12/28/2025		10-EXEC	89C1	CHIEF COMM & INTERGOV REL OFCR	Range	Annually	172,689.00	226,582.00	-	-	-	-	-	-
12/28/2025		10-EXEC	03C0	CHIEF FINANCIAL OFFICER	Range	Annually	192,639.00	252,744.00	-	-	-	-	-	-
12/28/2025		10-EXEC	19C0	CHIEF INFORMATION OFFICER	Range	Annually	172,689.00	235,651.00	-	-	-	-	-	-
6/30/2024		15-CMCA	84A0	CITY ATTORNEY	Fixed	Annually		305,760.00	-	-	-	-	-	-
12/28/2025		10-EXEC	02M0	CITY CLERK	Range	Annually	120,317.00	168,425.00	-	-	-	-	-	-
6/30/2024		15-CMCA	01A0	CITY MANAGER	Fixed	Annually		341,428.00	-	-	-	-	-	-
7/13/2025		06-PROF	38K3	CITY PLANNER	Steps	Annually	90,523.00	95,070.00	99,823.00	104,777.00	110,046.00	115,536.00	121,334.00	127,422.00
7/13/2025		06-PROF	38V3	CITY PLANNER TRAINEE	Steps	Annually	63,366.00	89,627.00	-	-	-	-	-	-
7/13/2025		06-PROF	37K3	CITY SURVEYOR	Steps	Annually	127,238.00	133,548.00	140,359.00	147,284.00	154,655.00	-	-	-
7/13/2025		07-TECH	43U4	CIVIL ENGINEERING TECH I	Steps	Annually	68,344.00	71,757.00	75,275.00	79,083.00	83,130.00	-	-	-
7/13/2025		07-TECH	43T4	CIVIL ENGINEERING TECH II	Steps	Annually	79,083.00	83,130.00	87,314.00	91,674.00	96,219.00	-	-	-
7/13/2025		07-TECH	43S4	CIVIL ENGINEERING TECH III	Steps	Annually	94,195.00	98,843.00	103,732.00	108,965.00	114,386.00	-	-	-
7/13/2025		07-TECH	63T6	CLEAN ENERGY ADVOCATE	Steps	Annually	80,728.00	84,861.00	88,944.00	93,599.00	98,257.00	-	-	-
7/13/2025	03/07/2026	07-TECH	36T5	CODE ENFORCEMENT OFFICER	Steps	Annually	94,488.00	99,153.00	104,058.00	109,307.00	114,747.00	-	-	-
03/08/2026		07-TECH	36U5	CODE ENFORCEMENT OFFICER I	Steps	Annually	85,039.20	89,237.70	93,652.20	98,376.30	103,272.30			
03/08/2026		07-TECH	36T5	CODE ENFORCEMENT OFFICER II	Steps	Annually	94,488.00	99,153.00	104,058.00	109,307.00	114,747.00			
06/28/2026		07-TECH	36Q5	CODE ENFORCEMENT TECHNICIAN	Steps	Annually	73,042.00	76,685.00	80,560.00	84,577.00	88,792.00	-	-	-
7/13/2025		11-MCON	89F3	COMM & INTERGOV REL OFFICER	Steps	Annually	144,193.00	153,217.00	162,239.00	171,263.00	180,286.00	-	-	-
7/13/2025		14-PTEC	30V6	COMM DISPATCHER TRAINEE	Steps	Annually	59,064.00	62,018.00	65,119.00	68,373.00	73,308.00	76,974.00	-	-
9/7/2025		14-PTEC	30V6	COMM DISPATCHER TRAINEE	Steps	Annually	60,422.00	63,444.00	66,617.00	69,946.00	74,994.00	78,744.00	-	-
7/13/2025		18-MGMT	89G3	COMMUNICATIONS COORDINATOR	Steps	Annually	113,837.00	121,713.00	129,589.00	137,466.00	145,340.00	-	-	-
7/13/2025		14-PTEC	30T6	COMMUNICATIONS DISPATCHER	Steps	Annually	82,809.00	86,937.00	91,282.00	95,843.00	100,618.00	105,648.00	-	-
9/7/2025		14-PTEC	30T6	COMMUNICATIONS DISPATCHER	Steps	Annually	84,714.00	88,937.00	93,381.00	98,047.00	102,932.00	108,078.00	-	-
7/13/2025		18-MGMT	30N6	COMMUNICATIONS SUPERVISOR	Steps	Annually	106,512.00	112,336.00	118,161.00	123,988.00	129,810.00	-	-	-
7/13/2025		07-TECH	39Q4	COMMUNITY DEVELOPMENT TECH	Steps	Annually	77,302.00	81,212.00	85,368.00	89,665.00	94,142.00	-	-	-
7/13/2025		18-MGMT	10F2	COMMUNITY ENGAGEMENT MANAGER	Steps	Annually	124,192.00	132,906.00	141,619.00	150,335.00	159,048.00	-	-	-
7/13/2025		18-MGMT	82T3	COMMUNITY ENGAGEMENT COORDINATOR	Steps	Annually	92,954.00	97,501.00	102,048.00	106,594.00	111,142.00	-	-	-
7/13/2025		07-TECH	89T6	COMMUNITY OUTREACH SPECIALIST	Steps	Annually	80,728.00	84,861.00	88,944.00	93,599.00	98,257.00	-	-	-
7/13/2025		14-PTEC	29Q6	COMMUNITY SERVICES OFFICER	Steps	Annually	70,943.00	74,490.00	78,214.00	82,124.00	86,232.00	90,543.00	-	-
12/14/2022		99-ELEC	00B0	COUNCIL MEMBER	Fixed	Annually	17,760.00	17,760.00	-	-	-	-	-	-
7/13/2025		07-TECH	29Q3	CRIME ANALYSIS TECHNICIAN	Steps	Annually	80,728.00	84,861.00	88,944.00	93,599.00	98,257.00	-	-	-
7/13/2025		06-PROF	29K3	CRIME ANALYST	Steps	Annually	94,028.00	98,706.00	103,651.00	108,790.00	114,237.00	-	-	-
7/13/2025		04-SUPP	88T7	CUSTOMER SERVICE REPRESENTATIV	Steps	Annually	62,908.00	65,948.00	69,327.00	72,833.00	76,466.00	-	-	-
7/13/2025		11-MCON	15J3	DEI & EEO OFFICER	Steps	Annually	130,162.00	139,295.00	148,430.00	157,562.00	166,695.00	-	-	-
7/13/2025		18-MGMT	40D0	DEP DIR COMMUN DEV - PLANNING	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	11B0	DEP DIR COMMUNITY ENGAGEMENT	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	40D3	DEP DIR DEVELOPMENT SERVICES	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
11/02/2025		18-MGMT	40D3	DEP DIR DEVELOPMENT SERVICES	Steps	Annually	166,868.71	175,651.27	184,896.08	194,627.45	204,871.00	-	-	-
7/13/2025		18-MGMT	41D1	DEP DIR ECONOMIC DEVELOPMENT	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	53D3	DEP DIR ENGINEERING RESOURCES	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
11/02/2025		18-MGMT	53D3	DEP DIR ENGINEERING RESOURCES	Steps	Annually	166,868.71	175,651.27	184,896.08	194,627.45	204,871.00	-	-	-
7/13/2025		18-MGMT	43D3	DEP DIR ENGINEERING SERVICES	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
11/02/2025		18-MGMT	43D3	DEP DIR ENGINEERING SERVICES	Steps	Annually	166,868.71	175,651.27	184,896.08	194,627.45	204,871.00	-	-	-
7/13/2025		18-MGMT	71D0	DEP DIR ENVIRONMENTAL SERVICES	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
06/28/2026		18-MGMT	71D0	DEP DIR ENVIRONMENTAL SERVICES	Steps	Annually	162,951.75	171,528.16	180,555.96	190,058.90	200,062.01	-	-	-
7/13/2025		18-MGMT	48D0	DEP DIR FIELD SERVICES	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	19D1	DEP DIR INFORMATION TECHNOLOGY	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	77D0	DEP DIR PARKS	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	79D0	DEP DIR RECREATION	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	53D0	DEP DIR REGNL WATER REUSE OPS	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
