

**SALARY PLAN FOR ALL CLASSIFICATIONS  
(PER MUNI CODE SEC.2-4.30)  
FY 2026**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                               | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|----------------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| <b>CITY WIDE ADMINISTRATIVE/ANALYTICAL SUPPORT</b> |          |              |           |            |            |            |            |            |
| SENIOR MANAGEMENT ANALYST                          | H115     | Classified   | Hourly    | 70.84      | 74.35      | 78.08      | 81.96      | 86.06      |
|                                                    |          |              | Bi-Weekly | 5,667.20   | 5,948.00   | 6,246.40   | 6,556.80   | 6,884.80   |
|                                                    |          |              | Monthly   | 12,278.93  | 12,887.33  | 13,533.87  | 14,206.40  | 14,917.07  |
|                                                    |          |              | Annual    | 147,347.20 | 154,648.00 | 162,406.40 | 170,476.80 | 179,004.80 |
| MANAGEMENT ANALYST II                              | H110     | Classified   | Hourly    | 64.42      | 67.62      | 71.00      | 74.56      | 78.26      |
|                                                    |          |              | Bi-Weekly | 5,153.60   | 5,409.60   | 5,680.00   | 5,964.80   | 6,260.80   |
|                                                    |          |              | Monthly   | 11,166.13  | 11,720.80  | 12,306.67  | 12,923.73  | 13,565.07  |
|                                                    |          |              | Annual    | 133,993.60 | 140,649.60 | 147,680.00 | 155,084.80 | 162,780.80 |
| MANAGEMENT ANALYST I                               | H105     | Classified   | Hourly    | 58.56      | 61.52      | 64.56      | 67.78      | 71.17      |
|                                                    |          |              | Bi-Weekly | 4,684.80   | 4,921.60   | 5,164.80   | 5,422.40   | 5,693.60   |
|                                                    |          |              | Monthly   | 10,150.40  | 10,663.47  | 11,190.40  | 11,748.53  | 12,336.13  |
|                                                    |          |              | Annual    | 121,804.80 | 127,961.60 | 134,284.80 | 140,982.40 | 148,033.60 |
| ADMINISTRATIVE SUPERVISOR                          | H120     | Classified   | Hourly    | 54.95      | 57.68      | 60.58      | 63.58      | 66.76      |
|                                                    |          |              | Bi-Weekly | 4,396.00   | 4,614.40   | 4,846.40   | 5,086.40   | 5,340.80   |
|                                                    |          |              | Monthly   | 9,524.67   | 9,997.87   | 10,500.53  | 11,020.53  | 11,571.73  |
|                                                    |          |              | Annual    | 114,296.00 | 119,974.40 | 126,006.40 | 132,246.40 | 138,860.80 |
| ADMINISTRATIVE SECRETARY                           | C120     | Classified   | Hourly    | 48.12      | 50.10      | 52.06      | 54.03      | 56.18      |
|                                                    |          |              | Bi-Weekly | 3,849.60   | 4,008.00   | 4,164.80   | 4,322.40   | 4,494.40   |
|                                                    |          |              | Monthly   | 8,340.80   | 8,684.00   | 9,023.73   | 9,365.20   | 9,737.87   |
|                                                    |          |              | Annual    | 100,089.60 | 104,208.00 | 108,284.80 | 112,382.40 | 116,854.40 |
| SENIOR SECRETARY                                   | C115     | Classified   | Hourly    | 43.98      | 45.70      | 47.56      | 49.31      | 51.21      |
|                                                    |          |              | Bi-Weekly | 3,518.40   | 3,656.00   | 3,804.80   | 3,944.80   | 4,096.80   |
|                                                    |          |              | Monthly   | 7,623.20   | 7,921.33   | 8,243.73   | 8,547.07   | 8,876.40   |
|                                                    |          |              | Annual    | 91,478.40  | 95,056.00  | 98,924.80  | 102,564.80 | 106,516.80 |
| SECRETARY                                          | C110     | Classified   | Hourly    | 38.71      | 40.48      | 42.53      | 44.49      | 46.60      |
|                                                    |          |              | Bi-Weekly | 3,096.80   | 3,238.40   | 3,402.40   | 3,559.20   | 3,728.00   |
|                                                    |          |              | Monthly   | 6,709.73   | 7,016.53   | 7,371.87   | 7,711.60   | 8,077.33   |
|                                                    |          |              | Annual    | 80,516.80  | 84,198.40  | 88,462.40  | 92,539.20  | 96,928.00  |
| ADMINISTRATIVE CLERK II                            | C105     | Classified   | Hourly    | 35.47      | 36.94      | 38.44      | 40.16      | 42.13      |
|                                                    |          |              | Bi-Weekly | 2,837.60   | 2,955.20   | 3,075.20   | 3,212.80   | 3,370.40   |
|                                                    |          |              | Monthly   | 6,148.13   | 6,402.93   | 6,662.93   | 6,961.07   | 7,302.53   |
|                                                    |          |              | Annual    | 73,777.60  | 76,835.20  | 79,955.20  | 83,532.80  | 87,630.40  |
| ADMINISTRATIVE CLERK I                             | C100     | Classified   | Hourly    | 31.23      | 32.90      | 34.56      | 36.40      | 38.31      |
|                                                    |          |              | Bi-Weekly | 2,498.40   | 2,632.00   | 2,764.80   | 2,912.00   | 3,064.80   |
|                                                    |          |              | Monthly   | 5,413.20   | 5,702.67   | 5,990.40   | 6,309.33   | 6,640.40   |
|                                                    |          |              | Annual    | 64,958.40  | 68,432.00  | 71,884.80  | 75,712.00  | 79,684.80  |
| ADMINISTRATIVE INTERN                              | Z120     | Classified   | Hourly    |            |            |            | 18.79      | 23.77      |
|                                                    |          |              | Bi-Weekly |            |            |            | 1,503.20   | 1,901.60   |
|                                                    |          |              | Monthly   |            |            |            | 3,256.93   | 4,120.13   |
|                                                    |          |              | Annual    |            |            |            | 39,083.20  | 49,441.60  |
| MAIL CLERK                                         | C410     | Classified   | Hourly    |            |            | 20.53      | 21.52      | 22.61      |
|                                                    |          |              | Bi-Weekly |            |            | 1,642.40   | 1,721.60   | 1,808.80   |
|                                                    |          |              | Monthly   |            |            | 3,558.53   | 3,730.13   | 3,919.07   |
|                                                    |          |              | Annual    |            |            | 42,702.40  | 44,761.60  | 47,028.80  |

**SALARY PLAN FOR ALL CLASSIFICATIONS  
(PER MUNI CODE SEC.2-4.30)  
FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title           | Job Code                     | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|--------------------------------|------------------------------|--------------|-----------|------------|------------|------------|------------|------------|
| CITY WIDE MAINTENANCE          |                              |              |           |            |            |            |            |            |
| ELECTRICIAN II                 | M410                         | Classified   | Hourly    | 61.32      | 63.75      | 66.27      | 69.09      | 71.94      |
|                                |                              |              | Bi-Weekly | 4,905.60   | 5,100.00   | 5,301.60   | 5,527.20   | 5,755.20   |
|                                |                              |              | Monthly   | 10,628.80  | 11,050.00  | 11,486.80  | 11,975.60  | 12,469.60  |
|                                |                              |              | Annual    | 127,545.60 | 132,600.00 | 137,841.60 | 143,707.20 | 149,635.20 |
|                                |                              |              |           |            |            |            |            |            |
| ELECTRICIAN I                  | M405                         | Classified   | Hourly    | 51.18      | 53.28      | 55.38      | 57.70      | 60.06      |
|                                |                              |              | Bi-Weekly | 4,094.40   | 4,262.40   | 4,430.40   | 4,616.00   | 4,804.80   |
|                                |                              |              | Monthly   | 8,871.20   | 9,235.20   | 9,599.20   | 10,001.33  | 10,410.40  |
|                                |                              |              | Annual    | 106,454.40 | 110,822.40 | 115,190.40 | 120,016.00 | 124,924.80 |
|                                |                              |              |           |            |            |            |            |            |
| MAINTENANCE WORKER             | M305                         | Classified   | Hourly    | 46.70      | 48.55      | 50.52      | 52.32      | 54.34      |
|                                |                              |              | Bi-Weekly | 3,736.00   | 3,884.00   | 4,041.60   | 4,185.60   | 4,347.20   |
|                                |                              |              | Monthly   | 8,094.67   | 8,415.33   | 8,756.80   | 9,068.80   | 9,418.93   |
|                                |                              |              | Annual    | 97,136.00  | 100,984.00 | 105,081.60 | 108,825.60 | 113,027.20 |
|                                |                              |              |           |            |            |            |            |            |
| LABORER                        | M200<br>M300<br>M830<br>M905 | Classified   | Hourly    | 36.57      | 37.91      | 39.43      | 41.03      | 42.49      |
|                                |                              |              | Bi-Weekly | 2,925.60   | 3,032.80   | 3,154.40   | 3,282.40   | 3,399.20   |
|                                |                              |              | Monthly   | 6,338.80   | 6,571.07   | 6,834.53   | 7,111.87   | 7,364.93   |
|                                |                              |              | Annual    | 76,065.60  | 78,852.80  | 82,014.40  | 85,342.40  | 88,379.20  |
|                                |                              |              |           |            |            |            |            |            |
| CITY ATTORNEY DEPARTMENT       |                              |              |           |            |            |            |            |            |
| SENIOR ASSISTANT CITY ATTORNEY | U215                         | Classified   | Hourly    | 121.28     | 127.40     | 133.75     | 140.45     | 147.48     |
|                                |                              |              | Bi-Weekly | 9,702.40   | 10,192.00  | 10,700.00  | 11,236.00  | 11,798.40  |
|                                |                              |              | Monthly   | 21,021.87  | 22,082.67  | 23,183.33  | 24,344.67  | 25,563.20  |
|                                |                              |              | Annual    | 252,262.40 | 264,992.00 | 278,200.00 | 292,136.00 | 306,758.40 |
|                                |                              |              |           |            |            |            |            |            |
| ASSISTANT CITY ATTORNEY        | U210                         | Classified   | Hourly    | 105.94     | 111.23     | 116.84     | 122.67     | 128.78     |
|                                |                              |              | Bi-Weekly | 8,475.20   | 8,898.40   | 9,347.20   | 9,813.60   | 10,302.40  |
|                                |                              |              | Monthly   | 18,362.93  | 19,279.87  | 20,252.27  | 21,262.80  | 22,321.87  |
|                                |                              |              | Annual    | 220,355.20 | 231,358.40 | 243,027.20 | 255,153.60 | 267,862.40 |
|                                |                              |              |           |            |            |            |            |            |
| DEPUTY CITY ATTORNEY II        | U205                         | Classified   | Hourly    | 85.35      | 89.59      | 94.06      | 98.74      | 103.72     |
|                                |                              |              | Bi-Weekly | 6,828.00   | 7,167.20   | 7,524.80   | 7,899.20   | 8,297.60   |
|                                |                              |              | Monthly   | 14,794.00  | 15,528.93  | 16,303.73  | 17,114.93  | 17,978.13  |
|                                |                              |              | Annual    | 177,528.00 | 186,347.20 | 195,644.80 | 205,379.20 | 215,737.60 |
|                                |                              |              |           |            |            |            |            |            |
| DEPUTY CITY ATTORNEY I         | U200                         | Classified   | Hourly    | 72.64      | 76.25      | 80.07      | 84.08      | 88.28      |
|                                |                              |              | Bi-Weekly | 5,811.20   | 6,100.00   | 6,405.60   | 6,726.40   | 7,062.40   |
|                                |                              |              | Monthly   | 12,590.93  | 13,216.67  | 13,878.80  | 14,573.87  | 15,301.87  |
|                                |                              |              | Annual    | 151,091.20 | 158,600.00 | 166,545.60 | 174,886.40 | 183,622.40 |
|                                |                              |              |           |            |            |            |            |            |
| SENIOR PARALEGAL               | U196                         | Classified   | Hourly    | 52.87      | 55.54      | 58.30      | 61.20      | 64.27      |
|                                |                              |              | Bi-Weekly | 4,229.60   | 4,443.20   | 4,664.00   | 4,896.00   | 5,141.60   |
|                                |                              |              | Monthly   | 9,164.13   | 9,626.93   | 10,105.33  | 10,608.00  | 11,140.13  |
|                                |                              |              | Annual    | 109,969.60 | 115,523.20 | 121,264.00 | 127,296.00 | 133,681.60 |
|                                |                              |              |           |            |            |            |            |            |
| PARALEGAL                      | U195                         | Classified   | Hourly    | 48.06      | 50.46      | 53.01      | 55.63      | 58.43      |
|                                |                              |              | Bi-Weekly | 3,844.80   | 4,036.80   | 4,240.80   | 4,450.40   | 4,674.40   |
|                                |                              |              | Monthly   | 8,330.40   | 8,746.40   | 9,188.40   | 9,642.53   | 10,127.87  |
|                                |                              |              | Annual    | 99,964.80  | 104,956.80 | 110,260.80 | 115,710.40 | 121,534.40 |
|                                |                              |              |           |            |            |            |            |            |
| LEGAL SECRETARY II             | C935                         | Classified   | Hourly    | 41.77      | 44.21      | 47.53      | 48.53      | 51.01      |
|                                |                              |              | Bi-Weekly | 3,341.60   | 3,536.80   | 3,802.40   | 3,882.40   | 4,080.80   |
|                                |                              |              | Monthly   | 7,240.13   | 7,663.07   | 8,238.53   | 8,411.87   | 8,841.73   |
|                                |                              |              | Annual    | 86,881.60  | 91,956.80  | 98,862.40  | 100,942.40 | 106,100.80 |
|                                |                              |              |           |            |            |            |            |            |
| LEGAL SECRETARY I              | C930                         | Classified   | Hourly    | 37.63      | 39.60      | 41.69      | 43.94      | 46.26      |
|                                |                              |              | Bi-Weekly | 3,010.40   | 3,168.00   | 3,335.20   | 3,515.20   | 3,700.80   |
|                                |                              |              | Monthly   | 6,522.53   | 6,864.00   | 7,226.27   | 7,616.27   | 8,018.40   |
|                                |                              |              | Annual    | 78,270.40  | 82,368.00  | 86,715.20  | 91,395.20  | 96,220.80  |
|                                |                              |              |           |            |            |            |            |            |
| CITY CLERK DEPARTMENT          |                              |              |           |            |            |            |            |            |
| DEPUTY CITY CLERK              | H500                         | Classified   | Hourly    | 58.50      | 61.43      | 64.49      | 67.72      | 71.09      |
|                                |                              |              | Bi-Weekly | 4,680.00   | 4,914.40   | 5,159.20   | 5,417.60   | 5,687.20   |
|                                |                              |              | Monthly   | 10,140.00  | 10,647.87  | 11,178.27  | 11,738.13  | 12,322.27  |
|                                |                              |              | Annual    | 121,680.00 | 127,774.40 | 134,139.20 | 140,857.60 | 147,867.20 |
|                                |                              |              |           |            |            |            |            |            |

**SALARY PLAN FOR ALL CLASSIFICATIONS  
(PER MUNI CODE SEC.2-4.30)  
FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                      | Job Code | Service Type | Step A    | Step B     | Step C     | Step D     | Step E     |            |
|-------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| CITY MANAGER DEPARTMENT                   |          |              |           |            |            |            |            |            |
| OFFICE OF THE CITY MANAGER                |          |              |           |            |            |            |            |            |
| EQUITY AND INCLUSION OFFICER              | U340     | Classified   | Hourly    | 79.80      | 83.78      | 87.97      | 92.37      | 96.97      |
|                                           |          |              | Bi-Weekly | 6,384.00   | 6,702.40   | 7,037.60   | 7,389.60   | 7,757.60   |
|                                           |          |              | Monthly   | 13,832.00  | 14,521.87  | 15,248.13  | 16,010.80  | 16,808.13  |
|                                           |          |              | Annual    | 165,984.00 | 174,262.40 | 182,977.60 | 192,129.60 | 201,697.60 |
| GRAPHICS AND MEDIA RELATIONS TECHNICIAN   | T300     | Classified   | Hourly    | 42.23      | 44.29      | 46.66      | 48.98      | 51.34      |
|                                           |          |              | Bi-Weekly | 3,378.40   | 3,543.20   | 3,732.80   | 3,918.40   | 4,107.20   |
|                                           |          |              | Monthly   | 7,319.87   | 7,676.93   | 8,087.73   | 8,489.87   | 8,898.93   |
|                                           |          |              | Annual    | 87,838.40  | 92,123.20  | 97,052.80  | 101,878.40 | 106,787.20 |
| DIGITAL APPLICATIONS DEVELOPER            | T470     | Classified   | Hourly    | 59.96      | 62.94      | 66.08      | 69.39      | 72.87      |
|                                           |          |              | Bi-Weekly | 4,796.80   | 5,035.20   | 5,286.40   | 5,551.20   | 5,829.60   |
|                                           |          |              | Monthly   | 10,393.07  | 10,909.60  | 11,453.87  | 12,027.60  | 12,630.80  |
|                                           |          |              | Annual    | 124,716.80 | 130,915.20 | 137,446.40 | 144,331.20 | 151,569.60 |
| MANAGEMENT FELLOW                         | U300     | Classified   | Hourly    |            |            |            |            | 52.71      |
|                                           |          |              | Bi-Weekly |            |            |            |            | 4,216.80   |
|                                           |          |              | Monthly   |            |            |            |            | 9,136.40   |
|                                           |          |              | Annual    |            |            |            |            | 109,636.80 |
| COMMUNITY SERVICES                        |          |              |           |            |            |            |            |            |
| COMMUNITY SERVICES MANAGER                | H745     | Classified   | Hourly    | 80.70      | 84.74      | 88.98      | 93.46      | 98.10      |
|                                           |          |              | Bi-Weekly | 6,456.00   | 6,779.20   | 7,118.40   | 7,476.80   | 7,848.00   |
|                                           |          |              | Monthly   | 13,988.00  | 14,688.27  | 15,423.20  | 16,199.73  | 17,004.00  |
|                                           |          |              | Annual    | 167,856.00 | 176,259.20 | 185,078.40 | 194,396.80 | 204,004.00 |
| COMMUNITY PROGRAMS SPECIALIST             | T705     | Classified   | Hourly    | 52.68      | 55.41      | 58.23      | 61.08      | 64.07      |
|                                           |          |              | Bi-Weekly | 4,214.40   | 4,432.80   | 4,658.40   | 4,886.40   | 5,125.60   |
|                                           |          |              | Monthly   | 9,131.20   | 9,604.40   | 10,093.20  | 10,587.20  | 11,105.47  |
|                                           |          |              | Annual    | 109,574.40 | 115,252.80 | 121,118.40 | 127,046.40 | 133,265.60 |
| SENIOR PROPERTY REHABILITATION SPECIALIST | T730     | Classified   | Hourly    | 57.91      | 60.92      | 64.01      | 67.18      | 70.45      |
|                                           |          |              | Bi-Weekly | 4,632.80   | 4,873.60   | 5,120.80   | 5,374.40   | 5,636.00   |
|                                           |          |              | Monthly   | 10,037.73  | 10,559.47  | 11,095.07  | 11,644.53  | 12,211.33  |
|                                           |          |              | Annual    | 120,452.80 | 126,713.60 | 133,140.80 | 139,734.40 | 146,536.00 |
| PROPERTY REHABILITATION SPECIALIST        | T725     | Classified   | Hourly    | 52.68      | 55.41      | 58.23      | 61.08      | 64.07      |
|                                           |          |              | Bi-Weekly | 4,214.40   | 4,432.80   | 4,658.40   | 4,886.40   | 5,125.60   |
|                                           |          |              | Monthly   | 9,131.20   | 9,604.40   | 10,093.20  | 10,587.20  | 11,105.47  |
|                                           |          |              | Annual    | 109,574.40 | 115,252.80 | 121,118.40 | 127,046.40 | 133,265.60 |
| PARATRANSIT COORDINATOR                   | T715     | Classified   | Hourly    | 50.21      | 52.72      | 55.27      | 58.07      | 60.91      |
|                                           |          |              | Bi-Weekly | 4,016.80   | 4,217.60   | 4,421.60   | 4,645.60   | 4,872.80   |
|                                           |          |              | Monthly   | 8,703.07   | 9,138.13   | 9,580.13   | 10,065.47  | 10,557.73  |
|                                           |          |              | Annual    | 104,436.80 | 109,657.60 | 114,961.60 | 120,785.60 | 126,692.80 |
| ECONOMIC DEVELOPMENT                      |          |              |           |            |            |            |            |            |
| CHIEF ECONOMIC DEVELOPMENT OFFICER        | U330     | Classified   | Hourly    | 94.84      | 99.60      | 104.59     | 109.83     | 115.30     |
|                                           |          |              | Bi-Weekly | 7,587.20   | 7,968.00   | 8,367.20   | 8,786.40   | 9,224.00   |
|                                           |          |              | Monthly   | 16,438.93  | 17,264.00  | 18,128.93  | 19,037.20  | 19,985.33  |
|                                           |          |              | Annual    | 197,267.20 | 207,168.00 | 217,547.20 | 228,446.40 | 239,824.00 |
| ECONOMIC DEVELOPMENT MANAGER              | H710     | Classified   | Hourly    | 83.12      | 87.29      | 91.67      | 96.26      | 101.04     |
|                                           |          |              | Bi-Weekly | 6,649.60   | 6,983.20   | 7,333.60   | 7,700.80   | 8,083.20   |
|                                           |          |              | Monthly   | 14,407.47  | 15,130.27  | 15,889.47  | 16,685.07  | 17,513.60  |
|                                           |          |              | Annual    | 172,889.60 | 181,563.20 | 190,673.60 | 200,220.80 | 210,163.20 |
| ECONOMIC DEVELOPMENT SPECIALIST           | T745     | Classified   | Hourly    | 57.16      | 60.03      | 62.96      | 66.16      | 69.40      |
|                                           |          |              | Bi-Weekly | 4,572.80   | 4,802.40   | 5,036.80   | 5,292.80   | 5,552.00   |
|                                           |          |              | Monthly   | 9,907.73   | 10,405.20  | 10,913.07  | 11,467.73  | 12,029.33  |
