

A PAY PLAN

Reflects a 3% increase
Effective August 17, 2023
3.25% Between Steps

CLASS CODE	CLASS TITLE	PAY										
		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
1117	ACCOUNTING MANAGER	A17	39.953	41.254	42.593	43.978	45.408	46.887	48.412	49.984	51.609	53.289
1118	ACCOUNTANT III	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
1119	ACCOUNTANT II	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
1125	ACCOUNTANT I	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871
1128	ASSISTANT CITY CONTROLLER	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
1129	FINANCIAL INFORMATION SYSTEM COORDINATOR	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
1132	ASSISTANT CITY CLERK	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
1139	ASSISTANT CITY TREASURER	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842
1142	UTILITIES SERVICE SUPERVISOR	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842
1143	TRANSPORTATION/UTILITIES ACCOUNTING SUPERVISER	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
1144	ASSISTANT TRANSPORTATION/UTILITIES BUSINESS MANAGER	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
1216	REAL ESTATE AND RELOCATION ASSISTANCE AGENT	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842
1311	ASSISTANT PURCHASING AGENT	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
1314	BUYER	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871
1460	OPERATIONS SUPERVISOR	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
1473	ENTERPRISE SYSTEMS ADMINISTRATOR	A19	44.050	45.482	46.963	48.488	50.065	51.693	53.376	55.111	56.901	58.754
1478	SYSTEMS ANALYST/PROGRAMMER I	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
1479	SYSTEMS ANALYST/PROGRAMMER II	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
1481	SYSTEMS SOFTWARE INTEGRATOR	A17	39.953	41.254	42.593	43.978	45.408	46.887	48.412	49.984	51.609	53.289
1485	NETWORK ADMINISTRATOR II	A16	38.054	39.293	40.570	41.891	43.255	44.659	46.113	47.613	49.160	50.756

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1524	GIS ANALYST	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
1631	ADMINISTRATIVE AIDE I	A07	24.528	25.326	26.149	26.998	27.876	28.782	29.720	30.688	31.684	32.715	
1632	ADMINISTRATIVE AIDE II	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871	
1633	ADMINISTRATIVE OFFICER	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842	
1642	PUBLIC INFORMATION SPECIALIST II	A08	25.757	26.593	27.458	28.351	29.272	30.224	31.207	32.224	33.274	34.354	
1643	PUBLIC INFORMATION SPECIALIST III	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871	
1993	TRAFFIC NETWORKING SPECIALIST	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343	
2000	RIGHT OF WAY SUPERINTENDENT	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
2003	INFORMATION TECHNOLOGY SECURITY SPECIALIST	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343	
2004	WATERSHED MANAGEMENT SPECIALIST	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756	
2012	TRANSPORTATION PLANNER	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
2027	ASSISTANT PARKING MANAGER	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
2035	ASSISTANT SANITARY ENGINEER	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
2040	SAFETY AND TRAINING SPECIALIST	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842	
2110	PLANNER I	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771	
2111	PLANNER II	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
2202	URBAN DEVELOPMENT PROGRAM SPECIALIST	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
2214	ECONOMIC DEVELOPMENT SPECIALIST	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756	
2260	PROGRAM MONITOR	A08	25.757	26.593	27.458	28.351	29.272	30.224	31.207	32.224	33.274	34.354	
2413	PROGRAM MANAGER	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343	

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2414	AGING SERVICES SUPERVISOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
2417	BUSINESS DEVELOPMENT SPECIALIST	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
2423	AGING SPECIALIST IV	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871
2424	AGING PROGRAM COORDINATOR	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
3001	FIRE SYSTEM PROGRAMMER	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842
3010	EMS BUSINESS MANAGER	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
3103	OPERATIONS TRAINING COORDINATOR	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
3104	OPERATIONS QUALITY ASSURANCE COOR	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
3130	POLICE BUSINESS MANAGER	A16	38.054	39.293	40.570	41.891	43.255	44.659	46.113	47.613	49.160	50.756
3138	POLICE PROPERTY AND EVIDENCE MANAGER	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842
3142	POLICE RECORDS MANAGER	A16	38.054	39.293	40.570	41.891	43.255	44.659	46.113	47.613	49.160	50.756
3143	CRIME ANALYSIS MANAGER	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
3146	VICTIM ASSISTANCE MANAGER	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
3150	POLICE FLEET MANAGER	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842
3162	EMERGENCY COMMUNICATIONS OPERATIONS MANAGER	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842
3202	PLANS EXAMINER II	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
3206	CHIEF BUILDING INSPECTOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
3209	CHIEF PLANS EXAMINER	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
3211	PLANS REVIEW ENGINEER	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
3214	CHIEF HOUSING INSPECTOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040