11/02/2025		18-MGMT	53D0	DEP DIR REGNL WATER REUSE OPS	Steps	Annually	165,230.74	173,927.09	183,081.15	192,717.00	202,860.00	-	-	-
11/02/2025		18-MGMT	45D0	DEP DIR TPW TRAFFIC ENGINEERIN	Steps	Annually	166,868.71	175,651.27	184,896.08	194,627.45	204,871.00	-	-	-
11/02/2025		18-MGMT	45D0	DEP DIR OF TRANSPORTATION SAFETY	Steps	Annually	166,868.71	175,651.27	184,896.08	194,627.45	204,871.00	-	-	-

Effective Date	Class Title	Bargaining Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/13/2025		18-MGMT	53D9	DEP DIR WATER & SEWER OPERAT	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
11/02/2025		18-MGMT	53D9	DEP DIR WATER & SEWER OPERAT	Steps	Annually	165,230.74	173,927.09	183,081.15	192,717.00	202,860.00	-	-	-
7/13/2025		18-MGMT	53D1	DEP DIR WATER ADMINISTRATI	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	62D3	DEP DIR WATER RESOURCES	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		07-TECH	86J5	DEP EMERGENCY PREPARE COORD	Steps	Annually	89,528.00	93,918.00	98,295.00	103,150.00	108,312.00	-	-	-
7/13/2025		09-FSAF	35D5	DEP FIRE CHIEF-FIRE MARSHAL	Range	Annually	197,046.00	255,035.00	-	-	-	-	-	-
7/13/2025		09-FSAF	35D0	DEP FIRE CHIEF-FIRE MARSHAL-ST	Range	Annually	197,046.00	255,035.00	-	-	-	-	-	-
7/13/2025		07-TECH	20T4	DEPARTMENT APPLICATION SPECIAL	Steps	Annually	89,872.00	94,345.00	99,112.00	103,986.00	109,208.00	-	-	-
7/13/2025		06-PROF	20I3	DEPT INFO TECH SUPERVISOR	Steps	Annually	118,122.00	124,021.00	130,223.00	136,749.00	143,601.00	-	-	-
7/13/2025		06-PROF	20K3	DEPT PROGRAMMER ANALYST	Steps	Annually	105,232.00	110,391.00	116,095.00	121,881.00	128,029.00	-	-	-
7/13/2025		06-PROF	20K1	DEPT TECHNOLOGY COORDINATOR	Steps	Annually	105,232.00	110,391.00	116,095.00	121,881.00	128,029.00	-	-	-
7/13/2025		17-ATTY	84K3	DEPUTY CITY ATTORNEY	Steps	Annually	137,477.00	171,781.00	-	-	-	-	-	-
7/13/2025		12-CONF	02Q4	DEPUTY CITY CLERK	Steps	Annually	84,127.00	88,335.00	92,749.00	97,390.00	102,255.00	-	-	-
7/13/2025		11-MCON	03D0	DEPUTY DIRECTOR FINANCE	Steps	Annually	147,635.00	158,467.00	169,299.00	180,131.00	190,963.00	-	-	-
7/13/2025		18-MGMT	70D0	DEPUTY DIRECTOR HOUSING & COMM	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	72D0	DEPUTY DIRECTOR TRANSIT	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
11/02/2025		18-MGMT	72D0	DEPUTY DIRECTOR TRANSIT	Steps	Annually	158,787.99	167,145.26	175,942.38	185,202.50	194,950.00	-	-	-
7/13/2025	11/01/2025	11-MCON	14E1	DEPUTY DIRECTR HUMAN RESOURCES	Steps	Annually	147,635.00	158,467.00	169,299.00	180,131.00	190,963.00	-	-	-
11/02/2025		11-MCON	14E1	DEPUTY HUMAN RESOURCES DIRECTOR	Steps	Annually	147,635.00	158,467.00	169,299.00	180,131.00	190,963.00	-	-	-
7/13/2025		09-FSAF	32D0	DEPUTY FIRE CHIEF W STIP	Range	Annually	197,046.00	255,035.00	-	-	-	-	-	-
7/13/2025		18-MGMT	43N4	DEVELOPMENT REVIEW COORDINATOR	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
12/28/2025		10-EXEC	40C0	DIR OF PLANNING & ECONOMIC DEV	Range	Annually	172,689.00	235,651.00	-	-	-	-	-	-
7/13/2025		10-EXEC	79C0	DIR REC & PARKS	Range	Annually	172,689.00	235,651.00	-	-	-	-	-	-
12/28/2025		10-EXEC	70C0	DIRECTOR HOUSING & COMM SVCS	Range	Annually	172,689.00	235,651.00	-	-	-	-	-	-
12/28/2025		10-EXEC	48C0	DIRECTOR OF TRANS & PUB WORKS	Range	Annually	191,043.00	274,435.00	-	-	-	-	-	-
7/13/2025		09-FSAF	34G5	DIVISION CHIEF	Range	Annually	188,317.00	243,224.00	-	-	-	-	-	-
7/13/2025		09-FSAF	34E5	DIVISION CHIEF (STIPEND)	Range	Annually	188,317.00	243,224.00	-	-	-	-	-	-
7/13/2025		09-FSAF	34F5	DIVN CHIEF FIRE MARSHAL (STIP)	Range	Annually	179,170.00	234,076.00	-	-	-	-	-	-
7/13/2025		18-MGMT	41F1	ECONOMIC DEVELOPMENT MANAGER	Steps	Annually	137,578.00	146,189.00	154,798.00	163,407.00	172,016.00	-	-	-
03/08/2026		06-PROF	41L3	ECONOMIC DEVELOPMENT PROGRAM SPECIALIST I	Steps	Annually	94,375.80	99,088.20	104,042.70	109,232.10	114,679.80	-	-	-
03/08/2026		06-PROF	41K3	ECONOMIC DEVELOPMENT PROGRAM SPECIALIST II	Steps	Annually	104,862.00	110,098.00	115,603.00	121,369.00	127,422.00	-	-	-
7/13/2025		18-MGMT	49G8	ELECTRICAL MAINTENANCE SUPERIN	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025		07-TECH	49S8	ELECTRICAL TECH - PW	Steps	Hourly	53.93	56.58	59.09	-	-	-	-	-
7/13/2025		07-TECH	58S8	ELECTRICAL TECH - WATER	Steps	Hourly	53.93	56.58	59.09	-	-	-	-	-
7/13/2025		07-TECH	49T8	ELECTRICIAN	Steps	Hourly	47.21	49.57	51.64	-	-	-	-	-
7/13/2025		18-MGMT	86G5	EMERGENCY PREPAREDNESS COORDIN	Steps	Annually	107,857.00	115,877.00	123,897.00	131,916.00	139,934.00	-	-	-
7/13/2025		18-MGMT	86F5	EMERGENCY PREPAREDNESS MGR	Steps	Annually	128,318.00	137,958.00	147,599.00	157,238.00	166,877.00	-	-	-
7/13/2025	11/01/2025	11-MCON	15D1	EMPLOYEE RELATIONS MANAGER	Steps	Annually	141,365.00	150,212.00	159,057.00	167,903.00	176,749.00	-	-	-
11/02/2025		11-MCON	15D1	LABOR RELATIONS MANAGER	Steps	Annually	141,365.00	150,212.00	159,057.00	167,903.00	176,749.00	-	-	-
12/28/2025		00-NONE	43Z3	ENGINEERING AIDE	Range	Hourly	18.21	26.03	-	-	-	-	-	-
12/28/2025		00-NONE	43Y3	ENGINEERING INTERN	Range	Hourly	19.53	26.49	-	-	-	-	-	-
06/28/2026		07-TECH	19J4	ENTERPRISE ARCHITECT	Steps	Annually	122,812.11	129,275.90	136,079.90	143,242.00	150,781.05	-	-	-
7/13/2025		07-TECH	71J4	ENV COMPLIANCE INSPECTOR III	Steps	Annually	97,462.00	102,155.00	106,942.00	112,245.00	117,636.00	-	-	-
