

**CITY OF SALINAS**

**Salary Schedule By Benefit Group**  
**Effective 11/09/2021**

<b>Bi-weekly</b>			
11	11.1	City Mayor	369.2300
11	11.1001	City Council	276.9200
<b>Hourly</b>			
12	12.1005	City Manager	112.9808
13	13.101	City Attorney	98.2890

**BENEFIT GROUP:**

- 14 EXECUTIVE GROUP
- 15 AMPS
- 16 CONFIDENTIAL MANAGEMENT
- 17 CONFIDENTIAL MANAGEMENT 2
- 18 FIRE SUPERVISORS
- 19 IAFF
- 20 POLICE MANAGEMENT
- 21 POA
- 22 POA-RECRUIT
- 23 CREW SUPS
- 24 CREW SUPS 2
- 25 SEIU
- 26 SMEA
- 27 CONFIDENTIAL MISCELLANEOUS
- 29 TEMPORARY

**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	85.2211	14,772	89.4848	15,511	93.9622	16,287	98.6536	17,100	103.5913	17,956
14	14.1013	Chief of Police	87.2492	15,123	91.6140	15,880	96.1923	16,673	101.0040	17,507	106.0552	18,383
14	14.1022	Community Development Dir	72.2152	12,517	75.8286	13,144	79.6140	13,800	83.5991	14,491	87.7769	15,215
14	14.1025	Finance Director	70.8137	12,274	74.3537	12,888	78.0665	13,532	81.9720	14,208	86.0699	14,919
14	14.1016	Fire Chief	86.4950	14,992	90.8254	15,743	95.3683	16,531	100.1371	17,357	105.1449	18,225
14	14.1027	Human Resources Director	69.4390	12,036	72.9126	12,638	76.5588	13,270	80.3913	13,934	84.4093	14,631
14	14.1028	Lib/Community Svc Dir	69.4390	12,036	72.9126	12,638	76.5588	13,270	80.3913	13,934	84.4093	14,631
14	14.1019	Public Works Director	72.2152	12,517	75.8286	13,144	79.6140	13,800	83.5991	14,491	87.7769	15,215

**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	48.5062	8,408	50.9288	8,828	53.4760	9,269	56.1476	9,732	58.9578	10,219	61.9134	10,732
15	15.1717	Asst Community Development Dir	61.2891	10,623	64.3571	11,155	67.5784	11,714	70.9591	12,300	74.5064	12,914	78.2269	13,559
15	15.5021	Associate Engineer	44.4225	7,700	46.6444	8,085	48.9768	8,489	51.4272	8,914	53.9951	9,359	56.6946	9,827
15	15.3021	Associate Planner	38.7399	6,715	40.6781	7,051	42.7130	7,404	44.8516	7,774	47.0944	8,163	49.4476	8,571
15	15.5003	City Engineer	61.2891	10,623	64.3571	11,155	67.5784	11,714	70.9591	12,300	74.5064	12,914	78.2269	13,559
15	15.3104	Code Enforcement Manager	45.0733	7,813	47.3295	8,204	49.6967	8,614	52.1817	9,045	54.7842	9,496	57.5251	9,971
15	15.3031	Community Dev Analyst	37.4457	6,491	39.3214	6,816	41.2871	7,156	43.3567	7,515	45.5232	7,891	47.8002	8,285
15	15.6007	Community Education Manager	37.8124	6,554	39.7090	6,883	41.6955	7,227	43.7789	7,588	45.9730	7,969	48.2711	8,367
15	15.1146	Community Safety Admin	41.4948	7,192	43.5643	7,551	45.7515	7,930	48.0356	8,326	50.4374	8,742	52.9569	9,179
15	15.6101	Community Services Manager	39.3214	6,816	41.2871	7,156	43.3567	7,515	45.5232	7,891	47.8002	8,285	50.1883	8,699
15	15.2108	Computer Systems Administrator	51.1781	8,871	53.7390	9,315	56.4246	9,780	59.2418	10,269	62.2111	10,783	65.3189	11,322
15	15.5026	Const Inspector Supv	39.1277	6,782	41.0863	7,122	43.1421	7,478	45.3016	7,852	47.5649	8,245	49.9391	8,656
15	15.4028	Crime Analyst	40.0964	6,950	42.1040	7,298	44.2081	7,663	46.4231	8,047	48.7416	8,449	51.1781	8,871
15	15.6001	Deputy Librarian	41.4948	7,192	43.5643	7,551	45.7515	7,930	48.0356	8,326	50.4374	8,742	52.9569	9,179
15	15.5421	Environ Resource Planner	44.6371	7,737	46.8729	8,125	49.2124	8,530	51.6694	8,956	54.2581	9,405	56.9644	9,874
15	15.5382	Facilities Maintenance Manager	45.0733	7,813	47.3295	8,204	49.6967	8,614	52.1817	9,045	54.7842	9,496	57.5251	9,971
15	15.5336	Fleet Maintenance Manager	45.0733	7,813	47.3295	8,204	49.6967	8,614	52.1817	9,045	54.7842	9,496	57.5251	9,971
15	15.5016	GIS Administrator	44.6371	7,737	46.8729	8,125	49.2124	8,530	51.6694	8,956	54.2581	9,405	56.9644	9,874
15	15.3026	Housing Services Supv	38.7399	6,715	40.6781	7,051	42.7130	7,404	44.8516	7,774	47.0944	8,163	49.4476	8,571
15	15.2101	Information Systems Mgr	52.4378	9,089	55.0612	9,544	57.8158	10,021	60.7090	10,523	63.7408	11,048	66.9314	11,601
15	15.2111	Integration/Appl Admin	51.1781	8,871	53.7390	9,315	56.4246	9,780	59.2418	10,269	62.2111	10,783	65.3189	11,322
15	15.5384	Maintenance Manager	45.0733	7,813	47.3295	8,204	49.6967	8,614	52.1817	9,045	54.7842	9,496	57.5251	9,971
15	15.4030	Management Anaylst	40.4842	7,017	42.5054	7,368	44.6371	7,737	46.8729	8,125	49.2124	8,530	51.6694	8,956