|                                           |          |              | Annual    | 118,892.80 | 124,862.40 | 130,956.80 | 137,612.80 | 144,352.00 |
| NEIGHBORHOOD PARTNERSHIP SERVICES         |          |              |           |            |            |            |            |            |
| NEIGHBORHOOD DEVELOPMENT MANAGER          | H735     | Classified   | Hourly    | 87.76      | 92.08      | 96.69      | 101.52     | 106.60     |
|                                           |          |              | Bi-Weekly | 7,020.80   | 7,366.40   | 7,735.20   | 8,121.60   | 8,528.00   |
|                                           |          |              | Monthly   | 15,211.73  | 15,960.53  | 16,759.60  | 17,596.80  | 18,477.33  |
|                                           |          |              | Annual    | 182,540.80 | 191,526.40 | 201,115.20 | 211,161.60 | 221,728.00 |
| COMMUNITY PARTNERSHIP MANAGER             | H730     | Classified   | Hourly    | 78.96      | 82.90      | 87.02      | 91.38      | 95.96      |
|                                           |          |              | Bi-Weekly | 6,316.80   | 6,632.00   | 6,961.60   | 7,310.40   | 7,676.80   |
|                                           |          |              | Monthly   | 13,686.40  | 14,369.33  | 15,083.47  | 15,839.20  | 16,633.07  |
|                                           |          |              | Annual    | 164,236.80 | 172,432.00 | 181,001.60 | 190,070.40 | 199,596.80 |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                          | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|-----------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| HOUSING AUTHORITY                             |          |              |           |            |            |            |            |            |
| HOUSING MANAGER                               | H715     | Classified   | Hourly    | 83.12      | 87.29      | 91.67      | 96.26      | 101.04     |
|                                               |          |              | Bi-Weekly | 6,649.60   | 6,983.20   | 7,333.60   | 7,700.80   | 8,083.20   |
|                                               |          |              | Monthly   | 14,407.47  | 15,130.27  | 15,889.47  | 16,685.07  | 17,513.60  |
|                                               |          |              | Annual    | 172,889.60 | 181,563.20 | 190,673.60 | 200,220.80 | 210,163.20 |
| HOUSING DEVELOPMENT SPECIALIST                | T750     | Classified   | Hourly    | 57.16      | 60.03      | 62.96      | 66.16      | 69.40      |
|                                               |          |              | Bi-Weekly | 4,572.80   | 4,802.40   | 5,036.80   | 5,292.80   | 5,552.00   |
|                                               |          |              | Monthly   | 9,907.73   | 10,405.20  | 10,913.07  | 11,467.73  | 12,029.33  |
|                                               |          |              | Annual    | 118,892.80 | 124,862.40 | 130,956.80 | 137,612.80 | 144,352.00 |
| HOMEOWNERSHIP COORDINATOR                     | T710     | Classified   | Hourly    | 50.21      | 52.72      | 55.27      | 58.07      | 60.91      |
|                                               |          |              | Bi-Weekly | 4,016.80   | 4,217.60   | 4,421.60   | 4,645.60   | 4,872.80   |
|                                               |          |              | Monthly   | 8,703.07   | 9,138.13   | 9,580.13   | 10,065.47  | 10,557.73  |
|                                               |          |              | Annual    | 104,436.80 | 109,657.60 | 114,961.60 | 120,785.60 | 126,692.80 |
| DEVELOPMENT SERVICES DEPARTMENT               |          |              |           |            |            |            |            |            |
| DEVELOPMENT SERVICE ADMINISTRATION            |          |              |           |            |            |            |            |            |
| DEPUTY DIRECTOR OF DEVELOPMENT SERVICES       | U515     | Classified   | Hourly    | 95.74      | 100.56     | 105.58     | 110.86     | 116.43     |
|                                               |          |              | Bi-Weekly | 7,659.20   | 8,044.80   | 8,446.40   | 8,868.80   | 9,314.40   |
|                                               |          |              | Monthly   | 16,594.93  | 17,430.40  | 18,300.53  | 19,215.73  | 20,181.20  |
|                                               |          |              | Annual    | 199,139.20 | 209,164.80 | 219,606.40 | 230,588.80 | 242,174.40 |
| BUILDING DIVISION                             |          |              |           |            |            |            |            |            |
| CITY BUILDING OFFICIAL                        | H335     | Classified   | Hourly    | 94.76      | 99.53      | 104.48     | 109.73     | 115.20     |
|                                               |          |              | Bi-Weekly | 7,580.80   | 7,962.40   | 8,358.40   | 8,778.40   | 9,216.00   |
|                                               |          |              | Monthly   | 16,425.07  | 17,251.87  | 18,109.87  | 19,019.87  | 19,968.00  |
|                                               |          |              | Annual    | 197,100.80 | 207,022.40 | 217,318.40 | 228,238.40 | 239,616.00 |
| SUPERVISING BUILDING INSPECTOR                | H330     | Classified   | Hourly    | 70.70      | 74.24      | 77.95      | 81.86      | 85.95      |
|                                               |          |              | Bi-Weekly | 5,656.00   | 5,939.20   | 6,236.00   | 6,548.80   | 6,876.00   |
|                                               |          |              | Monthly   | 12,254.67  | 12,868.27  | 13,511.33  | 14,189.07  | 14,898.00  |
|                                               |          |              | Annual    | 147,056.00 | 154,419.20 | 162,136.00 | 170,268.80 | 178,776.00 |
| SENIOR BUILDING INSPECTOR/STRUCTURAL          | T365     | Classified   | Hourly    | 62.24      | 65.56      | 68.88      | 72.12      | 75.71      |
|                                               |          |              | Bi-Weekly | 4,979.20   | 5,244.80   | 5,510.40   | 5,769.60   | 6,056.80   |
|                                               |          |              | Monthly   | 10,788.27  | 11,363.73  | 11,939.20  | 12,500.80  | 13,123.07  |
|                                               |          |              | Annual    | 129,459.20 | 136,364.80 | 143,270.40 | 150,009.60 | 157,476.80 |
| SENIOR BUILDING INSPECTOR/PLUMBING-MECHANICAL | T360     | Classified   | Hourly    | 62.24      | 65.56      | 68.88      | 72.12      | 75.71      |
|                                               |          |              | Bi-Weekly | 4,979.20   | 5,244.80   | 5,510.40   | 5,769.60   | 6,056.80   |
|                                               |          |              | Monthly   | 10,788.27  | 11,363.73  | 11,939.20  | 12,500.80  | 13,123.07  |
|                                               |          |              | Annual    | 129,459.20 | 136,364.80 | 143,270.40 | 150,009.60 | 157,476.80 |
| SENIOR BUILDING INSPECTOR/ELECTRICAL          | T355     | Classified   | Hourly    | 62.24      | 65.56      | 68.88      | 72.12      | 75.71      |
|                                               |          |              | Bi-Weekly | 4,979.20   | 5,244.80   | 5,510.40   | 5,769.60   | 6,056.80   |
|                                               |          |              | Monthly   | 10,788.27  | 11,363.73  | 11,939.20  | 12,500.80  | 13,123.07  |
|                                               |          |              | Annual    | 129,459.20 | 136,364.80 | 143,270.40 | 150,009.60 | 157,476.80 |
| BUILDING INSPECTOR                            | T350     | Classified   | Hourly    | 53.73      | 56.26      | 59.12      | 62.13      | 66.20      |
|                                               |          |              | Bi-Weekly | 4,298.40   | 4,500.80   | 4,729.60   | 4,970.40   | 5,296.00   |
|                                               |          |              | Monthly   | 9,313.20   | 9,751.73   | 10,247.47  | 10,769.20  | 11,474.67  |
|                                               |          |              | Annual    | 111,758.40 | 117,020.80 | 122,969.60 | 129,230.40 | 137,696.00 |
| PLAN CHECKING ENGINEER                        | T335     | Classified   | Hourly    | 66.01      | 69.20      | 72.70      | 76.48      | 80.36      |
|                                               |          |              | Bi-Weekly | 5,280.80   | 5,536.00   | 5,816.00   | 6,118.40   | 6,428.80   |
|                                               |          |              | Monthly   | 11,441.73  | 11,994.67  | 12,601.33  | 13,256.53  | 13,929.07  |
|                                               |          |              | Annual    | 137,300.80 | 143,936.00 | 151,216.00 | 159,078.40 | 167,148.80 |
| SUPERVISING PLAN CHECKER AND EXPEDITOR        | H325     | Classified   | Hourly    | 75.03      | 78.77      | 82.72      | 86.87      | 91.23      |
|                                               |          |              | Bi-Weekly | 6,002.40   | 6,301.60   | 6,617.60   | 6,949.60   | 7,298.40   |
|                                               |          |              | Monthly   | 13,005.20  | 13,653.47  | 14,338.13  | 15,057.47  | 15,813.20  |
|                                               |          |              | Annual    | 156,062.40 | 163,841.60 | 172,057.60 | 180,689.60 | 189,758.40 |
| SENIOR PLAN CHECKER                           | T330     | Classified   | Hourly    | 62.24      | 65.56      | 68.88      | 72.12      | 75.71      |
|                                               |          |              | Bi-Weekly | 4,979.20   | 5,244.80   | 5,510.40   | 5,769.60   | 6,056.80   |
|                                               |          |              | Monthly   | 10,788.27  | 11,363.73  | 11,939.20  | 12,500.80  | 13,123.07  |
|                                               |          |              | Annual    | 129,459.20 | 136,364.80 | 143,270.40 | 150,009.60 | 157,476.80 |
| PLAN CHECKER                                  | T325     | Classified   | Hourly    | 56.61      | 59.56      | 62.61      | 65.58      | 68.86      |
|                                               |          |              | Bi-Weekly | 4,528.80   | 4,764.80   | 5,008.80   | 5,246.40   | 5,508.80   |
|                                               |          |              | Monthly   | 9,812.40   | 10,323.73  | 10,852.40  | 11,367.20  | 11,935.73  |
|                                               |          |              | Annual    | 117,748.80 | 123,884.80 | 130,228.80 | 136,406.40 | 143,228.80 |

**SALARY PLAN FOR ALL CLASSIFICATIONS  
(PER MUNI CODE SEC.2-4.30)  
FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                 | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|--------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| SUPERVISING PERMIT TECHNICIAN        | H340     | Classified   | Hourly    | 55.52      | 58.29      | 61.19      | 64.27      | 67.46      |
|                                      |          |              | Bi-Weekly | 4,441.60   | 4,663.20   | 4,895.20   | 5,141.60   | 5,396.80   |
|                                      |          |              | Monthly   | 9,623.47   | 10,103.60  | 10,606.27  | 11,140.13  | 11,693.07  |
|                                      |          |              | Annual    | 115,481.60 | 121,243.20 | 127,275.20 | 133,681.60 | 140,316.80 |
| SENIOR PERMIT TECHNICIAN             | C205     | Classified   | Hourly    | 46.53      | 48.45      | 50.33      | 52.51      | 55.17      |
|                                      |          |              | Bi-Weekly | 3,722.40   | 3,876.00   | 4,026.40   | 4,200.80   | 4,413.60   |
|                                      |          |              | Monthly   | 8,065.20   | 8,398.00   | 8,723.87   | 9,101.73   | 9,562.80   |
|                                      |          |              | Annual    | 96,782.40  | 100,776.00 | 104,686.40 | 109,220.80 | 114,753.60 |
| PERMIT TECHNICIAN II                 | C200     | Classified   | Hourly    | 41.95      | 43.61      | 45.39      | 47.36      | 49.74      |
|                                      |          |              | Bi-Weekly | 3,356.00   | 3,488.80   | 3,631.20   | 3,788.80   | 3,979.20   |
|                                      |          |              | Monthly   | 7,271.33   | 7,559.07   | 7,867.60   | 8,209.07   | 8,621.60   |
|                                      |          |              | Annual    | 87,256.00  | 90,708.80  | 94,411.20  | 98,508.80  | 103,459.20 |
| PERMIT TECHNICIAN I                  | C199     | Classified   | Hourly    | 38.15      | 39.64      | 41.26      | 43.01      | 45.21      |
|                                      |          |              | Bi-Weekly | 3,052.00   | 3,171.20   | 3,300.80   | 3,440.80   | 3,616.80   |
|                                      |          |              | Monthly   | 6,612.67   | 6,870.93   | 7,151.73   | 7,455.07   | 7,836.40   |
|                                      |          |              | Annual    | 79,352.00  | 82,451.20  | 85,820.80  | 89,460.80  | 94,036.80  |
| PLANNING DIVISION                    |          |              |           |            |            |            |            |            |
| PLANNING MANAGER                     | H320     | Classified   | Hourly    | 93.13      | 97.79      | 102.68     | 107.79     | 113.20     |
|                                      |          |              | Bi-Weekly | 7,450.40   | 7,823.20   | 8,214.40   | 8,623.20   | 9,056.00   |
|                                      |          |              | Monthly   | 16,142.53  | 16,950.27  | 17,797.87  | 18,683.60  | 19,621.33  |
|                                      |          |              | Annual    | 193,710.40 | 203,403.20 | 213,574.40 | 224,203.20 | 235,456.00 |
| PRINCIPAL PLANNER                    | H315     | Classified   | Hourly    | 79.50      | 83.46      | 87.61      | 92.02      | 96.63      |
|                                      |          |              | Bi-Weekly | 6,360.00   | 6,676.80   | 7,008.80   | 7,361.60   | 7,730.40   |
|                                      |          |              | Monthly   | 13,780.00  | 14,466.40  | 15,185.73  | 15,950.13  | 16,749.20  |
|                                      |          |              | Annual    | 165,360.00 | 173,596.80 | 182,228.80 | 191,401.60 | 200,990.40 |
| SENIOR PLANNER                       | H310     | Classified   | Hourly    | 66.13      | 69.42      | 72.89      | 76.54      | 80.35      |
|                                      |          |              | Bi-Weekly | 5,290.40   | 5,553.60   | 5,831.20   | 6,123.20   | 6,428.00   |
|                                      |          |              | Monthly   | 11,462.53  | 12,032.80  | 12,634.27  | 13,266.93  | 13,927.33  |
|                                      |          |              | Annual    | 137,550.40 | 144,393.60 | 151,611.20 | 159,203.20 | 167,128.00 |
| ASSOCIATE PLANNER                    | T315     | Classified   | Hourly    | 57.31      | 60.12      | 63.13      | 66.36      | 69.53      |
|                                      |          |              | Bi-Weekly | 4,584.80   | 4,809.60   | 5,050.40   | 5,308.80   | 5,562.40   |
|                                      |          |              | Monthly   | 9,933.73   | 10,420.80  | 10,942.53  | 11,502.40  | 12,051.87  |
|                                      |          |              | Annual    | 119,204.80 | 125,049.60 | 131,310.40 | 138,028.80 | 144,622.40 |
| ASSISTANT PLANNER                    | T310     | Classified   | Hourly    | 47.04      | 49.34      | 51.99      | 54.54      | 57.31      |
|                                      |          |              | Bi-Weekly | 3,763.20   | 3,947.20   | 4,159.20   | 4,363.20   | 4,584.80   |
|                                      |          |              | Monthly   | 8,153.60   | 8,552.27   | 9,011.60   | 9,453.60   | 9,933.73   |
|                                      |          |              | Annual    | 97,843.20  | 102,627.20 | 108,139.20 | 113,443.20 | 119,204.80 |
| JUNIOR PLANNER                       | T305     | Classified   | Hourly    | 41.70      | 43.90      | 45.96      | 48.28      | 50.63      |
|                                      |          |              | Bi-Weekly | 3,336.00   | 3,512.00   | 3,676.80   | 3,862.40   | 4,050.40   |
|                                      |          |              | Monthly   | 7,228.00   | 7,609.33   | 7,966.40   | 8,368.53   | 8,775.87   |
|                                      |          |              | Annual    | 86,736.00  | 91,312.00  | 95,596.80  | 100,422.40 | 105,310.40 |
| SENIOR DEVELOPMENT REVIEW SPECIALIST | T322     | Classified   | Hourly    | 57.88      | 60.66      | 64.00      | 67.14      | 70.56      |
|                                      |          |              | Bi-Weekly | 4,630.40   | 4,852.80   | 5,120.00   | 5,371.20   | 5,644.80   |
|                                      |          |              | Monthly   | 10,032.53  | 10,514.40  | 11,093.33  | 11,637.60  | 12,230.40  |
|                                      |          |              | Annual    | 120,390.40 | 126,172.80 | 133,120.00 | 139,651.20 | 146,764.80 |
| DEVELOPMENT REVIEW SPECIALIST        | T320     | Classified   | Hourly    | 52.61      | 55.15      | 58.19      | 61.04      | 64.14      |
|                                      |          |              | Bi-Weekly | 4,208.80   | 4,412.00   | 4,655.20   | 4,883.20   | 5,131.20   |
|                                      |          |              | Monthly   | 9,119.07   | 9,559.33   | 10,086.27  | 10,580.27  | 11,117.60  |
|                                      |          |              | Annual    | 109,428.80 | 114,712.00 | 121,035.20 | 126,963.20 | 133,411.20 |
| LANDSCAPE ARCHITECT                  | H300     | Classified   | Hourly    | 79.14      | 83.09      | 87.26      | 91.61      | 96.22      |
|                                      |          |              | Bi-Weekly | 6,331.20   | 6,647.20   | 6,980.80   | 7,328.80   | 7,697.60   |
|                                      |          |              | Monthly   | 13,717.60  | 14,402.27  | 15,125.07  | 15,879.07  | 16,678.13  |
|                                      |          |              | Annual    | 164,611.20 | 172,827.20 | 181,500.80 | 190,548.80 | 200,137.60 |
| ASSOCIATE LANDSCAPE ARCHITECT        | T370     | Classified   | Hourly    | 57.31      | 60.12      | 63.13      | 66.36      | 69.53      |
|                                      |          |              | Bi-Weekly | 4,584.80   | 4,809.60   | 5,050.40   | 5,308.80   | 5,562.40   |
|                                      |          |              | Monthly   | 9,933.73   | 10,420.80  | 10,942.53  | 11,502.40  | 12,051.87  |
|                                      |          |              | Annual    | 119,204.80 | 125,049.60 | 131,310.40 | 138,028.80 | 144,622.40 |
| CODE ENFORCEMENT DIVISION            |          |              |           |            |            |            |            |            |
| CODE ENFORCEMENT MANAGER             | H703     | Classified   | Hourly    | 78.86      | 82.80      | 86.92      | 91.26      | 95.80      |
|                                      |          |              | Bi-Weekly | 6,308.80   | 6,624.00   | 6,953.60   | 7,300.80   | 7,664.00   |
|                                      |          |              | Monthly   | 13,669.07  | 14,352.00  | 15,066.13  | 15,818.40  | 16,605.33  |
|                                      |          |              | Annual    | 164,028.80 | 172,224.00 | 180,793.60 | 189,820.80 | 199,264.00 |
| CODE ENFORCEMENT SUPERVISOR          | H700     | Classified   | Hourly    | 56.92      | 59.77      | 62.77      | 65.89      | 69.20      |
|                                      |          |              | Bi-Weekly | 4,553.60   | 4,781.60   | 5,021.60   | 5,271.20   | 5,536.00   |
|                                      |          |              | Monthly   | 9,866.13   | 10,360.13  | 10,880.13  | 11,420.93  | 11,994.67  |
|                                      |          |              | Annual    | 118,393.60 | 124,321.60 | 130,561.60 | 137,051.20 | 143,936.00 |
| SENIOR CODE ENFORCEMENT INSPECTOR    | T610     | Classified   | Hourly    | 56.21      | 59.02      | 61.96      | 65.06      | 68.32      |
|                                      |          |              | Bi-Weekly | 4,496.80   | 4,721.60   | 4,956.80   | 5,204.80   | 5,465.60   |
|                                      |          |              | Monthly   | 9,743.07   | 10,230.13  | 10,739.73  | 11,277.07  | 11,842.13  |
|                                      |          |              | Annual    | 116,916.80 | 122,761.60 | 128,876.80 | 135,324.80 | 142,105.60 |
| CODE ENFORCEMENT INSPECTOR II        | T605     | Classified   | Hourly    | 51.10      | 53.63      | 56.30      | 59.13      | 62.08      |
|                                      |          |              | Bi-Weekly | 4,088.00   | 4,290.40   | 4,504.00   | 4,730.40   | 4,966.40   |
|                                      |          |              | Monthly   | 8,857.33   | 9,295.87   | 9,758.67   | 10,249.20  | 10,760.53  |
|                                      |          |              | Annual    | 106,288.00 | 111,550.40 | 117,104.00 | 122,990.40 | 129,126.40 |
| CODE ENFORCEMENT INSPECTOR I         | T600     | Classified   | Hourly    | 46.45      | 48.76      | 51.18      | 53.75      | 56.45      |
|                                      |          |              | Bi-Weekly | 3,716.00   | 3,900.80   | 4,094.40   | 4,300.00   | 4,516.00   |
|                                      |          |              | Monthly   | 8,051.33   | 8,451.73   | 8,871.20   | 9,316.67   | 9,784.67   |
|                                      |          |              | Annual    | 96,616.00  | 101,420.80 | 106,454.40 | 111,800.00 | 117,416.00 |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title               | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| FINANCE DEPARTMENT                 |          |              |           |            |            |            |            |            |
| ADMINISTRATION DIVISION            |          |              |           |            |            |            |            |            |
| DEPUTY DIRECTOR OF FINANCE         | U500     | Classified   | Hourly    | 100.08     | 105.07     | 110.33     | 115.87     | 121.63     |
|                                    |          |              | Bi-Weekly | 8,006.40   | 8,405.60   | 8,826.40   | 9,269.60   | 9,730.40   |
|                                    |          |              | Monthly   | 17,347.20  | 18,212.13  | 19,123.87  | 20,084.13  | 21,082.53  |
|                                    |          |              | Annual    | 208,166.40 | 218,545.60 | 229,486.40 | 241,009.60 | 252,990.40 |
| BUDGET OFFICER                     | H170     | Classified   | Hourly    | 78.57      | 82.51      | 86.61      | 90.95      | 95.47      |
|                                    |          |              | Bi-Weekly | 6,285.60   | 6,600.80   | 6,928.80   | 7,276.00   | 7,637.60   |
|                                    |          |              | Monthly   | 13,618.80  | 14,301.73  | 15,012.40  | 15,764.67  | 16,548.13  |
|                                    |          |              | Annual    | 163,425.60 | 171,620.80 | 180,148.80 | 189,176.00 | 198,577.60 |
| FINANCIAL ANALYST                  | H165     | Classified   | Hourly    | 61.33      | 64.38      | 67.58      | 70.96      | 74.53      |
|                                    |          |              | Bi-Weekly | 4,906.40   | 5,150.40   | 5,406.40   | 5,676.80   | 5,962.40   |
|                                    |          |              | Monthly   | 10,630.53  | 11,159.20  | 11,713.87  | 12,299.73  | 12,918.53  |
|                                    |          |              | Annual    | 127,566.40 | 133,910.40 | 140,566.40 | 147,596.80 | 155,022.40 |
| FINANCE TECHNICIAN                 | C320     | Classified   | Hourly    | 44.88      | 47.11      | 49.46      | 51.94      | 54.56      |
|                                    |          |              | Bi-Weekly | 3,590.40   | 3,768.80   | 3,956.80   | 4,155.20   | 4,364.80   |
|                                    |          |              | Monthly   | 7,779.20   | 8,165.73   | 8,573.07   | 9,002.93   | 9,457.07   |
|                                    |          |              | Annual    | 93,350.40  | 97,988.80  | 102,876.80 | 108,035.20 | 113,484.80 |
| ACCOUNTING DIVISION                |          |              |           |            |            |            |            |            |
| ACCOUNTING MANAGER                 | H150     | Classified   | Hourly    | 89.15      | 93.58      | 98.26      | 103.16     | 108.36     |
|                                    |          |              | Bi-Weekly | 7,132.00   | 7,486.40   | 7,860.80   | 8,252.80   | 8,668.80   |
|                                    |          |              | Monthly   | 15,452.67  | 16,220.53  | 17,031.73  | 17,881.07  | 18,782.40  |
|                                    |          |              | Annual    | 185,432.00 | 194,646.40 | 204,380.80 | 214,572.80 | 225,388.80 |
| SENIOR ACCOUNTANT                  | H145     | Classified   | Hourly    | 61.69      | 64.75      | 67.97      | 71.36      | 74.92      |
|                                    |          |              | Bi-Weekly | 4,935.20   | 5,180.00   | 5,437.60   | 5,708.80   | 5,993.60   |
|                                    |          |              | Monthly   | 10,692.93  | 11,223.33  | 11,781.47  | 12,369.07  | 12,986.13  |
|                                    |          |              | Annual    | 128,315.20 | 134,680.00 | 141,377.60 | 148,428.80 | 155,833.60 |
| ACCOUNTANT                         | H140     | Classified   | Hourly    | 56.05      | 58.83      | 61.79      | 64.85      | 68.12      |
