

ADMINISTRATIVE/CONFIDENTIAL PAY PLAN - FY21 (June 28, 2020)

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	\$ 21.30	\$ 23.88	\$ 24.67	\$ 25.55	\$ 26.44	\$ 27.39	\$ 28.32	\$ 29.33	\$ 30.36	\$ 30.50	\$ 30.50
License Specialist	\$ 1,704.00	\$ 1,910.40	\$ 1,973.60	\$ 2,044.00	\$ 2,115.20	\$ 2,191.20	\$ 2,265.60	\$ 2,346.40	\$ 2,428.80	\$ 2,440.00	\$ 2,440.00
	\$ 44,304.00	\$ 49,670.40	\$ 51,313.60	\$ 53,144.00	\$ 54,995.20	\$ 56,971.20	\$ 58,905.60	\$ 61,006.40	\$ 63,148.80	\$ 63,440.00	\$ 63,440.00
24											
Administrative Secretary	\$ 23.02	\$ 25.81	\$ 26.73	\$ 27.63	\$ 28.60	\$ 29.60	\$ 30.66	\$ 31.76	\$ 32.88	\$ 33.39	\$ 33.39
Operations Clerk - ITS	\$ 1,841.60	\$ 2,064.80	\$ 2,138.40	\$ 2,210.40	\$ 2,288.00	\$ 2,368.00	\$ 2,452.80	\$ 2,540.80	\$ 2,630.40	\$ 2,671.20	\$ 2,671.20
Digital Communications Specialist	\$ 47,881.60	\$ 53,684.80	\$ 55,598.40	\$ 57,470.40	\$ 59,488.00	\$ 61,568.00	\$ 63,772.80	\$ 66,060.80	\$ 68,390.40	\$ 69,451.20	\$ 69,451.20
Police Administrative Coordinator											
25											
Human Resources Assistant	\$ 24.92	\$ 27.92	\$ 28.94	\$ 29.93	\$ 30.97	\$ 32.06	\$ 33.17	\$ 34.35	\$ 35.59	\$ 36.54	\$ 36.54
PC Technician	\$ 1,993.60	\$ 2,233.60	\$ 2,315.20	\$ 2,394.40	\$ 2,477.60	\$ 2,564.80	\$ 2,653.60	\$ 2,748.00	\$ 2,847.20	\$ 2,923.20	\$ 2,923.20
Deputy City Clerk	\$ 51,833.60	\$ 58,073.60	\$ 60,195.20	\$ 62,254.40	\$ 64,417.60	\$ 66,684.80	\$ 68,993.60	\$ 71,448.00	\$ 74,027.20	\$ 76,003.20	\$ 76,003.20
Program Assistant - Public Works											
Risk & Finance Assistant											
26											
Legal Assistant	\$ 26.99	\$ 30.27	\$ 31.31	\$ 32.43	\$ 33.53	\$ 34.70	\$ 35.87	\$ 37.21	\$ 38.46	\$ 39.94	\$ 39.94
Occupational Safety & Training Specialist	\$ 2,159.20	\$ 2,421.60	\$ 2,504.80	\$ 2,594.40	\$ 2,682.40	\$ 2,776.00	\$ 2,869.60	\$ 2,976.80	\$ 3,076.80	\$ 3,195.20	\$ 3,195.20
Human Resources Generalist	\$ 56,139.20	\$ 62,961.60	\$ 65,124.80	\$ 67,454.40	\$ 69,742.40	\$ 72,176.00	\$ 74,609.60	\$ 77,396.80	\$ 79,996.80	\$ 83,075.20	\$ 83,075.20
Housing Choice Voucher Program Coordinator											
Public Housing Coordinator											
Media Production Services Coordinator											
Internal Auditor/Budget Analyst											
Application Specialist											