**AMPS**

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
15	15.6017	Marketing & Development Coord	37.6325	6,523	39.5153	6,849	41.4948	7,192	43.5643	7,551	45.7515	7,930	48.0356	8,326
15	15.2106	Network/Sys Administrator	51.1781	8,871	53.7390	9,315	56.4246	9,780	59.2418	10,269	62.2111	10,783	65.3189	11,322
15	15.5423	NPDES Permit Manager	44.6371	7,737	46.8729	8,125	49.2124	8,530	51.6694	8,956	54.2581	9,405	56.9644	9,874
15	15.5301	Park Grnds Frstry Ops Mgr	45.0733	7,813	47.3295	8,204	49.6967	8,614	52.1817	9,045	54.7842	9,496	57.5251	9,971
15	15.3105	Permit Center Coordinator	36.7120	6,363	38.5530	6,683	40.4843	7,017	42.5055	7,368	44.6371	7,737	46.8729	8,125
15	15.3101	Permit Ctr Mgr/Bldg Off	55.0612	9,544	57.8158	10,021	60.7090	10,523	63.7408	11,048	66.9314	11,601	70.2815	12,182
15	15.3001	Planning Manager	51.6694	8,956	54.2581	9,405	56.9644	9,874	59.8162	10,368	62.8132	10,888	65.9486	11,431
15	15.1171	Police Records Coord	36.7120	6,363	38.5530	6,683	40.4843	7,017	42.5055	7,368	44.6371	7,737	46.8729	8,125
15	15.1111	Police Services Admin	55.0612	9,544	57.8158	10,021	60.7090	10,523	63.7408	11,048	66.9314	11,601	70.2815	12,182
15	15.6021	Princ Library Technician	29.4689	5,108	30.9410	5,363	32.4875	5,631	34.1146	5,913	35.8165	6,208	37.6127	6,520
15	15.3006	Principal Planner	48.0121	8,322	50.4092	8,738	52.9347	9,175	55.5750	9,633	58.3572	10,115	61.2811	10,622
15	15.1136	Pub Works Admin Mgr	45.0733	7,813	47.3295	8,204	49.6967	8,614	52.1817	9,045	54.7842	9,496	57.5251	9,971
15	15.1151	Pub Works Admin Supv	40.4843	7,017	42.5055	7,368	44.6371	7,737	46.8729	8,125	49.2124	8,530	51.6694	8,956
15	15.6100	Rec/Com Svcs Superintendent	49.6822	8,612	52.1712	9,043	54.7734	9,494	57.5155	9,969	60.3973	10,469	63.4122	10,991
15	15.6105	Recreation-Parks Superintendent	49.4476	8,571	51.9186	8,999	54.5141	9,449	57.2412	9,922	60.1068	10,419	63.1108	10,939
15	15.2011	Revenue Officer	36.1859	6,272	37.9993	6,587	39.9028	6,916	41.8960	7,262	43.9935	7,626	46.1945	8,007
15	15.2016	Senior Accountant	36.1859	6,272	37.9993	6,587	39.9028	6,916	41.8960	7,262	43.9935	7,626	46.1945	8,007
15	15.2021	Senior Buyer	36.1859	6,272	37.9993	6,587	39.9028	6,916	41.8960	7,262	43.9935	7,626	46.1945	8,007
15	15.5011	Senior Civil Engineer	51.4272	8,914	53.9951	9,359	56.6946	9,827	59.5322	10,319	62.5085	10,835	65.6372	11,377
15	15.3013	Sr. Community Dev Analyst	40.4843	7,017	42.5055	7,368	44.6371	7,737	46.8729	8,125	49.2124	8,530	51.6694	8,956
15	15.6011	Senior Librarian	37.6325	6,523	39.5153	6,849	41.4948	7,192	43.5643	7,551	45.7515	7,930	48.0356	8,326
15	15.3103	Senior Plan Check Engineer	51.4272	8,914	53.9951	9,359	56.6946	9,827	59.5322	10,319	62.5085	10,835	65.6372	11,377
15	15.3011	Senior Planner	44.6371	7,737	46.8729	8,125	49.2124	8,530	51.6694	8,956	54.2581	9,405	56.9644	9,874
15	15.3106	Sr Combo Bldg Insp	39.1277	6,782	41.0863	7,122	43.1421	7,478	45.3016	7,852	47.5649	8,245	49.9391	8,656
15	15.2116	Sr Programmer/Analyst	44.4129	7,698	46.6344	8,083	48.9642	8,487	51.4154	8,912	53.9815	9,357	56.6825	9,825
15	15.3077	Stormwater Compliance Inspector	36.1859	6,272	37.9993	6,587	39.9028	6,916	41.8960	7,262	43.9935	7,626	46.1945	8,007
15	15.5451	Street Maintenance Mgr	45.0733	7,813	47.3295	8,204	49.6967	8,614	52.1817	9,045	54.7842	9,496	57.5251	9,971
15	15.5446	Supt of Maintenance Serv	49.4476	8,571	51.9186	8,999	54.5141	9,449	57.2412	9,922	60.1068	10,419	63.1108	10,939
15	15.1156	Technical Serv Coord	40.0964	6,950	42.1040	7,298	44.2081	7,663	46.4231	8,047	48.7416	8,449	51.1781	8,871
15	15.6006	Technical Services Mgr	37.8124	6,554	39.7090	6,883	41.6955	7,227	43.7789	7,588	45.9730	7,969	48.2711	8,367
15	15.5008	Traffic Engineer	51.4272	8,914	53.9951	9,359	56.6946	9,827	59.5322	10,319	62.5085	10,835	65.6372	11,377
15	15.5006	Transportation Manager	51.6694	8,956	54.2581	9,405	56.9644	9,874	59.8162	10,368	62.8132	10,888	65.9486	11,431
15	15.5416	Wastewater Manager	45.0733	7,813	47.3295	8,204	49.6967	8,614	52.1817	9,045	54.7842	9,496	57.5251	9,971

