

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
R	\$104,852.80	\$107,848.00	\$110,843.20	\$113,838.40	\$116,833.60	\$119,828.80	▶	\$143,790.40
	\$4,032.80	\$4,148.00	\$4,263.20	\$4,378.40	\$4,493.60	\$4,608.80		\$5,530.40
	\$50.41	\$51.85	\$53.29	\$54.73	\$56.17	\$57.61		\$69.13

Assistant City Administrator/Talent and Strategy Director  
 City Attorney  
 Director of Public Works  
 Finance Director  
 Fire Chief\*  
 Health Commissioner/City Sealer  
 Police Chief\*

Q	\$96,137.60	\$98,883.20	\$101,628.80	\$104,374.40	\$107,120.00	\$109,865.60	▶	\$131,830.40
	\$3,697.60	\$3,803.20	\$3,908.80	\$4,014.40	\$4,120.00	\$4,225.60		\$5,070.40
	\$46.22	\$47.54	\$48.86	\$50.18	\$51.50	\$52.82		\$63.38

Assistant Fire Chief\*\*  
 City Engineer  
 Deputy Police Chief - Operations\*\*  
 Deputy Police Chief - Support Services\*\*  
 Director of Information Technology

P	\$91,790.40	\$94,411.20	\$97,032.00	\$99,652.80	\$102,273.60	\$104,894.40	▶	\$125,881.60
	\$3,530.40	\$3,631.20	\$3,732.00	\$3,832.80	\$3,933.60	\$4,034.40		\$4,841.60
	\$44.13	\$45.39	\$46.65	\$47.91	\$49.17	\$50.43		\$60.52

Director of Building Inspections & Neighborhood Services  
 Director of Communications  
 Library Director  
 Deputy City Attorney

O	\$87,422.40	\$89,918.40	\$92,414.40	\$94,910.40	\$97,406.40	\$99,902.40	▶	\$119,891.20
	\$3,362.40	\$3,458.40	\$3,554.40	\$3,650.40	\$3,746.40	\$3,842.40		\$4,611.20
	\$42.03	\$43.23	\$44.43	\$45.63	\$46.83	\$48.03		\$57.64

Captain (Police)\*\* (Clerk's Note: Deputy Fire Chief was set at Grade N by O-2020-0058, but incorrectly listed as Grade O from Feb. 2021 until Feb. 2023)  
 Deputy Fire Chief \*\*

N	\$83,054.40	\$85,425.60	\$87,796.80	\$90,168.00	\$92,539.20	\$94,910.40	▶	\$113,900.80
	\$3,194.40	\$3,285.60	\$3,376.80	\$3,468.00	\$3,559.20	\$3,650.40		\$4,380.80
	\$39.93	\$41.07	\$42.21	\$43.35	\$44.49	\$45.63		\$54.76

Assistant Director of Public Works  
 Battalion Chief\*\*  
 City Assessor  
 City Treasurer  
 Deputy Finance Director  
 Deputy Health Commissioner  
 Lieutenant (Police)\*\*

M	\$78,707.20	\$80,974.40	\$83,220.80	\$85,467.20	\$87,713.60	\$89,960.00	▶	\$107,952.00
	\$3,027.20	\$3,114.40	\$3,200.80	\$3,287.20	\$3,373.60	\$3,460.00		\$4,152.00
	\$37.84	\$38.93	\$40.01	\$41.09	\$42.17	\$43.25		\$51.90

None

L	\$74,339.20	\$76,481.60	\$78,603.20	\$80,724.80	\$82,846.40	\$84,968.00	▶	\$101,961.60
	\$2,859.20	\$2,941.60	\$3,023.20	\$3,104.80	\$3,186.40	\$3,268.00		\$3,921.60
	\$35.74	\$36.77	\$37.79	\$38.81	\$39.83	\$40.85		\$49.02

Deputy City Clerk  
 Economic Development Executive Director  
 Library Manager  
 Manager of Planning & Zoning  
 Network and Security Administrator  
 Principal Assistant City Attorney  
 Principal Engineer  
 WIC Program Director

\* Annual Holiday Allowance Additional

^ Compression Adjustment

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
K	\$69,971.20	\$71,988.80	\$73,985.60	\$75,982.40	\$77,979.20	\$79,976.00	▶	\$95,971.20
	\$2,691.20	\$2,768.80	\$2,845.60	\$2,922.40	\$2,999.20	\$3,076.00		\$3,691.20
	\$33.64	\$34.61	\$35.57	\$36.53	\$37.49	\$38.45		\$46.14