7/13/2025		07-TECH	71T4	ENVIR COMPLIANCE INSPECTOR II	Steps	Annually	85,543.00	89,842.00	94,319.00	99,065.00	104,026.00	-	-	-
7/13/2025		07-TECH	71U4	ENVIRONMNTL COMPLIANCE INSP I	Steps	Annually	74,414.00	78,121.00	82,075.00	86,138.00	90,473.00	-	-	-
7/13/2025		18-MGMT	71N4	ENVIRONMENTAL COMPLIANCE SUPRV	Steps	Annually	116,397.00	122,223.00	128,046.00	133,872.00	139,694.00	-	-	-
7/13/2025		18-MGMT	71G4	ENVIRONMENTAL SERVICES OFFIC	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025		18-MGMT	71G6	ENVIRONMENTAL SERVICES SUPERVI	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025	06/27/2026	06-PROF	71K3	ENVIRONMENTAL SPECIALIST	Steps	Annually	102,501.00	107,549.00	112,872.00	118,570.00	124,487.00	-	-	-
06/28/2026		06-PROF	71L3	ENVIRONMENTAL SPECIALIST I	Steps	Annually	91,255.90	96,058.84	101,114.57	106,436.39	112,038.30	-	-	-
06/28/2026		06-PROF	71K3	ENVIRONMENTAL SPECIALIST II	Steps	Annually	102,501.00	107,549.00	112,872.00	118,570.00	124,487.00	-	-	-
7/13/2025		13-MECH	59U8	EQUIPMENT MECHANIC I	Steps	Hourly	35.25	36.28	37.86	39.56	41.32	-	-	-
7/13/2025		13-MECH	59T8	EQUIPMENT MECHANIC II	Steps	Hourly	40.57	42.39	44.15	46.32	48.41	-	-	-
7/13/2025		13-MECH	74U9	EQUIPMENT SERVICE WORKER	Steps	Hourly	31.85	33.47	-	-	-	-	-	-
7/13/2025		13-MECH	59T7	EQUIPMENT SERVICE WRITER	Steps	Hourly	44.62	46.62	48.54	51.02	53.21	-	-	-
06/28/2026		11-MCON	01K3	EXECUTIVE MANAGEMENT ANALYST	Steps	Annually	105,107.20	113,562.90	122,018.60	130,475.40	138,932.20	-	-	-
7/13/2025		03-MAIN	51U9	FACILITIES ATTENDANT	Steps	Hourly	23.25	24.38	25.64	26.93	28.25	-	-	-
7/13/2025	03/07/2026	18-MGMT	51N9	FACILITIES CREW SUPERVISOR	Steps	Annually	97,423.00	102,123.00	106,820.00	111,519.00	116,217.00	-	-	-

Effective Date	Class Title	Bargaining Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
03/08/2026		18-MGMT	51N9	FACILITIES MAINTENANCE SUPERVISOR	Steps	Annually	97,423.00	102,123.00	106,820.00	111,519.00	116,217.00	-	-	-
7/13/2025		18-MGMT	51G9	FACILITIES MAINTENANCE COOR	Steps	Annually	114,631.00	122,772.00	130,913.00	139,055.00	147,195.00	-	-	-
7/13/2025		06-PROF	51S4	FACILITIES PLANNING COORDINATO	Steps	Annually	105,232.00	110,391.00	116,095.00	121,881.00	128,029.00	-	-	-
7/13/2025		07-TECH	88R4	FIELD COLLECTION REPRESENTATIV	Steps	Annually	75,445.00	79,132.00	83,181.00	87,419.00	91,775.00	-	-	-
7/13/2025		18-MGMT	03K3	FINANCIAL ANALYST	Steps	Annually	97,338.00	105,169.00	112,999.00	120,831.00	128,663.00	-	-	-
7/13/2025		02-FIRE	32N5	FIRE CAPTAIN	Steps	Annually	131,406.00	137,424.00	144,097.00	150,717.00	157,707.00	-	-	-
7/13/2025		02-FIRE	33R5	FIRE CAPTAIN - TRAINING	Steps	Annually	139,070.00	145,644.00	152,676.00	158,170.00	167,054.00	-	-	-
7/13/2025		02-FIRE	33N5	FIRE CAPTAIN 40 HRS	Steps	Annually	131,406.00	137,424.00	144,097.00	150,717.00	157,707.00	-	-	-
7/13/2025		10-SFTY	32C1	FIRE CHIEF (NO STIPEND)	Range	Annually	219,392.00	281,542.00	-	-	-	-	-	-
12/28/2025		10-SFTY	32C0	FIRE CHIEF WITH STIPEND	Range	Annually	212,872.00	309,777.00	-	-	-	-	-	-
7/13/2025		02-FIRE	32T5	FIRE ENGINEER	Steps	Annually	114,291.00	119,675.00	125,122.00	130,947.00	137,125.00	-	-	-
7/13/2025		02-FIRE	32S5	FIRE ENGINEER 40 HRS	Steps	Annually	114,291.00	119,675.00	125,122.00	130,947.00	137,125.00	-	-	-
7/13/2025		02-FIRE	35U5	FIRE INSPECTOR	Steps	Annually	115,053.00	120,789.00	126,823.00	133,159.00	139,833.00	-	-	-
7/13/2025		06-PROF	35K3	FIRE PROTECTION ENGINEER	Steps	Annually	127,046.00	133,308.00	140,031.00	146,943.00	154,304.00	-	-	-
7/13/2025		02-FIRE	32U5	FIREFIGHTER	Steps	Annually	103,867.00	108,735.00	113,708.00	118,984.00	124,698.00	-	-	-
7/13/2025		02-FIRE	33U5	FIREFIGHTER 40 HRS	Steps	Annually	103,867.00	108,735.00	113,708.00	118,984.00	124,698.00	-	-	-
7/13/2025		02-FIRE	34U5	FIREFIGHTER 53 HRS	Steps	Annually	103,867.00	108,735.00	113,708.00	118,984.00	124,698.00	-	-	-
7/13/2025	03/07/2026	18-MGMT	59N8	FLEET MAINTENANCE SUPERVISOR	Steps	Annually	100,866.00	108,234.00	115,603.00	122,972.00	130,339.00	-	-	-
03/08/2026		18-MGMT	59N8	FLEET AND EQUIPMENT SUPERVISOR	Steps	Annually	100,866.00	108,234.00	115,603.00	122,972.00	130,339.00	-	-	-
7/13/2025	03/07/2026	18-MGMT	59G8	FLEET SUPERINTENDENT	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
03/08/2026		18-MGMT	59G8	FLEET AND EQUIPMENT SUPERINTENDENT	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025		18-MGMT	67N8	GEYSERS OPER & MTNCE COORDINAT	Steps	Annually	114,677.00	122,634.00	130,590.00	138,548.00	146,504.00	-	-	-
7/13/2025		06-PROF	22T4	GIS ANALYST	Steps	Annually	105,232.00	110,391.00	116,095.00	121,881.00	128,029.00	-	-	-
7/13/2025		18-MGMT	22N4	GIS COORDINATOR	Steps	Annually	114,631.00	122,772.00	130,913.00	139,055.00	147,195.00	-	-	-
7/13/2025		03-MAIN	77U9	GRUNDSKEEPER	Steps	Hourly	28.17	29.42	30.59	31.96	33.40	-	-	-
7/13/2025	06/27/2026	07-TECH	70Q4	HOUSING & COMM SVC TECHNICIAN	Steps	Annually	73,042.00	76,685.00	80,560.00	84,577.00	88,792.00	-	-	-
06/28/2026		07-TECH	70L4	HOUSING & COMM SVC TECHNICIAN I	Steps	Annually	58,418.25	64,909.17	68,325.44	75,917.16	79,912.80	-	-	-
06/28/2026		07-TECH	70Q4	HOUSING & COMM SVC TECHNICIAN II	Steps	Annually	73,042.00	76,685.00	80,560.00	84,577.00	88,792.00	-	-	-
7/13/2025		18-MGMT	70F6	HOUSING & COMMUNITY SVCS MGR	Steps	Annually	130,162.00	139,295.00	148,427.00	157,563.00	166,695.00	-	-	-
7/13/2025		11-MCON	14U3	HR ANALYST TRAINEE	Steps	Annually	78,807.00	97,318.00	-	-	-	-	-	-
7/13/2025	11/01/2025	11-MCON	14K3	HUMAN RESOURCES ANALYST	Steps	Annually	101,109.00	109,355.00	117,599.00	125,844.00	134,089.00	-	-	-