**CONFIDENTIAL MANAGEMENT**

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
17	17.2006	Accounting Manager	43.4750	7,536	45.6578	7,914	47.9370	8,309	50.3341	8,725	52.8483	9,160	55.4938	9,619
16	16.1101	Assistant City Attorney	63.6101	11,026	66.7943	11,578	70.1375	12,157	73.6464	12,765	77.3281	13,404	81.1895	14,073
16	16.1037	Assistant City Manager	88.6286	15,362	93.0632	16,131	97.7187	16,938	102.6020	17,784	107.7344	18,674		
17	17.2001	Asst Finance Director	53.6177	9,294	56.3001	9,759	59.1167	10,247	62.0750	10,760	65.1750	11,297	68.4374	11,862
16	16.1131	City Clerk	46.5489	8,068	48.8765	8,472	51.3218	8,896	53.8844	9,340	56.5784	9,807	59.4101	10,298
16	16.1150	Community Relations Manager	40.9952	7,106	43.0429	7,461	45.1953	7,834	47.4526	8,225	49.8271	8,637	52.3126	9,068
16	16.7717	Economic Development Analyst	41.3951	7,175	43.4618	7,533	45.6414	7,911	47.9275	8,307	50.3197	8,722	52.8320	9,158
17	17.2007	Finance Management Analyst	41.3951	7,175	43.4618	7,533	45.6414	7,911	47.9275	8,307	50.3197	8,722	52.8320	9,158
16	16.9201	Human Resource Analyst II	39.0474	6,768	41.0021	7,107	43.0537	7,463	45.2088	7,836	47.4674	8,228	49.8367	8,638
16	16.1160	Senior Human Resources Analyst	44.9425	7,790	47.1875	8,179	49.5495	8,589	52.0228	9,017	54.6316	9,469	57.3576	9,942
16	16.1116	Sr Deputy City Attorney	51.3218	8,896	53.8844	9,340	56.5784	9,807	59.5784	10,327	62.3805	10,813	65.5027	11,354