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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											
Assistant Superintendent - Wastewater	\$ 29.22	\$ 30.86	\$ 32.54	\$ 34.31	\$ 35.58	\$ 36.80	\$ 38.09	\$ 39.42	\$ 40.79	\$ 42.23 *	\$ 43.70
Assistant Superintendent - Water	\$ 2,337.60	\$ 2,468.80	\$ 2,603.20	\$ 2,744.80	\$ 2,846.40	\$ 2,944.00	\$ 3,047.20	\$ 3,153.60	\$ 3,263.20	\$ 3,378.40	\$ 3,496.00
Assistant Superintendent - Streets	\$ 60,777.60	\$ 64,188.80	\$ 67,683.20	\$ 71,364.80	\$ 74,006.40	\$ 76,544.00	\$ 79,227.20	\$ 81,993.60	\$ 84,843.20	\$ 87,838.40	\$ 90,896.00
Library Coordinator - Development											
Operations Supervisor - Transportation Services											
Assistant Superintendent - Landfill											
Computer System Analyst - Police											
Cemetery Supervisor											
Assistant Superintendent - Equipment											
Database Administrator											
Assistant Controller											
Library Administrative Coordinator											
Library Building Manager											
Communications Coordinator											
Supervising Librarian											
Assistant Superintendent - Refuse											
Senior Associate Planner											
GIS Coordinator											
Budget & Compliance Officer											
Assistant Superintendent - Parks											
Assistant Recreation Superintendent											
Assistant Facilities Manager											
28											
Revenue & Risk Manager	\$ 31.60	\$ 33.37	\$ 35.17	\$ 37.10	\$ 38.41	\$ 39.78	\$ 41.16	\$ 42.61	\$ 44.08	\$ 45.63 *	\$ 47.85
Purchasing Agent	\$ 2,528.00	\$ 2,669.60	\$ 2,813.60	\$ 2,968.00	\$ 3,072.80	\$ 3,182.40	\$ 3,292.80	\$ 3,408.80	\$ 3,526.40	\$ 3,650.40	\$ 3,828.00
Systems Engineer	\$ 65,728.00	\$ 69,409.60	\$ 73,153.60	\$ 77,168.00	\$ 79,892.80	\$ 82,742.40	\$ 85,612.80	\$ 88,628.80	\$ 91,686.40	\$ 94,910.40	\$ 99,528.00
Voice/Data Network Analyst											
Solutions Architect											
29											
Controller	\$ 34.23	\$ 36.18	\$ 38.17	\$ 40.27	\$ 41.59	\$ 43.17	\$ 44.60	\$ 46.21	\$ 47.88	\$ 49.49 *	\$ 52.30
Police Sergeant	\$ 2,738.40	\$ 2,894.40	\$ 3,053.60	\$ 3,221.60	\$ 3,327.20	\$ 3,453.60	\$ 3,568.00	\$ 3,696.80	\$ 3,830.40	\$ 3,959.20	\$ 4,184.00
Senior Building Inspector	\$ 71,198.40	\$ 75,254.40	\$ 79,393.60	\$ 83,761.60	\$ 86,507.20	\$ 89,793.60	\$ 92,768.00	\$ 96,116.80	\$ 99,590.40	\$ 102,939.20	\$ 108,784.00
Senior Engineer											
Senior Housing Inspector											
Special Projects Administrator											
Assistant City Attorney											
Human Rights Coordinator/Equity Director											
Facilities Manager											
Senior Systems Engineer											
Animal 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%	
30											
Battalion Chief	\$ 37.05	\$ 39.14	\$ 41.24	\$ 43.55	\$ 45.11	\$ 46.70	\$ 48.24	\$ 49.97	\$ 51.72	\$ 53.53 *	\$ 57.13
Library Coordinator	\$ 2,964.00	\$ 3,131.20	\$ 3,299.20	\$ 3,484.00	\$ 3,608.80	\$ 3,736.00	\$ 3,859.20	\$ 3,997.60	\$ 4,137.60	\$ 4,282.40	\$ 4,570.40
Police Lieutenant	\$ 77,064.00	\$ 81,411.20	\$ 85,779.20	\$ 90,584.00	\$ 93,828.80	\$ 97,136.00	\$ 100,339.20	\$ 103,937.60	\$ 107,577.60	\$ 111,342.40	\$ 118,830.40
Wastewater Superintendent											
Senior Center Coordinator	BC-24hr										
Senior Planner	\$ 26,465.2	\$ 27,959.6	\$ 29,461.6	\$ 31,108.6	\$ 32,221.7	\$ 33,350.2	\$ 34,455.8	\$ 35,690.9	\$ 36,949.0	\$ 38,237.6 *	\$ 40,807.1
Superintendent of Parks & Forestry	\$ 2,964.10	\$ 3,131.47	\$ 3,299.70	\$ 3,484.16	\$ 3,608.83	\$ 3,735.22	\$ 3,859.05	\$ 3,997.38	\$ 4,138.29	\$ 4,282.61	\$ 4,570.40
Superintendent of Streets	\$ 77,066.60	\$ 81,418.22	\$ 85,792.20	\$ 90,588.16	\$ 93,829.58	\$ 97,115.72	\$ 100,335.30	\$ 103,931.88	\$ 107,595.54	\$ 111,347.86	\$ 118,830.40
Water Superintendent											
Housing Administrator											
Equipment Superintendent											
Economic Development Coordinator											
Resource Management Superintendent											
Recreation Superintendent											
Assistant City Engineer											
31											
MPOJC Director	\$ 40.19	\$ 42.34	\$ 44.66	\$ 47.18	\$ 48.83	\$ 50.52	\$ 52.31	\$ 54.10	\$ 55.91	\$ 57.96 *	\$ 62.44
Human Resources Administrator	\$ 3,215.20	\$ 3,387.20	\$ 3,572.80	\$ 3,774.40	\$ 3,906.40	\$ 4,041.60	\$ 4,184.80	\$ 4,328.00	\$ 4,472.80	\$ 4,636.80	\$ 4,995.20
Police Captain	\$ 83,595.20	\$ 88,067.20	\$ 92,892.80	\$ 98,134.40	\$ 101,566.40	\$ 105,081.60	\$ 108,804.80	\$ 112,528.00	\$ 116,292.80	\$ 120,556.80	\$ 129,875.20
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	\$ 43.42	\$ 45.85	\$ 48.39	\$ 51.01	\$ 52.86	\$ 54.68	\$ 56.60	\$ 58.56	\$ 60.56	\$ 62.72 *	\$ 68.19
	\$ 3,473.60	\$ 3,668.00	\$ 3,871.20	\$ 4,080.80	\$ 4,228.80	\$ 4,374.40	\$ 4,528.00	\$ 4,684.80	\$ 4,844.80	\$ 5,017.60	\$ 5,455.20
	\$ 90,313.60	\$ 95,368.00	\$ 100,651.20	\$ 106,100.80	\$ 109,948.80	\$ 113,734.40	\$ 117,728.00	\$ 121,804.80	\$ 125,964.80	\$ 130,457.60	\$ 141,835.20

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EXECUTIVE PAY PLAN - FY21 (June 28, 2020)

PAYGRADE:

	MINIMUM	MAXIMUM
33		
Fire Chief	\$ 47.03	\$ 74.54
Library Director	\$ 3,762.40	\$ 5,963.20
Parks & Recreation Director	\$ 97,822.40	\$ 155,043.20
Transportation Services Director		
34		
Finance Director	\$ 50.94	\$ 81.51
Police Chief	\$ 4,075.20	\$ 6,520.80
Public Works Director	\$ 105,955.20	\$ 169,540.80
Assistant City Manager		
Neighborhood and Development Services Director		