

**CITY OF SALINAS**  
**SALARY SCHEDULE By Benefit Group**  
**Effective 04/22/2019**

**BENEFIT GROUP:**

- 14 EXECUTIVE GROUP
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		<b>Bi-weekly</b>	
11	11.1000	City Mayor	369.2300
11	11.1001	City Council	276.9200
		<b>Hourly</b>	
12	12.1005	City Manager	116.8788
13	13.1010	City Attorney	98.2890

**EXECUTIVE GROUP**

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly
14	14.1014	Assistant Chief of Police	79.7181	13,818	83.7065	14,509	87.8949	15,235	92.2832	15,996	96.9021	16,796
14	14.1013	Chief of Police	81.6153	14,147	85.6982	14,854	89.9809	15,597	94.4819	16,377	99.2069	17,196
14	14.1022	Community Development Dir	67.5521	11,709	70.9321	12,295	74.4732	12,909	78.2009	13,555	82.1089	14,232
14	14.1025	Finance Director	66.2411	11,482	69.5526	12,056	73.0256	12,658	76.6788	13,291	80.5121	13,955
14	14.1016	Fire Chief	80.9098	14,024	84.9606	14,560	89.2101	15,463	93.6710	16,236	98.3554	17,048
14	14.1027	Human Resources Director	64.9551	11,259	68.2045	11,822	71.6152	12,413	75.2002	13,035	78.9588	13,686
14	14.1028	Lib/Community Svc Dir	64.9551	11,259	68.2045	11,822	71.6152	12,413	75.2002	13,035	78.9588	13,686
14	14.1019	Public Works Director	67.5521	11,709	70.9321	12,295	74.4732	12,909	78.2009	13,555	82.1089	14,232

**AMPS**

Benefit Group	Grade	Position	Step 1 Hourly	Step 1 Monthly	Step 2 Hourly	Step 2 Monthly	Step 3 Hourly	Step 3 Monthly	Step 4 Hourly	Step 4 Monthly	Step 5 Hourly	Step 5 Monthly	Step 6 Hourly	Step 6 Monthly
15	15.1121	Airport Manager	45.2811	7,849	47.5426	8,241	49.9204	8,653	52.4144	9,085	55.0378	9,540	57.7968	10,018
15	15.4031	Animal Services Mgr	35.9897	6,238	37.7926	6,551	39.6793	6,878	41.6692	7,223	43.7563	7,584	45.9403	7,963
15	15.5021	Associate Engineer	41.4689	7,188	43.5431	7,547	45.7204	7,925	48.0078	8,321	50.4050	8,737	52.9250	9,173
15	15.3021	Associate Planner	36.1642	6,268	37.9734	6,582	39.8730	6,911	41.8695	7,257	43.9631	7,620	46.1599	8,001
15	15.5002	Asst PW Director/City Engineer	57.2140	9,917	60.0781	10,414	63.0851	10,935	66.2411	11,482	69.5526	12,056	73.0256	12,658
15	15.5001	Asst Public Works Director	51.4002	8,909	53.9717	9,355	56.6725	9,823	59.5027	10,314	62.4812	10,830	65.6085	11,372
15	15.3104	Code Enforcement Manager	42.0764	7,293	44.1826	7,658	46.3924	8,041	48.7122	8,443	51.1416	8,865	53.7003	9,308
15	15.3016	Community Dev Admin Sup	36.8707	6,391	38.7114	6,710	40.6529	7,046	42.6891	7,399	44.8198	7,769	47.0575	8,157
15	15.3031	Community Dev Analyst	34.9559	6,059	36.7070	6,363	38.5419	6,681	40.4739	7,015	42.4964	7,366	44.6220	7,734
15	15.6007	Community Education Mgr	35.2983	6,118	37.0688	6,425	38.9232	6,747	40.8681	7,084	42.9163	7,439	45.0615	7,811
15	15.1146	Community Safety Admin	38.7358	6,714	40.6677	7,049	42.7095	7,403	44.8417	7,773	47.0839	8,161	49.4358	8,569
15	15.6101	Community Services Manager	36.7070	6,363	38.5419	6,681	40.4739	7,015	42.4964	7,366	44.6220	7,734	46.8513	8,121
15	15.2108	Computer Systems Administrator	47.7753	8,281	50.1659	8,695	52.6729	9,130	55.3029	9,586	58.0747	10,066	60.9758	10,569
15	15.5026	Const Inspector Supv	36.5261	6,331	38.3545	6,648	40.2736	6,981	42.2896	7,330	44.4023	7,696	46.6186	8,081
15	15.4028	Crime Analyst	37.4304	6,488	39.3045	6,813	41.2687	7,153	43.3364	7,512	45.5008	7,887	47.7753	8,281
15	15.5441	Deputy Dir of Envir/Maint	50.1465	8,692	52.6553	9,127	55.2902	9,584	58.0514	10,062	60.9573	10,566	64.0083	11,095