|                                    |          |              | Bi-Weekly | 4,484.00   | 4,706.40   | 4,943.20   | 5,188.00   | 5,449.60   |
|                                    |          |              | Monthly   | 9,715.33   | 10,197.20  | 10,710.27  | 11,240.67  | 11,807.47  |
|                                    |          |              | Annual    | 116,584.00 | 122,366.40 | 128,523.20 | 134,888.00 | 141,689.60 |
| SENIOR ACCOUNT CLERK               | C305     | Classified   | Hourly    | 40.11      | 42.07      | 43.90      | 45.99      | 48.14      |
|                                    |          |              | Bi-Weekly | 3,208.80   | 3,365.60   | 3,512.00   | 3,679.20   | 3,851.20   |
|                                    |          |              | Monthly   | 6,952.40   | 7,292.13   | 7,609.33   | 7,971.60   | 8,344.27   |
|                                    |          |              | Annual    | 83,428.80  | 87,505.60  | 91,312.00  | 95,659.20  | 100,131.20 |
| ACCOUNT CLERK                      | C300     | Classified   | Hourly    | 35.40      | 36.98      | 38.72      | 40.49      | 42.55      |
|                                    |          |              | Bi-Weekly | 2,832.00   | 2,958.40   | 3,097.60   | 3,239.20   | 3,404.00   |
|                                    |          |              | Monthly   | 6,136.00   | 6,409.87   | 6,711.47   | 7,018.27   | 7,375.33   |
|                                    |          |              | Annual    | 73,632.00  | 76,918.40  | 80,537.60  | 84,219.20  | 88,504.00  |
| REVENUE DIVISION                   |          |              |           |            |            |            |            |            |
| REVENUE MANAGER                    | H160     | Classified   | Hourly    | 86.56      | 90.84      | 95.39      | 100.16     | 105.20     |
|                                    |          |              | Bi-Weekly | 6,924.80   | 7,267.20   | 7,631.20   | 8,012.80   | 8,416.00   |
|                                    |          |              | Monthly   | 15,003.73  | 15,745.60  | 16,534.27  | 17,361.07  | 18,234.67  |
|                                    |          |              | Annual    | 180,044.80 | 188,947.20 | 198,411.20 | 208,332.80 | 218,816.00 |
| FINANCE SUPERVISOR                 | H155     | Classified   | Hourly    | 61.33      | 64.39      | 67.59      | 70.95      | 74.53      |
|                                    |          |              | Bi-Weekly | 4,906.40   | 5,151.20   | 5,407.20   | 5,676.00   | 5,962.40   |
|                                    |          |              | Monthly   | 10,630.53  | 11,160.93  | 11,715.60  | 12,298.00  | 12,918.53  |
|                                    |          |              | Annual    | 127,566.40 | 133,931.20 | 140,587.20 | 147,576.00 | 155,022.40 |
| SUPERVISING CUSTOMER ACCOUNT CLERK | C332     | Classified   | Hourly    | 43.56      | 45.75      | 48.01      | 50.42      | 52.96      |
|                                    |          |              | Bi-Weekly | 3,484.80   | 3,660.00   | 3,840.80   | 4,033.60   | 4,236.80   |
|                                    |          |              | Monthly   | 7,550.40   | 7,930.00   | 8,321.73   | 8,739.47   | 9,179.73   |
|                                    |          |              | Annual    | 90,604.80  | 95,160.00  | 99,860.80  | 104,873.60 | 110,156.80 |
| SENIOR CUSTOMER ACCOUNT CLERK      | C330     | Classified   | Hourly    | 40.11      | 42.07      | 43.90      | 45.99      | 48.14      |
|                                    |          |              | Bi-Weekly | 3,208.80   | 3,365.60   | 3,512.00   | 3,679.20   | 3,851.20   |
|                                    |          |              | Monthly   | 6,952.40   | 7,292.13   | 7,609.33   | 7,971.60   | 8,344.27   |
|                                    |          |              | Annual    | 83,428.80  | 87,505.60  | 91,312.00  | 95,659.20  | 100,131.20 |
| CUSTOMER ACCOUNT CLERK             | C325     | Classified   | Hourly    | 36.55      | 38.19      | 39.98      | 41.81      | 43.92      |
|                                    |          |              | Bi-Weekly | 2,924.00   | 3,055.20   | 3,198.40   | 3,344.80   | 3,513.60   |
|                                    |          |              | Monthly   | 6,335.33   | 6,619.60   | 6,929.87   | 7,247.07   | 7,612.80   |
|                                    |          |              | Annual    | 76,024.00  | 79,435.20  | 83,158.40  | 86,964.80  | 91,353.60  |
| MAIL AND REVENUE CLERK             | C322     | Classified   | Hourly    | 31.23      | 32.90      | 34.56      | 36.40      | 38.31      |
|                                    |          |              | Bi-Weekly | 2,498.40   | 2,632.00   | 2,764.80   | 2,912.00   | 3,064.80   |
|                                    |          |              | Monthly   | 5,413.20   | 5,702.67   | 5,990.40   | 6,309.33   | 6,640.40   |
|                                    |          |              | Annual    | 64,958.40  | 68,432.00  | 71,884.80  | 75,712.00  | 79,684.80  |
| PURCHASING DIVISION                |          |              |           |            |            |            |            |            |
| PURCHASING AND SERVICES MANAGER    | H180     | Classified   | Hourly    | 91.00      | 95.56      | 100.33     | 105.34     | 110.57     |
|                                    |          |              | Bi-Weekly | 7,280.00   | 7,644.80   | 8,026.40   | 8,427.20   | 8,845.60   |
|                                    |          |              | Monthly   | 15,773.33  | 16,563.73  | 17,390.53  | 18,258.93  | 19,165.47  |
|                                    |          |              | Annual    | 189,280.00 | 198,764.80 | 208,686.40 | 219,107.20 | 229,985.60 |
| PURCHASING TECHNICIAN              | C345     | Classified   | Hourly    | 44.90      | 47.16      | 49.46      | 51.92      | 54.56      |
|                                    |          |              | Bi-Weekly | 3,592.00   | 3,772.80   | 3,956.80   | 4,153.60   | 4,364.80   |
|                                    |          |              | Monthly   | 7,782.67   | 8,174.40   | 8,573.07   | 8,999.47   | 9,457.07   |
|                                    |          |              | Annual    | 93,392.00  | 98,092.80  | 102,876.80 | 107,993.60 | 113,484.80 |
| MAIL AND PURCHASING CLERK          | C335     | Classified   | Hourly    | 33.68      | 35.38      | 37.03      | 38.96      | 40.86      |
|                                    |          |              | Bi-Weekly | 2,694.40   | 2,830.40   | 2,962.40   | 3,116.80   | 3,268.80   |
|                                    |          |              | Monthly   | 5,837.87   | 6,132.53   | 6,418.53   | 6,753.07   | 7,082.40   |
|                                    |          |              | Annual    | 70,054.40  | 73,590.40  | 77,022.40  | 81,036.80  | 84,988.80  |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                    | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|-----------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| <b>FIRE DEPARTMENT</b>                  |          |              |           |            |            |            |            |            |
| <b>SWORN</b>                            |          |              |           |            |            |            |            |            |
| DEPUTY FIRE CHIEF (40 HR)               | F600     | Classified   | Hourly    | 126.74     | 133.08     | 139.73     | 146.72     | 154.04     |
|                                         |          |              | Bi-Weekly | 10,139.20  | 10,646.40  | 11,178.40  | 11,737.60  | 12,323.20  |
|                                         |          |              | Monthly   | 21,968.27  | 23,067.20  | 24,219.87  | 25,431.47  | 26,700.27  |
|                                         |          |              | Annual    | 263,619.20 | 276,806.40 | 290,638.40 | 305,177.60 | 320,403.20 |
| FIRE MARSHAL - EMT (40 HR)              | F401     | Classified   | Hourly    | 104.30     | 109.51     | 115.00     | 120.74     | 126.76     |
|                                         |          |              | Bi-Weekly | 8,344.00   | 8,760.80   | 9,200.00   | 9,659.20   | 10,140.80  |
|                                         |          |              | Monthly   | 18,078.67  | 18,981.73  | 19,933.33  | 20,928.27  | 21,971.73  |
|                                         |          |              | Annual    | 216,944.00 | 227,780.80 | 239,200.00 | 251,139.20 | 263,660.80 |
| FIRE MARSHAL (40 HR)                    | F400     | Classified   | Hourly    | 112.66     | 118.29     | 124.20     | 130.40     | 136.92     |
|                                         |          |              | Bi-Weekly | 9,012.80   | 9,463.20   | 9,936.00   | 10,432.00  | 10,953.60  |
|                                         |          |              | Monthly   | 19,527.73  | 20,503.60  | 21,528.00  | 22,602.67  | 23,732.80  |
|                                         |          |              | Annual    | 234,332.80 | 246,043.20 | 258,336.00 | 271,232.00 | 284,793.60 |
| FIRE TRAINING OFFICER (40 HR)           | F420     | Classified   | Hourly    | 112.66     | 118.29     | 124.20     | 130.40     | 136.92     |
|                                         |          |              | Bi-Weekly | 9,012.80   | 9,463.20   | 9,936.00   | 10,432.00  | 10,953.60  |
|                                         |          |              | Monthly   | 19,527.73  | 20,503.60  | 21,528.00  | 22,602.67  | 23,732.80  |
|                                         |          |              | Annual    | 234,332.80 | 246,043.20 | 258,336.00 | 271,232.00 | 284,793.60 |
| BATTALION CHIEF (56 HR)                 | F410     | Classified   | Hourly    | 73.14      | 76.81      | 80.64      | 84.68      | 88.92      |
|                                         |          |              | Bi-Weekly | 8,191.68   | 8,602.72   | 9,031.68   | 9,484.16   | 9,959.04   |
|                                         |          |              | Monthly   | 17,748.64  | 18,639.23  | 19,568.64  | 20,549.01  | 21,577.92  |
|                                         |          |              | Annual    | 212,983.68 | 223,670.72 | 234,823.68 | 246,588.16 | 258,935.04 |
| BATTALION CHIEF (40 HR)                 | F415     | Classified   | Hourly    | 102.39     | 107.52     | 112.91     | 118.55     | 124.46     |
|                                         |          |              | Bi-Weekly | 8,191.20   | 8,601.60   | 9,032.80   | 9,484.00   | 9,956.80   |
|                                         |          |              | Monthly   | 17,747.60  | 18,636.80  | 19,571.07  | 20,548.67  | 21,573.07  |
|                                         |          |              | Annual    | 212,971.20 | 223,641.60 | 234,852.80 | 246,584.00 | 258,876.80 |
| STAFF FIRE CAPTAIN (40 HR)              | F240     | Classified   | Hourly    |            |            | 98.60      | 103.54     | 108.72     |
|                                         |          |              | Bi-Weekly |            |            | 7,888.00   | 8,283.20   | 8,697.60   |
|                                         |          |              | Monthly   |            |            | 17,090.67  | 17,946.93  | 18,844.80  |
|                                         |          |              | Annual    |            |            | 205,088.00 | 215,363.20 | 226,137.60 |
| STAFF FIRE CAPTAIN - EMT (40 HR)        | F241     | Classified   | Hourly    |            |            | 91.28      | 95.86      | 100.65     |
|                                         |          |              | Bi-Weekly |            |            | 7,302.40   | 7,668.80   | 8,052.00   |
|                                         |          |              | Monthly   |            |            | 15,821.87  | 16,615.73  | 17,446.00  |
|                                         |          |              | Annual    |            |            | 189,862.40 | 199,388.80 | 209,352.00 |
| FIRE CAPTAIN (56 HR)                    | F245     | Classified   | Hourly    |            |            | 64.01      | 67.21      | 70.59      |
|                                         |          |              | Bi-Weekly |            |            | 7,169.12   | 7,527.52   | 7,906.08   |
|                                         |          |              | Monthly   |            |            | 15,533.09  | 16,309.63  | 17,129.84  |
|                                         |          |              | Annual    |            |            | 186,397.12 | 195,715.52 | 205,558.08 |
| FIRE CAPTAIN (40 HR)                    | F250     | Classified   | Hourly    |            |            | 89.65      | 94.11      | 98.81      |
|                                         |          |              | Bi-Weekly |            |            | 7,172.00   | 7,528.80   | 7,904.80   |
|                                         |          |              | Monthly   |            |            | 15,539.33  | 16,312.40  | 17,127.07  |
|                                         |          |              | Annual    |            |            | 186,472.00 | 195,748.80 | 205,524.80 |
| FIRE PREVENTION INSPECTOR (56 HR)       | F225     | Classified   | Hourly    | 54.26      | 56.94      | 59.78      | 62.77      | 65.90      |
|                                         |          |              | Bi-Weekly | 6,077.12   | 6,377.28   | 6,695.36   | 7,030.24   | 7,380.80   |
|                                         |          |              | Monthly   | 13,167.09  | 13,817.44  | 14,506.61  | 15,232.19  | 15,991.73  |
|                                         |          |              | Annual    | 158,005.12 | 165,809.28 | 174,079.36 | 182,786.24 | 191,900.80 |
| FIRE PREVENTION INSPECTOR - EMT (40 HR) | F221     | Classified   | Hourly    | 70.26      | 73.77      | 77.47      | 81.36      | 85.42      |
|                                         |          |              | Bi-Weekly | 5,620.80   | 5,901.60   | 6,197.60   | 6,508.80   | 6,833.60   |
|                                         |          |              | Monthly   | 12,178.40  | 12,786.80  | 13,428.13  | 14,102.40  | 14,806.13  |
|                                         |          |              | Annual    | 146,140.80 | 153,441.60 | 161,137.60 | 169,228.80 | 177,673.60 |
| FIRE PREVENTION INSPECTOR (40 HR)       | F220     | Classified   | Hourly    | 75.88      | 79.69      | 83.67      | 87.86      | 92.22      |
|                                         |          |              | Bi-Weekly | 6,070.40   | 6,375.20   | 6,693.60   | 7,028.80   | 7,377.60   |
|                                         |          |              | Monthly   | 13,152.53  | 13,812.93  | 14,502.80  | 15,229.07  | 15,984.80  |
|                                         |          |              | Annual    | 157,830.40 | 165,755.20 | 174,033.60 | 182,748.80 | 191,817.60 |
| APPARATUS OPERATOR (56 HR)              | F210     | Classified   | Hourly    | 51.35      | 53.92      | 56.61      | 59.45      | 62.43      |
|                                         |          |              | Bi-Weekly | 5,751.20   | 6,039.04   | 6,340.32   | 6,658.40   | 6,992.16   |
|                                         |          |              | Monthly   | 12,460.93  | 13,084.59  | 13,737.36  | 14,426.53  | 15,149.68  |
|                                         |          |              | Annual    | 149,531.20 | 157,015.04 | 164,848.32 | 173,118.40 | 181,796.16 |
| APPARATUS OPERATOR - EMT (56 HR)        | F211     | Classified   | Hourly    | 47.57      | 49.91      | 52.43      | 55.04      | 57.80      |
|                                         |          |              | Bi-Weekly | 5,327.84   | 5,589.92   | 5,872.16   | 6,164.48   | 6,473.60   |
|                                         |          |              | Monthly   | 11,543.65  | 12,111.49  | 12,723.01  | 13,356.37  | 14,026.13  |
|                                         |          |              | Annual    | 138,523.84 | 145,337.92 | 152,676.16 | 160,276.48 | 168,313.60 |
| APPARATUS OPERATOR (40 HR)              | F215     | Classified   | Hourly    | 71.82      | 75.42      | 79.18      | 83.14      | 87.31      |
|                                         |          |              | Bi-Weekly | 5,745.60   | 6,033.60   | 6,334.40   | 6,651.20   | 6,984.80   |
|                                         |          |              | Monthly   | 12,448.80  | 13,072.80  | 13,724.53  | 14,410.93  | 15,133.73  |
|                                         |          |              | Annual    | 149,385.60 | 156,873.60 | 164,694.40 | 172,931.20 | 181,604.80 |
| FIREFIGHTER (56 HR)                     | F200     | Classified   | Hourly    | 48.39      | 50.82      | 53.35      | 56.04      | 58.85      |
|                                         |          |              | Bi-Weekly | 5,419.68   | 5,691.84   | 5,975.20   | 6,276.48   | 6,591.20   |
|                                         |          |              | Monthly   | 11,742.64  | 12,332.32  | 12,946.27  | 13,599.04  | 14,280.93  |
|                                         |          |              | Annual    | 140,911.68 | 147,987.84 | 155,355.20 | 163,188.48 | 171,371.20 |
| FIREFIGHTER (40 HR)                     | F205     | Classified   | Hourly    | 67.77      | 71.15      | 74.69      | 78.43      | 82.37      |
|                                         |          |              | Bi-Weekly | 5,421.60   | 5,692.00   | 5,975.20   | 6,274.40   | 6,589.60   |
|                                         |          |              | Monthly   | 11,746.80  | 12,332.67  | 12,946.27  | 13,594.53  | 14,277.47  |
|                                         |          |              | Annual    | 140,961.60 | 147,992.00 | 155,355.20 | 163,134.40 | 171,329.60 |
| FIREFIGHTER TRAINEE (40 HR)             | F100     | Classified   | Hourly    | 58.69      | 61.62      |            |            |            |
|                                         |          |              | Bi-Weekly | 4,695.20   | 4,929.60   |            |            |            |
|                                         |          |              | Monthly   | 10,172.93  | 10,680.80  |            |            |            |
|                                         |          |              | Annual    | 122,075.20 | 128,169.60 |            |            |            |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                     | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| PROFESSIONAL STAFF                       |          |              |           |            |            |            |            |            |
| HAZARDOUS MATERIALS PROGRAM COORDINATOR  | H590     | Classified   | Hourly    | 80.44      | 84.47      | 88.69      | 93.13      | 97.77      |
|                                          |          |              | Bi-Weekly | 6,435.20   | 6,757.60   | 7,095.20   | 7,450.40   | 7,821.60   |
|                                          |          |              | Monthly   | 13,942.93  | 14,641.47  | 15,372.93  | 16,142.53  | 16,946.80  |
|                                          |          |              | Annual    | 167,315.20 | 175,697.60 | 184,475.20 | 193,710.40 | 203,361.60 |
| SENIOR FIRE PROTECTION ENGINEER          | T515     | Classified   | Hourly    | 79.16      | 83.11      | 87.30      | 91.64      | 96.22      |
|                                          |          |              | Bi-Weekly | 6,332.80   | 6,648.80   | 6,984.00   | 7,331.20   | 7,697.60   |
|                                          |          |              | Monthly   | 13,721.07  | 14,405.73  | 15,132.00  | 15,884.27  | 16,678.13  |
|                                          |          |              | Annual    | 164,652.80 | 172,868.80 | 181,584.00 | 190,611.20 | 200,137.60 |
| FIRE PROTECTION ENGINEER                 | T510     | Classified   | Hourly    | 66.01      | 69.20      | 72.70      | 76.48      | 80.36      |
|                                          |          |              | Bi-Weekly | 5,280.80   | 5,536.00   | 5,816.00   | 6,118.40   | 6,428.80   |
|                                          |          |              | Monthly   | 11,441.73  | 11,994.67  | 12,601.33  | 13,256.53  | 13,929.07  |
|                                          |          |              | Annual    | 137,300.80 | 143,936.00 | 151,216.00 | 159,078.40 | 167,148.80 |
| EMERGENCY MEDICAL SERVICES COORDINATOR   | H585     | Classified   | Hourly    | 68.73      | 72.18      | 75.74      | 79.53      | 83.53      |
|                                          |          |              | Bi-Weekly | 5,498.40   | 5,774.40   | 6,059.20   | 6,362.40   | 6,682.40   |
|                                          |          |              | Monthly   | 11,913.20  | 12,511.20  | 13,128.27  | 13,785.20  | 14,478.53  |
|                                          |          |              | Annual    | 142,958.40 | 150,134.40 | 157,539.20 | 165,422.40 | 173,742.40 |
| ENVIRONMENTAL SPECIALIST                 | T505     | Classified   | Hourly    | 64.37      | 67.58      | 70.96      | 74.53      | 78.25      |
|                                          |          |              | Bi-Weekly | 5,149.60   | 5,406.40   | 5,676.80   | 5,962.40   | 6,260.00   |
|                                          |          |              | Monthly   | 11,157.47  | 11,713.87  | 12,299.73  | 12,918.53  | 13,563.33  |
|                                          |          |              | Annual    | 133,889.60 | 140,566.40 | 147,596.80 | 155,022.40 | 162,760.00 |
| HAZARDOUS MATERIALS INSPECTOR            | T500     | Classified   | Hourly    | 61.33      | 64.38      | 67.61      | 70.99      | 74.53      |
|                                          |          |              | Bi-Weekly | 4,906.40   | 5,150.40   | 5,408.80   | 5,679.20   | 5,962.40   |
|                                          |          |              | Monthly   | 10,630.53  | 11,159.20  | 11,719.07  | 12,304.93  | 12,918.53  |
|                                          |          |              | Annual    | 127,566.40 | 133,910.40 | 140,628.80 | 147,659.20 | 155,022.40 |
|                                          |          |              |           |            |            |            |            |            |
| FIRE SERVICES ADMINISTRATOR              | H580     | Classified   | Hourly    | 81.10      | 85.17      | 89.40      | 93.84      | 98.56      |
|                                          |          |              | Bi-Weekly | 6,488.00   | 6,813.60   | 7,152.00   | 7,507.20   | 7,884.80   |
|                                          |          |              | Monthly   | 14,057.33  | 14,762.80  | 15,496.00  | 16,265.60  | 17,083.73  |
|                                          |          |              | Annual    | 168,688.00 | 177,153.60 | 185,952.00 | 195,187.20 | 205,004.80 |
|                                          |          |              |           |            |            |            |            |            |
| SENIOR FIRE TECHNICIAN                   | C260     | Classified   | Hourly    | 46.53      | 48.45      | 50.33      | 52.51      | 55.17      |
|                                          |          |              | Bi-Weekly | 3,722.40   | 3,876.00   | 4,026.40   | 4,200.80   | 4,413.60   |
|                                          |          |              | Monthly   | 8,065.20   | 8,398.00   | 8,723.87   | 9,101.73   | 9,562.80   |
|                                          |          |              | Annual    | 96,782.40  | 100,776.00 | 104,686.40 | 109,220.80 | 114,753.60 |
| FIRE TECHNICIAN II                       | C255     | Classified   | Hourly    | 40.93      | 42.97      | 45.13      | 47.39      | 49.74      |
|                                          |          |              | Bi-Weekly | 3,274.40   | 3,437.60   | 3,610.40   | 3,791.20   | 3,979.20   |
|                                          |          |              | Monthly   | 7,094.53   | 7,448.13   | 7,822.53   | 8,214.27   | 8,621.60   |
|                                          |          |              | Annual    | 85,134.40  | 89,377.60  | 93,870.40  | 98,571.20  | 103,459.20 |
| FIRE TECHNICIAN I                        | C250     | Classified   | Hourly    | 37.18      | 39.03      | 40.99      | 43.04      | 45.20      |
|                                          |          |              | Bi-Weekly | 2,974.40   | 3,122.40   | 3,279.20   | 3,443.20   | 3,616.00   |
|                                          |          |              | Monthly   | 6,444.53   | 6,765.20   | 7,104.93   | 7,460.27   | 7,834.67   |
|                                          |          |              | Annual    | 77,334.40  | 81,182.40  | 85,259.20  | 89,523.20  | 94,016.00  |
| HUMAN RESOURCES DEPARTMENT               |          |              |           |            |            |            |            |            |
| DEPUTY DIRECTOR OF HUMAN RESOURCES       | U520     | Classified   | Hourly    | 102.77     | 107.90     | 113.30     | 118.98     | 124.90     |
|                                          |          |              | Bi-Weekly | 8,221.60   | 8,632.00   | 9,064.00   | 9,518.40   | 9,992.00   |
|                                          |          |              | Monthly   | 17,813.47  | 18,702.67  | 19,638.67  | 20,623.20  | 21,649.33  |
|                                          |          |              | Annual    | 213,761.60 | 224,432.00 | 235,664.00 | 247,478.40 | 259,792.00 |
| HUMAN RESOURCES MANAGER                  | U135     | Classified   | Hourly    | 88.49      | 92.91      | 97.57      | 102.45     | 107.58     |
|                                          |          |              | Bi-Weekly | 7,079.20   | 7,432.80   | 7,805.60   | 8,196.00   | 8,606.40   |
|                                          |          |              | Monthly   | 15,338.27  | 16,104.40  | 16,912.13  | 17,758.00  | 18,647.20  |
|                                          |          |              | Annual    | 184,059.20 | 193,252.80 | 202,945.60 | 213,096.00 | 223,766.40 |