11/02/2025		11-MCON	14L3	HUMAN RESOURCES ANALYST I	Steps	Annually	90,998.10	98,419.50	105,839.10	113,259.60	120,680.10	-	-	-
11/02/2025		11-MCON	14L3	HUMAN RESOURCES ANALYST I - Y rate	Fixed	Annually	134,089.00					-	-	-
11/02/2025		11-MCON	14K3	HUMAN RESOURCES ANALYST II	Steps	Annually	101,109.00	109,355.00	117,599.00	125,844.00	134,089.00	-	-	-
12/28/2025		10-EXEC	14C0	HUMAN RESOURCES DIRECTOR	Range	Annually	172,689.00	235,651.00	-	-	-	-	-	-
7/13/2025		12-CONF	14Q4	HUMAN RESOURCES TECHNICIAN	Steps	Annually	79,922.00	83,991.00	88,077.00	92,677.00	97,307.00	-	-	-
7/13/2025		07-TECH	21T4	INFO TECH TECHNICIAN	Steps	Annually	92,503.00	97,107.00	102,013.00	107,030.00	112,405.00	-	-	-
7/13/2025		07-TECH	56S8	INSTRUMENTATION TECH	Steps	Hourly	53.93	56.58	59.09	-	-	-	-	-
7/13/2025		18-MGMT	89H3	INTERGOV RELATIONS & LEG OFCR	Steps	Annually	113,837.00	121,713.00	129,589.00	137,466.00	145,340.00	-	-	-
01/02/2025		00-NONE	01X0	INTERIM CITY MANAGER	Steps	Annually	-	291,200.00	-	-	-	-	-	-
10/27/2023		00-NONE	90X3	INTERIM PROFESSIONAL	Range	Hourly	30.00	115.60	-	-	-	-	-	-
12/28/2025		00-NONE	90Y3	INTERN - GENERAL	Range	Hourly	18.21	26.49	-	-	-	-	-	-
7/13/2025	03/07/2026	07-TECH	66N8	IRRIGATION PROGRAM COORDINATOR	Steps	Annually	98,723.00	103,595.00	108,719.00	114,204.00	119,886.00	-	-	-
03/08/2026		18-MGMT	66I8	WATER REUSE MAINTENANCE SUPERVISOR	Steps	Annually	119,341.46	125,622.59	132,234.30	139,194.00	146,520.00	-	-	-
7/13/2025		18-MGMT	24J3	IT CYBERSECURITY MANAGER	Steps	Annually	128,318.00	137,958.00	147,599.00	157,238.00	166,877.00	-	-	-
7/13/2025		18-MGMT	19N2	IT SUPERVISOR	Steps	Annually	114,631.00	122,772.00	130,913.00	139,055.00	147,195.00	-	-	-
11/02/2025		18-MGMT	19N2	IT SUPERVISOR	Steps	Annually	134,277.87	141,345.13	148,784.35	156,615.10	164,858.00	-	-	-
7/13/2025		07-TECH	21U4	IT SUPPORT SPECIALIST	Steps	Annually	73,210.00	76,859.00	80,743.00	84,771.00	88,999.00	-	-	-
7/13/2025		06-PROF	43U3	JR ENGINEER	Steps	Annually	95,048.00	99,896.00	104,721.00	109,963.00	115,640.00	-	-	-
7/13/2025		07-TECH	54K3	LAB ANALYST	Steps	Annually	82,595.00	86,768.00	91,119.00	95,683.00	100,556.00	-	-	-
7/13/2025		07-TECH	54U4	LABORATORY AIDE	Steps	Annually	57,010.00	59,798.00	62,873.00	66,039.00	69,363.00	-	-	-
7/13/2025		18-MGMT	54I3	LABORATORY SUPERVISOR	Steps	Annually	128,037.00	134,444.00	140,852.00	147,257.00	153,665.00	-	-	-
7/13/2025		07-TECH	84T2	LEGAL SECRETARY	Steps	Annually	75,314.00	79,180.00	83,046.00	87,183.00	91,370.00	-	-	-
12/28/2025		00-NONE	80Z5	LIFEGUARD	Range	Hourly	19.21	19.46	-	-	-	-	-	-
12/28/2025		00-NONE	50Z9	MAINTENANCE AIDE	Range	Hourly	20.71	21.21	21.71	-	-	-	-	-
7/13/2025		03-MAIN	50U9	MAINTENANCE WORKER	Steps	Hourly	28.17	29.42	30.59	31.96	33.40	-	-	-
7/13/2025		06-PROF	44U3	MATERIALS ASSOCIATE	Steps	Annually	110,319.00	115,828.00	121,624.00	127,731.00	134,094.00	-	-	-
7/13/2025		06-PROF	44K3	MATERIALS ENGINEER	Steps	Annually	133,599.00	140,224.00	147,377.00	154,648.00	162,388.00	-	-	-

Effective Date	Class Title	Bargaining Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
12/14/2022		99-ELEC	00A0	MAYOR	Fixed	Annually	26,640.00	26,640.00	-	-	-	-	-	-
7/13/2025		07-TECH	60S8	MECHANICAL TECHNOLOGIST	Steps	Hourly	46.41	48.45	50.47	52.98	55.33	-	-	-
12/28/2025		00-NONE	23X4	MEDIA SERVICES ASSISTANT	Range	Hourly	20.69	32.17	-	-	-	-	-	-
7/13/2025		07-TECH	23Q4	MEDIA SERVICES TECH	Steps	Annually	73,210.00	76,859.00	80,743.00	84,771.00	88,999.00	-	-	-
7/13/2025		07-TECH	08T6	METER SPECIALIST	Steps	Annually	66,286.00	69,132.00	72,288.00	-	-	-	-	-
7/13/2025		07-TECH	09T4	METER TECHNICIAN	Steps	Annually	73,174.00	76,078.00	79,553.00	-	-	-	-	-
7/13/2025	06/27/2026	07-TECH	53U6	MSC YARD ATTENDANT	Steps	Annually	51,780.00	54,423.00	57,120.00	60,032.00	62,965.00	-	-	-
06/28/2026		07-TECH	53U6	MUNICIPAL SERVICES REPRESENTATIVE	Steps	Annually	51,780.00	54,423.00	57,120.00	60,032.00	62,965.00	-	-	-
7/13/2025		07-TECH	66K3	NATURAL RESOURCE SPECIALIST	Steps	Annually	78,535.00	82,112.00	85,543.00	89,500.00	93,490.00	-	-	-
7/13/2025	06/27/2026	07-TECH	19S4	NETWORK SYSTEMS ANALYST	Steps	Annually	118,122.00	124,021.00	130,223.00	136,749.00	143,601.00	-	-	-
06/28/2026		07-TECH	19S4	SYSTEMS ENGINEER	Steps	Annually	118,122.00	124,021.00	130,223.00	136,749.00	143,601.00	-	-	-
12/28/2025		00-NONE	90X7	OFFICE & PROGRAM AIDE	Range	Hourly	18.21	27.18	-	-	-	-	-	-
7/13/2025		11-MCON	87K3	ORG DEVELOPMT & TRAINING MGR	Steps	Annually	120,190.00	128,528.00	136,869.00	145,208.00	153,547.00	-	-	-
7/13/2025		07-TECH	84T4	PARALEGAL	Steps	Annually	85,543.00	89,842.00	94,319.00	99,065.00	104,026.00	-	-	-
7/13/2025		18-MGMT	77G9	PARK MAINTENANCE SUPERINTENDEN	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025		07-TECH	72T1	PARKING CITATIO REVIEW OFFICER	Steps	Annually	63,607.00	66,697.00	70,128.00	73,456.00	77,263.00	-	-	-
7/13/2025		07-TECH	72T5	PARKING ENFORCEMENT OFFICER	Steps	Annually	61,831.00	64,815.00	68,105.00	71,411.00	75,063.00	-	-	-
7/13/2025		18-MGMT	72F3	PARKING MANAGER	Steps	Annually	130,162.00	139,295.00	148,427.00	157,563.00	166,695.00	-	-	-
7/13/2025		07-TECH	72U6	PARKING OPERATIONS AIDE	Steps	Annually	51,780.00	54,423.00	57,120.00	60,032.00	62,965.00	-	-	-
7/13/2025	03/07/2026	07-TECH	72G9	PARKING OPERATIONS COORDINATOR	Steps	Annually	76,520.00	79,971.00	83,262.00	87,108.00	91,028.00	-	-	-
03/08/2026		07-TECH	72G9	SENIOR PARKING OPERATIONS AIDE	Steps	Annually	113,837.00	121,713.00	129,589.00	137,466.00	145,340.00	-	-	-
7/13/2025		18-MGMT	72G6	PARKING PROGRAM COORDINATOR	Steps	Annually	113,837.00	121,713.00	129,589.00	137,466.00	145,340.00	-	-	-