15	15.6001	Deputy Librarian	38.7358	6,714	40.6677	7,049	42.7095	7,403	44.8417	7,773	47.0839	8,161	49.4358	8,569
15	15.1126	Economic Development Mgr	43.5431	7,547	45.7204	7,925	48.0078	8,321	50.4050	8,737	52.9250	9,173	55.5739	9,633
15	15.5421	Environ Resource Planner	41.6692	7,223	43.7563	7,584	45.9403	7,963	48.2339	8,361	50.6505	8,779	53.1769	9,217
15	15.5382	Facilities Maintenance Manager	42.0764	7,293	44.1826	7,658	46.3924	8,041	48.7122	8,443	51.1416	8,865	53.7003	9,308
15	15.5336	Fleet Maintenance Manager	42.0764	7,293	44.1826	7,658	46.3924	8,041	48.7122	8,443	51.1416	8,865	53.7003	9,308
15	15.5016	GIS Administrator	41.6692	7,223	43.7563	7,584	45.9403	7,963	48.2339	8,361	50.6505	8,779	53.1769	9,217
15	15.3026	Housing Services Supv	36.1642	6,268	37.9734	6,582	39.8730	6,911	41.8695	7,257	43.9631	7,620	46.1599	8,001
15	15.2101	Information Systems Mgr	48.9512	8,485	51.4002	8,909	53.9717	9,355	56.6725	9,823	59.5027	10,314	62.4812	10,830
15	15.2111	Integration/Appl Admin	47.7753	8,281	50.1659	8,695	52.6729	9,130	55.3029	9,586	58.0747	10,066	60.9758	10,569
15	15.5384	Maintenance Manager	42.0764	7,293	44.1826	7,658	46.3924	8,041	48.7122	8,443	51.1416	8,865	53.7003	9,308
15	15.4030	Management Anaylst	37.7925	6,551	39.6792	6,878	41.6692	7,223	43.7563	7,584	45.9403	7,963	48.2339	8,361
15	15.6017	Marketing & Development Coord	35.1303	6,089	36.8879	6,394	38.7358	6,714	40.6677	7,049	42.7095	7,403	44.8417	7,773
15	15.2106	Network/Sys Administrator	47.7753	8,281	50.1659	8,695	52.6729	9,130	55.3029	9,586	58.0747	10,066	60.9758	10,569
15	15.5423	NPDES Permit Manager	41.6692	7,223	43.7563	7,584	45.9403	7,963	48.2339	8,361	50.6505	8,779	53.1769	9,217
15	15.5301	Park Grnds Frstry Ops Mgr	42.0764	7,293	44.1826	7,658	46.3924	8,041	48.7122	8,443	51.1416	8,865	53.7003	9,308
15	15.3105	Permit Center Coordinator	34.2710	5,940	35.9897	6,238	37.7926	6,551	39.6793	6,878	41.6692	7,223	43.7563	7,584
15	15.3101	Permit Ctr Mgr/Bldg Off	51.4002	8,909	53.9717	9,355	56.6725	9,823	59.5027	10,314	62.4812	10,830	65.6085	11,372
15	15.3001	Planning Manager	48.2339	8,361	50.6505	8,779	53.1769	9,217	55.8390	9,679	58.6368	10,164	61.5638	10,671
15	15.1171	Police Records Coord	34.2710	5,940	35.9897	6,238	37.7926	6,551	39.6793	6,878	41.6692	7,223	43.7563	7,584
15	15.6021	Princ Library Technician	27.5096	4,768	28.8838	5,007	30.3273	5,257	31.8464	5,520	33.4351	5,795	35.1119	6,086
15	15.3006	Principal Planner	44.8198	7,769	47.0575	8,157	49.4151	8,565	51.8799	8,993	54.4771	9,443	57.2065	9,916
15	15.1136	Pub Works Admin Mgr	41.0501	7,115	43.1050	7,472	45.2609	7,845	47.5241	8,238	49.8942	8,648	52.3905	9,081
15	15.1151	Pub Works Admin Supv	37.7926	6,551	39.6793	6,878	41.6692	7,223	43.7563	7,584	45.9403	7,963	48.2339	8,361
15	15.6100	Rec/Com Svcs Superintendent	46.3788	8,039	48.7024	8,442	51.1316	8,863	53.6913	9,307	56.3815	9,773	59.1959	10,261
15	15.2011	Revenue Officer	33.7799	5,855	35.4728	6,149	37.2497	6,457	39.1103	6,779	41.0684	7,119	43.1231	7,475
15	15.2016	Senior Accountant	33.7799	5,855	35.4728	6,149	37.2497	6,457	39.1103	6,779	41.0684	7,119	43.1231	7,475
15	15.2021	Senior Buyer	33.7799	5,855	35.4728	6,149	37.2497	6,457	39.1103	6,779	41.0684	7,119	43.1231	7,475
15	15.5011	Senior Civil Engineer	48.0078	8,321	50.4050	8,737	52.9250	9,173	55.5739	9,633	58.3524	10,114	61.2730	10,621
15	15.3013	Sr. Community Dev Analyst	37.7926	6,551	39.6793	6,878	41.6692	7,223	43.7563	7,584	45.9403	7,963	48.2339	8,361
15	15.6011	Senior Librarian	35.1303	6,089	36.8879	6,394	38.7358	6,714	40.6677	7,049	42.7095	7,403	44.8417	7,773
15	15.3103	Senior Plan Check Engineer	48.0078	8,321	50.4050	8,737	52.9250	9,173	55.5739	9,633	58.3524	10,114	61.2730	10,621
15	15.3011	Senior Planner	41.6692	7,223	43.7563	7,584	45.9403	7,963	48.2339	8,361	50.6505	8,779	53.1769	9,217
15	15.3106	Sr Combo Bldg Insp	36.5261	6,331	38.3545	6,648	40.2736	6,981	42.2896	7,330	44.4023	7,696	46.6186	7,883
15	15.2116	Sr Programmer/Analyst	41.4599	7,186	43.5337	7,546	45.7086	7,923	47.9968	8,319	50.3923	8,735	52.9137	9,172
15	15.5451	Street Maintenance Mgr	42.0764	7,293	44.1826	7,658	46.3924	8,041	48.7122	8,443	51.1416	8,865	53.7003	9,308
15	15.5446	Supt of Maintenance Serv	46.1599	8,001	48.4666	8,401	50.8895	8,821	53.4353	9,262	56.1103	9,726	58.9146	10,212
15	15.1156	Technical Serv Coord	37.4304	6,488	39.3045	6,813	41.2687	7,153	43.3364	7,512	45.5008	7,887	47.7753	8,281
15	15.6006	Technical Services Mgr	35.2983	6,118	37.0688	6,425	38.9232	6,747	40.8681	7,084	42.9163	7,439	45.0615	7,811
15	15.5008	Traffic Engineer	48.0078	8,321	50.4050	8,737	52.9250	9,173	55.5739	9,633	58.3524	10,114	61.2730	10,621
15	15.5006	Transportation Manager	48.2339	8,361	50.6505	8,779	53.1769	9,217	55.8390	9,679	58.6368	10,164	61.5638	10,671
15	15.5416	Wastewater Manager	42.0764	7,293	44.1826	7,658	46.3924	8,041	48.7122	8,443	51.1416	8,865	53.7003	9,308

**CONFIDENTIAL MANAGEMENT/CONFIDENTIAL MANAGEMENT 2**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
17	17.2006	Accounting Manager	40.6677	7,049	42.7095	7,403	44.8417	7,721	47.0839	8,161	49.4358	8,569	51.9104	8,999
16	16.1101	Assistant City Attorney	59.5027	10,314	62.4812	10,830	65.6085	11,372	68.8909	11,941	72.3348	12,538	75.9468	13,164
16	16.1037	Assistant City Manager	82.9056	14,370	87.0539	15,089	91.4087	15,844	95.9767	16,636	100.7770	17,468		
17	17.2001	Asst Finance Director	47.0839	8,161	49.4358	8,569	51.9104	8,999	54.5015	9,447	57.2347	9,921	60.0906	10,416
16	16.1131	City Clerk	43.5432	7,547	45.7205	7,925	48.0079	8,321	50.4050	8,737	52.9249	9,174	55.5739	9,633
16	16.1166	Human Resource Analyst I	34.7814	6,029	36.5261	6,331	38.3545	6,648	40.2736	6,981	42.2896	7,330	44.4024	7,696
16	16.1161	Human Resource Analyst II	36.5261	6,331	38.3545	6,648	40.2736	6,981	42.2896	7,330	44.4023	7,696	46.6186	7,883
16	16.1116	Sr Deputy City Attorney	48.0078	8,321	50.4050	8,737	52.9250	9,174	55.5739	9,633	58.3524	10,114	61.2730	10,621