| SENIOR HUMAN RESOURCES ANALYST           | U120     | Classified   | Hourly    | 65.67      | 68.92      | 72.35      | 75.98      | 79.78      |
|                                          |          |              | Bi-Weekly | 5,253.60   | 5,513.60   | 5,788.00   | 6,078.40   | 6,382.40   |
|                                          |          |              | Monthly   | 11,382.80  | 11,946.13  | 12,540.67  | 13,169.87  | 13,828.53  |
|                                          |          |              | Annual    | 136,593.60 | 143,353.60 | 150,488.00 | 158,038.40 | 165,942.40 |
| HUMAN RESOURCES ANALYST II               | U115     | Classified   | Hourly    | 59.70      | 62.68      | 65.82      | 69.09      | 72.55      |
|                                          |          |              | Bi-Weekly | 4,776.00   | 5,014.40   | 5,265.60   | 5,527.20   | 5,804.00   |
|                                          |          |              | Monthly   | 10,348.00  | 10,864.53  | 11,408.80  | 11,975.60  | 12,575.33  |
|                                          |          |              | Annual    | 124,176.00 | 130,374.40 | 136,905.60 | 143,707.20 | 150,904.00 |
| HUMAN RESOURCES ANALYST I                | U110     | Classified   | Hourly    | 54.28      | 57.00      | 59.84      | 62.82      | 65.96      |
|                                          |          |              | Bi-Weekly | 4,342.40   | 4,560.00   | 4,787.20   | 5,025.60   | 5,276.80   |
|                                          |          |              | Monthly   | 9,408.53   | 9,880.00   | 10,372.27  | 10,888.80  | 11,433.07  |
|                                          |          |              | Annual    | 112,902.40 | 118,560.00 | 124,467.20 | 130,665.60 | 137,196.80 |
| HUMAN RESOURCES TECHNICIAN               | U100     | Classified   | Hourly    | 49.36      | 51.82      | 54.42      | 57.13      | 59.97      |
|                                          |          |              | Bi-Weekly | 3,948.80   | 4,145.60   | 4,353.60   | 4,570.40   | 4,797.60   |
|                                          |          |              | Monthly   | 8,555.73   | 8,982.13   | 9,432.80   | 9,902.53   | 10,394.80  |
|                                          |          |              | Annual    | 102,668.80 | 107,785.60 | 113,193.60 | 118,830.40 | 124,737.60 |
|                                          |          |              |           |            |            |            |            |            |
| HUMAN RESOURCES ADMINISTRATIVE ASSISTANT | U105     | Classified   | Hourly    | 50.06      | 52.11      | 54.16      | 56.20      | 58.44      |
|                                          |          |              | Bi-Weekly | 4,004.80   | 4,168.80   | 4,332.80   | 4,496.00   | 4,675.20   |
|                                          |          |              | Monthly   | 8,677.07   | 9,032.40   | 9,387.73   | 9,741.33   | 10,129.60  |
|                                          |          |              | Annual    | 104,124.80 | 108,388.80 | 112,652.80 | 116,896.00 | 121,555.20 |



**SALARY PLAN FOR ALL CLASSIFICATIONS  
(PER MUNI CODE SEC.2-4.30)  
FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|-------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| LIBRARY SERVICES DEPARTMENT         |          |              |           |            |            |            |            |            |
| DEPUTY DIRECTOR OF LIBRARY SERVICES | U535     | Classified   | Hourly    | 95.80      | 100.60     | 105.62     | 110.92     | 116.44     |
|                                     |          |              | Bi-Weekly | 7,664.00   | 8,048.00   | 8,449.60   | 8,873.60   | 9,315.20   |
|                                     |          |              | Monthly   | 16,605.33  | 17,437.33  | 18,307.47  | 19,226.13  | 20,182.93  |
|                                     |          |              | Annual    | 199,264.00 | 209,248.00 | 219,689.60 | 230,713.60 | 242,195.20 |
| LIBRARY SERVICES DIVISION           |          |              |           |            |            |            |            |            |
| LIBRARY OPERATIONS MANAGER          | H755     | Classified   | Hourly    | 61.33      | 64.38      | 67.60      | 70.96      | 74.52      |
|                                     |          |              | Bi-Weekly | 4,906.40   | 5,150.40   | 5,408.00   | 5,676.80   | 5,961.60   |
|                                     |          |              | Monthly   | 10,630.53  | 11,159.20  | 11,717.33  | 12,299.73  | 12,916.80  |
|                                     |          |              | Annual    | 127,566.40 | 133,910.40 | 140,608.00 | 147,596.80 | 155,001.60 |
| SUPERVISING LIBRARIAN I             | H750     | Classified   | Hourly    | 57.41      | 60.28      | 63.28      | 66.45      | 69.77      |
|                                     |          |              | Bi-Weekly | 4,592.80   | 4,822.40   | 5,062.40   | 5,316.00   | 5,581.60   |
|                                     |          |              | Monthly   | 9,951.07   | 10,448.53  | 10,968.53  | 11,518.00  | 12,093.47  |
|                                     |          |              | Annual    | 119,412.80 | 125,382.40 | 131,622.40 | 138,216.00 | 145,121.60 |
| LIBRARIAN II                        | T795     | Classified   | Hourly    | 48.40      | 50.82      | 53.28      | 55.99      | 58.62      |
|                                     |          |              | Bi-Weekly | 3,872.00   | 4,065.60   | 4,262.40   | 4,479.20   | 4,689.60   |
|                                     |          |              | Monthly   | 8,389.33   | 8,808.80   | 9,235.20   | 9,704.93   | 10,160.80  |
|                                     |          |              | Annual    | 100,672.00 | 105,705.60 | 110,822.40 | 116,459.20 | 121,929.60 |
| LIBRARIAN I                         | T790     | Classified   | Hourly    | 43.90      | 46.09      | 48.40      | 50.70      | 53.29      |
|                                     |          |              | Bi-Weekly | 3,512.00   | 3,687.20   | 3,872.00   | 4,056.00   | 4,263.20   |
|                                     |          |              | Monthly   | 7,609.33   | 7,988.93   | 8,389.33   | 8,788.00   | 9,236.93   |
|                                     |          |              | Annual    | 91,312.00  | 95,867.20  | 100,672.00 | 105,456.00 | 110,843.20 |
| LEAD LIBRARY ASSISTANT              | C520     | Classified   | Hourly    | 41.75      | 43.87      | 45.96      | 48.20      | 50.75      |
|                                     |          |              | Bi-Weekly | 3,340.00   | 3,509.60   | 3,676.80   | 3,856.00   | 4,060.00   |
|                                     |          |              | Monthly   | 7,236.67   | 7,604.13   | 7,966.40   | 8,354.67   | 8,796.67   |
|                                     |          |              | Annual    | 86,840.00  | 91,249.60  | 95,596.80  | 100,256.00 | 105,560.00 |
| SENIOR LIBRARY ASSISTANT            | C515     | Classified   | Hourly    | 38.55      | 40.26      | 42.11      | 43.95      | 46.08      |
|                                     |          |              | Bi-Weekly | 3,084.00   | 3,220.80   | 3,368.80   | 3,516.00   | 3,686.40   |
|                                     |          |              | Monthly   | 6,682.00   | 6,978.40   | 7,299.07   | 7,618.00   | 7,987.20   |
|                                     |          |              | Annual    | 80,184.00  | 83,740.80  | 87,588.80  | 91,416.00  | 95,846.40  |
| LIBRARY ASSISTANT                   | C510     | Classified   | Hourly    | 34.93      | 36.56      | 38.21      | 39.95      | 41.84      |
|                                     |          |              | Bi-Weekly | 2,794.40   | 2,924.80   | 3,056.80   | 3,196.00   | 3,347.20   |
|                                     |          |              | Monthly   | 6,054.53   | 6,337.07   | 6,623.07   | 6,924.67   | 7,252.27   |
|                                     |          |              | Annual    | 72,654.40  | 76,044.80  | 79,476.80  | 83,096.00  | 87,027.20  |
| SENIOR LIBRARY PAGE (.6 FTE)        | C505     | Classified   | Hourly    |            |            |            |            | 26.22      |
|                                     |          |              | Bi-Weekly |            |            |            |            | 1,258.56   |
|                                     |          |              | Monthly   |            |            |            |            | 2,726.88   |
|                                     |          |              | Annual    |            |            |            |            | 32,722.56  |
| LIBRARY PAGE (.3 FTE)               | C500     | Classified   | Hourly    |            |            |            |            | 23.83      |
|                                     |          |              | Bi-Weekly |            |            |            |            | 571.92     |
|                                     |          |              | Monthly   |            |            |            |            | 1,239.16   |
|                                     |          |              | Annual    |            |            |            |            | 14,869.92  |
| EDUCATION SERVICES MANAGER          | H760     | Classified   | Hourly    | 57.41      | 60.28      | 63.28      | 66.45      | 69.77      |
|                                     |          |              | Bi-Weekly | 4,592.80   | 4,822.40   | 5,062.40   | 5,316.00   | 5,581.60   |
|                                     |          |              | Monthly   | 9,951.07   | 10,448.53  | 10,968.53  | 11,518.00  | 12,093.47  |
|                                     |          |              | Annual    | 119,412.80 | 125,382.40 | 131,622.40 | 138,216.00 | 145,121.60 |
| EDUCATIONAL SERVICES COORDINATOR    | T780     | Classified   | Hourly    | 39.14      | 41.11      | 43.18      | 45.32      | 47.60      |
|                                     |          |              | Bi-Weekly | 3,131.20   | 3,288.80   | 3,454.40   | 3,625.60   | 3,808.00   |
|                                     |          |              | Monthly   | 6,784.27   | 7,125.73   | 7,484.53   | 7,855.47   | 8,250.67   |
|                                     |          |              | Annual    | 81,411.20  | 85,508.80  | 89,814.40  | 94,265.60  | 99,008.00  |
| LITERACY PROGRAM COORDINATOR        | T785     | Classified   | Hourly    | 39.18      | 41.17      | 43.21      | 45.27      | 47.60      |
|                                     |          |              | Bi-Weekly | 3,134.40   | 3,293.60   | 3,456.80   | 3,621.60   | 3,808.00   |
|                                     |          |              | Monthly   | 6,791.20   | 7,136.13   | 7,489.73   | 7,846.80   | 8,250.67   |
|                                     |          |              | Annual    | 81,494.40  | 85,633.60  | 89,876.80  | 94,161.60  | 99,008.00  |
| LEAD PROGRAM ASSISTANT              | C508     | Classified   | Hourly    | 41.75      | 43.87      | 45.96      | 48.20      | 50.75      |
|                                     |          |              | Bi-Weekly | 3,340.00   | 3,509.60   | 3,676.80   | 3,856.00   | 4,060.00   |
|                                     |          |              | Monthly   | 7,236.67   | 7,604.13   | 7,966.40   | 8,354.67   | 8,796.67   |
|                                     |          |              | Annual    | 86,840.00  | 91,249.60  | 95,596.80  | 100,256.00 | 105,560.00 |
| PROGRAM ASSISTANT                   | C506     | Classified   | Hourly    | 34.93      | 36.56      | 38.21      | 39.95      | 41.84      |
|                                     |          |              | Bi-Weekly | 2,794.40   | 2,924.80   | 3,056.80   | 3,196.00   | 3,347.20   |
|                                     |          |              | Monthly   | 6,054.53   | 6,337.07   | 6,623.07   | 6,924.67   | 7,252.27   |
|                                     |          |              | Annual    | 72,654.40  | 76,044.80  | 79,476.80  | 83,096.00  | 87,027.20  |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                    | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|-----------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| MAINTENANCE SERVICES DEPARTMENT         |          |              |           |            |            |            |            |            |
| DEPUTY DIRECTOR OF MAINTENANCE SERVICES | U540     | Classified   | Hourly    | 96.11      | 100.89     | 105.97     | 111.25     | 116.82     |
|                                         |          |              | Bi-Weekly | 7,688.80   | 8,071.20   | 8,477.60   | 8,900.00   | 9,345.60   |
|                                         |          |              | Monthly   | 16,659.07  | 17,487.60  | 18,368.13  | 19,283.33  | 20,248.80  |
|                                         |          |              | Annual    | 199,908.80 | 209,851.20 | 220,417.60 | 231,400.00 | 242,985.60 |
| FACILITIES MANAGEMENT                   |          |              |           |            |            |            |            |            |
| FACILITIES AND BUILDING MANAGER         | H605     | Classified   | Hourly    | 74.40      | 78.09      | 82.00      | 86.12      | 90.43      |
|                                         |          |              | Bi-Weekly | 5,952.00   | 6,247.20   | 6,560.00   | 6,889.60   | 7,234.40   |
|                                         |          |              | Monthly   | 12,896.00  | 13,535.60  | 14,213.33  | 14,927.47  | 15,674.53  |
|                                         |          |              | Annual    | 154,752.00 | 162,427.20 | 170,560.00 | 179,129.60 | 188,094.40 |
| FACILITIES MAINTENANCE SUPERVISOR       | H600     | Classified   | Hourly    | 69.96      | 72.75      | 75.56      | 78.68      | 82.01      |
|                                         |          |              | Bi-Weekly | 5,596.80   | 5,820.00   | 6,044.80   | 6,294.40   | 6,560.80   |
|                                         |          |              | Monthly   | 12,126.40  | 12,610.00  | 13,097.07  | 13,637.87  | 14,215.07  |
|                                         |          |              | Annual    | 145,516.80 | 151,320.00 | 157,164.80 | 163,654.40 | 170,580.80 |
| FACILITIES LEADWORKER                   | M135     | Classified   | Hourly    | 69.96      | 72.75      | 75.56      | 78.68      | 82.01      |
|                                         |          |              | Bi-Weekly | 5,596.80   | 5,820.00   | 6,044.80   | 6,294.40   | 6,560.80   |
|                                         |          |              | Monthly   | 12,126.40  | 12,610.00  | 13,097.07  | 13,637.87  | 14,215.07  |
|                                         |          |              | Annual    | 145,516.80 | 151,320.00 | 157,164.80 | 163,654.40 | 170,580.80 |
| HVAC MECHANIC                           | M140     | Classified   | Hourly    | 61.32      | 63.75      | 66.27      | 69.09      | 71.94      |
|                                         |          |              | Bi-Weekly | 4,905.60   | 5,100.00   | 5,301.60   | 5,527.20   | 5,755.20   |
|                                         |          |              | Monthly   | 10,628.80  | 11,050.00  | 11,486.80  | 11,975.60  | 12,469.60  |
|                                         |          |              | Annual    | 127,545.60 | 132,600.00 | 137,841.60 | 143,707.20 | 149,635.20 |
| FACILITIES PAINTER II                   | M130     | Classified   | Hourly    | 49.37      | 51.39      | 53.39      | 55.60      | 57.92      |
|                                         |          |              | Bi-Weekly | 3,949.60   | 4,111.20   | 4,271.20   | 4,448.00   | 4,633.60   |
|                                         |          |              | Monthly   | 8,557.47   | 8,907.60   | 9,254.27   | 9,637.33   | 10,039.47  |
|                                         |          |              | Annual    | 102,689.60 | 106,891.20 | 111,051.20 | 115,648.00 | 120,473.60 |
| FACILITIES PAINTER I                    | M125     | Classified   | Hourly    | 44.91      | 46.75      | 48.62      | 50.65      | 52.68      |
|                                         |          |              | Bi-Weekly | 3,592.80   | 3,740.00   | 3,889.60   | 4,052.00   | 4,214.40   |
|                                         |          |              | Monthly   | 7,784.40   | 8,103.33   | 8,427.47   | 8,779.33   | 9,131.20   |
|                                         |          |              | Annual    | 93,412.80  | 97,240.00  | 101,129.60 | 105,352.00 | 109,574.40 |
| FACILITIES CARPENTER II                 | M120     | Classified   | Hourly    | 49.04      | 50.97      | 53.09      | 55.30      | 57.61      |
|                                         |          |              | Bi-Weekly | 3,923.20   | 4,077.60   | 4,247.20   | 4,424.00   | 4,608.80   |
|                                         |          |              | Monthly   | 8,500.27   | 8,834.80   | 9,202.27   | 9,585.33   | 9,985.73   |
|                                         |          |              | Annual    | 102,003.20 | 106,017.60 | 110,427.20 | 115,024.00 | 119,828.80 |
| FACILITIES CARPENTER I                  | M115     | Classified   | Hourly    | 44.61      | 46.45      | 48.35      | 50.30      | 52.41      |
|                                         |          |              | Bi-Weekly | 3,568.80   | 3,716.00   | 3,868.00   | 4,024.00   | 4,192.80   |
|                                         |          |              | Monthly   | 7,732.40   | 8,051.33   | 8,380.67   | 8,718.67   | 9,084.40   |
|                                         |          |              | Annual    | 92,788.80  | 96,616.00  | 100,568.00 | 104,624.00 | 109,012.80 |
| FACILITIES SERVICEWORKER II             | M110     | Classified   | Hourly    | 42.45      | 44.14      | 45.94      | 47.55      | 49.40      |
|                                         |          |              | Bi-Weekly | 3,396.00   | 3,531.20   | 3,675.20   | 3,804.00   | 3,952.00   |
|                                         |          |              | Monthly   | 7,358.00   | 7,650.93   | 7,962.93   | 8,242.00   | 8,562.67   |
|                                         |          |              | Annual    | 88,296.00  | 91,811.20  | 95,555.20  | 98,904.00  | 102,752.00 |
| FACILITIES SERVICEWORKER I              | M105     | Classified   | Hourly    | 38.59      | 40.12      | 41.75      | 43.23      | 44.90      |
|                                         |          |              | Bi-Weekly | 3,087.20   | 3,209.60   | 3,340.00   | 3,458.40   | 3,592.00   |
|                                         |          |              | Monthly   | 6,688.93   | 6,954.13   | 7,236.67   | 7,493.20   | 7,782.67   |
|                                         |          |              | Annual    | 80,267.20  | 83,449.60  | 86,840.00  | 89,918.40  | 93,392.00  |
| FLEET MANAGEMENT DIVISION               |          |              |           |            |            |            |            |            |
| FLEET MAINTENANCE MANAGER               | H635     | Classified   | Hourly    | 74.40      | 78.09      | 82.00      | 86.12      | 90.43      |
|                                         |          |              | Bi-Weekly | 5,952.00   | 6,247.20   | 6,560.00   | 6,889.60   | 7,234.40   |
|                                         |          |              | Monthly   | 12,896.00  | 13,535.60  | 14,213.33  | 14,927.47  | 15,674.53  |
|                                         |          |              | Annual    | 154,752.00 | 162,427.20 | 170,560.00 | 179,129.60 | 188,094.40 |
| FLEET MAINTENANCE SUPERVISOR            | H630     | Classified   | Hourly    | 69.96      | 72.75      | 75.56      | 78.68      | 82.01      |
|                                         |          |              | Bi-Weekly | 5,596.80   | 5,820.00   | 6,044.80   | 6,294.40   | 6,560.80   |
|                                         |          |              | Monthly   | 12,126.40  | 12,610.00  | 13,097.07  | 13,637.87  | 14,215.07  |
|                                         |          |              | Annual    | 145,516.80 | 151,320.00 | 157,164.80 | 163,654.40 | 170,580.80 |
| SENIOR EQUIPMENT MECHANIC               | M620     | Classified   | Hourly    | 55.61      | 58.22      | 61.15      | 64.32      | 67.51      |
|                                         |          |              | Bi-Weekly | 4,448.80   | 4,657.60   | 4,892.00   | 5,145.60   | 5,400.80   |
|                                         |          |              | Monthly   | 9,639.07   | 10,091.47  | 10,599.33  | 11,148.80  | 11,701.73  |
|                                         |          |              | Annual    | 115,668.80 | 121,097.60 | 127,192.00 | 133,785.60 | 140,420.80 |
| EQUIPMENT MECHANIC II                   | M615     | Classified   | Hourly    | 47.91      | 50.15      | 52.70      | 55.45      | 58.18      |
|                                         |          |              | Bi-Weekly | 3,832.80   | 4,012.00   | 4,216.00   | 4,436.00   | 4,654.40   |
|                                         |          |              | Monthly   | 8,304.40   | 8,692.67   | 9,134.67   | 9,611.33   | 10,084.53  |
|                                         |          |              | Annual    | 99,652.80  | 104,312.00 | 109,616.00 | 115,336.00 | 121,014.40 |
| EQUIPMENT MECHANIC I                    | M610     | Classified   | Hourly    | 43.61      | 45.79      | 48.15      | 50.51      | 53.02      |
|                                         |          |              | Bi-Weekly | 3,488.80   | 3,663.20   | 3,852.00   | 4,040.80   | 4,241.60   |
|                                         |          |              | Monthly   | 7,559.07   | 7,936.93   | 8,346.00   | 8,755.07   | 9,190.13   |
|                                         |          |              | Annual    | 90,708.80  | 95,243.20  | 100,152.00 | 105,060.80 | 110,281.60 |
| EQUIPMENT PARTS STOREKEEPER             | M605     | Classified   | Hourly    | 41.45      | 43.68      | 45.76      | 48.09      | 50.54      |
|                                         |          |              | Bi-Weekly | 3,316.00   | 3,494.40   | 3,660.80   | 3,847.20   | 4,043.20   |
|                                         |          |              | Monthly   | 7,184.67   | 7,571.20   | 7,931.73   | 8,335.60   | 8,760.27   |
|                                         |          |              | Annual    | 86,216.00  | 90,854.40  | 95,180.80  | 100,027.20 | 105,123.20 |
| EQUIPMENT SERVICE ATTENDANT             | M600     | Classified   | Hourly    | 38.26      | 39.76      | 41.41      | 42.82      | 44.47      |
|                                         |          |              | Bi-Weekly | 3,060.80   | 3,180.80   | 3,312.80   | 3,425.60   | 3,557.60   |
|                                         |          |              | Monthly   | 6,631.73   | 6,891.73   | 7,177.73   | 7,422.13   | 7,708.13   |
|                                         |          |              | Annual    | 79,580.80  | 82,700.80  | 86,132.80  | 89,065.60  | 92,497.60  |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title             | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|----------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| LANDSCAPE MAINTENANCE DIVISION   |          |              |           |            |            |            |            |            |
| LANDSCAPE MAINTENANCE MANAGER    | H615     | Classified   | Hourly    | 74.40      | 78.09      | 82.00      | 86.12      | 90.43      |
|                                  |          |              | Bi-Weekly | 5,952.00   | 6,247.20   | 6,560.00   | 6,889.60   | 7,234.40   |
|                                  |          |              | Monthly   | 12,896.00  | 13,535.60  | 14,213.33  | 14,927.47  | 15,674.53  |
|                                  |          |              | Annual    | 154,752.00 | 162,427.20 | 170,560.00 | 179,129.60 | 188,094.40 |
| LANDSCAPE MAINTENANCE SUPERVISOR | H610     | Classified   | Hourly    | 69.96      | 72.75      | 75.56      | 78.68      | 82.01      |
|                                  |          |              | Bi-Weekly | 5,596.80   | 5,820.00   | 6,044.80   | 6,294.40   | 6,560.80   |
|                                  |          |              | Monthly   | 12,126.40  | 12,610.00  | 13,097.07  | 13,637.87  | 14,215.07  |
|                                  |          |              | Annual    | 145,516.80 | 151,320.00 | 157,164.80 | 163,654.40 | 170,580.80 |
|                                  |          |              |           |            |            |            |            |            |
| GROUNDSKEEPER III                | M215     | Classified   | Hourly    | 62.07      | 64.47      | 67.14      | 69.51      | 72.18      |
|                                  |          |              | Bi-Weekly | 4,965.60   | 5,157.60   | 5,371.20   | 5,560.80   | 5,774.40   |
|                                  |          |              | Monthly   | 10,758.80  | 11,174.80  | 11,637.60  | 12,048.40  | 12,511.20  |
|                                  |          |              | Annual    | 129,105.60 | 134,097.60 | 139,651.20 | 144,580.80 | 150,134.40 |
| GROUNDSKEEPER II                 | M210     | Classified   | Hourly    | 51.40      | 53.40      | 55.62      | 57.56      | 59.77      |
|                                  |          |              | Bi-Weekly | 4,112.00   | 4,272.00   | 4,449.60   | 4,604.80   | 4,781.60   |
|                                  |          |              | Monthly   | 8,909.33   | 9,256.00   | 9,640.80   | 9,977.07   | 10,360.13  |
|                                  |          |              | Annual    | 106,912.00 | 111,072.00 | 115,689.60 | 119,724.80 | 124,321.60 |
| GROUNDSKEEPER I                  | M205     | Classified   | Hourly    | 46.70      | 48.55      | 50.52      | 52.32      | 54.34      |
|                                  |          |              | Bi-Weekly | 3,736.00   | 3,884.00   | 4,041.60   | 4,185.60   | 4,347.20   |