Adult Services & Circulation Supervisor  
 Business Manager  
 Cataloging & Technical Processing Librarian  
 Community Engagement Coordinator  
 Development Project Manager  
 Electrical Maintenance Superintendent  
 Environmentalist Team Lead  
 Facilities Superintendent  
 Fleet Services Superintendent  
 Forestry & Grounds Superintendent  
 Lead Public Health Nurse  
 Municipal Court Administrator  
 Professional Engineer  
 Public Safety IT Supervisor  
 Safety & Training Coordinator  
 Sanitation & Streets Superintendent  
 Water Systems Superintendent

J	\$65,624.00	\$67,496.00	\$69,388.80	\$71,260.80	\$73,132.80	\$75,004.80	▶	\$90,001.60
	\$2,524.00	\$2,596.00	\$2,668.80	\$2,740.80	\$2,812.80	\$2,884.80		\$3,461.60
	\$31.55	\$32.45	\$33.36	\$34.26	\$35.16	\$36.06		\$43.27

Assistant City Attorney  
 Children Services Supervisor  
 Communications Manager  
 Community Development Senior Planner  
 Deputy Treasurer/Senior Accountant  
 Engineer & Professional Land Surveyor  
 Environmentalist Coordinator  
 Neighborhood Services Supervisor  
 Public Health Nurse Coordinator  
 Senior Accountant  
 Street & Sewer Supervisor

I	\$61,235.20	\$63,003.20	\$64,750.40	\$66,497.60	\$68,244.80	\$69,992.00	▶	\$83,990.40
	\$2,355.20	\$2,423.20	\$2,490.40	\$2,557.60	\$2,624.80	\$2,692.00		\$3,230.40
	\$29.44	\$30.29	\$31.13	\$31.97	\$32.81	\$33.65		\$40.38

Civil Engineer  
 Customer Service Administrator  
 Customer Service Center Supervisor  
 Database Administrator  
 Environmentalist  
 HR Generalist  
 Lead Planner  
 Public Health Nurse  
 Public Health Specialist  
 Sanitation Supervisor  
 Senior Buyer  
 Senior Center Coordinator  
 Solutions Analyst  
 Supply Chain Purchasing Manager

H	\$56,929.60	\$58,552.00	\$60,174.40	\$61,817.60	\$63,440.00	\$65,062.40	▶	\$78,083.20
	\$2,189.60	\$2,252.00	\$2,314.40	\$2,377.60	\$2,440.00	\$2,502.40		\$3,003.20
	\$27.37	\$28.15	\$28.93	\$29.72	\$30.50	\$31.28		\$37.54

Community Health Education Coordinator  
 Housing Coordinator  
 Librarian  
 Office Supervisor  
 WIC Project Nutritionist

G	\$52,540.80	\$54,038.40	\$55,536.00	\$57,054.40	\$58,552.00	\$60,049.60	▶	\$72,051.20
	\$2,020.80	\$2,078.40	\$2,136.00	\$2,194.40	\$2,252.00	\$2,309.60		\$2,771.20
	\$25.26	\$25.98	\$26.70	\$27.43	\$28.15	\$28.87		\$34.64

Accountant  
 BINS Office Services Supervisor  
 Communications Supervisor  
 Community Health Nutritionist  
 Economic Development Specialist

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum

I	\$29.44	\$30.29	\$31.13	\$31.97	\$32.81	\$33.65	▶	\$40.38
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Commercial Construction Inspector  
 Electrical Mechanic \*\*  
 Fleet Manager  
 GIS Analyst  
 Lead Electrical Mechanic \*\*  
 Plumber \*\*  
 Zoning Administrator and City Process Liaison

H	\$27.37	\$28.15	\$28.93	\$29.72	\$30.50	\$31.28	▶	\$37.54
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Building & Sign Lead Person  
 Business Process Analyst  
 Crime Analyst  
 Engineering Technician - IT Systems  
 Engineering Technician - Traffic & Utilities  
 Lead Arborist  
 Lead Equipment Mechanic  
 PC Network Specialist  
 Residential Construction Inspector  
 Victim Advocate  
 Water Lead Person

G	\$25.26	\$25.98	\$26.70	\$27.43	\$28.15	\$28.87	▶	\$34.64
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Boring Operator  
 Building Maintenance Technician  
 Dental Hygienist  
 Directional Boring Operator  
 Engineering Technician  
 Graphic Design/Production Specialist  
 HVAC Technician  
 Planner  
 Tourism and Event Coordinator  
 Tradesperson - Carpenter