**FSA**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
18	18.4533	Administrative Fire Captain	50.1463	8,692	52.6473	9,126	55.2812	9,582	58.0483	10,062	60.9552	10,566	64.0014	11,094
18	18.4521	Battalion Chief EMS/Trng-40 Hour	58.9197	10,213	61.8596	10,722	64.9526	11,258	68.2055	11,822	71.6175	12,414	75.2027	13,035
18	18.4526	Battalion Chief EMS/Trng-56 Hour	42.0855	10,213	44.1855	10,722	46.3947	11,258	48.7181	11,822	51.1542	12,414	53.7161	13,035
18	18.4506	Battalion Chief-40 Hours	58.9197	10,213	61.8596	10,722	64.9526	11,258	68.2055	11,822	71.6175	12,414	75.2027	13,035
18	18.4511	Battalion Chief-56 Hours	42.0855	10,213	44.1855	10,722	46.3947	11,258	48.7181	11,822	51.1542	12,414	53.7161	13,035
18	18.4516	BC/Fire Marshal	58.9197	10,213	61.8596	10,722	64.9526	11,258	68.2055	11,822	71.6175	12,414	75.2027	13,035
18	18.4501	Deputy Fire Chief	66.5489	11,535	69.8749	12,112	73.3735	12,718	77.0452	13,372	80.8965	14,022	84.9407	14,723
18	18.4531	Emergency Med Svcs Offcr	50.1463	8,692	52.6473	9,126	55.2812	9,582	58.0483	10,062	60.9552	10,566	64.0014	11,094

**IAFF**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
19	19.4576	FF Hired Post 9/2013-40 Hours	35.0862	6,082	36.8425	6,386	38.6856	6,706	40.6223	7,041	42.6524	7393	44.7894	7,763
19	19.4586	FF/Prmdc Hire Post 9/2013-40Hour	35.0862	6,082	36.8425	6,386	38.6856	6,706	40.6223	7,041	42.6524	7393	44.7894	7,763
19	19.4591	FF/Prmdc Hire Post 9/2013-56Hour	25.0616	6,082	26.3161	6,386	27.6325	6,706	29.0159	7,041	30.4661	7393	31.9924	7,763
19	19.4566	FF/Prmdc Hire Pre 9/2013-40 Hour	36.8425	6,386	38.6856	6,706	40.6223	7,041	42.6524	7,393	44.7894	7763	47.0264	8,151
19	19.4571	FF/Prmdc Hired Pre 9/2013-56Hour	26.3161	6,386	27.6325	6,706	29.0159	7,041	30.4661	7,393	31.9924	7763	33.5903	8,151
19	19.4581	FF-Hired Post 9/2013-56 Hours	25.0616	6,082	26.3161	6,386	27.6325	6,706	29.0159	7,041	30.4661	7393	31.9924	7,763
19	19.4556	FF-Hired Pre 9/2013-40 Hours	36.8425	6,386	38.6856	6,706	40.6223	7,041	42.6524	7,393	44.7894	7763	47.0264	8,151
19	19.4561	FF-Hired Pre 9/2013-56 Hours	26.3161	6,386	27.6325	6,706	29.0159	7,041	30.4661	7,393	31.9924	7763	33.5903	8,151
19	19.4536	Fire Captain-40 Hours	46.1183	7,994	48.4223	8,393	50.8462	8,813	53.3840	9,253	56.0551	9716	58.8599	10,202
19	19.4541	Fire Captain-56 Hours	32.9416	7,994	34.5873	8,393	36.3187	8,813	38.1314	9,253	40.0393	9716	42.0428	10,202
19	19.4546	Fire Engineer-40 Hours	40.6223	7,041	42.6524	7,393	44.7890	7,763	47.0264	8,151	49.3772	8559	51.8480	8,987
19	19.4551	Fire Engineer-56 Hours	29.0159	7,041	30.4661	7,393	31.9924	7,763	33.5903	8,151	35.2694	8559	37.0343	8,987
19	19.4601	Fire Fighter Recruit-56 Hours	23.9788	5,819	25.1808	6,111	26.4402	6,416	27.7662	6,738	29.1542	7075	30.6139	7,429
19	19.4596	Firefighter Recruit-40 Hours	33.5703	5,819	35.2532	6,111	37.0162	6,416	38.8727	6,738	40.8159	7075	42.8593	7,429

**PMA**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
20	20.4001	Deputy Chief of Police	72.9869	12,651	76.6354	13,283	80.4722	13,949	84.4972	14,646	88.7225	15,379	93.1595	16,148
20	20.4006	Police Commander	67.8076	11,753	71.2000	12,341	74.7631	12,959	78.4972	13,606	82.4212	14,286	86.5476	15,002
20	20.4011	Police Sergeant	57.4347	9,955	60.3017	10,452	63.3206	10,976	66.4849	11,524	69.8139	12,101	73.3074	12,707

**POA**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6	Step 7	Step 7
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
21	21.4016	Criminalist	47.9790	8,316	50.3829	8,733	52.8959	9,169	55.5440	9,628	58.3268	10,110	61.2384	10,615		
21	21.4021	Police Officer	41.6483	7,219	43.7308	7,580	45.9160	7,959	48.2104	8,356	50.6206	8,774	53.1529	9,213		
21	21.4026	Police Officer-New Hire	39.6622	6,875	41.6483	7,219	43.7308	7,580	45.9160	7,959	48.2104	8,356	50.6206	8,774	53.15294	9,213
22	22.4036	Police Recruit	29.5909	5,129												