|                                  |          |              | Monthly   | 8,094.67   | 8,415.33   | 8,756.80   | 9,068.80   | 9,418.93   |
|                                  |          |              | Annual    | 97,136.00  | 100,984.00 | 105,081.60 | 108,825.60 | 113,027.20 |
|                                  |          |              |           |            |            |            |            |            |
| TREE TRIMMER                     | M220     | Classified   | Hourly    | 51.40      | 53.40      | 55.62      | 57.56      | 59.77      |
|                                  |          |              | Bi-Weekly | 4,112.00   | 4,272.00   | 4,449.60   | 4,604.80   | 4,781.60   |
|                                  |          |              | Monthly   | 8,909.33   | 9,256.00   | 9,640.80   | 9,977.07   | 10,360.13  |
|                                  |          |              | Annual    | 106,912.00 | 111,072.00 | 115,689.60 | 119,724.80 | 124,321.60 |
| STREET MAINTENANCE DIVISION      |          |              |           |            |            |            |            |            |
| STREETS MAINTENANCE MANAGER      | H625     | Classified   | Hourly    | 74.40      | 78.09      | 82.00      | 86.12      | 90.43      |
|                                  |          |              | Bi-Weekly | 5,952.00   | 6,247.20   | 6,560.00   | 6,889.60   | 7,234.40   |
|                                  |          |              | Monthly   | 12,896.00  | 13,535.60  | 14,213.33  | 14,927.47  | 15,674.53  |
|                                  |          |              | Annual    | 154,752.00 | 162,427.20 | 170,560.00 | 179,129.60 | 188,094.40 |
| STREETS MAINTENANCE SUPERVISOR   | H620     | Classified   | Hourly    | 69.96      | 72.75      | 75.56      | 78.68      | 82.01      |
|                                  |          |              | Bi-Weekly | 5,596.80   | 5,820.00   | 6,044.80   | 6,294.40   | 6,560.80   |
|                                  |          |              | Monthly   | 12,126.40  | 12,610.00  | 13,097.07  | 13,637.87  | 14,215.07  |
|                                  |          |              | Annual    | 145,516.80 | 151,320.00 | 157,164.80 | 163,654.40 | 170,580.80 |
|                                  |          |              |           |            |            |            |            |            |
| SENIOR MAINTENANCE LEADER        | M315     | Classified   | Hourly    | 62.07      | 64.47      | 67.14      | 69.51      | 72.18      |
|                                  |          |              | Bi-Weekly | 4,965.60   | 5,157.60   | 5,371.20   | 5,560.80   | 5,774.40   |
|                                  |          |              | Monthly   | 10,758.80  | 11,174.80  | 11,637.60  | 12,048.40  | 12,511.20  |
|                                  |          |              | Annual    | 129,105.60 | 134,097.60 | 139,651.20 | 144,580.80 | 150,134.40 |
| MAINTENANCE LEADER               | M310     | Classified   | Hourly    | 51.40      | 53.40      | 55.62      | 57.56      | 59.77      |
|                                  |          |              | Bi-Weekly | 4,112.00   | 4,272.00   | 4,449.60   | 4,604.80   | 4,781.60   |
|                                  |          |              | Monthly   | 8,909.33   | 9,256.00   | 9,640.80   | 9,977.07   | 10,360.13  |
|                                  |          |              | Annual    | 106,912.00 | 111,072.00 | 115,689.60 | 119,724.80 | 124,321.60 |
|                                  |          |              |           |            |            |            |            |            |
| LEAD SWEEPER EQUIPMENT OPERATOR  | M702     | Classified   | Hourly    | 53.84      | 55.65      | 57.91      | 60.37      | 62.76      |
|                                  |          |              | Bi-Weekly | 4,307.20   | 4,452.00   | 4,632.80   | 4,829.60   | 5,020.80   |
|                                  |          |              | Monthly   | 9,332.27   | 9,646.00   | 10,037.73  | 10,464.13  | 10,878.40  |
|                                  |          |              | Annual    | 111,987.20 | 115,752.00 | 120,452.80 | 125,569.60 | 130,540.80 |
| SWEEPER EQUIPMENT OPERATOR       | M700     | Classified   | Hourly    | 48.95      | 50.59      | 52.64      | 54.89      | 57.06      |
|                                  |          |              | Bi-Weekly | 3,916.00   | 4,047.20   | 4,211.20   | 4,391.20   | 4,564.80   |
|                                  |          |              | Monthly   | 8,484.67   | 8,768.93   | 9,124.27   | 9,514.27   | 9,890.40   |
|                                  |          |              | Annual    | 101,816.00 | 105,227.20 | 109,491.20 | 114,171.20 | 118,684.80 |
| POLICE DEPARTMENT                |          |              |           |            |            |            |            |            |
| SWORN                            |          |              |           |            |            |            |            |            |
| POLICE CAPTAIN                   | P300     | Classified   | Hourly    | 115.17     | 120.91     | 126.98     | 133.32     | 139.96     |
|                                  |          |              | Bi-Weekly | 9,213.60   | 9,672.80   | 10,158.40  | 10,665.60  | 11,196.80  |
|                                  |          |              | Monthly   | 19,962.80  | 20,957.73  | 22,009.87  | 23,108.80  | 24,259.73  |
|                                  |          |              | Annual    | 239,553.60 | 251,492.80 | 264,118.40 | 277,305.60 | 291,116.80 |
| POLICE LIEUTENANT                | P215     | Classified   | Hourly    |            |            |            | 108.69     | 113.99     |
|                                  |          |              | Bi-Weekly |            |            |            | 8,695.20   | 9,119.20   |
|                                  |          |              | Monthly   |            |            |            | 18,839.60  | 19,758.27  |
|                                  |          |              | Annual    |            |            |            | 226,075.20 | 237,099.20 |
| POLICE SERGEANT                  | P210     | Classified   | Hourly    |            |            | 90.99      | 95.38      | 100.28     |
|                                  |          |              | Bi-Weekly |            |            | 7,279.20   | 7,630.40   | 8,022.40   |
|                                  |          |              | Monthly   |            |            | 15,771.60  | 16,532.53  | 17,381.87  |
|                                  |          |              | Annual    |            |            | 189,259.20 | 198,390.40 | 208,582.40 |
| POLICE OFFICER                   | P200     | Classified   | Hourly    | 66.81      | 70.03      | 73.43      | 76.98      | 80.64      |
|                                  |          |              | Bi-Weekly | 5,344.80   | 5,602.40   | 5,874.40   | 6,158.40   | 6,451.20   |
|                                  |          |              | Monthly   | 11,580.40  | 12,138.53  | 12,727.87  | 13,343.20  | 13,977.60  |
|                                  |          |              | Annual    | 138,964.80 | 145,662.40 | 152,734.40 | 160,118.40 | 167,731.20 |
| POLICE OFFICER TRAINEE           | P100     | Classified   | Hourly    | 44.52      | 46.73      |            |            |            |
|                                  |          |              | Bi-Weekly | 3,561.60   | 3,738.40   |            |            |            |
|                                  |          |              | Monthly   | 7,716.80   | 8,099.87   |            |            |            |
|                                  |          |              | Annual    | 92,601.60  | 97,198.40  |            |            |            |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                    | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|-----------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| PROFESSIONAL STAFF                      |          |              |           |            |            |            |            |            |
| PERSONNEL AND TRAINING ADMINISTRATOR    | H450     | Classified   | Hourly    | 94.83      | 99.57      | 104.57     | 109.76     | 115.26     |
|                                         |          |              | Bi-Weekly | 7,586.40   | 7,965.60   | 8,365.60   | 8,780.80   | 9,220.80   |
|                                         |          |              | Monthly   | 16,437.20  | 17,258.80  | 18,125.47  | 19,025.07  | 19,978.40  |
|                                         |          |              | Annual    | 197,246.40 | 207,105.60 | 217,505.60 | 228,300.80 | 239,740.80 |
| PERSONNEL OPERATIONS SPECIALIST         | H460     | Classified   | Hourly    | 52.95      | 55.10      | 57.26      | 59.42      | 61.79      |
|                                         |          |              | Bi-Weekly | 4,236.00   | 4,408.00   | 4,580.80   | 4,753.60   | 4,943.20   |
|                                         |          |              | Monthly   | 9,178.00   | 9,550.67   | 9,925.07   | 10,299.47  | 10,710.27  |
|                                         |          |              | Annual    | 110,136.00 | 114,608.00 | 119,100.80 | 123,593.60 | 128,523.20 |
|                                         |          |              |           |            |            |            |            |            |
| POLICE MENTAL HEALTH PROFESSIONAL       | H443     | Classified   | Hourly    | 66.77      | 70.12      | 73.61      | 77.27      | 81.16      |
|                                         |          |              | Bi-Weekly | 5,341.60   | 5,609.60   | 5,888.80   | 6,181.60   | 6,492.80   |
|                                         |          |              | Monthly   | 11,573.47  | 12,154.13  | 12,759.07  | 13,393.47  | 14,067.73  |
|                                         |          |              | Annual    | 138,881.60 | 145,849.60 | 153,108.80 | 160,721.60 | 168,812.80 |
|                                         |          |              |           |            |            |            |            |            |
| SENIOR CRIME AND INTELLIGENCE ANALYST   | H406     | Classified   | Hourly    | 70.84      | 74.35      | 78.08      | 81.96      | 86.06      |
|                                         |          |              | Bi-Weekly | 5,667.20   | 5,948.00   | 6,246.40   | 6,556.80   | 6,884.80   |
|                                         |          |              | Monthly   | 12,278.93  | 12,887.33  | 13,533.87  | 14,206.40  | 14,917.07  |
|                                         |          |              | Annual    | 147,347.20 | 154,648.00 | 162,406.40 | 170,476.80 | 179,004.80 |
| CRIME AND INTELLIGENCE ANALYST          | H405     | Classified   | Hourly    | 62.54      | 65.66      | 68.94      | 72.38      | 75.98      |
|                                         |          |              | Bi-Weekly | 5,003.20   | 5,252.80   | 5,515.20   | 5,790.40   | 6,078.40   |
|                                         |          |              | Monthly   | 10,840.27  | 11,381.07  | 11,949.60  | 12,545.87  | 13,169.87  |
|                                         |          |              | Annual    | 130,083.20 | 136,572.80 | 143,395.20 | 150,550.40 | 158,038.40 |
| POLICE PROGRAMS ANALYST                 | H400     | Classified   | Hourly    | 64.42      | 67.62      | 71.00      | 74.56      | 78.26      |
|                                         |          |              | Bi-Weekly | 5,153.60   | 5,409.60   | 5,680.00   | 5,964.80   | 6,260.80   |
|                                         |          |              | Monthly   | 11,166.13  | 11,720.80  | 12,306.67  | 12,923.73  | 13,565.07  |
|                                         |          |              | Annual    | 133,993.60 | 140,649.60 | 147,680.00 | 155,084.80 | 162,780.80 |
| SPECIAL OPERATIONS DIVISION             |          |              |           |            |            |            |            |            |
| CRIME PREVENTION SPECIALIST II          | C671     | Classified   | Hourly    | 45.08      | 47.33      | 49.71      | 52.21      | 54.81      |
|                                         |          |              | Bi-Weekly | 3,606.40   | 3,786.40   | 3,976.80   | 4,176.80   | 4,384.80   |
|                                         |          |              | Monthly   | 7,813.87   | 8,203.87   | 8,616.40   | 9,049.73   | 9,500.40   |
|                                         |          |              | Annual    | 93,766.40  | 98,446.40  | 103,396.80 | 108,596.80 | 114,004.80 |
| CRIME PREVENTION SPECIALIST I           | C670     | Classified   | Hourly    | 40.98      | 43.01      | 45.18      | 47.44      | 49.81      |
|                                         |          |              | Bi-Weekly | 3,278.40   | 3,440.80   | 3,614.40   | 3,795.20   | 3,984.80   |
|                                         |          |              | Monthly   | 7,103.20   | 7,455.07   | 7,831.20   | 8,222.93   | 8,633.73   |
|                                         |          |              | Annual    | 85,238.40  | 89,460.80  | 93,974.40  | 98,675.20  | 103,604.80 |
|                                         |          |              |           |            |            |            |            |            |
| RESERVE OFFICER COORDINATOR             | H455     | Classified   | Hourly    | 86.27      | 90.57      | 95.11      | 99.69      | 104.78     |
|                                         |          |              | Bi-Weekly | 6,901.60   | 7,245.60   | 7,608.80   | 7,975.20   | 8,382.40   |
|                                         |          |              | Monthly   | 14,953.47  | 15,698.80  | 16,485.73  | 17,279.60  | 18,161.87  |
|                                         |          |              | Annual    | 179,441.60 | 188,385.60 | 197,828.80 | 207,355.20 | 217,942.40 |
| INVESTIGATION DIVISION                  |          |              |           |            |            |            |            |            |
| YOUTH AND FAMILY SERVICES ADMINISTRATOR | H445     | Classified   | Hourly    | 94.83      | 99.57      | 104.57     | 109.76     | 115.26     |
|                                         |          |              | Bi-Weekly | 7,586.40   | 7,965.60   | 8,365.60   | 8,780.80   | 9,220.80   |
|                                         |          |              | Monthly   | 16,437.20  | 17,258.80  | 18,125.47  | 19,025.07  | 19,978.40  |
|                                         |          |              | Annual    | 197,246.40 | 207,105.60 | 217,505.60 | 228,300.80 | 239,740.80 |
| COUNSELING SUPERVISOR                   | H440     | Classified   | Hourly    | 60.69      | 63.74      | 66.91      | 70.24      | 73.79      |
|                                         |          |              | Bi-Weekly | 4,855.20   | 5,099.20   | 5,352.80   | 5,619.20   | 5,903.20   |
|                                         |          |              | Monthly   | 10,519.60  | 11,048.27  | 11,597.73  | 12,174.93  | 12,790.27  |
|                                         |          |              | Annual    | 126,235.20 | 132,579.20 | 139,172.80 | 146,099.20 | 153,483.20 |
| MOBILE MENTAL HEALTH CLINICIAN          | T570     | Classified   | Hourly    | 51.52      | 54.07      | 56.79      | 59.39      | 62.49      |
|                                         |          |              | Bi-Weekly | 4,121.60   | 4,325.60   | 4,543.20   | 4,751.20   | 4,999.20   |
|                                         |          |              | Monthly   | 8,930.13   | 9,372.13   | 9,843.60   | 10,294.27  | 10,831.60  |
|                                         |          |              | Annual    | 107,161.60 | 112,465.60 | 118,123.20 | 123,531.20 | 129,979.20 |
| FAMILY COUNSELOR                        | T550     | Classified   | Hourly    | 49.07      | 51.49      | 54.09      | 56.57      | 59.52      |
|                                         |          |              | Bi-Weekly | 3,925.60   | 4,119.20   | 4,327.20   | 4,525.60   | 4,761.60   |
|                                         |          |              | Monthly   | 8,505.47   | 8,924.93   | 9,375.60   | 9,805.47   | 10,316.80  |
|                                         |          |              | Annual    | 102,065.60 | 107,099.20 | 112,507.20 | 117,665.60 | 123,801.60 |
|                                         |          |              |           |            |            |            |            |            |
| CERTIFIED LATENT PRINT EXAMINER         | T560     | Classified   | Hourly    | 64.37      | 67.58      | 70.96      | 74.53      | 78.25      |
|                                         |          |              | Bi-Weekly | 5,149.60   | 5,406.40   | 5,676.80   | 5,962.40   | 6,260.00   |
|                                         |          |              | Monthly   | 11,157.47  | 11,713.87  | 12,299.73  | 12,918.53  | 13,563.33  |
|                                         |          |              | Annual    | 133,889.60 | 140,566.40 | 147,596.80 | 155,022.40 | 162,760.00 |
| SUPPORT SERVICES DIVISION               |          |              |           |            |            |            |            |            |
| OPERATIONS SUPPORT SERVICES MANAGER     | U400     | Classified   | Hourly    | 94.65      | 99.37      | 105.38     | 110.64     | 116.14     |
|                                         |          |              | Bi-Weekly | 7,572.00   | 7,949.60   | 8,430.40   | 8,851.20   | 9,291.20   |
|                                         |          |              | Monthly   | 16,406.00  | 17,224.13  | 18,265.87  | 19,177.60  | 20,130.93  |
|                                         |          |              | Annual    | 196,872.00 | 206,689.60 | 219,190.40 | 230,131.20 | 241,571.20 |
| PROPERTY AND EVIDENCE SUPERVISOR        | C676     | Classified   | Hourly    | 47.49      | 49.86      | 52.35      | 54.95      | 57.69      |
|                                         |          |              | Bi-Weekly | 3,799.20   | 3,988.80   | 4,188.00   | 4,396.00   | 4,615.20   |
|                                         |          |              | Monthly   | 8,231.60   | 8,642.40   | 9,074.00   | 9,524.67   | 9,999.60   |
|                                         |          |              | Annual    | 98,779.20  | 103,708.80 | 108,888.00 | 114,296.00 | 119,995.20 |
| POLICE ID SPECIALIST                    | T555     | Classified   | Hourly    | 43.25      | 45.42      | 47.70      | 50.11      | 52.47      |
|                                         |          |              | Bi-Weekly | 3,460.00   | 3,633.60   | 3,816.00   | 4,008.80   | 4,197.60   |
|                                         |          |              | Monthly   | 7,496.67   | 7,872.80   | 8,268.00   | 8,685.73   | 9,094.80   |
|                                         |          |              | Annual    | 89,960.00  | 94,473.60  | 99,216.00  | 104,228.80 | 109,137.60 |
| CRIME SCENE SPECIALIST                  | C687     | Classified   | Hourly    | 49.41      | 51.65      | 54.02      | 56.43      | 59.11      |
|                                         |          |              | Bi-Weekly | 3,952.80   | 4,132.00   | 4,321.60   | 4,514.40   | 4,728.80   |
|                                         |          |              | Monthly   | 8,564.40   | 8,952.67   | 9,363.47   | 9,781.20   | 10,245.73  |
|                                         |          |              | Annual    | 102,772.80 | 107,432.00 | 112,361.60 | 117,374.40 | 122,948.80 |
| CRIME SCENE TECHNICIAN                  | C685     | Classified   | Hourly    | 44.93      | 46.96      | 49.10      | 51.30      | 53.73      |
|                                         |          |              | Bi-Weekly | 3,594.40   | 3,756.80   | 3,928.00   | 4,104.00   | 4,298.40   |
|                                         |          |              | Monthly   | 7,787.87   | 8,139.73   | 8,510.67   | 8,892.00   | 9,313.20   |
|                                         |          |              | Annual    | 93,454.40  | 97,676.80  | 102,128.00 | 106,704.00 | 111,758.40 |
| PROPERTY & EVIDENCE TECHNICIAN          | C665     | Classified   | Hourly    | 41.54      | 43.35      | 45.44      | 47.52      | 49.76      |
|                                         |          |              | Bi-Weekly | 3,323.20   | 3,468.00   | 3,635.20   | 3,801.60   | 3,980.80   |
|                                         |          |              | Monthly   | 7,200.27   | 7,514.00   | 7,876.27   | 8,236.80   | 8,625.07   |
|                                         |          |              | Annual    | 86,403.20  | 90,168.00  | 94,515.20  | 98,841.60  | 103,500.80 |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                         | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|----------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| ANIMAL SERVICES ADMINISTRATOR                | H430     | Classified   | Hourly    | 73.73      | 77.39      | 81.24      | 85.32      | 89.60      |
|                                              |          |              | Bi-Weekly | 5,898.40   | 6,191.20   | 6,499.20   | 6,825.60   | 7,168.00   |
|                                              |          |              | Monthly   | 12,779.87  | 13,414.27  | 14,081.60  | 14,788.80  | 15,530.67  |
|                                              |          |              | Annual    | 153,358.40 | 160,971.20 | 168,979.20 | 177,465.60 | 186,368.00 |
| SHELTER OPERATIONS SUPERVISOR                | C621     | Classified   | Hourly    | 43.48      | 45.41      | 47.53      | 49.71      | 52.06      |
|                                              |          |              | Bi-Weekly | 3,478.40   | 3,632.80   | 3,802.40   | 3,976.80   | 4,164.80   |
|                                              |          |              | Monthly   | 7,536.53   | 7,871.07   | 8,238.53   | 8,616.40   | 9,023.73   |
|                                              |          |              | Annual    | 90,438.40  | 94,452.80  | 98,862.40  | 103,396.80 | 108,284.80 |
| ANIMAL CONTROL OFFICER                       | C610     | Classified   | Hourly    | 37.37      | 39.30      | 41.08      | 43.01      | 45.05      |
|                                              |          |              | Bi-Weekly | 2,989.60   | 3,144.00   | 3,286.40   | 3,440.80   | 3,604.00   |
|                                              |          |              | Monthly   | 6,477.47   | 6,812.00   | 7,120.53   | 7,455.07   | 7,808.67   |
|                                              |          |              | Annual    | 77,729.60  | 81,744.00  | 85,446.40  | 89,460.80  | 93,704.00  |
| ANIMAL CARE ATTENDANT                        | C600     | Classified   | Hourly    | 31.09      | 32.42      | 33.71      | 35.19      | 36.94      |
|                                              |          |              | Bi-Weekly | 2,487.20   | 2,593.60   | 2,696.80   | 2,815.20   | 2,955.20   |
|                                              |          |              | Monthly   | 5,388.93   | 5,619.47   | 5,843.07   | 6,099.60   | 6,402.93   |
|                                              |          |              | Annual    | 64,667.20  | 67,433.60  | 70,116.80  | 73,195.20  | 76,835.20  |
| SHELTER VOLUNTEER COORDINATOR                | C607     | Classified   | Hourly    | 35.21      | 36.71      | 38.18      | 39.85      | 41.84      |
|                                              |          |              | Bi-Weekly | 2,816.80   | 2,936.80   | 3,054.40   | 3,188.00   | 3,347.20   |
|                                              |          |              | Monthly   | 6,103.07   | 6,363.07   | 6,617.87   | 6,907.33   | 7,252.27   |
|                                              |          |              | Annual    | 73,236.80  | 76,356.80  | 79,414.40  | 82,888.00  | 87,027.20  |
| COMMUNICATIONS ADMINISTRATOR                 | H435     | Classified   | Hourly    | 73.73      | 77.39      | 81.24      | 85.32      | 89.60      |
|                                              |          |              | Bi-Weekly | 5,898.40   | 6,191.20   | 6,499.20   | 6,825.60   | 7,168.00   |
|                                              |          |              | Monthly   | 12,779.87  | 13,414.27  | 14,081.60  | 14,788.80  | 15,530.67  |
|                                              |          |              | Annual    | 153,358.40 | 160,971.20 | 168,979.20 | 177,465.60 | 186,368.00 |
| PUBLIC SAFETY DISPATCH SUPERVISOR            | C645     | Classified   | Hourly    | 59.51      | 62.47      | 65.61      | 68.89      | 72.37      |
|                                              |          |              | Bi-Weekly | 4,760.80   | 4,997.60   | 5,248.80   | 5,511.20   | 5,789.60   |
|                                              |          |              | Monthly   | 10,315.07  | 10,828.13  | 11,372.40  | 11,940.93  | 12,544.13  |
|                                              |          |              | Annual    | 123,780.80 | 129,937.60 | 136,468.80 | 143,291.20 | 150,529.60 |
| PUBLIC SAFETY DISPATCHER                     | C635     | Classified   | Hourly    | 51.64      | 54.27      | 56.91      | 59.84      | 62.85      |
|                                              |          |              | Bi-Weekly | 4,131.20   | 4,341.60   | 4,552.80   | 4,787.20   | 5,028.00   |
|                                              |          |              | Monthly   | 8,950.93   | 9,406.80   | 9,864.40   | 10,372.27  | 10,894.00  |
|                                              |          |              | Annual    | 107,411.20 | 112,881.60 | 118,372.80 | 124,467.20 | 130,728.00 |
| PUBLIC SAFETY CALL TAKER                     | C633     | Classified   | Hourly    | 42.97      | 45.06      | 47.35      | 49.71      | 52.21      |
|                                              |          |              | Bi-Weekly | 3,437.60   | 3,604.80   | 3,788.00   | 3,976.80   | 4,176.80   |
|                                              |          |              | Monthly   | 7,448.13   | 7,810.40   | 8,207.33   | 8,616.40   | 9,049.73   |