F	\$23.17	\$23.83	\$24.49	\$25.16	\$25.82	\$26.48	▶	\$31.78
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Appraiser  
 Associate Planner  
 Equipment Mechanic  
 Equipment Operations Specialist  
 Housing Navigator  
 Lead Clerk Records Unit  
 Library Assistant  
 Maintainer  
 Payroll Administrator  
 Pumping Station Operator  
 Rehabilitation Specialist  
 Senior Video Producer

\*\* Market Exception

E	\$21.07	\$21.67	\$22.27	\$22.88	\$23.48	\$24.08	▶	\$28.90
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Accounting Specialist  
 Administrative Support Specialist  
 Administrative Support Specialist - Police Body Cameras  
 Arborist  
 Assistant Pumping Station Operator  
 Carpenter  
 Clerk/Election Specialist  
 Dispatcher-Trainer  
 Equipment Operator  
 Fleet Maintenance Technician  
 Human Resources Specialist  
 Lead Library Technician  
 Legal Secretary - Principal  
 Maintenance Repairer  
 Municipal Court Clerk  
 Neighborhood Services Inspector  
 Painter  
 PC Technician  
 Property Room Technician  
 Special Assessments Specialist  
 Truck Driver - Lead

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
<b>D</b>	\$18.97	\$19.51	\$20.05	\$20.60	\$21.14	\$21.68	▶	\$26.02

Administrative Support Assistant  
 Communications Assistant  
 Community Health Technician  
 Deputy Registrar  
 Dispatcher  
 Environmental Technician  
 Inventory Services Specialist  
 Legal Secretary - Senior  
 Sign Painter  
 Truck Driver  
 Utility Locate Technician

<b>C</b>	\$17.56	\$18.06	\$18.56	\$19.07	\$19.57	\$20.07	▶	\$24.08
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Circulation Services Representative  
 Custodian/Janitor  
 Laborer  
 Library Technician  
 Municipal Court Assistant  
 Park Attendant  
 Water Meter Technician  
 WIC Support Staff

<b>B</b>	\$16.27	\$16.73	\$17.20	\$17.66	\$18.13	\$18.59	▶	\$22.31
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Clerical Assistant  
 Parking Control Operator  
 Yard Attendant

<b>A</b>	\$15.06	\$15.49	\$15.92	\$16.35	\$16.78	\$17.21	▶	\$20.65
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WIC Breastfeeding Peer Counselor

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
R	\$108,513.60	\$111,612.80	\$114,732.80	\$117,832.00	\$120,931.20	\$124,030.40	▶	\$148,824.00
	\$4,173.60	\$4,292.80	\$4,412.80	\$4,532.00	\$4,651.20	\$4,770.40		\$5,724.00
	\$52.17	\$53.66	\$55.16	\$56.65	\$58.14	\$59.63		\$71.55

Assistant City Administrator/Talent and Strategy Director  
 City Attorney - Effective 5/1/20  
 Director of Public Works  
 Finance Director  
 Fire Chief\*  
 Health Commissioner/City Sealer  
 Police Chief\*

Q	\$99,507.20	\$102,336.00	\$105,185.60	\$108,035.20	\$110,864.00	\$113,713.60	▶	\$136,448.00
	\$3,827.20	\$3,936.00	\$4,045.60	\$4,155.20	\$4,264.00	\$4,373.60		\$5,248.00
	\$47.84	\$49.20	\$50.57	\$51.94	\$53.30	\$54.67		\$65.60

Assistant Fire Chief (EMS)\*\*  
 City Engineer  
 Deputy Police Chief - Operations\*\*  
 Deputy Police Chief - Support Services\*\*  
 Director of Information Technology

P	\$94,993.60	\$97,718.40	\$100,422.40	\$103,147.20	\$105,851.20	\$108,576.00	▶	\$130,291.20
	\$3,653.60	\$3,758.40	\$3,862.40	\$3,967.20	\$4,071.20	\$4,176.00		\$5,011.20
	\$45.67	\$46.98	\$48.28	\$49.59	\$50.89	\$52.20		\$62.64

Director of Building Inspections & Neighborhood Services  
 Director of Communications  
 Library Director  
 Deputy City Attorney

O	\$90,480.00	\$93,059.20	\$95,659.20	\$98,238.40	\$100,817.60	\$103,396.80	▶	\$124,092.80
	\$3,480.00	\$3,579.20	\$3,679.20	\$3,778.40	\$3,877.60	\$3,976.80		\$4,772.80
	\$43.50	\$44.74	\$45.99	\$47.23	\$48.47	\$49.71		\$59.66

Captain (Police)\*\* (Clerk's Note: Deputy Fire Chief was set at Grade N by O-2020-0058, but incorrectly listed as Grade O from Feb. 2021 until Feb. 2023)  
 Deputy Fire Chief \*\*