7/13/2025		18-MGMT	72N6	PARKING SUPERVISOR	Steps	Annually	98,393.00	104,571.00	110,749.00	116,926.00	123,102.00	-	-	-
7/13/2025	03/07/2026	18-MGMT	77N9	PARKS CREW SUPERVISOR	Steps	Annually	97,423.00	102,123.00	106,820.00	111,519.00	116,217.00	-	-	-
03/08/2026		18-MGMT	77N9	PARKS MAINTENANCE SUPERVISOR	Steps	Annually	97,423.00	102,123.00	106,820.00	111,519.00	116,217.00	-	-	-
7/13/2025		18-MGMT	77K3	PARKS PLANNER	Steps	Annually	107,857.00	115,877.00	123,897.00	131,916.00	139,934.00	-	-	-
7/13/2025		11-MCON	06F1	PAYROLL MANAGER	Steps	Annually	111,806.00	120,763.00	129,721.00	138,677.00	147,635.00	-	-	-
7/13/2025		07-TECH	06Q4	PAYROLL SPECIALIST	Steps	Annually	71,324.00	74,883.00	78,535.00	82,473.00	86,499.00	-	-	-
7/13/2025		11-MCON	06N4	PAYROLL SUPERVISOR	Steps	Annually	97,338.00	105,170.00	113,000.00	120,832.00	128,663.00	-	-	-
03/08/2026		07-TECH	42U4	PERMIT SERVICES TECHNICIAN I	Steps	Annually	69,571.80	73,090.80	76,831.20	80,698.50	84,727.80	-	-	-
03/08/2026		07-TECH	42T4	PERMIT SERVICES TECHNICIAN II	Steps	Annually	77,302.00	81,212.00	85,368.00	89,665.00	94,142.00	-	-	-
7/13/2025		06-PROF	39K3	PLAN CHECK ENGINEER	Steps	Annually	139,810.00	146,702.00	154,102.00	161,708.00	169,809.00	-	-	-
9/9/2021		00-NONE	29X5	POLICE BACKGROUND INVESTIGATOR	Range	Hourly	37.80	45.95	-	-	-	-	-	-
7/13/2025		09-PSAF	28D5	POLICE CAPTAIN	Range	Annually	198,870.00	259,235.00	-	-	-	-	-	-
12/28/2025		10-SFTY	28C0	POLICE CHIEF	Range	Annually	228,357.00	331,030.00	-	-	-	-	-	-
7/13/2025		14-PTEC	29Q4	POLICE FIELD EVIDENCE TECH	Steps	Annually	79,716.00	83,684.00	87,863.00	92,290.00	96,851.00	101,694.00	-	-
7/13/2025		18-MGMT	20N2	POLICE IT SUPERVISOR	Steps	Annually	110,637.00	116,602.00	122,567.00	128,532.00	134,497.00	-	-	-
7/13/2025		09-PSAF	28N5	POLICE LIEUTENANT	Range	Annually	160,845.00	218,595.00	-	-	-	-	-	-
7/13/2025		05-POLI	28T5	POLICE OFFICER	Steps	Annually	104,111.00	109,293.00	114,632.00	120,419.00	126,413.00	132,732.00	139,368.00	-
7/13/2025		14-PTEC	28V5	POLICE OFFICER TRAINEE	Steps	Annually	89,843.00	89,843.00	-	-	-	-	-	-
7/13/2025		18-MGMT	14I2	POLICE PERSONNEL SUPERVISOR	Steps	Annually	98,091.00	106,090.00	114,090.00	122,088.00	130,086.00	-	-	-
7/13/2025		07-TECH	14Q2	POLICE PERSONNEL TECHNICIAN	Steps	Annually	80,728.00	84,861.00	88,944.00	93,599.00	98,257.00	-	-	-
7/13/2025		14-PTEC	27Q4	POLICE PROPERTY EVIDENCE TECH	Steps	Annually	70,943.00	74,490.00	78,214.00	82,124.00	86,232.00	90,543.00	-	-
7/13/2025		09-SGTS	28R5	POLICE SERGEANT	Range	Annually	137,384.00	186,316.00	-	-	-	-	-	-
7/13/2025		14-PTEC	28Q4	POLICE TECHNICIAN	Steps	Annually	63,625.00	66,748.00	70,085.00	73,440.00	77,257.00	81,120.00	-	-
7/13/2025		11-MCON	02J3	PRINCIPAL FINANCIAL ANALYST	Steps	Annually	111,806.00	120,763.00	129,721.00	138,677.00	147,635.00	-	-	-
7/13/2025	11/01/2025	11-MCON	14J2	PRINCIPAL HR ANALYST	Steps	Annually	118,205.00	126,406.00	134,609.00	142,810.00	151,012.00	-	-	-
11/02/2025		11-MCON	14J2	SUPERVISING HR ANALYST	Steps	Annually	118,205.00	126,406.00	134,609.00	142,810.00	151,012.00	-	-	-
7/13/2025		07-TECH	54J3	PRINCIPAL LAB ANALYST	Steps	Annually	93,851.00	98,379.00	102,984.00	108,109.00	113,308.00	-	-	-
7/13/2025	06/27/2026	18-MGMT	82F0	PROGRAM MANAGER VIOL PREV PRTN	Steps	Annually	128,318.00	137,958.00	147,599.00	157,238.00	166,877.00	-	-	-
06/28/2026		18-MGMT	82F0	VIOLENCE PREVENTION PROGRAM MANAGER	Steps	Annually	128,318.00	137,958.00	147,599.00	157,238.00	166,877.00	-	-	-
7/13/2025	06/27/2026	06-PROF	70U3	PROGRAM SPECIALIST I	Steps	Annually	89,614.00	94,160.00	98,843.00	103,732.00	108,982.00	-	-	-
06/28/2026		06-PROF	70U3	HOUSING PROGRAM SPECIALIST I	Steps	Annually	89,614.00	94,160.00	98,843.00	103,732.00	108,982.00	-	-	-
7/13/2025	06/27/2026	06-PROF	70K3	PROGRAM SPECIALIST II	Steps	Annually	104,862.00	110,098.00	115,603.00	121,369.00	127,422.00	-	-	-
06/28/2026		06-PROF	70K3	HOUSING PROGRAM SPECIALIST II	Steps	Annually	104,862.00	110,098.00	115,603.00	121,369.00	127,422.00	-	-	-
7/13/2025		06-PROF	19K3	PROGRAMMER ANALYST	Steps	Annually	106,561.00	111,812.00	117,567.00	123,463.00	129,664.00	-	-	-
11/02/2025		06-PROF	47K8	PROJECT MANAGER	Steps	Annually	125,652.74	132,266.04	139,227.41	146,555.17	154,268.60	-	-	-
7/13/2025		18-MGMT	05F1	PURCHASING AGENT	Steps	Annually	114,631.00	122,772.00	130,913.00	139,055.00	147,195.00	-	-	-

Effective Date	Class Title	Bargaining Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/13/2025		07-TECH	05Q4	PURCHASING TECH	Steps	Annually	68,949.00	72,349.00	75,962.00	79,699.00	83,727.00	-	-	-
7/13/2025	06/27/2026	18-MGMT	54S1	QUALITY ASSURANCE COORDINATOR	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
06/28/2026		18-MGMT	54S1	QUALITY ASSURANCE PROGRAM MANAGER	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025		06-PROF	43R4	QUALITY CONTROL ASSOCIATE	Steps	Annually	104,727.00	110,133.00	115,638.00	121,401.00	127,422.00	-	-	-
7/13/2025		18-MGMT	52N0	REAL PROPERTY AGENT	Steps	Annually	114,631.00	122,772.00	130,913.00	139,055.00	147,195.00	-	-	-
7/13/2025		18-MGMT	52F0	REAL PROPERTY MANAGER	Steps	Annually	126,101.00	135,037.00	143,973.00	152,908.00	161,844.00	-	-	-
7/13/2025		07-TECH	92Q4	RECORDS MGT TECHNICIAN	Steps	Hourly	35.23	37.09	38.83	40.77	42.75	-	-	-
7/13/2025		18-MGMT	30N7	RECORDS SUPERVISOR	Steps	Annually	92,042.00	98,505.00	104,968.00	111,431.00	117,893.00	-	-	-
12/28/2025		00-NONE	80Z7	RECREATION AIDE	Range	Hourly	18.21	18.46	-	-	-	-	-	-