|                                              |          |              | Annual    | 89,377.60  | 93,724.80  | 98,488.00  | 103,396.80 | 108,596.80 |
| PROPERTY, EVIDENCE AND RECORDS ADMINISTRATOR | H465     | Classified   | Hourly    | 81.10      | 85.11      | 89.37      | 93.86      | 98.55      |
|                                              |          |              | Bi-Weekly | 6,488.00   | 6,808.80   | 7,149.60   | 7,508.80   | 7,884.00   |
|                                              |          |              | Monthly   | 14,057.33  | 14,752.40  | 15,490.80  | 16,269.07  | 17,082.00  |
|                                              |          |              | Annual    | 168,688.00 | 177,028.80 | 185,889.60 | 195,228.80 | 204,984.00 |
| RECORDS SUPERVISOR                           | C705     | Classified   | Hourly    | 48.51      | 50.93      | 53.48      | 56.15      | 58.96      |
|                                              |          |              | Bi-Weekly | 3,880.80   | 4,074.40   | 4,278.40   | 4,492.00   | 4,716.80   |
|                                              |          |              | Monthly   | 8,408.40   | 8,827.87   | 9,269.87   | 9,732.67   | 10,219.73  |
|                                              |          |              | Annual    | 100,900.80 | 105,934.40 | 111,238.40 | 116,792.00 | 122,636.80 |
| POLICE RECORDS CLERK II                      | C695     | Classified   | Hourly    | 37.71      | 39.21      | 40.79      | 42.57      | 44.66      |
|                                              |          |              | Bi-Weekly | 3,016.80   | 3,136.80   | 3,263.20   | 3,405.60   | 3,572.80   |
|                                              |          |              | Monthly   | 6,536.40   | 6,796.40   | 7,070.27   | 7,378.80   | 7,741.07   |
|                                              |          |              | Annual    | 78,436.80  | 81,556.80  | 84,843.20  | 88,545.60  | 92,892.80  |
| POLICE RECORDS CLERK I                       | C690     | Classified   | Hourly    | 31.94      | 33.60      | 35.39      | 37.12      | 39.12      |
|                                              |          |              | Bi-Weekly | 2,555.20   | 2,688.00   | 2,831.20   | 2,969.60   | 3,129.60   |
|                                              |          |              | Monthly   | 5,536.27   | 5,824.00   | 6,134.27   | 6,434.13   | 6,780.80   |
|                                              |          |              | Annual    | 66,435.20  | 69,888.00  | 73,611.20  | 77,209.60  | 81,369.60  |
| JAIL ADMINISTRATOR                           | H420     | Classified   | Hourly    | 73.73      | 77.39      | 81.24      | 85.32      | 89.60      |
|                                              |          |              | Bi-Weekly | 5,898.40   | 6,191.20   | 6,499.20   | 6,825.60   | 7,168.00   |
|                                              |          |              | Monthly   | 12,779.87  | 13,414.27  | 14,081.60  | 14,788.80  | 15,530.67  |
|                                              |          |              | Annual    | 153,358.40 | 160,971.20 | 168,979.20 | 177,465.60 | 186,368.00 |
| JAIL SUPERVISOR                              | C660     | Classified   | Hourly    | 49.45      | 51.52      | 54.01      | 56.52      | 59.23      |
|                                              |          |              | Bi-Weekly | 3,956.00   | 4,121.60   | 4,320.80   | 4,521.60   | 4,738.40   |
|                                              |          |              | Monthly   | 8,571.33   | 8,930.13   | 9,361.73   | 9,796.80   | 10,266.53  |
|                                              |          |              | Annual    | 102,856.00 | 107,161.60 | 112,340.80 | 117,561.60 | 123,198.40 |
| COMMUNITY SERVICE OFFICER                    | C650     | Classified   | Hourly    | 43.20      | 45.07      | 47.24      | 49.41      | 51.77      |
|                                              |          |              | Bi-Weekly | 3,456.00   | 3,605.60   | 3,779.20   | 3,952.80   | 4,141.60   |
|                                              |          |              | Monthly   | 7,488.00   | 7,812.13   | 8,188.27   | 8,564.40   | 8,973.47   |
|                                              |          |              | Annual    | 89,856.00  | 93,745.60  | 98,259.20  | 102,772.80 | 107,681.60 |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                         | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|----------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| PUBLIC WORKS & UTILITIES DEPARTMENT          |          |              |           |            |            |            |            |            |
| ADMINISTRATION                               |          |              |           |            |            |            |            |            |
| ASSISTANT DIRECTOR OF PUBLIC WORKS-UTILITIES | U525     | Classified   | Hourly    | 110.64     | 116.18     | 121.98     | 128.07     | 134.49     |
|                                              |          |              | Bi-Weekly | 8,851.20   | 9,294.40   | 9,758.40   | 10,245.60  | 10,759.20  |
|                                              |          |              | Monthly   | 19,177.60  | 20,137.87  | 21,143.20  | 22,198.80  | 23,311.60  |
|                                              |          |              | Annual    | 230,131.20 | 241,654.40 | 253,718.40 | 266,385.60 | 279,739.20 |
| DEPUTY DIRECTOR OF PUBLIC WORKS              | U510     | Classified   | Hourly    | 98.51      | 103.44     | 108.63     | 114.05     | 119.76     |
|                                              |          |              | Bi-Weekly | 7,880.80   | 8,275.20   | 8,690.40   | 9,124.00   | 9,580.80   |
|                                              |          |              | Monthly   | 17,075.07  | 17,929.60  | 18,829.20  | 19,768.67  | 20,758.40  |
|                                              |          |              | Annual    | 204,900.80 | 215,155.20 | 225,950.40 | 237,224.00 | 249,100.80 |
| WATER RESOURCES MANAGER                      | H875     | Classified   | Hourly    | 90.41      | 94.93      | 99.70      | 104.69     | 109.91     |
|                                              |          |              | Bi-Weekly | 7,232.80   | 7,594.40   | 7,976.00   | 8,375.20   | 8,792.80   |
|                                              |          |              | Monthly   | 15,671.07  | 16,454.53  | 17,281.33  | 18,146.27  | 19,051.07  |
|                                              |          |              | Annual    | 188,052.80 | 197,454.40 | 207,376.00 | 217,755.20 | 228,612.80 |
| WATER RESOURCES PLANNER                      | T870     | Classified   | Hourly    | 57.03      | 59.89      | 62.88      | 66.03      | 69.33      |
|                                              |          |              | Bi-Weekly | 4,562.40   | 4,791.20   | 5,030.40   | 5,282.40   | 5,546.40   |
|                                              |          |              | Monthly   | 9,885.20   | 10,380.93  | 10,899.20  | 11,445.20  | 12,017.20  |
|                                              |          |              | Annual    | 118,622.40 | 124,571.20 | 130,790.40 | 137,342.40 | 144,206.40 |
| UTILITIES ENGINEERING MANAGER                | H880     | Classified   | Hourly    | 115.26     | 121.05     | 127.13     | 133.49     | 140.15     |
|                                              |          |              | Bi-Weekly | 9,220.80   | 9,684.00   | 10,170.40  | 10,679.20  | 11,212.00  |
|                                              |          |              | Monthly   | 19,978.40  | 20,982.00  | 22,035.87  | 23,138.27  | 24,292.67  |
|                                              |          |              | Annual    | 239,740.80 | 251,784.00 | 264,430.40 | 277,659.20 | 291,512.00 |
| SENIOR UTILITY SERVICE REPRESENTATIVE        | M820     | Classified   | Hourly    | 52.02      | 54.57      | 57.19      | 60.13      | 63.07      |
|                                              |          |              | Bi-Weekly | 4,161.60   | 4,365.60   | 4,575.20   | 4,810.40   | 5,045.60   |
|                                              |          |              | Monthly   | 9,016.80   | 9,458.80   | 9,912.93   | 10,422.53  | 10,932.13  |
|                                              |          |              | Annual    | 108,201.60 | 113,505.60 | 118,955.20 | 125,070.40 | 131,185.60 |
| STOREKEEPER - EXPEDITER                      | M100     | Classified   | Hourly    | 43.31      | 45.12      | 46.78      | 48.55      | 50.40      |
|                                              |          |              | Bi-Weekly | 3,464.80   | 3,609.60   | 3,742.40   | 3,884.00   | 4,032.00   |
|                                              |          |              | Monthly   | 7,507.07   | 7,820.80   | 8,108.53   | 8,415.33   | 8,736.00   |
|                                              |          |              | Annual    | 90,084.80  | 93,849.60  | 97,302.40  | 100,984.00 | 104,832.00 |
| AIRPORT DIVISION SUMMARY                     |          |              |           |            |            |            |            |            |
| AIRPORT MANAGER                              | H205     | Classified   | Hourly    | 83.67      | 87.82      | 92.21      | 96.81      | 101.66     |
|                                              |          |              | Bi-Weekly | 6,693.60   | 7,025.60   | 7,376.80   | 7,744.80   | 8,132.80   |
|                                              |          |              | Monthly   | 14,502.80  | 15,222.13  | 15,983.07  | 16,780.40  | 17,621.07  |
|                                              |          |              | Annual    | 174,033.60 | 182,665.60 | 191,796.80 | 201,364.80 | 211,452.80 |
| AIRPORT OPERATIONS SUPERVISOR                | H200     | Classified   | Hourly    | 69.74      | 73.18      | 76.86      | 80.71      | 84.74      |
|                                              |          |              | Bi-Weekly | 5,579.20   | 5,854.40   | 6,148.80   | 6,456.80   | 6,779.20   |
|                                              |          |              | Monthly   | 12,088.27  | 12,684.53  | 13,322.40  | 13,989.73  | 14,688.27  |
|                                              |          |              | Annual    | 145,059.20 | 152,214.40 | 159,868.80 | 167,876.80 | 176,259.20 |
| AIRPORT BUSINESS SUPERVISOR                  | H198     | Classified   | Hourly    | 70.84      | 74.35      | 78.08      | 81.96      | 86.06      |
|                                              |          |              | Bi-Weekly | 5,667.20   | 5,948.00   | 6,246.40   | 6,556.80   | 6,884.80   |
|                                              |          |              | Monthly   | 12,278.93  | 12,887.33  | 13,533.87  | 14,206.40  | 14,917.07  |
|                                              |          |              | Annual    | 147,347.20 | 154,648.00 | 162,406.40 | 170,476.80 | 179,004.80 |
| AIRPORT OPERATIONS SPECIALIST                | T270     | Classified   | Hourly    | 41.14      | 43.23      | 45.36      | 47.53      | 49.97      |
|                                              |          |              | Bi-Weekly | 3,291.20   | 3,458.40   | 3,628.80   | 3,802.40   | 3,997.60   |
|                                              |          |              | Monthly   | 7,130.93   | 7,493.20   | 7,862.40   | 8,238.53   | 8,661.47   |
|                                              |          |              | Annual    | 85,571.20  | 89,918.40  | 94,348.80  | 98,862.40  | 103,937.60 |
| SENIOR AIRPORT MAINTENANCE WORKER            | M510     | Classified   | Hourly    | 53.78      | 55.75      | 57.98      | 60.34      | 62.77      |
|                                              |          |              | Bi-Weekly | 4,302.40   | 4,460.00   | 4,638.40   | 4,827.20   | 5,021.60   |
|                                              |          |              | Monthly   | 9,321.87   | 9,663.33   | 10,049.87  | 10,458.93  | 10,880.13  |
|                                              |          |              | Annual    | 111,862.40 | 115,960.00 | 120,598.40 | 125,507.20 | 130,561.60 |
| AIRPORT MAINTENANCE WORKER                   | M505     | Classified   | Hourly    | 49.04      | 51.00      | 53.05      | 54.93      | 57.05      |
|                                              |          |              | Bi-Weekly | 3,923.20   | 4,080.00   | 4,244.00   | 4,394.40   | 4,564.00   |
|                                              |          |              | Monthly   | 8,500.27   | 8,840.00   | 9,195.33   | 9,521.20   | 9,888.67   |
|                                              |          |              | Annual    | 102,003.20 | 106,080.00 | 110,344.00 | 114,254.40 | 118,664.00 |
| AIRPORT ATTENDANT                            | M500     | Classified   | Hourly    | 36.14      | 37.59      | 39.09      | 40.49      | 42.05      |
|                                              |          |              | Bi-Weekly | 2,891.20   | 3,007.20   | 3,127.20   | 3,239.20   | 3,364.00   |
|                                              |          |              | Monthly   | 6,264.27   | 6,515.60   | 6,775.60   | 7,018.27   | 7,288.67   |
|                                              |          |              | Annual    | 75,171.20  | 78,187.20  | 81,307.20  | 84,219.20  | 87,464.00  |
| ENGINEERING/TRANSPORTATION DIVISION          |          |              |           |            |            |            |            |            |
| REAL PROPERTY MANAGER                        | H225     | Classified   | Hourly    | 80.84      | 84.92      | 89.14      | 93.63      | 98.29      |
|                                              |          |              | Bi-Weekly | 6,467.20   | 6,793.60   | 7,131.20   | 7,490.40   | 7,863.20   |
|                                              |          |              | Monthly   | 14,012.27  | 14,719.47  | 15,450.93  | 16,229.20  | 17,036.93  |
|                                              |          |              | Annual    | 168,147.20 | 176,633.60 | 185,411.20 | 194,750.40 | 204,443.20 |
| REAL PROPERTY ASSOCIATE                      | T260     | Classified   | Hourly    | 51.88      | 54.61      | 57.34      | 60.12      | 63.10      |
|                                              |          |              | Bi-Weekly | 4,150.40   | 4,368.80   | 4,587.20   | 4,809.60   | 5,048.00   |
|                                              |          |              | Monthly   | 8,992.53   | 9,465.73   | 9,938.93   | 10,420.80  | 10,937.33  |
|                                              |          |              | Annual    | 107,910.40 | 113,588.80 | 119,267.20 | 125,049.60 | 131,248.00 |
| REAL PROPERTY ASSISTANT                      | T255     | Classified   | Hourly    | 44.23      | 46.45      | 48.64      | 51.08      | 53.64      |
|                                              |          |              | Bi-Weekly | 3,538.40   | 3,716.00   | 3,891.20   | 4,086.40   | 4,291.20   |
|                                              |          |              | Monthly   | 7,666.53   | 8,051.33   | 8,430.93   | 8,853.87   | 9,297.60   |
|                                              |          |              | Annual    | 91,998.40  | 96,616.00  | 101,171.20 | 106,246.40 | 111,571.20 |
| PRINCIPAL SENIOR CIVIL ENGINEER              | H242     | Classified   | Hourly    | 87.09      | 91.43      | 96.03      | 100.82     | 105.85     |
|                                              |          |              | Bi-Weekly | 6,967.20   | 7,314.40   | 7,682.40   | 8,065.60   | 8,468.00   |
|                                              |          |              | Monthly   | 15,095.60  | 15,847.87  | 16,645.20  | 17,475.47  | 18,347.33  |
|                                              |          |              | Annual    | 181,147.20 | 190,174.40 | 199,742.40 | 209,705.60 | 220,168.00 |
| SENIOR CIVIL ENGINEER                        | H240     | Classified   | Hourly    | 79.16      | 83.11      | 87.30      | 91.64      | 96.22      |
|                                              |          |              | Bi-Weekly | 6,332.80   | 6,648.80   | 6,984.00   | 7,331.20   | 7,697.60   |
|                                              |          |              | Monthly   | 13,721.07  | 14,405.73  | 15,132.00  | 15,884.27  | 16,678.13  |
|                                              |          |              | Annual    | 164,652.80 | 172,868.80 | 181,584.00 | 190,611.20 | 200,137.60 |
| ASSOCIATE CIVIL ENGINEER                     | T215     | Classified   | Hourly    | 67.93      | 71.36      | 74.83      | 78.63      | 82.46      |
|                                              |          |              | Bi-Weekly | 5,434.40   | 5,708.80   | 5,986.40   | 6,290.40   | 6,596.80   |
|                                              |          |              | Monthly   | 11,774.53  | 12,369.07  | 12,970.53  | 13,629.20  | 14,293.07  |
|                                              |          |              | Annual    | 141,294.40 | 148,428.80 | 155,646.40 | 163,550.40 | 171,516.80 |
| ASSISTANT CIVIL ENGINEER                     | T210     | Classified   | Hourly    | 58.51      | 61.56      | 64.71      | 67.81      | 71.23      |
|                                              |          |              | Bi-Weekly | 4,680.80   | 4,924.80   | 5,176.80   | 5,424.80   | 5,698.40   |
|                                              |          |              | Monthly   | 10,141.73  | 10,670.40  | 11,216.40  | 11,753.73  | 12,346.53  |
|                                              |          |              | Annual    | 121,700.80 | 128,044.80 | 134,596.80 | 141,044.80 | 148,158.40 |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title               | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| ENGINEERING TECHNICIAN             | T200     | Classified   | Hourly    | 44.27      | 46.44      | 48.79      | 51.20      | 53.65      |
|                                    |          |              | Bi-Weekly | 3,541.60   | 3,715.20   | 3,903.20   | 4,096.00   | 4,292.00   |
|                                    |          |              | Monthly   | 7,673.47   | 8,049.60   | 8,456.93   | 8,874.67   | 9,299.33   |
|                                    |          |              | Annual    | 92,081.60  | 96,595.20  | 101,483.20 | 106,496.00 | 111,592.00 |
|                                    |          |              |           |            |            |            |            |            |
| SURVEY ENGINEER                    | H230     | Classified   | Hourly    | 71.96      | 75.60      | 79.38      | 83.32      | 87.47      |
|                                    |          |              | Bi-Weekly | 5,756.80   | 6,048.00   | 6,350.40   | 6,665.60   | 6,997.60   |
|                                    |          |              | Monthly   | 12,473.07  | 13,104.00  | 13,759.20  | 14,442.13  | 15,161.47  |
|                                    |          |              | Annual    | 149,676.80 | 157,248.00 | 165,110.40 | 173,305.60 | 181,937.60 |
|                                    |          |              |           |            |            |            |            |            |
| SURVEYOR                           | T265     | Classified   | Hourly    | 55.32      | 58.05      | 60.92      | 63.95      | 67.17      |
|                                    |          |              | Bi-Weekly | 4,425.60   | 4,644.00   | 4,873.60   | 5,116.00   | 5,373.60   |
|                                    |          |              | Monthly   | 9,588.80   | 10,062.00  | 10,559.47  | 11,084.67  | 11,642.80  |
|                                    |          |              | Annual    | 115,065.60 | 120,744.00 | 126,713.60 | 133,016.00 | 139,713.60 |
|                                    |          |              |           |            |            |            |            |            |
| PRINCIPAL TRANSPORTATION ENGINEER  | H217     | Classified   | Hourly    | 84.53      | 88.76      | 93.20      | 97.86      | 102.74     |
|                                    |          |              | Bi-Weekly | 6,762.40   | 7,100.80   | 7,456.00   | 7,828.80   | 8,219.20   |
|                                    |          |              | Monthly   | 14,651.87  | 15,385.07  | 16,154.67  | 16,962.40  | 17,808.27  |
|                                    |          |              | Annual    | 175,822.40 | 184,620.80 | 193,856.00 | 203,548.80 | 213,699.20 |
|                                    |          |              |           |            |            |            |            |            |
| SENIOR TRANSPORTATION ENGINEER     | H215     | Classified   | Hourly    | 76.85      | 80.69      | 84.73      | 88.96      | 93.39      |
|                                    |          |              | Bi-Weekly | 6,148.00   | 6,455.20   | 6,778.40   | 7,116.80   | 7,471.20   |
|                                    |          |              | Monthly   | 13,320.67  | 13,986.27  | 14,686.53  | 15,419.73  | 16,187.60  |
|                                    |          |              | Annual    | 159,848.00 | 167,835.20 | 176,238.40 | 185,036.80 | 194,251.20 |
|                                    |          |              |           |            |            |            |            |            |
| ASSOCIATE TRANSPORTATION ENGINEER  | T240     | Classified   | Hourly    | 67.93      | 71.36      | 74.83      | 78.63      | 82.46      |
|                                    |          |              | Bi-Weekly | 5,434.40   | 5,708.80   | 5,986.40   | 6,290.40   | 6,596.80   |
|                                    |          |              | Monthly   | 11,774.53  | 12,369.07  | 12,970.53  | 13,629.20  | 14,293.07  |
|                                    |          |              | Annual    | 141,294.40 | 148,428.80 | 155,646.40 | 163,550.40 | 171,516.80 |
|                                    |          |              |           |            |            |            |            |            |
| ASSISTANT TRANSPORTATION ENGINEER  | T235     | Classified   | Hourly    | 58.51      | 61.56      | 64.71      | 67.81      | 71.23      |
|                                    |          |              | Bi-Weekly | 4,680.80   | 4,924.80   | 5,176.80   | 5,424.80   | 5,698.40   |
|                                    |          |              | Monthly   | 10,141.73  | 10,670.40  | 11,216.40  | 11,753.73  | 12,346.53  |
|                                    |          |              | Annual    | 121,700.80 | 128,044.80 | 134,596.80 | 141,044.80 | 148,158.40 |
|                                    |          |              |           |            |            |            |            |            |
| SENIOR TRANSPORTATION PLANNER      | H210     | Classified   | Hourly    | 66.13      | 69.42      | 72.89      | 76.54      | 80.35      |
|                                    |          |              | Bi-Weekly | 5,290.40   | 5,553.60   | 5,831.20   | 6,123.20   | 6,428.00   |
|                                    |          |              | Monthly   | 11,462.53  | 12,032.80  | 12,634.27  | 13,266.93  | 13,927.33  |
|                                    |          |              | Annual    | 137,550.40 | 144,393.60 | 151,611.20 | 159,203.20 | 167,128.00 |
|                                    |          |              |           |            |            |            |            |            |
| ASSOCIATE TRANSPORTATION PLANNER   | T225     | Classified   | Hourly    | 57.31      | 60.12      | 63.13      | 66.36      | 69.53      |
|                                    |          |              | Bi-Weekly | 4,584.80   | 4,809.60   | 5,050.40   | 5,308.80   | 5,562.40   |
|                                    |          |              | Monthly   | 9,933.73   | 10,420.80  | 10,942.53  | 11,502.40  | 12,051.87  |
|                                    |          |              | Annual    | 119,204.80 | 125,049.60 | 131,310.40 | 138,028.80 | 144,622.40 |
|                                    |          |              |           |            |            |            |            |            |
| TRAFFIC SIGNAL TECHNICIAN          | T220     | Classified   | Hourly    | 46.50      | 48.74      | 51.22      | 53.76      | 56.33      |
|                                    |          |              | Bi-Weekly | 3,720.00   | 3,899.20   | 4,097.60   | 4,300.80   | 4,506.40   |
|                                    |          |              | Monthly   | 8,060.00   | 8,448.27   | 8,878.13   | 9,318.40   | 9,763.87   |
|                                    |          |              | Annual    | 96,720.00  | 101,379.20 | 106,537.60 | 111,820.80 | 117,166.40 |
|                                    |          |              |           |            |            |            |            |            |
| SUPERVISING CONSTRUCTION INSPECTOR | H235     | Classified   | Hourly    | 70.70      | 74.24      | 77.95      | 81.86      | 85.95      |
|                                    |          |              | Bi-Weekly | 5,656.00   | 5,939.20   | 6,236.00   | 6,548.80   | 6,876.00   |
|                                    |          |              | Monthly   | 12,254.67  | 12,868.27  | 13,511.33  | 14,189.07  | 14,898.00  |
|                                    |          |              | Annual    | 147,056.00 | 154,419.20 | 162,136.00 | 170,268.80 | 178,776.00 |
|                                    |          |              |           |            |            |            |            |            |
| SENIOR CONSTRUCTION INSPECTOR      | T250     | Classified   | Hourly    | 62.24      | 65.56      | 68.88      | 72.12      | 75.71      |
|                                    |          |              | Bi-Weekly | 4,979.20   | 5,244.80   | 5,510.40   | 5,769.60   | 6,056.80   |
|                                    |          |              | Monthly   | 10,788.27  | 11,363.73  | 11,939.20  | 12,500.80  | 13,123.07  |
|                                    |          |              | Annual    | 129,459.20 | 136,364.80 | 143,270.40 | 150,009.60 | 157,476.80 |
