

ADMINISTRATIVE/CONFIDENTIAL PAY PLAN - FY22 (June 27, 2021)

2.5% ATB

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	\$ 21.83	\$ 24.48		\$ 25.29	\$ 26.19	\$ 27.10	\$ 28.07	\$ 29.03	\$ 30.06	\$ 31.12	\$ 31.26
License Specialist	\$ 1,746.40	\$ 1,958.40		\$ 2,023.20	\$ 2,095.20	\$ 2,168.00	\$ 2,245.60	\$ 2,322.40	\$ 2,404.80	\$ 2,489.60	\$ 2,500.80
	\$ 45,406.40	\$ 50,918.40		\$ 52,603.20	\$ 54,475.20	\$ 56,368.00	\$ 58,385.60	\$ 60,382.40	\$ 62,524.80	\$ 64,729.60	\$ 65,020.80
24											
Administrative Secretary	\$ 23.60	\$ 26.46		\$ 27.40	\$ 28.32	\$ 29.32	\$ 30.34	\$ 31.43	\$ 32.55	\$ 33.70	\$ 34.22
Operations Clerk - ITS	\$ 1,888.00	\$ 2,116.80		\$ 2,192.00	\$ 2,265.60	\$ 2,345.60	\$ 2,427.20	\$ 2,514.40	\$ 2,604.00	\$ 2,696.00	\$ 2,737.60
Digital Communications Specialist	\$ 49,088.00	\$ 55,036.80		\$ 56,992.00	\$ 58,905.60	\$ 60,985.60	\$ 63,107.20	\$ 65,374.40	\$ 67,704.00	\$ 70,096.00	\$ 71,177.60
Police Administrative Coordinator											
25											
Human Resources Assistant	\$ 25.54	\$ 28.62		\$ 29.66	\$ 30.68	\$ 31.74	\$ 32.86	\$ 34.00	\$ 35.21	\$ 36.48	\$ 37.45
PC Technician	\$ 2,043.20	\$ 2,289.60		\$ 2,372.80	\$ 2,454.40	\$ 2,539.20	\$ 2,628.80	\$ 2,720.00	\$ 2,816.80	\$ 2,918.40	\$ 2,996.00
Deputy City Clerk	\$ 53,123.20	\$ 59,529.60		\$ 61,692.80	\$ 63,814.40	\$ 66,019.20	\$ 68,348.80	\$ 70,720.00	\$ 73,236.80	\$ 75,878.40	\$ 77,896.00
Program Assistant - Public Works											
Risk & Finance Assistant											
26											
Legal Assistant	\$ 27.66	\$ 31.03		\$ 32.09	\$ 33.24	\$ 34.37	\$ 35.57	\$ 36.77	\$ 38.14	\$ 39.42 *	\$ 40.94
Occupational Safety & Training Specialist	\$ 2,212.80	\$ 2,482.40		\$ 2,567.20	\$ 2,659.20	\$ 2,749.60	\$ 2,845.60	\$ 2,941.60	\$ 3,051.20	\$ 3,153.60	\$ 3,275.20
Human Resources Generalist	\$ 57,532.80	\$ 64,542.40		\$ 66,747.20	\$ 69,139.20	\$ 71,489.60	\$ 73,985.60	\$ 76,481.60	\$ 79,331.20	\$ 81,993.60	\$ 85,155.20
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	\$ 29.95	\$ 31.63	\$ 33.35	\$ 35.17	\$ 36.47	\$ 37.72	\$ 39.04	\$ 40.41	\$ 41.81	\$ 43.29 *	\$ 44.79
Assistant Superintendent - Water	\$ 2,396.00	\$ 2,530.40	\$ 2,668.00	\$ 2,813.60	\$ 2,917.60	\$ 3,017.60	\$ 3,123.20	\$ 3,232.80	\$ 3,344.80	\$ 3,463.20	\$ 3,583.20
Assistant Superintendent - Streets	\$ 62,296.00	\$ 65,790.40	\$ 69,368.00	\$ 73,153.60	\$ 75,857.60	\$ 78,457.60	\$ 81,203.20	\$ 84,052.80	\$ 86,964.80	\$ 90,043.20	\$ 93,163.20
Library Coordinator - Development											
Operations Supervisor - Transportation Services											
Assistant Superintendent - Landfill											
Computer System Analyst - Police											
Cemetery Supervisor											
Assistant Superintendent - Equipment											
Database Administrator											
Accounting Coordinator											
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											
Procurement Coordinator											
28											
Revenue & Risk Manager	\$ 32.39	\$ 34.20	\$ 36.05	\$ 38.03	\$ 39.37	\$ 40.77	\$ 42.19	\$ 43.68	\$ 45.18	\$ 46.77 *	\$ 49.05
Systems Engineer	\$ 2,591.20	\$ 2,736.00	\$ 2,884.00	\$ 3,042.40	\$ 3,149.60	\$ 3,261.60	\$ 3,375.20	\$ 3,494.40	\$ 3,614.40	\$ 3,741.60	\$ 3,924.00
Voice/Data Network Analyst	\$ 67,371.20	\$ 71,136.00	\$ 74,984.00	\$ 79,102.40	\$ 81,889.60	\$ 84,801.60	\$ 87,755.20	\$ 90,854.40	\$ 93,974.40	\$ 97,281.60	\$ 102,024.00
Solutions Architect											
29											