7/13/2025		07-TECH	79T6	RECREATION COORDINATOR	Steps	Annually	70,960.00	74,480.00	78,222.00	82,112.00	86,259.00	-	-	-
12/28/2025		00-NONE	80Y7	RECREATION LEADER	Range	Hourly	18.71	18.96	-	-	-	-	-	-
7/13/2025	03/07/2026	07-TECH	79U7	RECREATION SPECIALIST	Steps	Annually	59,293.00	62,308.00	65,441.00	68,702.00	72,111.00	-	-	-
03/08/2026		07-TECH	79U7	RECREATION PROGRAM LEAD	Steps	Annually	59,293.00	62,308.00	65,441.00	68,702.00	72,111.00	-	-	-
7/13/2025		18-MGMT	79G6	RECREATION SUPERINTENDENT	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025		18-MGMT	79N6	RECREATION SUPERVISOR	Steps	Annually	97,423.00	102,123.00	106,820.00	111,519.00	116,217.00	-	-	-
7/13/2025		06-PROF	91K3	RESEARCH & PROGRAM COORDINATOR	Steps	Annually	94,028.00	98,706.00	103,651.00	108,790.00	114,237.00	-	-	-
7/13/2025		18-MGMT	08F6	REVENUE MANAGER	Steps	Annually	111,806.00	120,763.00	129,722.00	138,677.00	147,635.00	-	-	-
7/13/2025		18-MGMT	08N6	REVENUE OPERATIONS SUPERVISOR	Steps	Annually	96,356.00	104,107.00	111,859.00	119,611.00	127,364.00	-	-	-
7/13/2025	11/01/2025	11-MCON	17K3	RISK MANAGEMENT ANALYST	Steps	Annually	101,109.00	109,355.00	117,599.00	125,844.00	134,089.00	-	-	-
11/02/2025		11-MCON	17L3	RISK MANAGEMENT ANALYST I	Steps	Annually	90,998.10	98,419.50	105,839.10	113,259.60	120,680.10	-	-	-
11/02/2025		11-MCON	17L3	RISK MANAGEMENT ANALYST I - Y rate	Steps	Annually	134,089.00					-	-	-
11/02/2025		11-MCON	17K3	RISK MANAGEMENT ANALYST II	Steps	Annually	101,109.00	109,355.00	117,599.00	125,844.00	134,089.00	-	-	-
11/02/2025		12-CONF	17Q4	RISK MANAGEMENT TECHNICIAN	Steps	Annually	79,922.00	83,991.00	88,077.00	92,677.00	97,307.00	-	-	-
7/13/2025		11-MCON	17F1	RISK MANAGER	Steps	Annually	141,812.00	150,687.00	159,560.00	168,435.00	177,309.00	-	-	-
7/13/2025		18-MGMT	87N1	SAFETY & TRAINING COORDINATOR	Steps	Annually	96,240.00	103,269.00	110,300.00	117,331.00	124,360.00	-	-	-
7/13/2025		07-TECH	54T4	SAMPLE COLLECTION/PREPAR TECH	Steps	Annually	75,258.00	78,980.00	82,921.00	87,127.00	91,477.00	-	-	-
7/13/2025		07-TECH	05R3	SENIOR BUYER	Steps	Annually	93,574.00	98,163.00	102,737.00	107,812.00	113,207.00	-	-	-
7/13/2025		06-PROF	71I3	SENIOR ENVIRONMENTAL SPECIAL.	Steps	Annually	113,967.00	119,867.00	125,836.00	132,110.00	138,657.00	-	-	-
11/02/2025		11-MCON	14R3	SENIOR HUMAN RESOURCES ANALYST	Steps	Annually	120,137.19	126,460.20	133,116.00	140,122.11	147,497.90	-	-	-
03/08/2026		07-TECH	42R4	SENIOR PERMIT SERVICES TECHNICIAN	Steps	Annually	84,999.00	89,490.00	93,966.00	98,739.00	103,585.00	-	-	-
7/13/2025		06-PROF	38J3	SENIOR PLANNER	Steps	Annually	115,346.00	121,113.00	127,165.00	133,529.00	140,202.00	-	-	-
7/13/2025		06-PROF	19J3	SENIOR PROGRAMMER/ANALYST	Steps	Annually	118,122.00	124,021.00	130,223.00	136,749.00	143,601.00	-	-	-
11/02/2025		07-TECH	52R3	SENIOR REAL PROPERTY AGENT	Steps	Annually	108,595.30	113,954.40	119,590.90	125,624.40	131,874.60	-	-	-
7/13/2025		02-FIRE	31U4	SINGLE ROLE PARAMEDIC	Steps	Annually	78,337.00	82,254.00	86,366.00	90,685.00	95,218.00	-	-	-
7/13/2025		03-MAIN	50T9	SKILLED MAINTENANCE WORKER	Steps	Hourly	32.95	34.45	35.84	37.51	39.23	-	-	-
12/31/2023		00-NONE	79X7	SPECIFIC ACTIVITY INSTRUCTOR	Range	Hourly	19.00	40.00						
12/31/2023		00-NONE	79V7	SPECIFIC ACTIVITY ROSIE DRIVER	Range	Hourly	19.00	40.00						
7/13/2025		04-SUPP	86T7	SR ADMINISTRATIVE ASSISTANT	Steps	Annually	62,908.00	65,948.00	69,327.00	72,833.00	76,466.00	-	-	-
7/13/2025		12-CONF	81T7	SR ADMINISTRATIVE ASST CONF	Steps	Annually	64,690.00	67,853.00	71,215.00	74,810.00	78,514.00	-	-	-
06/28/2026		12-CONF	14R4	SR ADMINISTRATIVE TECHNICIAN CONF	Steps	Annually	89,390.40	93,942.20	98,510.50	103,656.30	108,834.00	-	-	-
7/13/2025		07-TECH	36R4	SR BUILDING INSPECTOR	Steps	Annually	114,832.00	120,767.00	126,573.00	132,902.00	139,572.00	-	-	-
7/13/2025		07-TECH	36R5	SR CODE ENFORCEMENT OFFICER	Steps	Annually	109,564.00	115,227.00	120,767.00	126,805.00	133,170.00	-	-	-
7/13/2025		07-TECH	39R4	SR COMMUNITY DEVELOPMENT TECH	Steps	Annually	84,999.00	89,490.00	93,966.00	98,739.00	103,585.00	-	-	-
7/13/2025		04-SUPP	88R7	SR CUSTOMER SVC REPRESENTATIVE	Steps	Annually	74,666.00	78,407.00	82,363.00	86,462.00	90,775.00	-	-	-
7/13/2025		07-TECH	58R8	SR ELECTRICAL TECH-WATER	Steps	Hourly	59.37	61.97	64.95	-	-	-	-	-
7/13/2025		02-FIRE	35R5	SR FIRE INSPECTOR	Steps	Annually	150,908.00	158,485.00	166,360.00	174,713.00	183,476.00	-	-	-
7/13/2025		07-TECH	21R4	SR INFO TECHNOLOGY TECH	Steps	Annually	105,232.00	110,391.00	116,095.00	121,881.00	128,029.00	-	-	-
7/13/2025		07-TECH	56R8	SR INST TECHNICIAN	Steps	Hourly	59.37	61.97	64.95	-	-	-	-	-
7/13/2025		03-MAIN	51R9	SR MAINT WORKER - FACILITIES	Steps	Hourly	36.28	37.89	39.45	41.30	43.16	-	-	-
7/13/2025		03-MAIN	64R9	SR MAINT WORKER - UTILITIES	Steps	Hourly	36.28	37.89	39.45	41.30	43.16	-	-	-
7/13/2025		03-MAIN	79R9	SR MAINTENANCE WKR-REC & PARKS	Steps	Hourly	36.28	37.89	39.45	41.30	43.16	-	-	-
7/13/2025		03-MAIN	50R9	SR MAINTENANCE WORKER-PAINTER	Steps	Hourly	36.28	37.89	39.45	41.30	43.16	-	-	-
7/13/2025		03-MAIN	72R9	SR MAINTENANCE WORKER-PARKING	Steps	Hourly	36.28	37.89	39.45	41.30	43.16	-	-	-
7/13/2025		03-MAIN	48R9	SR MAINTENANCE WORKER-STREETS	Steps	Hourly	36.28	37.89	39.45	41.30	43.16	-	-	-
7/13/2025		07-TECH	60R8	SR MECHANICAL TECHNOLOGIST	Steps	Hourly	58.86	61.43	64.41	-	-	-	-	-
7/13/2025		07-TECH	08R6	SR METER SPECIALIST	Steps	Annually	73,210.00	76,859.00	80,743.00	84,771.00	88,999.00	-	-	-
7/13/2025		07-TECH	09R4	SR METER TECHNICIAN	Steps	Annually	76,870.00	80,704.00	84,780.00	89,008.00	93,448.00	-	-	-