**CREW SUPERVISORS/CREW SUPERVISORS 2**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
23	23.5341	Equipment Mech Crew Sup	34.6120	5,999	36.3415	6,299	38.1643	6,615	40.0735	6,946	42.0759	7,293	44.1847	7,659
23	23.5381	Facility Maint Mech Crew Sup	34.6120	5,999	36.3415	6,299	38.1643	6,615	40.0735	6,946	42.0759	7,293	44.1847	7,659
24	24.5381	Facility Maint Mech Crew Sup	34.6120	5,999	36.3415	6,299	38.1643	6,615	40.0735	6,946	42.0759	7,293	44.1847	7,659
23	23.5383	Fleet Analyst	34.6120	5,999	36.3415	6,299	38.1643	6,615	40.0735	6,946	42.0759	7,293	44.1847	7,659
23	23.5456	P.S. Maint Crew Supv	34.6120	5,999	36.3415	6,299	38.1643	6,615	40.0735	6,946	42.0759	7,293	44.1847	7,659
24	24.5311	Park Maint Crew Supv	34.6120	5,999	36.3415	6,299	38.1643	6,615	40.0735	6,946	42.0759	7,293	44.1847	7,659
24	24.5461	SL/Traffic Sig Crew Sup	34.6120	5,999	36.3415	6,299	38.1643	6,615	40.0735	6,946	42.0759	7,293	44.1847	7,659
23	23.5306	Urban Forestry Crew Supv	34.6120	5,999	36.3415	6,299	38.1643	6,615	40.0735	6,946	42.0759	7,293	44.1847	7,659

**SEIU**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
25	25.5376	Airport Operations Supv	33.6185	5,827	35.2983	6,118	37.0688	6,269	38.9232	6,747	40.8681	7,084	42.9163	7,439
25	25.5411	Comm Facilities Svr Wkr	19.0868	3,308	20.0430	3,474	21.0381	3,647	22.0914	3,829	23.2027	4,022	24.3592	4,222
25	25.5361	Equipment Inventory Tech	23.8941	4,142	25.0894	4,349	26.3365	4,565	27.6546	4,793	29.0439	5,034	30.4911	5,285
25	25.5366	Equipment Mechanic I	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985
25	25.5356	Equipment Mechanic II	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985	30.1939	5,234	31.7059	5,496
25	25.5396	Facility Maint Mechanic	22.0914	3,829	23.2027	4,022	24.3592	4,222	25.5740	4,433	26.8534	4,655	28.1973	4,888
25	25.5401	Facility Maint Worker	20.7345	3,594	21.7747	3,774	22.8667	3,964	24.0103	4,162	25.2121	4,370	26.4657	4,587
25	25.5398	Graffiti Abatement Worker	20.4373	3,542	21.4582	3,719	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521
25	25.5466	Inmate Crew Coordinator	25.9553	4,499	27.2539	4,724	28.6174	4,960	30.0452	5,208	31.5443	5,468	33.1275	5,742
25	25.5358	Inventory Technician	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985	30.1939	5,234	31.7059	5,496
25	25.5481	Motor Sweeper Operator	23.5452	4,081	24.7211	4,285	25.9553	4,506	27.2539	4,724	28.6174	4,960	30.0452	5,208
25	25.5499	Neighborhood Svcs Worker	19.1772	3,324	20.1336	3,490	21.1415	3,665	22.2012	3,848	23.3125	4,041	24.4757	4,242

25	25.5331	Park Maint Worker	20.7345	3,594	21.7747	3,774	22.8667	3,964	24.0103	4,162	25.2121	4,370	26.4657	4,587
25	25.4081	Pub Safety Facilities Wkr	19.0868	3,308	20.0430	3,474	21.0381	3,647	22.0914	3,829	23.2027	4,022	24.3592	4,222
25	25.5491	Public Serv Maint Wkr II	21.1415	3,665	22.2012	3,848	23.3125	4,041	24.4757	4,242	25.6970	4,454	26.9826	4,677
25	25.5486	Public Serv Maint Wkr III	23.5452	4,081	24.7211	4,285	25.9553	4,506	27.2539	4,724	28.6174	4,960	30.0452	5,208
25	25.5496	Public Svc Maint Wkr I	19.1772	3,324	20.1336	3,490	21.1415	3,665	22.2012	3,848	23.3125	4,041	24.4757	4,242
25	25.5471	Public Svc Maint Wkr IV	25.9553	4,499	27.2539	4,724	28.6174	4,960	30.0452	5,208	31.5443	5,468	33.1275	5,742
25	25.5351	Pump Maint Mechanic	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985	30.1939	5,234	31.7059	5,496
25	25.5391	Senior Airport Technician	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985	30.1939	5,234	31.7059	5,496
25	25.5476	SL/Traffic Signal Tech	23.5452	4,081	24.7211	4,285	25.9553	4,506	27.2539	4,724	28.6174	4,960	30.0452	5,208
25	25.5406	Sr Comm Facilities Svc Wk	20.4373	3,542	21.4582	3,719	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521
25	25.5386	Sr Facility Maint Mech	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985	30.1939	5,234	31.7059	5,496
25	25.5316	Sr Urban Forestry Worker	25.0894	4,349	26.3365	4,565	27.6546	4,793	29.0439	5,034	30.4911	5,285	32.0160	5,549
25	25.4076	Sr Vehicle Maint Asst	20.6376	3,577	21.6714	3,756	22.7569	3,945	23.8941	4,142	25.0894	4,349	26.3365	4,565
25	25.5326	Urban Forestry Worker I	21.4582	3,719	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521	27.3896	4,748
25	25.5321	Urban Forestry Worker II	22.7569	3,945	23.8941	4,142	25.0894	4,349	26.3365	4,565	27.6546	4,793	29.0439	5,034
25	25.5371	Vehicle Maint Assistant	18.0013	3,120	18.9059	3,277	19.8492	3,441	20.8378	3,612	21.8847	3,793	22.9765	3,983
25	25.5436	Wastewater Operator	24.2429	4,202	25.4577	4,413	26.7241	4,632	28.0616	4,864	29.4638	5,107	30.9370	5,362

