

ADMINISTRATIVE/CONFIDENTIAL PAY PLAN - FY20 (June 30, 2019)

PAYGRADE:

	STEP 1	STEP 2 6 mo. 12.00%	STEP 3 12 mo.	STEP 4 18 mo. 3.50%	STEP 5 2.5 yrs 3.50%	STEP 6 3.5 yrs 3.50%	STEP 7 4.5 yrs 3.50%	STEP 8 5.5 yrs 3.50%	STEP 9 6.5 yrs 3.50%	STEP 10 7.5 yrs 3.50%	MAX.
23											
Airport Operations Specialist	\$ 20.88	\$ 23.41	\$ 24.19	\$ 25.05	\$ 25.92	\$ 26.85	\$ 27.76	\$ 28.75	\$ 29.76	\$ 29.90	
License Specialist	\$ 1,670.40	\$ 1,872.80	\$ 1,935.20	\$ 2,004.00	\$ 2,073.60	\$ 2,148.00	\$ 2,220.80	\$ 2,300.00	\$ 2,380.80	\$ 2,392.00	
	\$ 43,430.40	\$ 48,692.80	\$ 50,315.20	\$ 52,104.00	\$ 53,913.60	\$ 55,848.00	\$ 57,740.80	\$ 59,800.00	\$ 61,900.80	\$ 62,192.00	
24											
Administrative Secretary	\$ 22.57	\$ 25.30	\$ 26.21	\$ 27.09	\$ 28.04	\$ 29.02	\$ 30.06	\$ 31.14	\$ 32.24	\$ 32.74	
Operations Clerk - ITS	\$ 1,805.60	\$ 2,024.00	\$ 2,096.80	\$ 2,167.20	\$ 2,243.20	\$ 2,321.60	\$ 2,404.80	\$ 2,491.20	\$ 2,579.20	\$ 2,619.20	
Communications Assistant	\$ 46,945.60	\$ 52,624.00	\$ 54,516.80	\$ 56,347.20	\$ 58,323.20	\$ 60,361.60	\$ 62,524.80	\$ 64,771.20	\$ 67,059.20	\$ 68,099.20	
Digital Communications Specialist											
Operations Specialist - Transportation Services											
Police Administrative Coordinator											
25											
Human Resources Assistant	\$ 24.43	\$ 27.37	\$ 28.37	\$ 29.34	\$ 30.36	\$ 31.43	\$ 32.52	\$ 33.68	\$ 34.89	\$ 35.82	
PC Technician	\$ 1,954.40	\$ 2,189.60	\$ 2,269.60	\$ 2,347.20	\$ 2,428.80	\$ 2,514.40	\$ 2,601.60	\$ 2,694.40	\$ 2,791.20	\$ 2,865.60	
Deputy City Clerk	\$ 50,814.40	\$ 56,929.60	\$ 59,009.60	\$ 61,027.20	\$ 63,148.80	\$ 65,374.40	\$ 67,641.60	\$ 70,054.40	\$ 72,571.20	\$ 74,505.60	
Program Assistant - Public Works											
26											
Budget Management Analyst	\$ 26.46	\$ 29.68	\$ 30.70	\$ 31.79	\$ 32.87	\$ 34.02	\$ 35.17	\$ 36.48	\$ 37.71	\$ 39.16	
Legal Assistant	\$ 2,116.80	\$ 2,374.40	\$ 2,456.00	\$ 2,543.20	\$ 2,629.60	\$ 2,721.60	\$ 2,813.60	\$ 2,918.40	\$ 3,016.80	\$ 3,132.80	
Occupational Safety & Training Specialist	\$ 55,036.80	\$ 61,734.40	\$ 63,856.00	\$ 66,123.20	\$ 68,369.60	\$ 70,761.60	\$ 73,153.60	\$ 75,878.40	\$ 78,436.80	\$ 81,452.80	
Human Resources Generalist											
Senior Programmer/Analyst											
Housing Choice Voucher Program Coordinator											
Public Housing Coordinator											
Media Production Services Coordinator											

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PAYGRADE:

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	MAX.
		6 mo. 5.50%	12 mo. 5.50%	18 mo. 5.50%	2.5 yrs 3.50%	3.5 yrs 3.50%	4.5 yrs 3.50%	5.5 yrs 3.50%	6.5 yrs 3.50%	7.5 yrs 3.50%	
27											
Animal Control Supervisor	\$ 28.65	\$ 30.25	\$ 31.90	\$ 33.64	\$ 34.88	\$ 36.08	\$ 37.34	\$ 38.65	\$ 39.99	\$ 41.40 *	\$ 42.84
Assistant Superintendent - Wastewater	\$ 2,292.00	\$ 2,420.00	\$ 2,552.00	\$ 2,691.20	\$ 2,790.40	\$ 2,886.40	\$ 2,987.20	\$ 3,092.00	\$ 3,199.20	\$ 3,312.00	\$ 3,427.20
Assistant Superintendent - Water	\$ 59,592.00	\$ 62,920.00	\$ 66,352.00	\$ 69,971.20	\$ 72,550.40	\$ 75,046.40	\$ 77,667.20	\$ 80,392.00	\$ 83,179.20	\$ 86,112.00	\$ 89,107.20
Assistant Superintendent - Streets											
Library Coordinator - Development											
Operations Supervisor - Transportation Services											
Assistant Superintendent - Landfill											
Computer System Analyst - Police											
Cemetery Supervisor											
Equipment Shop Supervisor											
Database Administrator											
Assistant Controller											
Library Administrative Coordinator											
Library Building Manager											
Communications Coordinator											
Supervising Librarian											
Assistant Superintendent - Refuse											
Senior Associate Planner											
Geographic Information System Coordinator											
28											
Revenue & Risk Manager	\$ 30.98	\$ 32.72	\$ 34.48	\$ 36.37	\$ 37.66	\$ 39.00	\$ 40.35	\$ 41.77	\$ 43.22	\$ 44.74 *	\$ 46.91
Purchasing Agent	\$ 2,478.40	\$ 2,617.60	\$ 2,758.40	\$ 2,909.60	\$ 3,012.80	\$ 3,120.00	\$ 3,228.00	\$ 3,341.60	\$ 3,457.60	\$ 3,579.20	\$ 3,752.80
Systems Engineer	\$ 64,438.40	\$ 68,057.60	\$ 71,718.40	\$ 75,649.60	\$ 78,332.80	\$ 81,120.00	\$ 83,928.00	\$ 86,881.60	\$ 89,897.60	\$ 93,059.20	\$ 97,572.80
Voice/Data Network Analyst											
29											
Controller	\$ 33.56	\$ 35.47	\$ 37.42	\$ 39.48	\$ 40.77	\$ 42.32	\$ 43.73	\$ 45.30	\$ 46.94	\$ 48.52 *	\$ 51.27
Police Sergeant	\$ 2,684.80	\$ 2,837.60	\$ 2,993.60	\$ 3,158.40	\$ 3,261.60	\$ 3,385.60	\$ 3,498.40	\$ 3,624.00	\$ 3,755.20	\$ 3,881.60	\$ 4,101.60
Senior Building Inspector	\$ 69,804.80	\$ 73,777.60	\$ 77,833.60	\$ 82,118.40	\$ 84,801.60	\$ 88,025.60	\$ 90,958.40	\$ 94,224.00	\$ 97,635.20	\$ 100,921.60	\$ 106,641.60
Senior Engineer											
Senior Housing Inspector											
Special Projects Administrator											
Assistant City Attorney											
Human Rights Coordinator/Equity Director											
Facilities Manager											
Senior Systems Engineer											

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ADMINISTRATIVE/CONFIDENTIAL PAY PLAN - FY20 (June 30, 2019)

PAYGRADE:

	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	MAX.
		6 mo.	12 mo.	18 mo.	2.5 yrs	3.5 yrs	4.5 yrs	5.5 yrs	6.5 yrs	7.5 yrs	
		5.50%	5.50%	5.50%	3.50%	3.50%	3.50%	3.50%	3.50%	3.50%	
30											
Battalion Chief	\$ 36.32	\$ 38.37	\$ 40.43	\$ 42.70	\$ 44.23	\$ 45.78	\$ 47.29	\$ 48.99	\$ 50.71	\$ 52.48 *	\$ 56.01
Library Coordinator	\$ 2,905.60	\$ 3,069.60	\$ 3,234.40	\$ 3,416.00	\$ 3,538.40	\$ 3,662.40	\$ 3,783.20	\$ 3,919.20	\$ 4,056.80	\$ 4,198.40	\$ 4,480.80
Police Lieutenant	\$ 75,545.60	\$ 79,809.60	\$ 84,094.40	\$ 88,816.00	\$ 91,998.40	\$ 95,222.40	\$ 98,363.20	\$ 101,899.20	\$ 105,476.80	\$ 109,158.40	\$ 116,500.80
Wastewater Superintendent											
Senior Center Coordinator	BC-24hr										
Senior Planner	\$ 25,946.3	\$ 27,411.3	\$ 28,883.9	\$ 30,498.6	\$ 31,589.9	\$ 32,696.3	\$ 33,780.2	\$ 34,991.1	\$ 36,224.6	\$ 37,487.9 *	\$ 40,007.0
Superintendent of Parks & Forestry	\$ 2,905.98	\$ 3,070.07	\$ 3,235.00	\$ 3,415.84	\$ 3,538.07	\$ 3,661.98	\$ 3,783.38	\$ 3,919.00	\$ 4,057.15	\$ 4,198.64	\$ 4,480.78
Superintendent of Streets	\$ 75,555.48	\$ 79,821.82	\$ 84,110.00	\$ 88,811.84	\$ 91,989.82	\$ 95,211.48	\$ 98,367.88	\$ 101,894.00	\$ 105,485.90	\$ 109,164.64	\$ 116,500.28
Water Superintendent											
Housing Administrator											
Equipment Superintendent											
Economic Development Coordinator											
31											
MPOJC Director	\$ 39.40	\$ 41.51	\$ 43.78	\$ 46.25	\$ 47.87	\$ 49.53	\$ 51.28	\$ 53.04	\$ 54.81	\$ 56.82 *	\$ 61.22
Human Resources Administrator	\$ 3,152.00	\$ 3,320.80	\$ 3,502.40	\$ 3,700.00	\$ 3,829.60	\$ 3,962.40	\$ 4,102.40	\$ 4,243.20	\$ 4,384.80	\$ 4,545.60	\$ 4,897.60
Police Captain	\$ 81,952.00	\$ 86,340.80	\$ 91,062.40	\$ 96,200.00	\$ 99,569.60	\$ 103,022.40	\$ 106,662.40	\$ 110,323.20	\$ 114,004.80	\$ 118,185.60	\$ 127,337.60
Recreation Superintendent											
ITS Coordinator											
Deputy Fire Chief											
First Assistant City Attorney											
Associate Director - Transportation Services											
Neighborhood Services Coordinator											
Development Services Coordinator											
Assistant to the City Manager											
32											
City Engineer	\$ 42.57	\$ 44.95	\$ 47.44	\$ 50.01	\$ 51.82	\$ 53.61	\$ 55.49	\$ 57.41	\$ 59.37	\$ 61.49 *	\$ 66.85
	\$ 3,405.60	\$ 3,596.00	\$ 3,795.20	\$ 4,000.80	\$ 4,145.60	\$ 4,288.80	\$ 4,439.20	\$ 4,592.80	\$ 4,749.60	\$ 4,919.20	\$ 5,348.00
	\$ 88,545.60	\$ 93,496.00	\$ 98,675.20	\$ 104,020.80	\$ 107,785.60	\$ 111,508.80	\$ 115,419.20	\$ 119,412.80	\$ 123,489.60	\$ 127,899.20	\$ 139,048.00

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EXECUTIVE PAY PLAN - FY20 (June 30, 2019)

PAYGRADE:

	MINIMUM	MAXIMUM
33		
Fire Chief	\$ 46.11	\$ 73.08
Library Director	\$ 3,688.80	\$ 5,846.40
Parks & Recreation Director	\$ 95,908.80	\$ 152,006.40
34		
Finance Director	\$ 49.94	\$ 79.91
Police Chief	\$ 3,995.20	\$ 6,392.80
Public Works Director	\$ 103,875.20	\$ 166,212.80
Assistant City Manager		
Neighborhood and Development Services Director		
Transportation and Resource Management Director		