N	\$85,966.40	\$88,420.80	\$90,875.20	\$93,329.60	\$95,784.00	\$98,238.40	▶	\$117,894.40
	\$3,306.40	\$3,400.80	\$3,495.20	\$3,589.60	\$3,684.00	\$3,778.40		\$4,534.40
	\$41.33	\$42.51	\$43.69	\$44.87	\$46.05	\$47.23		\$56.68

Assistant Director of Public Works  
 Battalion Chief\*\*  
 City Assessor  
 City Treasurer  
 Deputy Finance Director  
 Deputy Health Commissioner  
 Lieutenant (Police)\*\*

M	\$81,452.80	\$83,803.20	\$86,132.80	\$88,462.40	\$90,792.00	\$93,100.80	▶	\$111,737.60
	\$3,132.80	\$3,223.20	\$3,312.80	\$3,402.40	\$3,492.00	\$3,580.80		\$4,297.60
	\$39.16	\$40.29	\$41.41	\$42.53	\$43.65	\$44.76		\$53.72

None

L	\$76,939.20	\$79,164.80	\$81,348.80	\$83,553.60	\$85,737.60	\$87,942.40	▶	\$105,539.20
	\$2,959.20	\$3,044.80	\$3,128.80	\$3,213.60	\$3,297.60	\$3,382.40		\$4,059.20
	\$36.99	\$38.06	\$39.11	\$40.17	\$41.22	\$42.28		\$50.74

Deputy City Clerk  
 Economic Development Executive Director  
 Library Manager  
 Manager of Planning & Zoning  
 Network and Security Administrator  
 Principal Assistant City Attorney  
 Principal Engineer  
 WIC Program Director

\* Annual Holiday Allowance Additional

^ Compression Adjustment

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
K	\$72,425.60	\$74,505.60	\$76,564.80	\$78,644.80	\$80,704.00	\$82,784.00	▶	\$99,320.00
	\$2,785.60	\$2,865.60	\$2,944.80	\$3,024.80	\$3,104.00	\$3,184.00		\$3,820.00
	\$34.82	\$35.82	\$36.81	\$37.81	\$38.80	\$39.80		\$47.75

Adult Services & Circulation Supervisor  
 Business Manager  
 Cataloging & Technical Processing Librarian  
 Community Engagement Coordinator  
 Development Project Manager  
 Electrical Maintenance Superintendent  
 Environmentalist Team Lead  
 Facilities Superintendent  
 Fleet Services Superintendent  
 Forestry & Grounds Superintendent  
 Lead Public Health Nurse  
 Municipal Court Administrator  
 Professional Engineer  
 Public Safety IT Supervisor  
 Safety & Training Coordinator  
 Sanitation & Streets Superintendent  
 Water Systems Superintendent

J	\$67,912.00	\$69,867.20	\$71,822.40	\$73,756.80	\$75,691.20	\$77,625.60	▶	\$93,142.40
	\$2,612.00	\$2,687.20	\$2,762.40	\$2,836.80	\$2,911.20	\$2,985.60		\$3,582.40
	\$32.65	\$33.59	\$34.53	\$35.46	\$36.39	\$37.32		\$44.78

Assistant City Attorney  
 Children Services Supervisor  
 Communications Manager  
 Community Development Senior Planner  
 Deputy Treasurer/Senior Accountant  
 Engineer & Professional Land Surveyor  
 Environmentalist Coordinator  
 Neighborhood Services Supervisor  
 Public Health Nurse Coordinator  
 Senior Accountant  
 Street & Sewer Supervisor

I	\$63,377.60	\$65,208.00	\$67,017.60	\$68,827.20	\$70,636.80	\$72,446.40	▶	\$86,923.20
	\$2,437.60	\$2,508.00	\$2,577.60	\$2,647.20	\$2,716.80	\$2,786.40		\$3,343.20
	\$30.47	\$31.35	\$32.22	\$33.09	\$33.96	\$34.83		\$41.79

Civil Engineer  
 Customer Service Administrator  
 Customer Service Center Administrator  
 Database Administrator  
 Environmentalist  
 HR Generalist  
 Lead Planner  
 Public Health Nurse  
 Public Health Specialist  
 Sanitation Supervisor  
 Senior Buyer  
 Senior Center Coordinator  
 Solutions Analyst  
 Supply Chain Purchasing Manager

H	\$58,926.40	\$60,611.20	\$62,275.20	\$63,980.80	\$65,665.60	\$67,329.60	▶	\$80,808.00
	\$2,266.40	\$2,331.20	\$2,395.20	\$2,460.80	\$2,525.60	\$2,589.60		\$3,108.00
	\$28.33	\$29.14	\$29.94	\$30.76	\$31.57	\$32.37		\$38.85