16	16.1137	Sr Economic Development Manager	54.8710	9,511	57.6094	9,986	60.4925	10,485	63.5145	11,009	66.6933	11,560	70.0289	12,138
----	---------	---------------------------------	---------	-------	---------	-------	---------	--------	---------	--------	---------	--------	---------	--------

**FSA**

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
18	18.4533	Administrative Fire Captain	53.7390	9,315	56.4192	9,779	59.2417	10,269	62.2071	10,783	65.3223	11,323	68.5866	11,888
18	18.4521	Battalion Chief EMS/Trng-40 Hour	63.1409	10,944	66.2914	11,491	69.6061	12,065	73.0920	12,669	76.7484	13,303	80.5906	13,969
18	18.4526	Battalion Chief EMS/Trng-56 Hour	45.1006	10,944	47.3511	11,491	49.7187	12,065	52.2085	12,669	54.8191	13,303	57.5645	13,969
18	18.4506	Battalion Chief-40 Hours	63.1409	10,944	66.2914	11,491	69.6061	12,065	73.0920	12,669	76.7484	13,303	80.5906	13,969
18	18.4511	Battalion Chief-56 Hours	45.1006	10,944	47.3511	11,491	49.7187	12,065	52.2085	12,669	54.8191	13,303	57.5645	13,969
18	18.4516	BC/Fire Marshal	63.1409	10,944	66.2914	11,491	69.6061	12,065	73.0920	12,669	76.7484	13,303	80.5906	13,969
18	18.4501	Deputy Fire Chief	71.3167	12,362	74.8810	12,979	78.6303	13,629	82.5650	14,311	86.6923	15,027	91.0261	15,778
18	18.4531	Emergency Med Svcs Offcr	53.7390	9,315	56.4192	9,779	59.2417	10,269	62.2071	10,783	65.3223	11,323	68.5866	11,888

**IAFF**

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
19	19.4576	FF Hired Post 9/2013-40 Hours	37.7650	6,546	39.6555	6,874	41.6393	7,217	43.7238	7,579	45.9089	7,958	48.2091	8,356
19	19.4581	FF-Hired Post 9/2013-56 Hours	26.9750	6,546	28.3254	6,874	29.7423	7,217	31.2313	7,579	32.7922	7,958	34.4350	8,356
19	19.4586	FF/Prmdc Hire Post 9/2013-40Hour	37.7650	6,546	39.6555	6,874	41.6393	7,217	43.7238	7,579	45.9089	7,958	49.2091	8,530
19	19.4591	FF/Prmdc Hire Post 9/2013-56Hour	26.9750	6,546	28.3254	6,874	29.7423	7,217	31.2313	7,579	32.7922	7,958	34.4350	8,356
19	19.4556	FF-Hired Pre 9/2013-40 Hours	39.6555	6,874	41.6393	7,217	43.7238	7,579	45.9089	7,958	48.2091	8,356	50.6169	8,774
19	19.4561	FF-Hired Pre 9/2013-56 Hours	28.3254	6,874	29.7423	7,217	31.2313	7,579	32.7922	7,958	34.4350	8,356	36.1549	8,774
19	19.4566	FF/Prmdc Hire Pre 9/2013-40 Hour	39.6555	6,874	41.6393	7,217	43.7238	7,579	45.9089	7,958	48.2091	8,356	50.6169	8,774
19	19.4571	FF/Prmdc Hired Pre 9/2013-56Hour	28.3254	6,874	29.7423	7,217	31.2313	7,579	32.7922	7,958	34.4350	8,356	36.1549	8,774
19	19.4536	Fire Captain-40 Hours	49.6394	8,604	52.1194	9,034	54.7283	9,486	57.4598	9,960	60.3350	10,458	63.3539	10,981
19	19.4541	Fire Captain-56 Hours	35.4566	8,604	37.2280	9,034	39.0917	9,486	41.0427	9,960	43.0963	10,458	45.2528	10,981
19	19.4546	Fire Engineer-40 Hours	43.7238	7,579	45.9089	7,958	48.2091	8,356	50.6169	8,774	53.1471	9,212	55.8066	9,673
19	19.4551	Fire Engineer-56 Hours	31.2313	7,579	32.7922	7,958	34.4350	8,356	36.1549	8,774	37.9622	9,212	39.8618	9,673
19	19.4596	Firefighter Recruit-40 Hours	36.1334	6,263	37.9448	6,577	39.8424	6,906	41.8407	7,252	43.9322	7,615	46.1316	7,996
19	19.4601	Fire Fighter Recruit-56 Hours	25.8096	6,263	27.1033	6,577	28.4589	6,906	29.8862	7,252	31.3801	7,615	32.9513	7,996