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3216	CHIEF ELECTRICAL INSPECTOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
3218	CHIEF HVAC INSPECTOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
3226	CHIEF PLUMBING INSPECTOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
3230	ZONING COORDINATOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
3231	IMPACT FEE ADMINISTRATOR	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343	
3605	REGISTERED DIETITIAN I	A09	27.042	27.921	28.827	29.767	30.731	31.731	32.766	33.829	34.931	36.064	
3610	REGISTERED DIETITIAN II	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771	
3614	DENTAL HYGIENIST II	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771	
3615	DENTAL HYGIENIST SUPERVISOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
3616	PUBLIC HEALTH EMERGENCY RESPONSE COORDINATOR	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842	
3619	PUBLIC HEALTH EPIDEMIOLOGIST III	A16	38.054	39.293	40.570	41.891	43.255	44.659	46.113	47.613	49.160	50.756	
3621	ENVIRONMENTAL HEALTH SPECIALIST II	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871	
3622	SENIOR ENVIRONMENTAL HEALTH SPECIALIST	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842	
3623	PUBLIC HEALTH EPIDEMIOLOGIST II	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
3624	PUBLIC HEALTH EPIDEMIOLOGIST I	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771	
3625	ENVIRONMENTAL HEALTH SUPERVISOR	A16	38.054	39.293	40.570	41.891	43.255	44.659	46.113	47.613	49.160	50.756	
3631	ENVIRONMENTAL HEALTH EDUCATOR II	A08	25.757	26.593	27.458	28.351	29.272	30.224	31.207	32.224	33.274	34.354	
3632	SENIOR ENVIRONMENTAL HEALTH EDUCATOR	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771	
3633	ENVIRONMENTAL HEALTH EDUCATION SUPERVISOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040	
3640	ENVIRONMENTAL HEALTH ENGINEER I	A09	27.042	27.921	28.827	29.767	30.731	31.731	32.766	33.829	34.931	36.064	

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3641	ENVIRONMENTAL HEALTH ENGINEER II	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
3642	SENIOR ENVIRONMENTAL HEALTH ENGINEER	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
3656	WIC PROGRAM MANAGER	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
3657	PHYSICIAN ASSISTANT	A17	39.953	41.254	42.593	43.978	45.408	46.887	48.412	49.984	51.609	53.289
3659	REGISTERED NURSE	A08	25.757	26.593	27.458	28.351	29.272	30.224	31.207	32.224	33.274	34.354
3660	NURSE PRACTITIONER	A16	38.054	39.293	40.570	41.891	43.255	44.659	46.113	47.613	49.160	50.756
3661	PUBLIC HEALTH NURSE I	A09	27.042	27.921	28.827	29.767	30.731	31.731	32.766	33.829	34.931	36.064
3662	PUBLIC HEALTH NURSE II	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
3663	PUBLIC HEALTH NURSING ASSISTANT SUPERVISOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
3664	PUBLIC HEALTH NURSING SUPERVISOR	A16	38.054	39.293	40.570	41.891	43.255	44.659	46.113	47.613	49.160	50.756
3665	SENIOR PUBLIC HEALTH NURSE	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
3667	COMMUNITY HEALTH SERVICES ASSISTANT MGR	A17	39.953	41.254	42.593	43.978	45.408	46.887	48.412	49.984	51.609	53.289
3670	SERVICES COORDINATION SUPERVISOR	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
3674	PUBLIC HEALTH LAB TECHNOLOGIST	A07	24.528	25.326	26.149	26.998	27.876	28.782	29.720	30.688	31.684	32.715
3675	PUBLIC HEALTH LAB SCIENTIST	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871
3681	PUBLIC HEALTH EDUCATION SUPERVISOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
3683	PUBLIC HEALTH EDUCATOR II	A08	25.757	26.593	27.458	28.351	29.272	30.224	31.207	32.224	33.274	34.354
3684	PUBLIC HEALTH EDUCATOR III	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
3686	HEALTH EQUITY INITIATIVES COORDINATOR	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
4013	ASSISTANT RECREATION MANAGER	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842

