

Pay Plan	Current Grade	Annual	Department	Proposed Class Title	PROPOSED PAY GRADE	Final Salary	Final Cost
ADMINISTRATIVE SERVICES SPEC	915	\$53,627.39	CITY CLERK	ADMINISTRATIVE SERVICES SPECIALIST	906	\$54,699.94	\$1,072.55
EXECUTIVE ASSISTANT	913	\$45,828.02	CITY CLERK	EXECUTIVE ASSISTANT	905	\$46,744.58	\$916.56
EXECUTIVE ASSISTANT	913	\$35,576.94	CITY CLERK	EXECUTIVE ASSISTANT	905	\$43,813.39	\$8,236.45
RECORDS MANAGEMENT LIAISON OFF	614	\$47,476.00	CITY CLERK	RECORDS MANAGEMENT LIAISON OFFICER	601	\$52,965.41	\$5,489.41
STAFF ASSISTANT I	911	\$26,807.04	CITY CLERK	STAFF ASSISTANT I	902	\$31,247.12	\$4,440.08
ASSISTANT CITY ATTORNEY	619	\$96,820.05	CITY LEGAL	ASSISTANT CITY ATTORNEY	610	\$114,558.53	\$17,738.48
PARALEGAL	918	\$53,045.20	CITY LEGAL	PARALEGAL	909	\$55,526.43	\$2,481.23
ASSISTANT CITY MANAGER	622	\$144,464.53	CITY MANAGER	ASSISTANT CITY MANAGER	613	\$147,353.82	\$2,889.29
SENIOR EXECUTIVE ASSISTANT	614	\$58,186.13	CITY MANAGER	SENIOR EXECUTIVE ASSISTANT	601	\$62,312.25	\$4,126.12
STAFF ASSISTANT II	912	\$42,472.56	CITY MANAGER	STAFF ASSISTANT II	903	\$43,322.01	\$849.45
COMMUNICATIONS MANAGER/PIO	617	\$71,069.86	CITY MANAGER - COMMUNICATIONS	COMMUNICATIONS MANAGER/PUBLIC INFORMATION OFFICER	605	\$75,144.36	\$4,074.50
BUSINESS ADVOCATE	614	\$47,476.00	CITY MANAGER - ECONOMIC DEVELOPMENT	BUSINESS LIAISON	601	\$51,719.17	\$4,243.17
ECONOMIC DEVELOP PROGRAM MGR	617	\$64,545.94	CITY MANAGER - ECONOMIC DEVELOPMENT	ECONOMIC DEVELOP PROGRAM MANAGER	605	\$71,060.42	\$6,514.48
ACCOUNTANT	615	\$58,909.97	FINANCE	ACCOUNTANT	602	\$64,007.14	\$5,097.17
ACCOUNTING MANAGER	618	\$102,789.86	FINANCE	ACCOUNTING MANAGER	607	\$104,845.66	\$2,055.80
ACCOUNTS SPECIALIST	913	\$43,421.66	FINANCE	ACCOUNTS SPECIALIST	905	\$46,119.36	\$2,697.70
BUDGET ADMINISTRATOR	618	\$95,500.08	FINANCE	BUDGET ADMINISTRATOR	607	\$97,410.08	\$1,910.00
BUSINESS PROFESSIONAL	614	\$58,790.16	FINANCE	P-CARD COORDINATOR	909	\$61,018.06	\$2,227.90
CONTRACT SPECIALIST	915	\$37,119.89	FINANCE	CONTRACT SPECIALIST	906	\$42,439.04	\$5,319.15
MANAGEMENT ANALYST	614	\$47,476.00	FINANCE	MANAGEMENT ANALYST	601	\$51,719.17	\$4,243.17
PAYROLL COORDINATOR	614	\$61,856.29	FINANCE	PAYROLL ADMINISTRATOR	601	\$63,093.42	\$1,237.13
PURCHASING MANAGER	616	\$73,475.79	FINANCE	PURCHASING MANAGER	605	\$81,678.65	\$8,202.86
PURCHASING SPECIALIST	913	\$31,123.04	FINANCE	PURCHASING SPECIALIST	905	\$38,279.07	\$7,156.03
REVENUE SPECIALIST	916	\$58,535.15	FINANCE	REVENUE SPECIALIST	908	\$59,705.85	\$1,170.70
SR. CONTRACT SPECIALIST	615	\$66,605.76	FINANCE	SENIOR CONTRACT SPECIALIST	602	\$67,937.88	\$1,332.12
SR. MGMT. ANALYST - REVENUE	616	\$65,105.87	FINANCE	SENIOR MANAGEMENT ANALYST - REVENUE	604	\$73,281.78	\$8,175.91