**PMA**

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
20	20.4001	Deputy Chief of Police	78.0252	13,524	81.9256	14,200	86.0272	14,911	90.3301	15,657	94.8471	16,440	99.5904	17,262
20	20.4006	Police Commander	72.4885	12,565	76.1149	13,193	79.9240	13,853	83.9159	14,545	88.1108	15,273	92.5219	16,037
20	20.4011	Police Sergeant	61.3994	10,643	64.4643	11,174	67.6916	11,733	71.0744	12,320	74.6332	12,936	78.3678	13,584

**POA**

Benefit Group	Grade	Position	Step 0 Hourly	Step 0 Monthly	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
21	21.4016	Criminalist			49.0585	8,503	51.5165	8,930	54.0861	9,375	56.7937	9,844	59.6392	10,337	62.6163	10,853
21	21.4021	Police Officer			42.5854	7,381	44.7147	7,751	46.9491	8,138	49.2951	8,544	51.7596	8,972	54.3488	9,420
21	21.4026	Police Officer-New Hire	40.5546	7,029	42.5854	7,381	44.7147	7,751	46.9491	8,138	49.2951	8,544	51.7596	8,972	54.3488	9,420
22	22.4036	Police Recruit			30.2567	5,244										

**CREW SUPERVISORS**

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
24	24.5381	Facility Maint Mech Crew Sup	37.0772	6,427	38.9300	6,748	40.8826	7,086	42.9278	7,441	45.0728	7,813	47.3318	8,204
23	23.5456	P.S. Maint Crew Supv	37.0772	6,427	38.9300	6,748	40.8826	7,086	42.9278	7,441	45.0728	7,813	47.3318	8,204
24	24.5311	Park Maint Crew Supvsr	37.0772	6,427	38.9300	6,748	40.8826	7,086	42.9278	7,441	45.0728	7,813	47.3318	8,204
24	24.5461	SL/Traffic Sig Crew Sup	37.0772	6,427	38.9300	6,748	40.8826	7,086	42.9278	7,441	45.0728	7,813	47.3318	8,204
23	23.5306	Urban Forestry Crew Supv	37.0772	6,427	38.9300	6,748	40.8826	7,086	42.9278	7,441	45.0728	7,813	47.3318	8,204
23	24.5711	Wastewater Crew Sup	37.0772	6,427	38.9300	6,748	40.8826	7,086	42.9278	7,441	45.0728	7,813	47.3318	8,204