**SMEA**

Benefit Group	Grade	Position	Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
			Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
26	26.7046	Administrative Aide	24.5984	4,264	25.8260	4,477	27.1183	4,701	28.4752	4,936	29.8968	5,182	31.3892	5,441
26	26.7001	Administrative Analyst I	29.6059	5,132	31.0856	5,388	32.6426	5,658	34.2710	5,940	35.9897	6,238	37.7926	6,551
26	26.7091	Administrative Clerk I	15.4039	2,670	16.1728	2,735	16.9805	2,698	17.8269	3,015	18.7251	3,246	19.6554	3,407
26	26.7086	Administrative Clerk II	16.1728	2,735	16.9805	2,698	17.8269	3,015	18.7251	3,246	19.6554	3,407	20.6376	3,577
26	26.7041	Administrative Secretary	24.5984	4,264	25.8260	4,477	27.1183	4,701	28.4752	4,936	29.8968	5,182	31.3892	5,441
26	26.4071	Animal Care Tech	21.2450	3,682	22.3109	3,867	23.4289	4,061	24.5984	4,264	25.8260	4,477	27.1183	4,701
26	26.4056	Animal Control Officer	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985
26	26.4046	Animal Services Supv	26.0845	4,521	27.3896	4,748	28.7596	4,985	30.1939	5,234	31.7059	5,496	33.2888	5,770
26	26.4086	Animal Servs Office Asst	18.9963	3,293	19.9462	3,457	20.9413	3,630	21.9881	3,811	23.0865	4,002	24.2429	4,202
26	26.5031	Assistant Engineer	34.6134	6,000	36.3451	6,300	38.1606	6,615	40.0733	6,946	42.0764	7,293	44.1826	7,658
26	26.3041	Assistant Planner	32.3261	5,603	33.9479	5,884	35.6473	6,179	37.4304	6,488	39.3045	6,813	41.2687	7,153
26	26.3126	Bldg Permit Spec	31.8609	5,523	33.4568	5,799	35.1303	6,089	36.8879	6,394	38.7358	6,714	40.6677	7,049
26	26.2131	Central Services Tech	22.4210	3,886	23.5452	4,081	24.7211	4,285	25.9553	4,499	27.2539	4,724	28.6174	4,960
26	26.3151	Code Enforcement Officer I	28.9016	5,010	30.3425	5,259	31.8609	5,523	33.4568	5,799	35.1303	6,089	36.8879	6,394
26	26.3136	Code Enforcement Officer II	31.7059	5,496	33.2888	5,770	34.9559	6,059	36.7070	6,363	38.5419	6,681	40.4739	7,015
26	26.3131	Comb Bldg Inspector II	31.7059	5,496	33.2888	5,770	34.9559	6,059	36.7070	6,363	38.5419	6,681	40.4739	7,015
26	26.3141	Combo Bldg Insp I	28.9016	5,010	30.3425	5,259	31.8609	5,523	33.4568	5,799	35.1303	6,089	36.8879	6,394
26	26.3051	Comm Improve Asst	25.3348	4,391	26.5948	4,610	27.9259	4,840	29.3216	5,082	30.7883	5,337	32.3261	5,603
26	26.7003	Community Safety Program Coord	29.6059	5,132	31.0856	5,388	32.6426	5,658	34.2710	5,940	35.9897	6,238	37.7926	6,551
26	26.4066	Community Service Officer	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985
26	26.2126	Computer Operator	28.1973	4,888	29.6059	5,132	31.0856	5,388	32.6426	5,658	34.2710	5,940	35.9897	6,238
26	26.5051	Construction Inspector	28.9016	5,010	30.3425	5,259	31.8609	5,523	33.4568	5,799	35.1303	6,089	36.8879	6,394
26	26.5071	Engineering Aide I	22.4210	3,896	23.5452	4,081	24.7211	4,285	25.9553	4,499	27.2539	4,724	28.6174	4,960
26	26.5066	Engineering Aide II	24.7211	4,285	25.9553	4,499	27.2539	4,724	28.6174	4,960	30.0452	5,208	31.5443	5,468
26	26.5431	Env Compliance Insp I	28.9016	5,010	30.3425	5,259	31.8609	5,523	33.4568	5,799	35.1303	6,089	36.8879	6,394
26	26.5426	Env Compliance Insp II	31.7059	5,496	33.2888	5,770	34.9559	6,059	36.7070	6,363	38.5419	6,681	40.4739	7,015