BUSINESS SERVICES COORDINATOR	614	\$58,790.16	FIRE - EMS	BUSINESS OPERATIONS COORDINATOR	601	\$62,312.25	\$3,522.09
DEPUTY FIRE CHIEF	620	\$104,011.86	FIRE - EMS	DEPUTY FIRE CHIEF	610	\$114,558.53	\$10,546.67
DIVISION CHIEF-ADMINISTRATION	618	\$74,376.64	FIRE - EMS	DIVISION CHIEF-ADMINISTRATION	608	\$89,053.27	\$14,676.63
DIVISION CHIEF-EMERG MED SVCS	618	\$89,873.89	FIRE - EMS	DIVISION CHIEF-EMERG MEDICAL SERVICES	608	\$100,059.86	\$10,185.97
EXECUTIVE ASSISTANT	913	\$42,071.33	FIRE - EMS	EXECUTIVE ASSISTANT	905	\$46,119.36	\$4,048.03
FIRE CHIEF	621	\$128,986.21	FIRE - EMS	FIRE CHIEF	611	\$131,565.93	\$2,579.72
FIRE MARSHAL	616	\$58,128.10	FIRE - EMS	FIRE MARSHAL	605	\$69,426.85	\$11,298.75
LOGISTICS AND SAFETY OFFICER	615	\$51,064.00	FIRE - EMS	LOGISTICS AND SAFETY OFFICER	602	\$55,339.51	\$4,275.51
PLANS EXAMINER/INSPECTOR -FIRE	917	\$60,660.08	FIRE - EMS	PLANS EXAMINER/INSPECTOR -FIRE	909	\$61,873.28	\$1,213.20
STAFF ASSISTANT I	911	\$29,292.64	FIRE - EMS	STAFF ASSISTANT I	902	\$33,882.42	\$4,589.78
TRADESWORKER JOURNEYMAN	914	\$47,524.88	FIRE - EMS	TRADESWORKER JOURNEYMAN	904	\$48,475.38	\$950.50
CUSTOMER SERVICE COORDINATOR	614	\$66,438.32	GENERAL SERVICES - ADMINISTRATION	COMMUNICATION & OUTREACH COORDINATOR	601	\$67,767.09	\$1,328.77
MANAGEMENT ANALYST	614	\$50,725.38	GENERAL SERVICES - ADMINISTRATION	BUSINESS SERVICES COORDINATOR	601	\$56,081.03	\$5,355.65
APP DEV ADMINISTRATOR	615	\$54,173.81	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	APPLICATIONS DEVELOPMENT ADMINISTRATOR	604	\$67,174.96	\$13,001.15
DESKTOP SYSTEM ADMINISTRATOR	615	\$52,340.70	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	DESKTOP SYSTEM ADMINISTRATOR	603	\$62,066.93	\$9,726.23
GIS PROJECTS ADMINISTRATOR	615	\$75,191.58	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	GEOGRAPHIC INFORMATION SERVICES PROJECTS ADMINISTRATOR	603	\$76,695.41	\$1,503.83
HELP DESK ADMINISTRATOR	917	\$62,785.84	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	SERVICE DESK TECHNICIAN	908	\$64,041.56	\$1,255.72
IT MANAGER	618	\$76,392.58	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	INFORMATION TECHNOLOGY MANAGER	607	\$84,162.50	\$7,769.92
LAND MANAGEMENT ADMINISTRATOR	615	\$51,064.00	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	LAND MANAGEMENT ADMINISTRATOR	602	\$55,339.51	\$4,275.51
NETWORK ADMINISTRATOR	615	\$69,890.08	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	NETWORK ADMINISTRATOR	603	\$71,341.30	\$1,451.22
OPERATIONS COORDINATOR	614	\$63,306.67	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	BUSINESS SERVICES COORDINATOR	601	\$64,572.80	\$1,266.13



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SYSTEMS ADMINISTRATOR	615	\$51,074.40	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	SYSTEMS ADMINISTRATOR	603	\$59,213.27	\$8,138.87