7/13/2025		07-TECH	72R5	SR PARKING ENFORCEMENT OFFICER	Steps	Annually	63,607.00	66,697.00	70,128.00	73,456.00	77,263.00	-	-	-

Effective Date	Class Title	Bargaining Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/13/2025		07-TECH	47R8	SR TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	57.21	60.06	62.53	-	-	-	-	-
11/02/2025		07-TECH	47R8	SR TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	58.98	62.07	64.73	-	-	-	-	-
7/13/2025		16-USOS	53R9	SR UTILITY SYSTEMS OPERATOR	Steps	Hourly	41.35	43.23	45.02	47.10	49.18	-	-	-
7/13/2025		07-TECH	64R4	SR WASTEWATER PLANT OPERATOR	Steps	Annually	106,794.00	111,957.00	117,152.00	122,996.00	128,873.00	-	-	-
11/02/2025		07-TECH	64R4	SR WASTEWATER PLANT OPERATOR	Steps	Annually	108,116.75	113,807.10	119,796.95	126,102.05	132,739.00	-	-	-
7/13/2025	06/27/2026	18-MGMT	62I3	SR WATER RESOURCES PLANNER	Steps	Annually	130,162.00	139,295.00	148,427.00	157,563.00	166,695.00	-	-	-
06/28/2026		18-MGMT	62I3	WATER RESOURCES MANAGER	Steps	Annually	130,162.00	139,295.00	148,427.00	157,563.00	166,695.00	-	-	-
7/13/2025		07-TECH	62R8	SR WATER SYSTEM TECH	Steps	Hourly	57.44	60.32	63.26	-	-	-	-	-
11/02/2025		07-TECH	62R8	SR WATER SYSTEM TECH	Steps	Hourly	59.21	62.34	65.53	-	-	-	-	-
7/13/2025	11/01/2025	07-TECH	05U6	STORES CLERK	Steps	Annually	65,012.00	68,212.00	71,450.00	75,153.00	78,873.00	-	-	-
11/02/2025		07-TECH	05U6	WAREHOUSE WORKER	Steps	Annually	65,012.00	68,212.00	71,450.00	75,153.00	78,873.00	-	-	-
7/13/2025	11/01/2025	07-TECH	05S6	STORES SPECIALIST	Steps	Annually	77,312.00	81,157.00	85,239.00	89,518.00	94,015.00	-	-	-
11/02/2025		07-TECH	05S6	WAREHOUSE COORDINATOR	Steps	Annually	77,312.00	81,157.00	85,239.00	89,518.00	94,015.00	-	-	-
7/13/2025		18-MGMT	62G2	STORM WATER AND CREEKS MANAGER	Steps	Annually	130,162.00	139,295.00	148,427.00	157,563.00	166,695.00	-	-	-
06/28/2026		18-MGMT	62G2	STORM WATER AND CREEKS MANAGER	Steps	Annually	145,493.03	153,150.56	161,210.69	169,695.46	178,626.80	-	-	-
7/13/2025	03/07/2026	18-MGMT	48G9	STREET MAINTENANCE SUPERINTEND	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
03/08/2026		18-MGMT	48G9	MAINTENANCE SUPERINTENDENT	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025	06/27/2026	18-MGMT	48N9	STREETS CREW SUPERVISOR	Steps	Annually	97,423.00	102,123.00	106,820.00	111,519.00	116,217.00	-	-	-
06/28/2026		18-MGMT	48N9	STREETS MAINTENANCE SUPERVISOR	Steps	Annually	97,423.00	102,123.00	106,820.00	111,519.00	116,217.00	-	-	-
7/13/2025	03/07/2026	07-TECH	72S5	SUP PRKG ENFORCEMENT OFFICER	Steps	Annually	76,520.00	79,971.00	83,262.00	87,108.00	91,028.00	-	-	-
03/08/2026		07-TECH	72S5	SENIOR PARKING ENFORCEMENT OFFICER	Steps	Annually	76,520.00	79,971.00	83,262.00	87,108.00	91,028.00	-	-	-
7/13/2025		18-MGMT	04I3	SUPERVISING ACCOUNTANT	Steps	Annually	109,373.00	117,140.00	124,908.00	132,676.00	140,443.00	-	-	-
03/08/2026		18-MGMT	36H2	SUPERVISING BUILDING INSPECTOR	Steps	Annually	125,050.50	131,632.10	138,560.10	145,852.74	153,529.20	-	-	-
03/08/2026		18-MGMT	36I2	SUPERVISING CODE ENFORCEMENT OFFICER	Steps	Annually	119,314.06	125,593.75	132,203.95	139,162.05	146,487.00	-	-	-
7/13/2025		18-MGMT	43I3	SUPERVISING ENGINEER	Steps	Annually	136,762.00	146,493.00	156,220.00	165,949.00	175,677.00	-	-	-
11/02/2025		18-MGMT	43I3	SUPERVISING ENGINEER	Steps	Annually	151,563.32	159,540.34	167,937.20	176,776.00	186,080.00	-	-	-
7/13/2025		07-TECH	54N4	SUPERVISING LABORATORY ANALYST	Steps	Annually	95,901.00	100,696.00	105,730.00	111,015.00	116,613.00	-	-	-
11/02/2025		07-TECH	54N4	SUPERVISING LABORATORY ANALYST	Steps	Annually	106,135.32	111,721.39	117,599.36	123,788.80	130,304.00	-	-	-
7/13/2025		18-MGMT	37N3	SUPERVISING LAND SURVEYOR	Steps	Annually	130,250.00	139,517.00	148,782.00	158,048.00	167,313.00	-	-	-
11/02/2025		18-MGMT	37N3	SUPERVISING LAND SURVEYOR	Steps	Annually	144,811.07	152,432.70	160,455.48	168,900.50	177,790.00	-	-	-
03/08/2026		18-MGMT	42N2	SUPERVISING PERMIT SERVICES TECHNICIAN	Steps	Annually	97,026.23	102,132.87	107,508.28	113,166.61	119,122.75	-	-	-
7/13/2025		18-MGMT	38I4	SUPERVISING PLANNER	Steps	Annually	124,192.00	132,906.00	141,619.00	150,335.00	159,048.00	-	-	-
7/13/2025		07-TECH	49R8	SUPV ELECTRICAL TECHNICIAN	Steps	Hourly	62.34	65.04	68.20	-	-	-	-	-
7/13/2025		07-TECH	49N4	SUPV ELECTRICAL TECH-WATER	Steps	Hourly	62.34	65.04	68.20	-	-	-	-	-
11/02/2025		07-TECH	49N4	SUPV ELECTRICAL TECH-WATER	Steps	Hourly	65.18	68.13	71.61	-	-	-	-	-
7/13/2025		07-TECH	61N4	SUPV INSTRUMENTATION TECH	Steps	Hourly	62.34	65.04	68.20	-	-	-	-	-
11/02/2025		07-TECH	61N4	SUPV INSTRUMENTATION TECH	Steps	Hourly	65.18	68.13	71.61	-	-	-	-	-
7/13/2025		07-TECH	60N4	SUPV MECHANICAL TECHNOLOGIST	Steps	Hourly	62.34	65.04	68.20	-	-	-	-	-
11/02/2025		07-TECH	60N4	SUPV MECHANICAL TECHNOLOGIST	Steps	Hourly	64.52	67.43	70.88	-	-	-	-	-
7/13/2025		07-TECH	45R8	SUPV TRAFFIC SIGNAL TECH	Steps	Hourly	62.34	65.04	68.20	-	-	-	-	-
11/02/2025		07-TECH	45R8	SUPV TRAFFIC SIGNAL TECH	Steps	Hourly	65.47	68.43	71.92	-	-	-	-	-
7/13/2025		06-PROF	37U3	SURVEY ASSOC	Steps	Annually	110,319.00	115,828.00	121,624.00	127,731.00	134,094.00	-	-	-
7/13/2025		18-MGMT	63G4	SUSTAINABILITY COORDINATOR	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025		07-TECH	63J4	SUSTAINABILITY REPRESENTATIVE	Steps	Annually	98,723.00	103,595.00	108,719.00	114,204.00	119,886.00	-	-	-
7/13/2025		07-TECH	63T4	SUSTAINABILITY TECHNICIAN	Steps	Annually	77,778.00	81,643.00	85,688.00	89,972.00	94,517.00	-	-	-