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4016	COMMUNITY CENTER SUPERVISOR	A09	27.042	27.921	28.827	29.767	30.731	31.731	32.766	33.829	34.931	36.064
4018	NEIGHBORHOOD CENTER SUPERVISOR	A07	24.528	25.326	26.149	26.998	27.876	28.782	29.720	30.688	31.684	32.715
4020	ATHLETICS SUPERVISOR	A08	25.757	26.593	27.458	28.351	29.272	30.224	31.207	32.224	33.274	34.354
4022	LEARNING CENTER SUPERVISOR	A06	23.361	24.121	24.905	25.713	26.551	27.414	28.304	29.230	30.178	31.159
4115	LIBRARY SERVICE SUPERVISOR	A06	23.361	24.121	24.905	25.713	26.551	27.414	28.304	29.230	30.178	31.159
4116	LIBRARIAN	A09	27.042	27.921	28.827	29.767	30.731	31.731	32.766	33.829	34.931	36.064
4117	LIBRARY MANAGER	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
4118	LIBRARY COORDINATOR	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
5011	STREET MAINTENANCE SUPERINTENDENT	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5017	ASSISTANT SUPERINTENDENT OF SOLID WASTE OPERATIONS	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5019	RECYCLING COORDINATOR	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
5020	SUPERINTENDENT OF ROAD AND STORM SEWER MAINTENANCE	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
5022	SOLID WASTE OPERATIONS SUPERVISOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5104	SUSTAINABILITY SPECIALIST	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
5110	BUILDING SUPERINTENDENT	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5121	GARAGE SUPERVISOR	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
5122	ASSISTANT SUPERINTENDENT OF FLEET SERVICES	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842
5123	SUPERINTENDENT OF FLEET SERVICES	A15	36.246	37.424	38.639	39.897	41.195	42.534	43.917	45.346	46.820	48.343
5293	WATER QUALITY SPECIALIST	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
5302	SENIOR UTILITY ENGINEERING SPECIALIST	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842

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5308	MANAGER OF LABORATORY SERVICES	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5323	UTILITIES LABORATORY SUPERVISOR	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
5329	WATER METER SHOP SUPERVISOR	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871
5334	WATER SERVICE SUPERVISOR	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871
5338	FACILITY MAINTENANCE SUPERVISOR	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5341	ASSISTANT SUPERINTENDENT - WATER CONSTRUCTION	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5342	ASSISTANT SUPERINTENDENT - WATER SERVICE	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5344	ASSISTANT SUPERINTENDENT - WASTEWATER COLLECTION	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5348	ASSISTANT SUPERINTENDENT OPERATIONS - WP & TREATMENT	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5349	ASSISTANT SUPERINTENDENT - WP & TREATMENT	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5375	CONTROL SYSTEM SUPPORT SPECIALIST	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
5430	FOOD PRODUCTION MANAGER	A04	21.186	21.877	22.585	23.320	24.080	24.865	25.674	26.510	27.369	28.262
5502	NATURE CENTER COORDINATOR	A10	28.393	29.315	30.268	31.254	32.271	33.322	34.405	35.522	36.679	37.871
5504	NATURALIST	A06	23.361	24.121	24.905	25.713	26.551	27.414	28.304	29.230	30.178	31.159
5506	PARK PLANNING ASSISTANT	A06	23.361	24.121	24.905	25.713	26.551	27.414	28.304	29.230	30.178	31.159
5508	ASSISTANT CITY FORESTER	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
5511	PARK HORTICULTURIST	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
5513	PARK PLANNER I	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
5514	PARK PLANNER II	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5521	COMMUNITY OPERATIONS FORESTER	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842

A PAY PLAN

Reflects a 3% increase
 Effective August 17, 2023
 3.25% Between Steps

CLASS CODE	CLASS TITLE	PAY										
		RANGE	STEP A	STEP B	STEP C	STEP D	STEP E	STEP F	STEP G	STEP H	STEP I	STEP J
5522	PARK MAINTENANCE SUPERVISOR	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
5524	DISTRICT PARK SUPERVISOR	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
5527	GOLF COURSE SUPERINTENDENT	A12	31.306	32.324	33.375	34.461	35.577	36.737	37.933	39.168	40.441	41.756
5533	PARKS OPERATIONS COORDINATOR	A13	32.868	33.935	35.043	36.182	37.357	38.577	39.825	41.122	42.462	43.842
5601	BUS OPERATIONS SUPERINTENDENT	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5602	STARTRAN HANDI-VAN SUPERVISOR	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
5603	STARTRAN FIELD SUPERVISOR	A11	29.819	30.791	31.788	32.827	33.888	34.996	36.131	37.308	38.522	39.771
5605	BUS MAINTENANCE SUPERINTENDENT	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040
5606	ASSISTANT TRANSIT MANAGER	A14	34.516	35.640	36.801	37.993	39.231	40.504	41.824	43.187	44.592	46.040