Police Sergeant	\$ 35.09	\$ 37.08	\$ 39.12	\$ 41.28	\$ 42.63	\$ 44.25	\$ 45.72	\$ 47.37	\$ 49.08	\$ 50.73 *	\$ 53.61
Senior Building Inspector	\$ 2,807.20	\$ 2,966.40	\$ 3,129.60	\$ 3,302.40	\$ 3,410.40	\$ 3,540.00	\$ 3,657.60	\$ 3,789.60	\$ 3,926.40	\$ 4,058.40	\$ 4,288.80
Senior Engineer	\$ 72,987.20	\$ 77,126.40	\$ 81,369.60	\$ 85,862.40	\$ 88,670.40	\$ 92,040.00	\$ 95,097.60	\$ 98,529.60	\$ 102,086.40	\$ 105,518.40	\$ 111,508.80
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	\$ 37.98	\$ 40.12	\$ 42.27	\$ 44.64	\$ 46.24	\$ 47.87	\$ 49.45	\$ 51.22	\$ 53.01	\$ 54.87 *	\$ 58.56
Library Coordinator	\$ 3,038.40	\$ 3,209.60	\$ 3,381.60	\$ 3,571.20	\$ 3,699.20	\$ 3,829.60	\$ 3,956.00	\$ 4,097.60	\$ 4,240.80	\$ 4,389.60	\$ 4,684.80
Police Lieutenant	\$ 78,998.40	\$ 83,449.60	\$ 87,921.60	\$ 92,851.20	\$ 96,179.20	\$ 99,569.60	\$ 102,856.00	\$ 106,537.60	\$ 110,260.80	\$ 114,129.60	\$ 121,804.80
Wastewater Superintendent											
Senior Center Coordinator	BC-24hr										
Senior Planner	\$ 27.1286	\$ 28.6571	\$ 30.1929	\$ 31.8857	\$ 33.0286	\$ 34.1929	\$ 35.3214	\$ 36.5857	\$ 37.8643	\$ 39.1929 *	\$ 41.8286
Superintendent of Parks & Forestry	\$ 3,038.40	\$ 3,209.60	\$ 3,381.60	\$ 3,571.20	\$ 3,699.20	\$ 3,829.60	\$ 3,956.00	\$ 4,097.60	\$ 4,240.80	\$ 4,389.60	\$ 4,684.80
Superintendent of Streets	\$ 78,998.40	\$ 83,449.60	\$ 87,921.60	\$ 92,851.20	\$ 96,179.20	\$ 99,569.60	\$ 102,856.00	\$ 106,537.60	\$ 110,260.80	\$ 114,129.60	\$ 121,804.80
Water Superintendent											
Housing Administrator											
Equipment Superintendent											
Economic Development Coordinator											
Resource Management Superintendent											
Recreation Superintendent											
Assistant City Engineer											
31											
MPOJC Director	\$ 41.19	\$ 43.40	\$ 45.78	\$ 48.36	\$ 50.05	\$ 51.78	\$ 53.62	\$ 55.45	\$ 57.31	\$ 59.41 *	\$ 64.00
Human Resources Administrator	\$ 3,295.20	\$ 3,472.00	\$ 3,662.40	\$ 3,868.80	\$ 4,004.00	\$ 4,142.40	\$ 4,289.60	\$ 4,436.00	\$ 4,584.80	\$ 4,752.80	\$ 5,120.00
Police Captain	\$ 85,675.20	\$ 90,272.00	\$ 95,222.40	\$ 100,588.80	\$ 104,104.00	\$ 107,702.40	\$ 111,529.60	\$ 115,336.00	\$ 119,204.80	\$ 123,572.80	\$ 133,120.00
ITS Coordinator											
Deputy Fire Chief											
First Assistant City Attorney											
Associate Director - Transportation Services											
Neighborhood Services Coordinator											
Development Services Coordinator											
Assistant City Manager											
Assistant Finance Director											
32											
City Engineer	\$ 44.51	\$ 47.00	\$ 49.60	\$ 52.29	\$ 54.18	\$ 56.05	\$ 58.02	\$ 60.02	\$ 62.07	\$ 64.29 *	\$ 69.89
	\$ 3,560.80	\$ 3,760.00	\$ 3,968.00	\$ 4,183.20	\$ 4,334.40	\$ 4,484.00	\$ 4,641.60	\$ 4,801.60	\$ 4,965.60	\$ 5,143.20	\$ 5,591.20
	\$ 92,580.80	\$ 97,760.00	\$ 103,168.00	\$ 108,763.20	\$ 112,694.40	\$ 116,584.00	\$ 120,681.60	\$ 124,841.60	\$ 129,105.60	\$ 133,723.20	\$ 145,371.20

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EXECUTIVE PAY PLAN - FY22 (June 27, 2021)

PAYGRADE:

	MINIMUM	MAXIMUM
33		
Fire Chief	\$ 48.21	\$ 76.40
Library Director	\$ 3,856.80	\$ 6,112.00
Parks & Recreation Director	\$ 100,276.80	\$ 158,912.00
Transportation Services Director		
34		
Finance Director	\$ 52.21	\$ 83.55
Police Chief	\$ 4,176.80	\$ 6,684.00
Public Works Director	\$ 108,596.80	\$ 173,784.00
Deputy City Manager		
Neighborhood and Development Services Director		