12/28/2025		00-NONE	80Z4	SWIM INSTRUCTOR	Range	Hourly	19.21	19.46	-	-	-	-	-	-
7/13/2025		18-MGMT	28F4	TECHNICAL SVCS DIV MANAGER	Steps	Annually	147,635.00	158,467.00	169,299.00	180,130.00	190,963.00	-	-	-
7/13/2025		18-MGMT	28M4	TECHNICAL SVCS MANAGER	Steps	Annually	120,536.00	129,120.00	137,704.00	146,288.00	154,873.00	-	-	-
7/13/2025		07-TECH	19Q4	TECHNOLOGY APPLICATION SPEC	Steps	Annually	98,867.00	103,757.00	109,017.00	114,378.00	120,126.00	-	-	-
7/13/2025		07-TECH	45S8	TRAFFIC SIGNAL TECHNICIAN	Steps	Hourly	53.93	56.58	59.09	-	-	-	-	-
7/13/2025		18-MGMT	74N2	TRANSIT FIELD SUPERVISOR	Steps	Annually	98,393.00	104,571.00	110,749.00	116,926.00	123,102.00	-	-	-
7/13/2025		18-MGMT	74K3	TRANSIT PLANNER	Steps	Annually	117,708.00	124,044.00	130,380.00	136,714.00	143,050.00	-	-	-
7/13/2025		08-TRAN	74U6	TRANSIT SERVICE REPRESENTATIVE	Steps	Hourly	23.71	24.93	26.19	27.53	28.82	-	-	-
8/24/2025		08-TRAN	74U6	TRANSIT SERVICE REPRESENTATIVE	Steps	Hourly	24.90	26.18	27.50	28.91	30.26	-	-	-
7/13/2025		18-MGMT	74G0	TRANSIT SUPERINTENDENT	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-
7/13/2025		18-MGMT	75K3	TRANSPORTATION PLANNER	Steps	Annually	124,192.00	132,906.00	141,619.00	150,335.00	159,048.00	-	-	-
7/13/2025		18-MGMT	73J4	TRUCKED WASTE PROGRAM COORD	Steps	Annually	102,336.00	107,263.00	112,290.00	117,857.00	123,518.00	-	-	-
7/13/2025		18-MGMT	53N8	UTILITIES MECHANICAL SUPERVISO	Steps	Annually	100,866.00	108,234.00	115,603.00	122,972.00	130,339.00	-	-	-

Effective Date	Class Title	Bargaining Unit	Job Code	Classification Title	Range or Steps	Pay Basis	Bottom of Range or Step 1	Top of Range or Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
7/13/2025		16-USOS	53U9	UTILITIES SYSTEMS OPERATOR I	Steps	Hourly	32.34	34.01	35.70	37.47	39.36	-	-	-
7/13/2025		16-USOS	53T9	UTILITIES SYSTEMS OPERATOR II	Steps	Hourly	36.78	38.64	40.55	42.61	44.72	-	-	-
7/13/2025		07-TECH	53Q4	UTILITIES TECHNICIAN	Steps	Annually	75,258.00	78,980.00	82,921.00	87,127.00	91,477.00	-	-	-
06/28/2026		07-TECH	53Q4	UTILITIES TECHNICIAN	Steps	Annually	79,083.00	83,130.00	87,314.00	91,674.00	96,219.00	-	-	-
7/13/2025		18-MGMT	53G1	UTILITY PROJECT DEV MANAGER	Steps	Annually	114,677.00	122,634.00	130,590.00	138,548.00	146,504.00	-	-	-
7/13/2025		18-MGMT	53G9	UTILITY SYSTEM SUPERINTENDENT	Steps	Annually	126,849.00	136,300.00	145,753.00	155,204.00	164,653.00	-	-	-
7/13/2025		18-MGMT	53N9	UTILITY SYSTEM SUPERVISOR	Steps	Annually	109,614.00	114,850.00	120,084.00	125,322.00	130,556.00	-	-	-
7/13/2025		18-MGMT	64N8	WASTEWATER OPERATIONS SUPERVIS	Steps	Annually	100,866.00	108,234.00	115,603.00	122,972.00	130,339.00	-	-	-
7/13/2025		07-TECH	64U4	WASTEWATER OPERATOR I	Steps	Annually	90,201.00	94,948.00	99,908.00	104,727.00	109,601.00	-	-	-
7/13/2025		07-TECH	64T4	WASTEWATER OPERATOR II	Steps	Annually	94,948.00	99,908.00	104,727.00	109,601.00	114,923.00	-	-	-
11/02/2025		07-TECH	64T4	WASTEWATER OPERATOR II	Steps	Annually	98,204.20	103,372.85	108,813.52	114,540.55	120,569.00	-	-	-
7/13/2025		07-TECH	64V4	WASTEWATER OPERATOR TRAINEE	Steps	Annually	67,189.00	71,627.00	74,075.00	77,779.00	89,734.00	-	-	-
7/13/2025		18-MGMT	66N4	WASTEWATER RECLAMATION SUPT	Steps	Annually	120,810.00	129,810.00	138,812.00	147,813.00	156,812.00	-	-	-
11/02/2025		18-MGMT	66N4	WASTEWATER RECLAMATION SUPT	Steps	Annually	133,450.34	140,474.04	147,867.41	155,649.90	163,842.00	-	-	-
7/13/2025		18-MGMT	64N4	WASTEWATER TREATMENT SUPER	Steps	Annually	107,043.00	114,918.00	122,793.00	130,669.00	138,543.00	-	-	-
11/02/2025		18-MGMT	64N4	WASTEWATER TREATMENT SUPER	Steps	Annually	119,341.46	125,622.59	132,234.30	139,194.00	146,520.00	-	-	-
7/13/2025		18-MGMT	64G4	WASTEWATER TREATMENT SUPERINTE	Steps	Annually	120,810.00	129,810.00	138,812.00	147,813.00	156,812.00	-	-	-
11/02/2025		18-MGMT	64G4	WASTEWATER TREATMENT SUPERINTE	Steps	Annually	140,167.90	147,545.16	155,310.69	163,432.30	172,034.00	-	-	-
7/13/2025		18-MGMT	60G8	WASTEWATR MAINT SUPERINTENDENT	Steps	Annually	118,696.00	127,521.00	136,346.00	145,172.00	153,996.00	-	-	-
11/02/2025		18-MGMT	60G8	WASTEWATR MAINT SUPERINTENDENT	Steps	Annually	133,450.34	140,474.04	147,867.41	155,649.90	163,842.00	-	-	-
12/28/2025		10-EXEC	53C0	WATER DIRECTOR	Range	Annually	191,043.00	288,156.00	-	-	-	-	-	-
7/13/2025		18-MGMT	62M4	WATER QUALITY MANAGER	Steps	Annually	125,709.00	131,999.00	138,289.00	144,581.00	150,870.00	-	-	-
7/13/2025		18-MGMT	62N4	WATER QUALITY SUPERVISOR	Steps	Annually	116,397.00	122,223.00	128,046.00	133,872.00	139,694.00	-	-	-
7/13/2025	06/27/2026	18-MGMT	43J3	WATER REUSE ENGINEER	Steps	Annually	136,762.00	146,493.00	156,220.00	165,949.00	175,677.00	-	-	-
06/28/2026		18-MGMT	43J3	SENIOR ENGINEER-WATER REUSE SYSTEMS	Steps	Annually	145,493.03	153,150.56	161,210.69	169,695.46	178,626.80	-	-	-
7/13/2025		18-MGMT	66N3	WATER REUSE OPERATIONS SUPERV	Steps	Annually	107,043.00	114,918.00	122,793.00	130,669.00	138,543.00	-	-	-
11/02/2025		18-MGMT	66N3	WATER REUSE OPERATIONS SUPERV	Steps	Annually	119,341.46	125,622.59	132,234.30	139,194.00	146,520.00	-	-	-
7/13/2025		07-TECH	62S8	WATER SYSTEM TECH	Steps	Hourly	54.49	57.20	59.56	-	-	-	-	-
03/08/2026		18-MGMT	62F8	WATER SYSTEMS TECHNICIAN MANAGER	Steps	Annually	127,669.77	134,389.24	141,462.36	148,907.75	156,745.00	-	-	-
7/13/2025		18-MGMT	62N2	WTR QUALITY SYSTEMS SUPERVISOR	Steps	Annually	109,614.00	114,850.00	120,084.00	125,322.00	130,556.00	-	-	-
11/02/2025		18-MGMT	55J3	ZERO WASTE COORDINATOR	Steps	Annually	113,043.00	121,448.00	129,854.00	138,258.00	146,662.00	-	-	-