TELECOM ADMINISTRATOR	615	\$59,018.54	GENERAL SERVICES - INFORMATION AND TECHNOLOGY	TELECOMMUNICATIONS SYSTEMS ADMINISTRATOR	604	\$73,281.78	\$14,263.24
PARKS AND RECREATION MANAGER	618	\$80,083.12	GENERAL SERVICES - PARKS & REC	PARKS AND RECREATION MANAGER	607	\$87,903.05	\$7,819.93
PROGRAM SPECIALIST	913	\$45,828.02	GENERAL SERVICES - PARKS & REC	MARKETING & GRAPHIC DESIGN COORDINATOR	904	\$46,744.58	\$916.56
RECREATION ATTENDANT	911	\$27,611.17	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT	901	\$29,906.60	\$2,295.43
RECREATION ATTENDANT	911	\$27,611.17	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT	901	\$29,906.60	\$2,295.43
RECREATION ATTENDANT	911	\$30,475.74	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT	901	\$33,073.19	\$2,597.45
RECREATION ATTENDANT	911	\$27,477.22	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT	901	\$29,906.60	\$2,429.38
RECREATION ATTENDANT	911	\$28,439.42	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT	901	\$30,962.13	\$2,522.71
RECREATION ATTENDANT	911	\$28,439.42	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT	901	\$30,962.13	\$2,522.71
RECREATION ATTENDANT	911	\$19,435.10	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT	901	\$29,202.92	\$9,767.82
RECREATION ATTENDANT (PT)	911	\$20,618.58	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT (PT)	901	\$22,447.55	\$1,828.97
RECREATION ATTENDANT (PT)	911	\$19,435.10	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT (PT)	901	\$21,172.12	\$1,737.02
RECREATION ATTENDANT (PT)	911	\$19,435.10	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT (PT)	901	\$21,172.12	\$1,737.02
RECREATION ATTENDANT (PT)	911	\$19,435.10	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT (PT)	901	\$21,172.12	\$1,737.02
RECREATION ATTENDANT (PT)	911	\$19,435.10	GENERAL SERVICES - PARKS & REC	RECREATION ATTENDANT (PT)	901	\$21,172.12	\$1,737.02
RECREATION PROGRAM COORDINATOR	914	\$34,685.25	GENERAL SERVICES - PARKS & REC	RECREATION PROGRAM COORDINATOR	906	\$41,945.56	\$7,260.31
RECREATION PROGRAM COORDINATOR	914	\$33,674.99	GENERAL SERVICES - PARKS & REC	RECREATION PROGRAM COORDINATOR	906	\$40,958.60	\$7,283.61
RECREATION PROGRAM COORDINATOR	914	\$35,725.87	GENERAL SERVICES - PARKS & REC	RECREATION PROGRAM COORDINATOR	906	\$43,919.47	\$8,193.60
RECREATION SUPERVISOR	614	\$50,479.31	GENERAL SERVICES - PARKS & REC	RECREATION SUPERVISOR	601	\$54,834.78	\$4,355.47
RECREATION SUPERVISOR	614	\$47,476.00	GENERAL SERVICES - PARKS & REC	RECREATION SUPERVISOR	601	\$51,719.17	\$4,243.17
STAFF ASSISTANT I	911	\$28,439.42	GENERAL SERVICES - PARKS & REC	STAFF ASSISTANT I	902	\$32,753.01	\$4,313.59