26	26.4061	Evidence Technician	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985
26	26.4606	Fire Inspector	30.1939	5,234	31.7059	5,496	33.2888	5,770	34.9559	6,059	36.7070	6,363	38.5419	6,681
26	26.5063	GIS Technician	24.7211	4,285	25.9553	4,499	27.2539	4,724	28.6174	4,960	30.0452	5,208	31.5443	5,468
26	26.2130	Information Technologies Tech I	25.3776	4,399	26.6453	4,619	27.9770	4,849	29.3782	5,092	30.8438	5,346	32.3907	5,614
26	26.5036	Junior Engineer	31.3892	5,441	32.9595	5,713	34.6134	6,000	36.3451	6,300	38.1606	6,615	40.0733	6,946
26	26.5059	Labor Compliance Officer I	25.5740	4,433	26.8534	4,655	28.1973	4,888	29.6059	5,132	31.0856	5,388	32.6426	5,658
26	26.4041	Latent Fingerprint Tech	28.7596	4,985	30.1939	5,234	31.7059	5,496	33.2888	5,770	34.9559	6,059	36.7070	6,363
26	26.6031	Librarian I	24.2429	4,202	25.4577	4,413	26.7241	4,632	28.0616	4,864	29.4638	5,108	30.9370	5,362
26	26.6026	Librarian II	26.0845	4,521	27.3896	4,748	28.7596	4,985	30.1939	5,234	31.7059	5,496	33.2888	5,770
26	26.6066	Library Aide	13.7046	2,375	14.3898	2,494	15.1092	2,619	15.8646	2,750	16.6579	3,887	17.4908	3,032
26	26.6024	Library Automation Svc Coord	29.0325	5,032	30.4868	5,284	32.0086	5,548	33.6222	5,828	35.2952	6,118	37.0595	6,424
26	26.6056	Library Clerk	16.9805	2,943	17.8269	3,090	18.7251	3,246	19.6554	3,407	20.6376	3,577	21.6714	3,756
26	26.6071	Library Page	12.9849	2,251	13.6341	2,363	14.3159	2,481	15.0316	2,605	15.7833	2,736	16.5724	2,872
26	26.6051	Library Technician	19.2742	3,341	20.2370	3,508	21.2450	3,682	22.3109	3,867	23.4289	4,061	24.5984	4,264
26	26.6046	Literacy Asst	19.2742	3,341	20.2370	3,508	21.2450	3,682	22.3109	3,867	23.4289	4,061	24.5984	4,264
26	26.6061	Literacy Clerk	16.9805	2,943	17.8269	3,090	18.7251	3,246	19.6554	3,407	20.6376	3,577	21.6714	3,756
26	26.6041	Literacy Specialist	21.2450	3,682	22.3109	3,867	23.4289	4,061	24.5984	4,264	25.8260	4,477	27.1183	4,701
26	26.6106	Neighborhood Svcs Coord	29.6059	5,132	31.0856	5,388	32.6426	5,658	34.2710	5,940	35.9897	6,238	37.7926	6,551
26	26.2124	Network System Specialist	29.8899	5,181	31.3872	5,440	32.9528	5,712	34.6055	5,998	36.3389	6,299	38.1531	6,613
26	26.7081	Office Assistant	18.9963	3,293	19.9462	3,457	20.9413	3,630	21.9881	3,811	23.0865	4,002	24.2429	4,202
26	26.7061	Office Technician	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985
26	26.3156	Permit Center Clerk	20.0430	3,474	21.0381	3,647	22.0914	3,829	23.2027	4,022	24.3592	4,222	25.5740	4,433
26	26.3056	Planning Technician	25.3348	4,391	26.5948	4,610	27.9259	4,840	29.3216	5,082	30.7883	5,337	32.3261	5,603
26	26.3146	Plumbing Inspector I	28.9016	5,010	30.3425	5,259	31.8609	5,523	33.4568	5,799	35.1303	6,089	36.8879	6,394
26	26.7076	Police Services Tech	18.9963	3,293	19.9462	3,457	20.9413	3,630	21.9881	3,811	23.0865	4,002	24.2429	4,202
26	26.3037	Project Coordinator	34.6134	6,000	36.3451	6,300	38.1606	6,615	40.0733	6,946	42.0764	7,293	44.1826	7,658
26	26.7026	Public Works Assistant	25.3348	4,391	26.5948	4,610	27.9259	4,840	29.3216	5,082	30.7883	5,337	32.3261	5,603
26	26.2051	Purchasing Technician	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985
26	26.5046	PW Compliance Officer II	28.9016	5,010	30.3425	5,259	31.8609	5,523	33.4568	5,799	35.1303	6,089	36.8879	6,394
26	26.6121	Recreation Asst	16.9805	2,943	17.8269	3,090	18.7251	3,246	19.6554	3,407	20.6376	3,577	21.6714	3,756
26	26.6111	Recreation Coordinator	29.6059	5,132	31.0856	5,388	32.6426	5,658	34.2710	5,940	35.9897	6,238	37.7926	6,551
26	26.2048	Revenue Technician	23.7422	4,115	24.9240	4,320	26.1666	4,536	27.4699	4,761	28.8397	5,000	30.2823	5,249
26	26.7071	Secretary	18.9663	3,293	19.9462	3,457	20.9413	3,630	21.9881	3,811	23.0865	4,002	24.2429	4,202
26	26.7056	Senior Police Svc Tech	22.5372	3,906	23.6614	4,101	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985
26	26.6114	Senior Recreation Assistant	18.9963	3,293	19.9462	3,457	20.9413	3,630	21.9881	3,811	23.0865	4,002	24.2429	4,202
26	26.6116	Sports Program Asst	18.9963	3,293	19.9462	3,457	20.9413	3,630	21.9881	3,811	23.0865	4,002	24.2429	4,202
26	26.2056	Sr Accounting Clerk	21.5616	3,737	22.6469	3,925	23.7777	4,121	24.9666	4,328	26.2138	4,544	27.5254	4,771
26	26.2041	Sr Accounting Technician	25.9553	4,499	27.2539	4,724	28.6174	4,960	30.0452	5,208	31.5443	5,468	33.1275	5,742
26	26.5041	Sr Construction Inspector	30.9370	5,362	32.4812	5,630	34.1094	5,917	35.8153	6,208	37.6117	6,519	39.4917	6,845
26	26.4051	Sr Evidence Technician	24.5984	4,264	25.8260	4,477	27.1183	4,701	28.4752	4,936	29.8968	5,182	31.3892	5,441
26	26.6036	Sr Librarian Technician	21.2450	3,682	22.3109	3,867	23.4289	4,061	24.5984	4,264	25.8260	4,477	27.1183	4,701
26	26.2046	Sr Purchasing Technician	25.9553	4,499	27.2539	4,724	28.6174	4,960	30.0452	5,208	31.5443	5,468	33.1275	5,742
26	26.7005	Street Outreach Specialist	18.9963	3,293	19.9462	3,457	20.9413	3,630	21.9881	3,811	23.0865	4,002	24.2429	4,202
26	26.7036	Supvsg Police Serv Tech	24.5984	4,264	25.8260	4,477	27.1183	4,701	28.4752	4,936	29.8968	5,182	31.3892	5,441
26	26.7031	Supvsg Wrld Proc Operator	24.5984	4,264	25.8260	4,477	27.1183	4,701	28.4752	4,936	29.8968	5,182	31.3892	5,441
26	26.2121	Telecom Svc Tech	31.7059	5,496	33.2888	5,770	34.9559	6,059	36.7070	6,363	38.5419	6,681	40.4739	7,015
26	26.7066	Word Processing Operator	18.9963	3,293	19.9462	3,457	20.9413	3,630	21.9881	3,811	23.0865	4,002	24.2429	4,202

**CONFIDENTIAL MISCELLANEOUS**

Benefit			Step 1	Step 1	Step 2	Step 2	Step 3	Step 3	Step 4	Step 4	Step 5	Step 5	Step 6	Step 6
Group	Grade	Position	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
27	27.7016	Community Safety Assist	25.8260	4,477	27.1183	4,701	28.4752	4,936	29.8968	5,182	31.3892	5,441	32.9595	5,713
27	27.7061	Confidential Office Technician	22.5372	3,906	23.6614	4,100	24.8441	4,306	26.0845	4,521	27.3896	4,748	28.7596	4,985
27	27.2036	Deferred Comp Technician	26.9826	4,677	28.3331	4,911	29.7481	5,156	31.2341	5,414	32.7977	5,685	34.4390	5,969
27	27.7021	Deputy City Clerk	25.8260	4,477	27.1183	4,701	28.4752	4,936	29.8968	5,182	31.3892	5,441	32.9595	5,713
27	27.7006	Executive Assistant	27.6546	4,793	29.0439	5,034	30.4911	5,285	32.0160	5,549	33.6185	5,827	35.2983	6,118
27	27.7051	Human Resource Technician	23.2027	4,022	24.3592	4,222	25.5740	4,433	26.8534	4,655	28.1973	4,888	29.6059	5,132
27	27.7011	Legal Secretary	25.8260	4,477	27.1183	4,701	28.4752	4,936	29.8968	5,182	31.3892	5,441	32.9595	5,713
27	27.2026	Payroll Supervisor	32.7977	5,685	34.4390	5,969	36.1642	6,268	37.9734	6,582	39.8730	6,911	41.8695	7,257
27	27.2031	Payroll Technician	26.9826	4,677	28.3331	4,911	29.7481	5,156	31.2341	5,414	32.7977	5,685	34.4390	5,969