**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	25.5317	Airport Maintenance Worker	22.2113	3,850	23.3256	4,043	24.4953	4,246	25.7205	4,458	27.0078	4,681	28.3507	4,914
25	25.5376	Airport Operations Supv	36.0129	6,242	37.8124	6,554	39.7090	6,883	41.6955	7,227	43.7789	7,588	45.9730	7,969
25	25.5411	Comm Facilities Svr Wkr	20.4462	3,544	21.4706	3,722	22.5365	3,906	23.6649	4,102	24.8553	4,308	26.0942	4,523
25	25.5361	Equipment Inventory Tech	25.5960	4,437	26.8764	4,659	28.2123	4,890	29.6243	5,135	31.1125	5,393	32.6628	5,662
25	25.5366	Equipment Mechanic I	24.1424	4,185	25.3466	4,393	26.6136	4,613	27.9424	4,843	29.3404	5,086	30.8080	5,340
25	25.5356	Equipment Mechanic II	26.6136	4,613	27.9424	4,843	29.3404	5,086	30.8080	5,340	32.3445	5,606	33.9641	5,887
25	25.5396	Facility Maint Mechanic	23.6649	4,102	24.8553	4,308	26.0942	4,523	27.3955	4,749	28.7661	4,986	30.2056	5,236
25	25.5401	Facility Maint Worker	22.2113	3,850	23.3256	4,043	24.4953	4,246	25.7205	4,458	27.0078	4,681	28.3507	4,914
25	25.5398	Graffiti Abatement Worker	21.8929	3,795	22.9865	3,984	24.1424	4,185	25.3466	4,393	26.6136	4,613	27.9424	4,843
25	25.5466	Inmate Crew Coordinator	27.8039	4,819	29.1951	5,060	30.6557	5,314	32.1852	5,579	33.7911	5,857	35.4870	6,151
25	25.5481	Motor Sweeper Operator	25.2222	4,372	26.4818	4,590	27.8039	4,819	29.1951	5,060	30.6557	5,314	32.1852	5,579
25	25.5499	Neighborhood Svcs Worker	20.5431	3,561	21.5676	3,738	22.6474	3,926	23.7824	4,122	24.9729	4,329	26.2189	4,545
25	25.5331	Park Maint Worker	22.2113	3,850	23.3256	4,043	24.4953	4,246	25.7205	4,458	27.0078	4,681	28.3507	4,914
25	25.4081	Pub Safety Facilities Wkr	20.4462	3,544	21.4706	3,722	22.5365	3,906	23.6649	4,102	24.8553	4,308	26.0942	4,523
25	25.5491	Public Serv Maint Wkr II	22.6474	3,926	23.7824	4,122	24.9729	4,329	26.2189	4,545	27.5273	4,771	28.9044	5,010
25	25.5486	Public Serv Maint Wkr III	25.2222	4,372	26.4818	4,590	27.8039	4,819	29.1951	5,060	30.6557	5,314	32.1852	5,579
25	25.5496	Public Svc Maint Wkr I	20.5431	3,561	21.5676	3,738	22.6474	3,926	23.7824	4,122	24.9729	4,329	26.2189	4,545
25	25.5471	Public Svc Maint Wkr IV	27.8039	4,819	29.1951	5,060	30.6557	5,314	32.1852	5,579	33.7911	5,857	35.4870	6,151
25	25.5477	Pub Works Resource Coordinator	27.8039	4,819	29.1951	5,060	30.6557	5,314	32.1852	5,579	33.7911	5,857	35.4870	6,151
25	25.5351	Pump Maint Mechanic	26.6136	4,613	27.9424	4,843	29.3404	5,086	30.8080	5,340	32.3445	5,606	33.9641	5,887
25	25.5391	Senior Airport Technician	26.6136	4,613	27.9424	4,843	29.3404	5,086	30.8080	5,340	32.3445	5,606	33.9641	5,887
25	25.5476	SL/Traffic Signal Tech	25.2222	4,372	26.4818	4,590	27.8039	4,819	29.1951	5,060	30.6557	5,314	32.1852	5,579
25	25.5406	Sr Comm Facilities Svc Wk	21.8929	3,795	22.9865	3,984	24.1424	4,185	25.3466	4,393	26.6136	4,613	27.9424	4,843
25	25.5479	Senior Equipment Mechanic	30.6721	5,316	32.2036	5,582	33.8148	5,861	35.5062	6,154	37.2770	6,461	39.1436	6,785
25	25.5386	Sr Facility Maint Mech	26.6136	4,613	27.9424	4,843	29.3404	5,086	30.8080	5,340	32.3445	5,606	33.9641	5,887
25	25.5377	Sr Park Maintenance Worker	26.8764	4,659	28.2123	4,890	29.6243	5,135	31.1125	5,393	32.6628	5,662	34.2964	5,945
25	25.5316	Sr Urban Forestry Worker	26.8764	4,659	28.2123	4,890	29.6243	5,135	31.1125	5,393	32.6628	5,662	34.2964	5,945
25	25.4076	Sr Vehicle Maint Asst	22.1075	3,832	23.2149	4,024	24.3778	4,225	25.5960	4,437	26.8764	4,659	28.2123	4,890
25	25.5326	Urban Forestry Worker I	22.9865	3,984	24.1424	4,185	25.3466	4,393	26.6136	4,613	27.9424	4,843	29.3404	5,086
25	25.5321	Urban Forestry Worker II	24.3778	4,225	25.5960	4,437	26.8764	4,659	28.2123	4,890	29.6243	5,135	31.1125	5,393
25	25.5436	Wastewater Operator	25.9696	4,501	27.2709	4,727	28.6275	4,962	30.0603	5,210	31.5623	5,471	33.1405	5,744



**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	16.1728	2,803	16.9805	2,943	17.8269	3,090	18.7251	3,246	19.6554	3,407	20.6382	3,577
26	26.7086	Administrative Clerk II	16.9805	2,943	17.8269	3,090	18.7251	3,246	19.6554	3,407	20.6382	3,577	21.6701	3,756
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	26.3151	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	26.3017	Community Outreach 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	26.7003	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	26.5051	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	3,886	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	26.4035	Forensic Specialist 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	26.4030	Forensic Specialist 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	26.5058	GIS 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	26.5057	GIS Analyst II	32.5731	5,646	34.1943	5,927	35.9020	6,223	37.6962	6,534	39.5885	6,862	41.5731	7,206
26	26.5064	GIS Technician I	22.2520	3,857	23.3597	4,049	24.5423	4,254	25.7539	4,464	27.0404	4,687	28.3904	4,921
26	26.5063	GIS Technician 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	26.2122	Information Technology Analyst	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	26.2123	Sr. Info Technology Analyst	32.5731	5,646	34.1943	5,927	35.9020	6,223	37.6962	6,534	39.5885	6,862	41.5731	7,206
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	26.2128	Information Technologies Tech II	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	26.5036	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	26.6031	Librarian I	24.2429	4,202	25.4577	4,413	26.7241	4,632	28.0616	4,864	29.4638	5,107	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	16.6579	2,887	17.4908	3,032	18.3654	3,183	19.2836	3,342	20.2478	3,510	21.2602	3,685
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	17.8269	3,090	18.7251	3,246	19.6554	3,407	20.6376	3,577	21.6714	3,756	22.7550	3,944
26	26.6071	Library Page	15.7831	2,736	16.5722	2,873	17.4008	3,016	18.2708	3,167	19.1843	3,325	20.1435	3,492
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