Community Health Education Coordinator  
 Housing Coordinator  
 Librarian  
 Office Supervisor  
 WIC Project Nutritionist

G	\$54,371.20	\$55,931.20	\$57,470.40	\$59,051.20	\$60,611.20	\$62,150.40	▶	\$74,568.00
	\$2,091.20	\$2,151.20	\$2,210.40	\$2,271.20	\$2,331.20	\$2,390.40		\$2,868.00
	\$26.14	\$26.89	\$27.63	\$28.39	\$29.14	\$29.88		\$35.85

Accountant  
 BINS Office Services Supervisor  
 Communications Supervisor  
 Community Health Nutritionist  
 Economic Development Specialist

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
I	\$30.47	\$31.35	\$32.22	\$33.09	\$33.96	\$34.83	▶	\$41.79

Commercial Construction Inspector  
 Electrical Mechanic \*\*  
 Fleet Manager  
 GIS Analyst  
 Lead Electrical Mechanic \*\*  
 Plumber \*\*  
 Zoning Administrator and City Process Liaison

H	\$28.33	\$29.14	\$29.94	\$30.76	\$31.57	\$32.37	▶	\$38.85
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Building & Sign Lead Person  
 Business Process Analyst  
 Crime Analyst  
 Engineering Technician - IT Systems  
 Engineering Technician - Traffic & Utilities  
 Lead Arborist  
 Lead Equipment Mechanic  
 PC Network Specialist  
 Residential Construction Inspector  
 Victim Advocate  
 Water Lead Person

G	\$26.14	\$26.89	\$27.63	\$28.39	\$29.14	\$29.88	▶	\$35.85
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Boring Operator  
 Building Maintenance Technician  
 Dental Hygienist  
 Directional Boring Operator  
 Engineering Technician  
 Graphic Design/Production Specialist  
 HVAC Technician  
 Planner  
 Tourism and Event Coordinator  
 Tradesperson - Carpenter

F	\$23.98	\$24.66	\$25.35	\$26.04	\$26.72	\$27.41	▶	\$32.89
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Appraiser  
 Associate Planner  
 Equipment Mechanic  
 Equipment Operations Specialist  
 Housing Navigator  
 Lead Clerk Records Unit  
 Library Assistant  
 Maintainer  
 Payroll Administrator  
 Pumping Station Operator  
 Rehabilitation Specialist  
 Senior Video Producer

\*\* Market Exception

E	\$21.81	\$22.43	\$23.05	\$23.68	\$24.30	\$24.92	▶	\$29.91
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Accounting Specialist  
 Administrative Support Specialist  
 Administrative Support Specialist - Police Body Cameras  
 Arborist  
 Assistant Pumping Station Operator  
 Carpenter  
 Clerk/Election Specialist  
 Dispatcher-Trainer  
 Equipment Operator  
 Fleet Maintenance Technician  
 Human Resources Specialist  
 Lead Library Technician  
 Legal Secretary - Principal  
 Maintenance Repairer  
 Municipal Court Clerk  
 Neighborhood Services Inspector  
 Painter  
 PC Technician  
 Property Room Technician  
 Special Assessments Specialist  
 Truck Driver - Lead

	87.5%	90.0%	92.5%	95.0%	97.5%	100.0%	High	120.0%
Grade	Minimum	Step 2	Step 3	Step 4	Step 5	Control Pt.	Performance	Maximum
D	\$19.63	\$20.19	\$20.75	\$21.32	\$21.88	\$22.44	▶	\$26.93

Administrative Support Assistant  
 Communications Assistant  
 Community Health Technician  
 Deputy Registrar  
 Dispatcher  
 Environmental Technician  
 Inventory Services Specialist  
 Legal Secretary - Senior  
 Sign Painter  
 Truck Driver  
 Utility Locate Technician

C	\$18.17	\$18.69	\$19.21	\$19.74	\$20.25	\$20.77	▶	\$24.92
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Circulation Services Representative  
 Custodian/Janitor  
 Laborer  
 Library Technician  
 Municipal Court Assistant  
 Park Attendant  
 Water Meter Technician  
 WIC Support Staff

B	\$16.84	\$17.32	\$17.80	\$18.28	\$18.76	\$19.24	▶	\$23.09
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Clerical Assistant  
 Parking Control Operator  
 Yard Attendant

A	\$15.59	\$16.03	\$16.48	\$16.92	\$17.37	\$17.81	▶	\$21.37
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WIC Breastfeeding Peer Counselor