**TEMPORARY**

Benefit			Step 1	Step 2	Step 3	Step 4	Step 5
Group	Grade	Position	Hourly	Hourly	Hourly	Hourly	Hourly
29	29.9001	Assistant Finance Director	42.4500	44.5731	46.8000	49.1424	51.6058
29	29.9006	Administrative Aide	21.1269	22.1828	23.2904	24.4558	25.6789
29	29.9008	Administrative Analyst I	25.4177	26.6881	28.0248	29.4228	30.8984
29	29.9011	Administrative Clerk I	13.2289	13.8865	14.5789	15.3115	16.0731
29	29.9016	Administrative Intern	11.0423	11.5961	12.1731	13.4193	13.9847
29	29.9021	Administrative Secretary	21.1269	22.1828	23.2904	24.4558	25.6789
29	29.9026	Animal Care Tech	18.9693	19.9211	20.9193	21.9635	23.0596
29	29.9031	Animal Care Worker	12.0578	12.6607	13.2937	13.9584	14.6563
29	29.9036	Animal Control Officer	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9041	Animal Serv Aide	12.0578	12.6607	13.2937	13.9584	14.6563
29	29.9042	Animal Services Mgr	32.1346	33.7443	35.4289	37.2058	39.0693
29	29.9046	Associate Planner	31.0558	32.6135	34.2461	35.9596	37.7596
29	29.9051	Central Services Tech	19.2519	20.2211	21.2308	22.2923	23.4058
29	29.9056	City Clerk	36.6693	38.5039	40.4308	42.4500	44.5731
29	29.9061	Clerical Aide	12.0578	12.6607	13.2937	13.9584	14.6563
29	29.9063	Code Enforcement Officer II	28.3096	29.7231	31.2115	32.7750	34.4135
29	29.9066	Code Enforcement Officer I	24.8135	26.0596	27.3578	28.7250	30.1615
29	29.9076	Comm Ctr Svc Aide	12.7211	13.3572	14.0251	14.7264	15.4627
29	29.9071	Comm Improve Asst	21.7500	22.8346	23.9769	25.1769	26.4346
29	29.9081	Community Service Officer	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9086	Community Services Aide	11.3193	11.8846	12.4789	13.0961	13.6759
29	29.9091	Community Services Asst	18.1558	19.0673	20.0193	21.0231	22.0731
29	29.9096	Community Services Mgr	31.5173	33.0981	34.7539	36.4904	38.3193
29	29.9101	Computer Operator	24.2135	25.4250	26.6943	28.0269	29.4289
29	29.9106	Confidential Secretary	17.1231	17.9769	18.8769	19.8231	20.8154
29	29.9111	Crime Analyst	32.1346	33.7443	35.4289	37.2058	39.0693
29	29.9116	Deputy City Engineer	44.1404	46.3500	48.6635	51.1039	53.6539
29	29.9121	Deputy Dir of Permit Svcs	44.1404	46.3500	48.6635	51.1039	53.6539

29	29.9126	Deputy Fire Chief	60.6058	63.6404	66.8250	70.1654	73.6731
29	29.9131	Deputy Fire Marshall	43.4943	45.6635	47.9481	50.3481	52.8693
29	29.9136	Deputy PW Dir/Eng	79.6731				
29	29.9141	Engineering Aide I	19.2519	20.2211	21.2308	22.2923	23.4058
29	29.9146	Engineering Aide II	21.2308	22.2923	23.4058	24.5769	25.8058
29	29.9151	Engineering Tech	23.4058	24.5769	25.8058	27.0923	28.4481
29	29.9152	Environmental Resource Planner	35.7808	37.5693	39.4500	41.4231	43.4943
29	29.9155	Evidence Technician	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9156	Executive Assistant	23.7461	24.9346	26.1808	27.4904	28.8635
29	29.9161	Facility Maintenance Wkr	17.8096	18.6981	19.6328	20.6135	21.6461
29	29.9166	Finance Director	61.5115	64.5865	67.8115	71.2039	74.7635
29	29.9171	Fire Inspector	25.9328	27.2250	28.5865	30.0173	31.5173
29	29.9176	Fire Plan Checker	27.7558	29.1461	30.6000	32.1346	33.7443
29	29.9178	Fire Prevention Aide	21.1269	22.1828	23.2904	24.4558	25.6789
29	29.9181	Firearms Examiner	29.8731	31.3673	32.9365	34.5865	36.3115
29	29.9186	GIS Administrator	35.7808	37.5693	39.4500	41.4231	43.4943
29	29.9191	GIS Technician	21.2308	22.2923	23.4058	24.5769	25.8058
29	29.9196	Homework Center Assistant	13.0961	13.7509	14.4384	15.1603	15.9183
29	29.9201	Human Resource Analyst II	31.3673	32.9365	34.5865	36.3115	38.1346
29	29.9206	Human Resources Analyst I	29.8731	31.3673	32.9365	34.5865	36.3115
29	29.9211	Human Resources Technician	19.9212	20.9193	21.9635	23.0596	24.2135
29	29.9216	Industrial Waster Crew Suprv	23.7461	24.9346	26.1808	27.4904	28.8635
29	29.9221	Junior Engineer	26.9596	28.3096	29.7231	31.2115	32.7750
29	29.9226	Latent Fingerprint Tech	15.0115	15.7615	16.5519	17.3828	18.2481
29	29.9231	Legal Secretary	22.1828	23.2904	24.4558	25.6789	26.9596
29	29.9236	Librarian I	20.8154	21.8539	22.9443	24.0923	25.2981
29	29.9241	Librarian II	22.4019	23.5154	24.6923	25.9328	27.2250
29	29.9246	Library Clerk	14.5789	15.3115	16.0731	16.8808	17.7231
29	29.9251	Library Page	12.1731	12.7818	13.4209	14.0919	14.7965
29	29.9256	Library Technician	16.5519	17.3828	18.2481	19.1596	20.1231
29	29.9261	Literacy Assistant	16.5519	17.3828	18.2481	19.1596	20.1231
29	29.9266	Literacy Clerk	14.5789	15.3115	16.0731	16.8808	17.7238
29	29.9271	Literacy Specialist	18.2481	19.1596	20.1231	21.1269	22.1828
29	29.9281	Neighborhood Svcs Worker	16.4711	17.2961	18.1558	19.0673	20.0193
29	29.9286	Network/Sys Administrator	41.0193	43.0673	45.2250	47.4808	49.8578
29	29.9291	Office Assistant	16.3096	17.1231	17.9769	18.8769	19.8231
29	29.9296	Office Technician	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9298	Operations & Development Mgr	41.8328	43.9269	46.1193	48.4269	50.8500
29	29.9301	Park Maintenance Aide	12.7211	13.3572	14.0251	14.7264	15.4627
29	29.9306	PC Services Coordinator	30.3115	31.8289	33.4211	35.0943	36.8481
29	29.9311	PD Personnel/Trng Spec	24.6923	25.9328	27.2250	28.5865	30.0173
29	29.9316	Planning Manager	41.4231	43.4943	45.6635	47.9481	50.3481
29	29.9321	Police Cadet	12.4789	13.0961	13.7539	14.4404	15.1615
29	29.9326	Police Commander	58.8693	61.8115	64.9039	68.1519	71.5558
29	29.9331	Police Officer	35.6019	37.3846	39.2539	41.2154	43.2750
29	29.9336	Police Reserve	26.8269	28.1654	29.5789	31.0558	32.6135
29	29.9341	Police Sergeant	49.8578	52.3558	54.9693	57.7211	60.6058
29	29.9346	Police Services Tech	16.3096	17.1231	17.9769	18.8769	19.8231