**SMEA**

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
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	26.7067	Permit Services 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	26.7076	Police Services Tech	19.4712	3,375	20.4449	3,544	21.4648	3,721	22.5378	3,907	23.6637	4,102	24.8490	4,307
26	26.7085	Print Shop Technician	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	26.3037	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	26.5061	PW 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	26.6121	Recreation Asst	19.6541	3,407	20.6368	3,577	21.6686	3,756	22.7520	3,944	23.8896	4,141	25.0841	4,348
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	4,999	30.2823	5,249
26	26.7071	Secretary	18.9663	3,287	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	21.9906	3,812	23.0901	4,002	24.2446	4,202	25.4568	4,413	26.7296	4,633	28.0661	4,865
26	26.6116	Sports Program Asst	21.9906	3,812	23.0901	4,002	24.2446	4,202	25.4568	4,413	26.7296	4,633	28.0661	4,865
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	5,912	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	25.2134	4,370	26.4717	4,588	27.7963	4,818	29.1871	5,059	30.6442	5,312	32.1739	5,577
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	26.4021	Victim Advocate	22.7569	3,945	23.8941	4,142	25.0894	4,349	26.3365	4,565	27.6546	4,793	29.0439	5,034
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	27.7027	Assistant City Clerk	31.0407	5,380	32.5981	5,650	34.2203	5,932	35.9311	6,228	37.7303	6,540	39.6238	6,868
27	27.7061	Confidential Office Technician	24.0930	4,176	25.2948	4,384	26.5591	4,604	27.8851	4,833	29.2803	5,075	30.7449	5,329
27	27.2036	Deferred Comp Technician	28.8452	5,000	30.2889	5,250	31.8016	5,512	33.3902	5,788	35.0617	6,077	36.8163	6,381
27	27.7006	Executive Assistant	29.5635	5,124	31.0488	5,382	32.5959	5,650	34.2261	5,933	35.9391	6,229	37.7350	6,541
27	27.7051	Human Resource Technician	24.8044	4,299	26.0407	4,514	27.3394	4,739	28.7071	4,976	30.1437	5,225	31.6495	5,486
27	27.2026	Payroll Supervisor	35.0617	6,077	36.8163	6,381	38.6606	6,701	40.5947	7,036	42.6254	7,388	44.7598	7,758
27	27.7017	Sr Human Resources Technician	28.8452	5,000	30.2889	5,250	31.8016	5,512	33.3902	5,788	35.0617	6,077	36.8163	6,381
27	27.7077	Sr Risk Management Technician	28.8452	5,000	30.2889	5,250	31.8016	5,512	33.3902	5,788	35.0617	6,077	36.8163	6,381

**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	16.0752	16.8789	17.7228	18.6089	19.5393
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	15.3890	16.1584	16.9663	17.8146	18.7053
29	29.9036	Animal Control Officer	19.3500	20.3193	21.3346	22.4019	23.5154
29	29.9041	Animal Serv Aide	15.3890	16.1584	16.9663	17.8146	18.7053
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	29.9056	City Clerk	36.6693	38.5039	40.4308	42.4500	44.5731
29	29.9061	Clerical Aide	15.3890	16.1584	16.9663	17.8146	18.7053
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	29.9071	Comm Improve Asst	21.7500	22.8346	23.9769	25.1769	26.4346
29	29.9078	Community Outreach Assistant	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	29.9091	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	29.9106	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	15.1603	15.9183	16.7142	17.5499	18.4274
29	29.9206	Human Resources Analyst I	29.8731	31.3673	32.9365	34.5865	36.3115
29	29.9201	Human Resource Analyst II	31.3673	32.9365	34.5865	36.3115	38.1346
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	29.9217	Information Technologies Tech I	21.7922	22.8825	24.0249	25.2243	26.4861
29	29.9101	Information Technologies Tech II	24.2135	25.4250	26.6943	28.0269	29.4289