|                                    |          |              |           |            |            |            |            |            |
| CONSTRUCTION INSPECTOR             | T245     | Classified   | Hourly    | 52.15      | 54.82      | 57.38      | 60.29      | 63.36      |
|                                    |          |              | Bi-Weekly | 4,172.00   | 4,385.60   | 4,590.40   | 4,823.20   | 5,068.80   |
|                                    |          |              | Monthly   | 9,039.33   | 9,502.13   | 9,945.87   | 10,450.27  | 10,982.40  |
|                                    |          |              | Annual    | 108,472.00 | 114,025.60 | 119,350.40 | 125,403.20 | 131,788.80 |
|                                    |          |              |           |            |            |            |            |            |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                     | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| RECYCLING-SOLID WASTE                    |          |              |           |            |            |            |            |            |
| SOLID WASTE PROGRAM MANAGER              | H800     | Classified   | Hourly    | 70.84      | 74.35      | 78.08      | 81.96      | 86.06      |
|                                          |          |              | Bi-Weekly | 5,667.20   | 5,948.00   | 6,246.40   | 6,556.80   | 6,884.80   |
|                                          |          |              | Monthly   | 12,278.93  | 12,887.33  | 13,533.87  | 14,206.40  | 14,917.07  |
|                                          |          |              | Annual    | 147,347.20 | 154,648.00 | 162,406.40 | 170,476.80 | 179,004.80 |
| RECYCLING SPECIALIST                     | T800     | Classified   | Hourly    | 44.62      | 46.83      | 49.10      | 51.60      | 54.17      |
|                                          |          |              | Bi-Weekly | 3,569.60   | 3,746.40   | 3,928.00   | 4,128.00   | 4,333.60   |
|                                          |          |              | Monthly   | 7,734.13   | 8,117.20   | 8,510.67   | 8,944.00   | 9,389.47   |
|                                          |          |              | Annual    | 92,809.60  | 97,406.40  | 102,128.00 | 107,328.00 | 112,673.60 |
| SENIOR SUSTAINABILITY SPECIALIST         | T804     | Classified   | Hourly    | 56.20      | 58.99      | 61.95      | 65.04      | 68.30      |
|                                          |          |              | Bi-Weekly | 4,496.00   | 4,719.20   | 4,956.00   | 5,203.20   | 5,464.00   |
|                                          |          |              | Monthly   | 9,741.33   | 10,224.93  | 10,738.00  | 11,273.60  | 11,838.67  |
|                                          |          |              | Annual    | 116,896.00 | 122,699.20 | 128,856.00 | 135,283.20 | 142,064.00 |
| SUSTAINABILITY SPECIALIST                | T803     | Classified   | Hourly    | 51.10      | 53.63      | 56.31      | 59.12      | 62.09      |
|                                          |          |              | Bi-Weekly | 4,088.00   | 4,290.40   | 4,504.80   | 4,729.60   | 4,967.20   |
|                                          |          |              | Monthly   | 8,857.33   | 9,295.87   | 9,760.40   | 10,247.47  | 10,762.27  |
|                                          |          |              | Annual    | 106,288.00 | 111,550.40 | 117,124.80 | 122,969.60 | 129,147.20 |
| SUSTAINABILITY TECHNICIAN                | T802     | Classified   | Hourly    | 46.46      | 48.76      | 51.19      | 53.73      | 56.43      |
|                                          |          |              | Bi-Weekly | 3,716.80   | 3,900.80   | 4,095.20   | 4,298.40   | 4,514.40   |
|                                          |          |              | Monthly   | 8,053.07   | 8,451.73   | 8,872.93   | 9,313.20   | 9,781.20   |
|                                          |          |              | Annual    | 96,636.80  | 101,420.80 | 106,475.20 | 111,758.40 | 117,374.40 |
| WATER POLLUTION CONTROL FACILITY (WPCF)  |          |              |           |            |            |            |            |            |
| WATER POLLUTION CONTROL FACILITY MANAGER | H870     | Classified   | Hourly    | 105.63     | 110.90     | 116.48     | 122.30     | 128.40     |
|                                          |          |              | Bi-Weekly | 8,450.40   | 8,872.00   | 9,318.40   | 9,784.00   | 10,272.00  |
|                                          |          |              | Monthly   | 18,309.20  | 19,222.67  | 20,189.87  | 21,198.67  | 22,256.00  |
|                                          |          |              | Annual    | 219,710.40 | 230,672.00 | 242,278.40 | 254,384.00 | 267,072.00 |
| WPCF OPERATIONS AND MAINTENANCE MANAGER  | H865     | Classified   | Hourly    | 75.95      | 79.76      | 83.76      | 87.95      | 92.35      |
|                                          |          |              | Bi-Weekly | 6,076.00   | 6,380.80   | 6,700.80   | 7,036.00   | 7,388.00   |
|                                          |          |              | Monthly   | 13,164.67  | 13,825.07  | 14,518.40  | 15,244.67  | 16,007.33  |
|                                          |          |              | Annual    | 157,976.00 | 165,900.80 | 174,220.80 | 182,936.00 | 192,088.00 |
| WPCF MAINTENANCE MANAGER                 | H860     | Classified   | Hourly    | 96.03      | 100.81     | 105.88     | 111.17     | 116.73     |
|                                          |          |              | Bi-Weekly | 7,682.40   | 8,064.80   | 8,470.40   | 8,893.60   | 9,338.40   |
|                                          |          |              | Monthly   | 16,645.20  | 17,473.73  | 18,352.53  | 19,269.47  | 20,233.20  |
|                                          |          |              | Annual    | 199,742.40 | 209,684.80 | 220,230.40 | 231,233.60 | 242,798.40 |
| WPCF OPERATIONS MANAGER                  | H855     | Classified   | Hourly    | 80.66      | 84.68      | 88.93      | 93.36      | 98.04      |
|                                          |          |              | Bi-Weekly | 6,452.80   | 6,774.40   | 7,114.40   | 7,468.80   | 7,843.20   |
|                                          |          |              | Monthly   | 13,981.07  | 14,677.87  | 15,414.53  | 16,182.40  | 16,993.60  |
|                                          |          |              | Annual    | 167,772.80 | 176,134.40 | 184,974.40 | 194,188.80 | 203,923.20 |
| WPCF LEAD OPERATOR                       | M935     | Classified   | Hourly    | 65.34      | 67.93      | 70.64      | 73.41      | 76.39      |
|                                          |          |              | Bi-Weekly | 5,227.20   | 5,434.40   | 5,651.20   | 5,872.80   | 6,111.20   |
|                                          |          |              | Monthly   | 11,325.60  | 11,774.53  | 12,244.27  | 12,724.40  | 13,240.93  |
|                                          |          |              | Annual    | 135,907.20 | 141,294.40 | 146,931.20 | 152,692.80 | 158,891.20 |
| WPCF OPERATOR                            | M930     | Classified   | Hourly    | 59.38      | 61.74      | 64.20      | 66.73      | 69.44      |
|                                          |          |              | Bi-Weekly | 4,750.40   | 4,939.20   | 5,136.00   | 5,338.40   | 5,555.20   |
|                                          |          |              | Monthly   | 10,292.53  | 10,701.60  | 11,128.00  | 11,566.53  | 12,036.27  |
|                                          |          |              | Annual    | 123,510.40 | 128,419.20 | 133,536.00 | 138,798.40 | 144,435.20 |
| OPERATOR-IN-TRAINING                     | M925     | Classified   | Hourly    | 49.10      | 51.02      | 53.15      | 54.98      | 57.14      |
|                                          |          |              | Bi-Weekly | 3,928.00   | 4,081.60   | 4,252.00   | 4,398.40   | 4,571.20   |
|                                          |          |              | Monthly   | 8,510.67   | 8,843.47   | 9,212.67   | 9,529.87   | 9,904.27   |
|                                          |          |              | Annual    | 102,128.00 | 106,121.60 | 110,552.00 | 114,358.40 | 118,851.20 |



**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                                                   |      | Job Code   | Service Type |            | Step A     | Step B     | Step C     | Step D     | Step E    |
|------------------------------------------------------------------------|------|------------|--------------|------------|------------|------------|------------|------------|-----------|
| LABORATORY MANAGER                                                     | H850 | Classified | Hourly       |            | 78.80      | 82.71      | 86.86      | 91.21      | 95.77     |
|                                                                        |      |            | Bi-Weekly    | 6,304.00   | 6,616.80   | 6,948.80   | 7,296.80   | 7,661.60   |           |
|                                                                        |      |            | Monthly      | 13,658.67  | 14,336.40  | 15,055.73  | 15,809.73  | 16,600.13  |           |
|                                                                        |      |            | Annual       | 163,904.00 | 172,036.80 | 180,668.80 | 189,716.80 | 199,201.60 |           |
| CHEMIST                                                                | T807 | Classified | Hourly       |            | 52.69      | 55.32      | 58.08      | 60.98      | 64.01     |
|                                                                        |      |            | Bi-Weekly    | 4,215.20   | 4,425.60   | 4,646.40   | 4,878.40   | 5,120.80   |           |
|                                                                        |      |            | Monthly      | 9,132.93   | 9,588.80   | 10,067.20  | 10,569.87  | 11,095.07  |           |
|                                                                        |      |            | Annual       | 109,595.20 | 115,065.60 | 120,806.40 | 126,838.40 | 133,140.80 |           |
| LABORATORY TECHNICIAN                                                  | T805 | Classified | Hourly       |            | 45.81      | 47.53      | 49.37      | 51.40      | 53.31     |
|                                                                        |      |            | Bi-Weekly    | 3,664.80   | 3,802.40   | 3,949.60   | 4,112.00   | 4,264.80   |           |
|                                                                        |      |            | Monthly      | 7,940.40   | 8,238.53   | 8,557.47   | 8,909.33   | 9,240.40   |           |
|                                                                        |      |            | Annual       | 95,284.80  | 98,862.40  | 102,689.60 | 106,912.00 | 110,884.80 |           |
| WATER POLLUTION SOURCE CONTROL                                         |      |            |              |            |            |            |            |            |           |
| ENVIRONMENTAL SERVICES MANAGER                                         | H805 | Classified | Hourly       |            | 81.27      | 85.32      | 89.63      | 94.09      | 98.80     |
|                                                                        |      |            | Bi-Weekly    | 6,501.60   | 6,825.60   | 7,170.40   | 7,527.20   | 7,904.00   |           |
|                                                                        |      |            | Monthly      | 14,086.80  | 14,788.80  | 15,535.87  | 16,308.93  | 17,125.33  |           |
|                                                                        |      |            | Annual       | 169,041.60 | 177,465.60 | 186,430.40 | 195,707.20 | 205,504.00 |           |
| WATER POLLUTION CONTROL ADMINISTRATOR                                  | H845 | Classified | Hourly       |            | 70.63      | 74.19      | 77.88      | 81.80      | 85.88     |
|                                                                        |      |            | Bi-Weekly    | 5,650.40   | 5,935.20   | 6,230.40   | 6,544.00   | 6,870.40   |           |
|                                                                        |      |            | Monthly      | 12,242.53  | 12,859.60  | 13,499.20  | 14,178.67  | 14,885.87  |           |
|                                                                        |      |            | Annual       | 146,910.40 | 154,315.20 | 161,990.40 | 170,144.00 | 178,630.40 |           |
| SENIOR WATER POLLUTION SOURCE CONTROL INSPECTOR                        | T815 | Classified | Hourly       |            | 57.19      | 60.15      | 63.18      | 66.18      | 69.58     |
|                                                                        |      |            | Bi-Weekly    | 4,575.20   | 4,812.00   | 5,054.40   | 5,294.40   | 5,566.40   |           |
|                                                                        |      |            | Monthly      | 9,912.93   | 10,426.00  | 10,951.20  | 11,471.20  | 12,060.53  |           |
|                                                                        |      |            | Annual       | 118,955.20 | 125,112.00 | 131,414.40 | 137,654.40 | 144,726.40 |           |
| WATER POLLUTION SOURCE CONTROL INSPECTOR II                            | T810 | Classified | Hourly       |            | 51.98      | 54.69      | 57.18      | 60.12      | 63.13     |
|                                                                        |      |            | Bi-Weekly    | 4,158.40   | 4,375.20   | 4,574.40   | 4,809.60   | 5,050.40   |           |
|                                                                        |      |            | Monthly      | 9,009.87   | 9,479.60   | 9,911.20   | 10,420.80  | 10,942.53  |           |
|                                                                        |      |            | Annual       | 108,118.40 | 113,755.20 | 118,934.40 | 125,049.60 | 131,310.40 |           |
| WATER POLLUTION SOURCE CONTROL INSPECTOR I                             | T809 | Classified | Hourly       |            | 46.78      | 49.22      | 51.46      | 54.12      | 56.79     |
|                                                                        |      |            | Bi-Weekly    | 3,742.40   | 3,937.60   | 4,116.80   | 4,329.60   | 4,543.20   |           |
|                                                                        |      |            | Monthly      | 8,108.53   | 8,531.47   | 8,919.73   | 9,380.80   | 9,843.60   |           |
|                                                                        |      |            | Annual       | 97,302.40  | 102,377.60 | 107,036.80 | 112,569.60 | 118,123.20 |           |
| TECHNICAL INTERN                                                       | Z125 | Classified | Hourly       |            |            |            |            |            | 18.79     |
|                                                                        |      |            | Bi-Weekly    |            |            |            |            |            | 1,503.20  |
|                                                                        |      |            | Monthly      |            |            |            |            |            | 3,256.93  |
|                                                                        |      |            | Annual       |            |            |            |            |            | 39,083.20 |
| SENIOR WATER RESOURCES ENGINEER                                        | H813 | Classified | Hourly       |            | 77.60      | 81.49      | 85.57      | 89.85      | 94.31     |
|                                                                        |      |            | Bi-Weekly    | 6,208.00   | 6,519.20   | 6,845.60   | 7,188.00   | 7,544.80   |           |
|                                                                        |      |            | Monthly      | 13,450.67  | 14,124.93  | 14,832.13  | 15,574.00  | 16,347.07  |           |
|                                                                        |      |            | Annual       | 161,408.00 | 169,499.20 | 177,985.60 | 186,888.00 | 196,164.80 |           |
| PRINCIPAL UTILITIES ENGINEER                                           | H812 | Classified | Hourly       |            | 88.77      | 93.20      | 97.88      | 102.75     | 107.90    |
|                                                                        |      |            | Bi-Weekly    | 7,101.60   | 7,456.00   | 7,830.40   | 8,220.00   | 8,632.00   |           |
|                                                                        |      |            | Monthly      | 15,386.80  | 16,154.67  | 16,965.87  | 17,810.00  | 18,702.67  |           |
|                                                                        |      |            | Annual       | 184,641.60 | 193,856.00 | 203,590.40 | 213,720.00 | 224,432.00 |           |
| SENIOR UTILITIES ENGINEER                                              | H810 | Classified | Hourly       |            | 80.70      | 84.73      | 88.98      | 93.41      | 98.09     |
|                                                                        |      |            | Bi-Weekly    | 6,456.00   | 6,778.40   | 7,118.40   | 7,472.80   | 7,847.20   |           |
|                                                                        |      |            | Monthly      | 13,988.00  | 14,686.53  | 15,423.20  | 16,191.07  | 17,002.27  |           |
|                                                                        |      |            | Annual       | 167,856.00 | 176,238.40 | 185,078.40 | 194,292.80 | 204,027.20 |           |
| SEWER COLLECTIONS & WATER DISTRIBUTION                                 |      |            |              |            |            |            |            |            |           |
| UTILITIES OPERATIONS AND MAINTENANCE MANAGER                           | H835 | Classified | Hourly       |            | 99.88      | 104.83     | 110.06     | 115.56     | 121.35    |
|                                                                        |      |            | Bi-Weekly    | 7,990.40   | 8,386.40   | 8,804.80   | 9,244.80   | 9,708.00   |           |
|                                                                        |      |            | Monthly      | 17,312.53  | 18,170.53  | 19,077.07  | 20,030.40  | 21,034.00  |           |
|                                                                        |      |            | Annual       | 207,750.40 | 218,046.40 | 228,924.80 | 240,364.80 | 252,408.00 |           |
| UTILITIES ELECTRICAL AND MECHANICAL OPERATIONS AND MAINTENANCE MANAGER | H830 | Classified | Hourly       |            | 77.41      | 81.26      | 85.35      | 89.61      | 94.09     |
|                                                                        |      |            | Bi-Weekly    | 6,192.80   | 6,500.80   | 6,828.00   | 7,168.80   | 7,527.20   |           |
|                                                                        |      |            | Monthly      | 13,417.73  | 14,085.07  | 14,794.00  | 15,532.40  | 16,308.93  |           |
|                                                                        |      |            | Annual       | 161,012.80 | 169,020.80 | 177,528.00 | 186,388.80 | 195,707.20 |           |
| UTILITIES FIELD SERVICES MANAGER                                       | H825 | Classified | Hourly       |            | 78.27      | 82.17      | 86.31      | 90.62      | 95.14     |
|                                                                        |      |            | Bi-Weekly    | 6,261.60   | 6,573.60   | 6,904.80   | 7,249.60   | 7,611.20   |           |
|                                                                        |      |            | Monthly      | 13,566.80  | 14,242.80  | 14,960.40  | 15,707.47  | 16,490.93  |           |
|                                                                        |      |            | Annual       | 162,801.60 | 170,913.60 | 179,524.80 | 188,489.60 | 197,891.20 |           |
| WASTEWATER COLLECTIONS SYSTEM MANAGER                                  | H823 | Classified | Hourly       |            | 74.40      | 78.09      | 82.00      | 86.12      | 90.43     |
|                                                                        |      |            | Bi-Weekly    | 5,952.00   | 6,247.20   | 6,560.00   | 6,889.60   | 7,234.40   |           |
|                                                                        |      |            | Monthly      | 12,896.00  | 13,535.60  | 14,213.33  | 14,927.47  | 15,674.53  |           |
|                                                                        |      |            | Annual       | 154,752.00 | 162,427.20 | 170,560.00 | 179,129.60 | 188,094.40 |           |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                                                         | Job Code | Service Type |           | Step A     | Step B     | Step C     | Step D     | Step E     |
|------------------------------------------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|------------|
| WATER INSTALLATION AND MAINTENANCE SUPERVISOR                                | H815     | Classified   | Hourly    | 54.67      | 57.43      | 60.27      | 63.30      | 66.47      |
|                                                                              |          |              | Bi-Weekly | 4,373.60   | 4,594.40   | 4,821.60   | 5,064.00   | 5,317.60   |
|                                                                              |          |              | Monthly   | 9,476.13   | 9,954.53   | 10,446.80  | 10,972.00  | 11,521.47  |
|                                                                              |          |              | Annual    | 113,713.60 | 119,454.40 | 125,361.60 | 131,664.00 | 138,257.60 |
|                                                                              |          |              |           |            |            |            |            |            |
| UTILITIES CUSTOMER SERVICES SUPERVISOR                                       | H817     | Classified   | Hourly    | 74.29      | 77.25      | 80.40      | 83.25      | 86.49      |
|                                                                              |          |              | Bi-Weekly | 5,943.20   | 6,180.00   | 6,432.00   | 6,660.00   | 6,919.20   |
|                                                                              |          |              | Monthly   | 12,876.93  | 13,390.00  | 13,936.00  | 14,430.00  | 14,991.60  |
|                                                                              |          |              | Annual    | 154,523.20 | 160,680.00 | 167,232.00 | 173,160.00 | 179,899.20 |
|                                                                              |          |              |           |            |            |            |            |            |
| SENIOR UTILITY FIELD SERVICES LEADER                                         | M827     | Classified   | Hourly    | 67.54      | 70.23      | 73.09      | 75.68      | 78.62      |
|                                                                              |          |              | Bi-Weekly | 5,403.20   | 5,618.40   | 5,847.20   | 6,054.40   | 6,289.60   |
|                                                                              |          |              | Monthly   | 11,706.93  | 12,173.20  | 12,668.93  | 13,117.87  | 13,627.47  |
|                                                                              |          |              | Annual    | 140,483.20 | 146,078.40 | 152,027.20 | 157,414.40 | 163,529.60 |
|                                                                              |          |              |           |            |            |            |            |            |
| SENIOR UTILITY CUSTOMER SERVICE LEADER                                       | M825     | Classified   | Hourly    | 54.77      | 56.64      | 58.86      | 61.32      | 63.81      |
|                                                                              |          |              | Bi-Weekly | 4,381.60   | 4,531.20   | 4,708.80   | 4,905.60   | 5,104.80   |
|                                                                              |          |              | Monthly   | 9,493.47   | 9,817.60   | 10,202.40  | 10,628.80  | 11,060.40  |
|                                                                              |          |              | Annual    | 113,921.60 | 117,811.20 | 122,428.80 | 127,545.60 | 132,724.80 |
|                                                                              |          |              |           |            |            |            |            |            |
| CROSS CONNECTION CONTROL SPECIALIST                                          | M815     | Classified   | Hourly    | 58.66      | 60.69      | 63.09      | 65.72      | 68.37      |
|                                                                              |          |              | Bi-Weekly | 4,692.80   | 4,855.20   | 5,047.20   | 5,257.60   | 5,469.60   |
|                                                                              |          |              | Monthly   | 10,167.73  | 10,519.60  | 10,935.60  | 11,391.47  | 11,850.80  |
|                                                                              |          |              | Annual    | 122,012.80 | 126,235.20 | 131,227.20 | 136,697.60 | 142,209.60 |
|                                                                              |          |              |           |            |            |            |            |            |
| WATER METER MECHANIC                                                         | M810     | Classified   | Hourly    | 55.63      | 57.77      | 60.14      | 62.63      | 65.11      |
|                                                                              |          |              | Bi-Weekly | 4,450.40   | 4,621.60   | 4,811.20   | 5,010.40   | 5,208.80   |