29	29.9354	Public Serv Maint Aide	14.5789	15.3115	16.0731	16.8808	17.7238
29	29.9356	Public Serv Maint Wkr I	16.4711	17.2961	18.1558	19.0673	20.0193
29	29.9351	Public Serv Maint Wkr II	18.1558	19.0673	20.0193	21.0231	22.0731
29	29.9361	Range Assistant	11.0423	11.5961	12.1731	13.4193	13.9847
29	29.9366	Recreation Aide	12.1731	12.7818	13.4209	14.0919	14.7965
29	29.9371	Recreation Assistant	16.0731	16.8768	17.7206	18.6066	19.5369
29	29.9376	Recreation Coordinator	25.4250	26.6943	28.0269	29.4289	30.9058
29	29.9381	Recreation Leader I	12.5365	13.1633	13.8215	14.5126	15.2382
29	29.9386	Recreation Leader II	12.6000	13.2300	13.8915	14.5861	15.3154
29	29.9391	Recreation Program Spec	13.2289	13.8903	14.5848	15.3140	16.0797
29	29.9610	Retired Annuity Accounting Mgr	39.6758	41.6678	43.7480	45.9355	48.2300
29	29.9615	Retired Annuity Animal Srv Mgr	35.1119	36.8707	38.7114	40.6529	42.6891
29	29.9620	Retired Annuity Comb Bld Insp II	30.9326	32.4769	34.1033	35.8117	37.6019
29	29.9625	Retired Annuity Combo Bld Insp I	28.1967	29.6024	31.0838	32.6408	34.2735
29	29.9630	Retired Annuity Computer Oper	27.5096	28.8838	30.3274	31.8464	33.4351
29	29.9635	Retired Annuity Evidence Tech	21.9875	23.0843	24.2381	25.4483	26.7216
36	29.9640	Retired Annuity Fire Inspector	29.4574	30.9326	32.4769	34.1033	35.8117
37	29.9645	Retired Annuity Literacy Clerk	16.5663	17.3921	18.2684	19.1760	20.1342
38	29.9650	Retired Annuity Office Tech	21.9875	23.0843	24.2381	25.4483	26.7216
39	29.9655	Retired Annuity Police Officer	41.6483	43.7308	45.9160	48.2104	50.6206
40	29.9401	Revenue Technician	20.4173	21.4385	22.5115	23.6308	24.8135
29	29.9411	Scorekeeper III	13.9558	14.6536	15.3863	16.1556	16.9634
29	29.9406	Scorekeeper-Adult Basketball	12.6000	13.2300	13.8915	14.5861	15.3154
29	29.9416	Scorekeeper II	12.6000	13.2300	13.8915	14.5861	15.3154
29	29.9421	Scorekeeper I	12.5365	13.1633	13.8215	14.5126	15.2382
29	29.9423	Senior Fire Inspector	29.8731	31.3673	32.9365	34.5865	36.3115
29	29.9426	Senior Librarian	30.1615	31.6731	33.2596	34.9211	36.6693
29	29.9431	Senior Planner	35.7808	37.5693	39.4500	41.4231	43.4943
29	29.9436	Senior Police Services Tech	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9441	Shop Assistant	11.5385	12.1154	12.7211	13.3558	14.0250
29	29.9506	Sp Official-Youth Basketball	12.5365	13.1633	13.8215	14.5126	15.2382
29	29.9511	Sp Official-Youth Soccer	12.5365	13.1633	13.8215	14.5126	15.2382
29	29.9516	Sports Official I	12.5365	13.1633	13.8215	14.5126	15.2382
29	29.9521	Sp Official-Yth Flg Football	12.5365	13.1633	13.8215	14.5126	15.2382
29	29.9461	Sports Official II	13.2923	13.9569	14.6547	15.3874	16.1568
29	29.9466	Sports Official III	15.4558	16.2286	17.0400	17.8920	18.7866
29	29.9526	Sports Program Asst	17.1231	17.9793	18.8783	19.8222	20.8133
29	29.9531	Sr Accounting Clerk	19.2519	20.2211	21.2308	22.2923	23.4058
29	29.9536	Sr Accounting Technician	22.2923	23.4058	24.5769	25.8058	27.0923
29	29.9541	Sr Library Technician	18.2481	19.1596	20.1231	21.1269	22.1828
29	29.9543	Sr Programmer Analyst	37.9443	38.8423	41.8328	43.9269	46.1193
29	29.9546	Sr Recreation Asst	17.1231	17.9793	18.8783	19.8222	20.8133
29	29.9548	Street Outreach Specialist	16.9615	17.8096	18.6981	19.6328	20.6135
29	29.9551	Student Intern	12.5365	13.1633	13.8215	14.5126	15.2382
29	29.9556	Student Worker	12.2365	12.8483	13.4907	14.1652	14.8735
29	29.9561	Technical Serv Coord	32.1346	33.7443	35.4289	37.2058	39.0693
29	29.9566	Vehicle Maint Assistant	15.4558	16.2289	17.0423	17.8961	18.7846
29	29.9576	Wastewater Operator	20.8154	21.8539	22.9443	24.0923	25.2981

29	29.9581	Webmaster/Sys Analyst	31.3673	32.9365	34.5865	36.3115	38.1346
29	29.9586	Worksite Supervisor I	11.5385	12.1154	12.7211	13.3558	13.9471
29	29.9591	Worksite Supervisor II	12.0000	12.6000	13.2289	13.8865	14.5010
29	29.9596	Youth Program Assistant	12.3578	12.9757	13.6245	14.3057	15.0210
29	29.9601	Youth Program Leader	14.5789	15.3115	16.0731	16.8808	17.7231