**TEMPORARY**

Benefit			Step 1	Step 2	Step 3	Step 4	Step 5
Group	Grade	Position	Hourly	Hourly	Hourly	Hourly	Hourly
29	29.9221	Junior Engineer	26.9596	28.3096	29.7231	31.2115	32.7750
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	16.8767	17.7205	18.6065	19.5368	20.5136
29	29.9251	Library Page	15.5362	16.3130	17.1286	17.9850	18.8843
29	29.9256	Library Technician	17.3828	18.2481	19.1596	20.1231	21.1293
29	29.9261	Literacy Assistant	17.3828	18.2481	19.1596	20.1231	21.1293
29	29.9266	Literacy Clerk	16.8767	17.7205	18.6065	19.5368	20.5136
29	29.9271	Literacy Specialist	19.1605	20.1185	21.1244	22.1806	23.2896
29	29.9276	Management Analyst	34.0132	35.7112	37.5022	39.3806	41.3462
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	15.4627	16.1757	16.8945	17.7392	18.6262
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	29.9313	Peer Outreach Worker	18.1558	19.0673	20.0193	21.0231	22.0731
29	29.9316	Planning Manager	41.4231	43.4943	45.6635	47.9481	50.3481
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	15.3115	16.0731	16.8808	17.7238	18.6100
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	29.9366	Recreation Aide	15.5362	16.3130	17.1286	17.9850	18.8843
29	29.9371	Recreation Assistant	18.6065	19.5368	20.5136	21.5392	22.6162
29	29.9376	Recreation Coordinator	25.4250	26.6943	28.0269	29.4289	30.9058
29	29.9381	Recreation Leader I	16.0000	16.8000	17.6400	18.5220	19.4481
29	29.9391	Recreation Program Spec	17.7277	18.6140	19.5447	20.5219	21.5480
29	29.9610	Retired Annuity Accounting Mgr	43.4750	45.6578	47.9370	50.3341	52.8483
29	29.9615	Retired Annuity Animal Srv Mgr	37.2493	39.1153	41.0681	43.1276	45.2878
29	29.9620	Retired Annuity Comb Bld Insp II	31.7059	33.2888	34.9559	36.7070	38.5419
29	29.9625	Retired Annuity Combo Bld Insp I	28.9016	30.3425	31.8609	33.4568	35.1303
29	29.9630	Retired Annuity Computer Oper	28.1973	29.6059	31.0856	32.6426	34.2710
29	29.9635	Retired Annuity Evidence Tech	22.5372	23.6614	24.8441	26.0845	27.3896
29	29.9640	Retired Annuity Fire Inspector	30.1939	31.7059	33.2888	34.9559	36.7070
29	29.9643	Retired Annuity Integration/Appl Admin	51.1781	53.7390	56.4246	59.2418	62.2111
29	29.9650	Retired Annuity Office Tech	22.5372	23.6614	24.8441	26.0845	27.3896
29	29.9655	Retired Annuity Police Officer	42.5854	44.7147	46.9491	49.2951	51.7596
29	29.9660	Retired Annuity Pub Works Admin Supv	40.4843	42.5055	44.6371	46.8729	49.2124
29	29.9401	Revenue Technician	20.4173	21.4385	22.5115	23.6308	24.8135
29	29.9421	Scorekeeper I	15.2380	15.9999	16.7998	17.6397	18.5217
29	29.9416	Scorekeeper II	16.1555	16.9632	17.8113	18.7018	19.6369



**TEMPORARY**

Benefit			Step 1	Step 2	Step 3	Step 4	Step 5
Group	Grade	Position	Hourly	Hourly	Hourly	Hourly	Hourly
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	15.4608	16.2338	17.0454	17.8977	18.7926
29	29.9516	Sports Official I	15.2380	15.9999	16.7998	17.6397	18.5217
29	29.9461	Sports Official II	16.2285	17.0399	17.8918	18.7863	19.7256
29	29.9526	Sports Program Asst	19.8220	20.8131	21.8537	22.9463	24.0936
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	29.9538	Sr Facility Maint Mech	21.8628	22.9544	24.1028	25.3084	26.5706
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	19.8220	20.8131	21.8537	22.9463	24.0936
29	29.9547	Stormwater Technician	21.2308	22.2923	23.4058	24.5769	25.8058
29	29.9548	Street Outreach Specialist	16.9615	17.8096	18.6981	19.6328	20.6135
29	29.9551	Student Intern	15.2380	15.9999	16.7998	17.6397	18.5217
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	29.9583	Word Processing Operator	16.3096	17.1231	17.9769	18.8769	19.8231
29	29.9596	Youth Program Assistant	15.0209	15.7719	16.5604	17.3884	18.2578
29	29.9601	Youth Program Leader	16.0731	16.8767	17.7205	18.6065	19.5368