|                                                                              |          |              | Monthly   | 9,642.53   | 10,013.47  | 10,424.27  | 10,855.87  | 11,285.73  |
|                                                                              |          |              | Annual    | 115,710.40 | 120,161.60 | 125,091.20 | 130,270.40 | 135,428.80 |
|                                                                              |          |              |           |            |            |            |            |            |
| CUSTOMER FIELD TECHNICIAN                                                    | M807     | Classified   | Hourly    | 49.72      | 51.71      | 53.79      | 55.78      | 58.00      |
|                                                                              |          |              | Bi-Weekly | 3,977.60   | 4,136.80   | 4,303.20   | 4,462.40   | 4,640.00   |
|                                                                              |          |              | Monthly   | 8,618.13   | 8,963.07   | 9,323.60   | 9,668.53   | 10,053.33  |
|                                                                              |          |              | Annual    | 103,417.60 | 107,556.80 | 111,883.20 | 116,022.40 | 120,640.00 |
|                                                                              |          |              |           |            |            |            |            |            |
| BACKFLOW/CROSS CONNECTION TESTER                                             | M800     | Classified   | Hourly    | 40.02      | 41.91      | 43.86      | 46.00      | 48.24      |
|                                                                              |          |              | Bi-Weekly | 3,201.60   | 3,352.80   | 3,508.80   | 3,680.00   | 3,859.20   |
|                                                                              |          |              | Monthly   | 6,936.80   | 7,264.40   | 7,602.40   | 7,973.33   | 8,361.60   |
|                                                                              |          |              | Annual    | 83,241.60  | 87,172.80  | 91,228.80  | 95,680.00  | 100,339.20 |
|                                                                              |          |              |           |            |            |            |            |            |
| UTILITIES MAINTENANCE SUPERVISOR                                             | H820     | Classified   | Hourly    | 62.87      | 65.99      | 69.30      | 72.78      | 76.42      |
|                                                                              |          |              | Bi-Weekly | 5,029.60   | 5,279.20   | 5,544.00   | 5,822.40   | 6,113.60   |
|                                                                              |          |              | Monthly   | 10,897.47  | 11,438.27  | 12,012.00  | 12,615.20  | 13,246.13  |
|                                                                              |          |              | Annual    | 130,769.60 | 137,259.20 | 144,144.00 | 151,382.40 | 158,953.60 |
|                                                                              |          |              |           |            |            |            |            |            |
| UTILITIES SERVICE WORKER                                                     | M900     | Classified   | Hourly    | 47.10      | 48.98      | 51.02      | 52.79      | 54.86      |
|                                                                              |          |              | Bi-Weekly | 3,768.00   | 3,918.40   | 4,081.60   | 4,223.20   | 4,388.80   |
|                                                                              |          |              | Monthly   | 8,164.00   | 8,489.87   | 8,843.47   | 9,150.27   | 9,509.07   |
|                                                                              |          |              | Annual    | 97,968.00  | 101,878.40 | 106,121.60 | 109,803.20 | 114,108.80 |
|                                                                              |          |              |           |            |            |            |            |            |
| GENERAL MAINTENANCE                                                          |          |              |           |            |            |            |            |            |
| EQUIPMENT OPERATOR                                                           | M400     | Classified   | Hourly    | 49.46      | 51.43      | 53.59      | 55.43      | 57.58      |
|                                                                              |          |              | Bi-Weekly | 3,956.80   | 4,114.40   | 4,287.20   | 4,434.40   | 4,606.40   |
|                                                                              |          |              | Monthly   | 8,573.07   | 8,914.53   | 9,288.93   | 9,607.87   | 9,980.53   |
|                                                                              |          |              | Annual    | 102,876.80 | 106,974.40 | 111,467.20 | 115,294.40 | 119,766.40 |
|                                                                              |          |              |           |            |            |            |            |            |
| SENIOR UTILITY LEADER                                                        | M845     | Classified   | Hourly    | 59.72      | 62.11      | 64.69      | 66.92      | 69.53      |
|                                                                              |          |              | Bi-Weekly | 4,777.60   | 4,968.80   | 5,175.20   | 5,353.60   | 5,562.40   |
|                                                                              |          |              | Monthly   | 10,351.47  | 10,765.73  | 11,212.93  | 11,599.47  | 12,051.87  |
|                                                                              |          |              | Annual    | 124,217.60 | 129,188.80 | 134,555.20 | 139,193.60 | 144,622.40 |
|                                                                              |          |              |           |            |            |            |            |            |
| UTILITY LEADER - WATER                                                       | M840     | Classified   | Hourly    | 51.96      | 54.01      | 56.26      | 58.25      | 60.48      |
|                                                                              |          |              | Bi-Weekly | 4,156.80   | 4,320.80   | 4,500.80   | 4,660.00   | 4,838.40   |
|                                                                              |          |              | Monthly   | 9,006.40   | 9,361.73   | 9,751.73   | 10,096.67  | 10,483.20  |
|                                                                              |          |              | Annual    | 108,076.80 | 112,340.80 | 117,020.80 | 121,160.00 | 125,798.40 |
|                                                                              |          |              |           |            |            |            |            |            |
| UTILITY WORKER - WATER                                                       | M835     | Classified   | Hourly    | 47.10      | 48.98      | 51.02      | 52.79      | 54.86      |
|                                                                              |          |              | Bi-Weekly | 3,768.00   | 3,918.40   | 4,081.60   | 4,223.20   | 4,388.80   |
|                                                                              |          |              | Monthly   | 8,164.00   | 8,489.87   | 8,843.47   | 9,150.27   | 9,509.07   |
|                                                                              |          |              | Annual    | 97,968.00  | 101,878.40 | 106,121.60 | 109,803.20 | 114,108.80 |
|                                                                              |          |              |           |            |            |            |            |            |
| SENIOR UTILITY LEADER - SEWER                                                | M920     | Classified   | Hourly    | 57.92      | 60.23      | 62.68      | 64.91      | 67.42      |
|                                                                              |          |              | Bi-Weekly | 4,633.60   | 4,818.40   | 5,014.40   | 5,192.80   | 5,393.60   |
|                                                                              |          |              | Monthly   | 10,039.47  | 10,439.87  | 10,864.53  | 11,251.07  | 11,686.13  |
|                                                                              |          |              | Annual    | 120,473.60 | 125,278.40 | 130,374.40 | 135,012.80 | 140,233.60 |
|                                                                              |          |              |           |            |            |            |            |            |
| UTILITY LEADER - SEWER                                                       | M915     | Classified   | Hourly    | 50.37      | 52.37      | 54.52      | 56.42      | 58.61      |
|                                                                              |          |              | Bi-Weekly | 4,029.60   | 4,189.60   | 4,361.60   | 4,513.60   | 4,688.80   |
|                                                                              |          |              | Monthly   | 8,730.80   | 9,077.47   | 9,450.13   | 9,779.47   | 10,159.07  |
|                                                                              |          |              | Annual    | 104,769.60 | 108,929.60 | 113,401.60 | 117,353.60 | 121,908.80 |
|                                                                              |          |              |           |            |            |            |            |            |
| UTILITY WORKER - SEWER                                                       | M910     | Classified   | Hourly    | 45.78      | 47.62      | 49.58      | 51.28      | 53.29      |
|                                                                              |          |              | Bi-Weekly | 3,662.40   | 3,809.60   | 3,966.40   | 4,102.40   | 4,263.20   |
|                                                                              |          |              | Monthly   | 7,935.20   | 8,254.13   | 8,593.87   | 8,888.53   | 9,236.93   |
|                                                                              |          |              | Annual    | 95,222.40  | 99,049.60  | 103,126.40 | 106,662.40 | 110,843.20 |
|                                                                              |          |              |           |            |            |            |            |            |
| SENIOR UTILITIES ELECTRICAL AND MECHANICAL OPERATIONS AND MAINTENANCE LEADER | M420     | Classified   | Hourly    | 67.45      | 70.13      | 72.89      | 75.99      | 79.13      |
|                                                                              |          |              | Bi-Weekly | 5,396.00   | 5,610.40   | 5,831.20   | 6,079.20   | 6,330.40   |
|                                                                              |          |              | Monthly   | 11,691.33  | 12,155.87  | 12,634.27  | 13,171.60  | 13,715.87  |
|                                                                              |          |              | Annual    | 140,296.00 | 145,870.40 | 151,611.20 | 158,059.20 | 164,590.40 |
|                                                                              |          |              |           |            |            |            |            |            |
| UTILITIES MAINTENANCE MECHANIC                                               | M415     | Classified   | Hourly    | 59.38      | 61.74      | 64.20      | 66.73      | 69.44      |
|                                                                              |          |              | Bi-Weekly | 4,750.40   | 4,939.20   | 5,136.00   | 5,338.40   | 5,555.20   |
|                                                                              |          |              | Monthly   | 10,292.53  | 10,701.60  | 11,128.00  | 11,566.53  | 12,036.27  |
|                                                                              |          |              | Annual    | 123,510.40 | 128,419.20 | 133,536.00 | 138,798.40 | 144,435.20 |
|                                                                              |          |              |           |            |            |            |            |            |

**SALARY PLAN FOR ALL CLASSIFICATIONS**  
**(PER MUNI CODE SEC.2-4.30)**  
**FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title                          | Job Code | Service Type | Step A    | Step B     | Step C     | Step D     | Step E     |
|-----------------------------------------------|----------|--------------|-----------|------------|------------|------------|------------|
| <b>INFORMATION TECHNOLOGY DEPARTMENT</b>      |          |              |           |            |            |            |            |
| DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY     | U530     | Classified   | Hourly    | 100.08     | 105.07     | 110.33     | 115.87     |
|                                               |          |              | Bi-Weekly | 8,006.40   | 8,405.60   | 8,826.40   | 9,269.60   |
|                                               |          |              | Monthly   | 17,347.20  | 18,212.13  | 19,123.87  | 20,084.13  |
|                                               |          |              | Annual    | 208,166.40 | 218,545.60 | 229,486.40 | 241,009.60 |
| INFORMATION SYSTEMS MANAGER                   | H565     | Classified   | Hourly    | 71.31      | 74.86      | 78.61      | 82.56      |
|                                               |          |              | Bi-Weekly | 5,704.80   | 5,988.80   | 6,288.80   | 6,604.80   |
|                                               |          |              | Monthly   | 12,360.40  | 12,975.73  | 13,625.73  | 14,310.40  |
|                                               |          |              | Annual    | 148,324.80 | 155,708.80 | 163,508.80 | 171,724.80 |
| INFORMATION TECHNOLOGY MANAGER                | H566     | Classified   | Hourly    | 83.19      | 87.34      | 91.73      | 96.32      |
|                                               |          |              | Bi-Weekly | 6,655.20   | 6,987.20   | 7,338.40   | 7,705.60   |
|                                               |          |              | Monthly   | 14,419.60  | 15,138.93  | 15,899.87  | 16,695.47  |
|                                               |          |              | Annual    | 173,035.20 | 181,667.20 | 190,798.40 | 200,345.60 |
| DATA AND SYSTEMS COORDINATOR                  | H560     | Classified   | Hourly    | 64.15      | 67.37      | 70.75      | 74.28      |
|                                               |          |              | Bi-Weekly | 5,132.00   | 5,389.60   | 5,660.00   | 5,942.40   |
|                                               |          |              | Monthly   | 11,119.33  | 11,677.47  | 12,263.33  | 12,875.20  |
|                                               |          |              | Annual    | 133,432.00 | 140,129.60 | 147,160.00 | 154,502.40 |
| NETWORK SYSTEMS SPECIALIST                    | H555     | Classified   | Hourly    | 66.59      | 69.94      | 73.44      | 77.10      |
|                                               |          |              | Bi-Weekly | 5,327.20   | 5,595.20   | 5,875.20   | 6,168.00   |
|                                               |          |              | Monthly   | 11,542.27  | 12,122.93  | 12,729.60  | 13,364.00  |
|                                               |          |              | Annual    | 138,507.20 | 145,475.20 | 152,755.20 | 160,368.00 |
| GEOGRAPHIC INFO SYSTEMS COORDINATOR           | T460     | Classified   | Hourly    | 68.91      | 72.35      | 75.77      | 79.60      |
|                                               |          |              | Bi-Weekly | 5,512.80   | 5,788.00   | 6,061.60   | 6,368.00   |
|                                               |          |              | Monthly   | 11,944.40  | 12,540.67  | 13,133.47  | 13,797.33  |
|                                               |          |              | Annual    | 143,332.80 | 150,488.00 | 157,601.60 | 165,568.00 |
| SENIOR INFORMATION TECHNOLOGY SYSTEMS ANALYST | T456     | Classified   | Hourly    | 71.39      | 74.86      | 78.74      | 82.65      |
|                                               |          |              | Bi-Weekly | 5,711.20   | 5,988.80   | 6,299.20   | 6,612.00   |
|                                               |          |              | Monthly   | 12,374.27  | 12,975.73  | 13,648.27  | 14,326.00  |
|                                               |          |              | Annual    | 148,491.20 | 155,708.80 | 163,779.20 | 171,912.00 |
| SYSTEMS ANALYST II                            | T455     | Classified   | Hourly    | 64.89      | 68.06      | 71.58      | 75.13      |
|                                               |          |              | Bi-Weekly | 5,191.20   | 5,444.80   | 5,726.40   | 6,010.40   |
|                                               |          |              | Monthly   | 11,247.60  | 11,797.07  | 12,407.20  | 13,022.53  |
|                                               |          |              | Annual    | 134,971.20 | 141,564.80 | 148,886.40 | 156,270.40 |
| SYSTEMS ANALYST I                             | T454     | Classified   | Hourly    | 58.99      | 61.87      | 65.07      | 68.30      |
|                                               |          |              | Bi-Weekly | 4,719.20   | 4,949.60   | 5,205.60   | 5,464.00   |
|                                               |          |              | Monthly   | 10,224.93  | 10,724.13  | 11,278.80  | 11,838.67  |
|                                               |          |              | Annual    | 122,699.20 | 128,689.60 | 135,345.60 | 142,064.00 |
| WEB SPECIALIST                                | T450     | Classified   | Hourly    | 53.61      | 56.30      | 59.11      | 62.05      |
|                                               |          |              | Bi-Weekly | 4,288.80   | 4,504.00   | 4,728.80   | 4,964.00   |
|                                               |          |              | Monthly   | 9,292.40   | 9,758.67   | 10,245.73  | 10,755.33  |
|                                               |          |              | Annual    | 111,508.80 | 117,104.00 | 122,948.80 | 129,064.00 |
| INFORMATION TECHNOLOGY ANALYST II             | T435     | Classified   | Hourly    | 59.96      | 62.94      | 66.08      | 69.39      |
|                                               |          |              | Bi-Weekly | 4,796.80   | 5,035.20   | 5,286.40   | 5,551.20   |
|                                               |          |              | Monthly   | 10,393.07  | 10,909.60  | 11,453.87  | 12,027.60  |
|                                               |          |              | Annual    | 124,716.80 | 130,915.20 | 137,446.40 | 144,331.20 |
| INFORMATION TECHNOLOGY ANALYST I              | T430     | Classified   | Hourly    | 54.49      | 57.21      | 60.09      | 63.12      |
|                                               |          |              | Bi-Weekly | 4,359.20   | 4,576.80   | 4,807.20   | 5,049.60   |
|                                               |          |              | Monthly   | 9,444.93   | 9,916.40   | 10,415.60  | 10,940.80  |
|                                               |          |              | Annual    | 113,339.20 | 118,996.80 | 124,987.20 | 131,289.60 |
| TECHNOLOGY SOLUTIONS ANALYST II               | T445     | Classified   | Hourly    | 59.96      | 62.94      | 66.08      | 69.39      |
|                                               |          |              | Bi-Weekly | 4,796.80   | 5,035.20   | 5,286.40   | 5,551.20   |
|                                               |          |              | Monthly   | 10,393.07  | 10,909.60  | 11,453.87  | 12,027.60  |
|                                               |          |              | Annual    | 124,716.80 | 130,915.20 | 137,446.40 | 144,331.20 |
| TECHNOLOGY SOLUTIONS ANALYST I                | T440     | Classified   | Hourly    | 54.49      | 57.21      | 60.09      | 63.12      |
|                                               |          |              | Bi-Weekly | 4,359.20   | 4,576.80   | 4,807.20   | 5,049.60   |
|                                               |          |              | Monthly   | 9,444.93   | 9,916.40   | 10,415.60  | 10,940.80  |
|                                               |          |              | Annual    | 113,339.20 | 118,996.80 | 124,987.20 | 131,289.60 |
| GEOGRAPHIC INFO SYSTEM TECHNICIAN II          | T465     | Classified   | Hourly    | 49.38      | 51.84      | 54.41      | 57.15      |
|                                               |          |              | Bi-Weekly | 3,950.40   | 4,147.20   | 4,352.80   | 4,572.00   |
|                                               |          |              | Monthly   | 8,559.20   | 8,985.60   | 9,431.07   | 9,906.00   |
|                                               |          |              | Annual    | 102,710.40 | 107,827.20 | 113,172.80 | 118,872.00 |
| GEOGRAPHIC INFO SYSTEM TECHNICIAN I           | T464     | Classified   | Hourly    | 44.91      | 47.14      | 49.50      | 51.99      |
|                                               |          |              | Bi-Weekly | 3,592.80   | 3,771.20   | 3,960.00   | 4,159.20   |
|                                               |          |              | Monthly   | 7,784.40   | 8,170.93   | 8,580.00   | 9,011.60   |
|                                               |          |              | Annual    | 93,412.80  | 98,051.20  | 102,960.00 | 108,139.20 |
| INFORMATION TECHNOLOGY TECHNICIAN II          | T425     | Classified   | Hourly    | 49.38      | 51.84      | 54.41      | 57.15      |
|                                               |          |              | Bi-Weekly | 3,950.40   | 4,147.20   | 4,352.80   | 4,572.00   |
|                                               |          |              | Monthly   | 8,559.20   | 8,985.60   | 9,431.07   | 9,906.00   |
|                                               |          |              | Annual    | 102,710.40 | 107,827.20 | 113,172.80 | 118,872.00 |
| INFORMATION TECHNOLOGY TECHNICIAN I           | T424     | Classified   | Hourly    | 44.91      | 47.14      | 49.50      | 51.99      |
|                                               |          |              | Bi-Weekly | 3,592.80   | 3,771.20   | 3,960.00   | 4,159.20   |
|                                               |          |              | Monthly   | 7,784.40   | 8,170.93   | 8,580.00   | 9,011.60   |
|                                               |          |              | Annual    | 93,412.80  | 98,051.20  | 102,960.00 | 108,139.20 |
| INFORMATION SYSTEMS SUPPORT TECHNICIAN        | T415     | Classified   | Hourly    | 40.46      | 42.45      | 44.64      | 46.85      |
|                                               |          |              | Bi-Weekly | 3,236.80   | 3,396.00   | 3,571.20   | 3,748.00   |
|                                               |          |              | Monthly   | 7,013.07   | 7,358.00   | 7,737.60   | 8,120.67   |
|                                               |          |              | Annual    | 84,156.80  | 88,296.00  | 92,851.20  | 97,448.00  |

**SALARY PLAN FOR ALL CLASSIFICATIONS  
(PER MUNI CODE SEC.2-4.30)  
FY 2025**

Attachment II  
Recommended by Personnel Commission on May 21, 2025  
Adopted by Council on June 3, 2025

| Classification Title          | Job Code | Service Type |           | Step A    | Step B    | Step C    | Step D    | Step E    |
|-------------------------------|----------|--------------|-----------|-----------|-----------|-----------|-----------|-----------|
| DATA SYSTEMS OPERATOR         | C450     | Classified   | Hourly    | 36.88     | 38.52     | 40.46     | 42.38     | 44.36     |
|                               |          |              | Bi-Weekly | 2,950.40  | 3,081.60  | 3,236.80  | 3,390.40  | 3,548.80  |
|                               |          |              | Monthly   | 6,392.53  | 6,676.80  | 7,013.07  | 7,345.87  | 7,689.07  |
|                               |          |              | Annual    | 76,710.40 | 80,121.60 | 84,156.80 | 88,150.40 | 92,268.80 |
| AUDIO VIDEO SPECIALIST        | T410     | Classified   | Hourly    | 38.53     | 40.42     | 42.49     | 44.60     | 46.71     |
|                               |          |              | Bi-Weekly | 3,082.40  | 3,233.60  | 3,399.20  | 3,568.00  | 3,736.80  |
|                               |          |              | Monthly   | 6,678.53  | 7,006.13  | 7,364.93  | 7,730.67  | 8,096.40  |
|                               |          |              | Annual    | 80,142.40 | 84,073.60 | 88,379.20 | 92,768.00 | 97,156.80 |
| VIDEO ASSISTANT               | T400     | Classified   | Hourly    |           |           |           |           | 21.15     |
|                               |          |              | Bi-Weekly |           |           |           |           | 1,692.00  |
|                               |          |              | Monthly   |           |           |           |           | 3,666.00  |
|                               |          |              | Annual    |           |           |           |           | 43,992.00 |
| INFORMATION TECHNOLOGY INTERN | Z121     | Classified   | Hourly    |           |           |           | 18.79     | 23.77     |
|                               |          |              | Bi-Weekly |           |           |           | 1,503.20  | 1,901.60  |
|                               |          |              | Monthly   |           |           |           | 3,256.93  | 4,120.13  |
|                               |          |              | Annual    |           |           |           | 39,083.20 | 49,441.60 |