CASE WORKER	913	\$32,056.75	GENERAL SERVICES - SOCIAL SERVICES	CASE WORKER	904	\$37,067.90	\$5,011.15
CASE WORKER	913	\$32,056.75	GENERAL SERVICES - SOCIAL SERVICES	CASE WORKER	904	\$37,498.92	\$5,442.17
SOCIAL SERVICES MANAGER	618	\$69,910.05	GENERAL SERVICES - SOCIAL SERVICES	SOCIAL SERVICES ADMINISTRATOR	607	\$77,616.52	\$7,706.47
STAFF ASSISTANT I	911	\$27,611.17	GENERAL SERVICES - SOCIAL SERVICES	STAFF ASSISTANT I	902	\$28,163.39	\$552.22
ADMINISTRATIVE SERVICES SPEC	915	\$36,537.07	HUMAN RESOURCES	ADMINISTRATIVE SERVICES SPECIALIST	906	\$40,958.60	\$4,421.53
BENEFITS/WELLNESS COORDINATOR	614	\$47,476.00	HUMAN RESOURCES	BENEFITS COORDINATOR	601	\$51,719.17	\$4,243.17
DIRECTOR	621	\$98,365.07	HUMAN RESOURCES	DIRECTOR	611	\$106,401.96	\$8,036.89
HR COORDINATOR - RECRUITMENT	614	\$47,476.00	HUMAN RESOURCES	HUMAN RESOURCE COORDINATOR - RECRUITMENT	601	\$52,965.41	\$5,489.41
HR MANAGER	618	\$74,167.60	HUMAN RESOURCES	HUMAN RESOURCES MANAGER	607	\$82,292.22	\$8,124.62
HUMAN RESOURCE COORDINATOR	614	\$47,813.58	HUMAN RESOURCES	HUMAN RESOURCE COORDINATOR	601	\$51,719.17	\$3,905.59
RISK MANAGEMENT COORDINATOR	614	\$49,247.95	HUMAN RESOURCES	RISK MANAGEMENT COORDINATOR	602	\$57,339.73	\$8,091.78
RISK MANAGEMENT COORDINATOR	614	\$51,993.76	HUMAN RESOURCES	RISK MANAGEMENT COORDINATOR	602	\$60,673.44	\$8,679.68
DEVELOPMENT TECH I	912	\$30,600.54	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	DEVELOPMENT TECHNICIAN I	904	\$37,498.92	\$6,898.38
DEVELOPMENT TECH I	912	\$28,843.98	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	DEVELOPMENT TECHNICIAN I	904	\$35,774.83	\$6,930.85
DEVELOPMENT TECH II	914	\$40,799.41	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	DEVELOPMENT TECHNICIAN II	905	\$46,119.36	\$5,319.95
DEVELOPMENT TECH II	914	\$33,674.99	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	DEVELOPMENT TECHNICIAN II	905	\$38,279.07	\$4,604.08
PLANNER	614	\$48,900.38	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	PLANNER	601	\$52,965.41	\$4,065.03
PLANNER	614	\$48,662.85	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	PLANNER	601	\$52,965.41	\$4,302.56
PLANNER	614	\$49,247.95	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	PLANNER	601	\$54,211.66	\$4,963.71
PLANNER	614	\$49,247.95	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	PLANNER	601	\$54,211.66	\$4,963.71
PLANNING DIVISION MANAGER	617	\$78,428.48	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	PLANNING MANAGER	607	\$93,513.88	\$15,085.40
ZONING COORDINATOR	615	\$53,261.52	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	ZONING COORDINATOR	602	\$58,673.21	\$5,411.69
ZONING PLANS EXAMINER	917	\$58,529.33	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	ZONING PLANS EXAMINER	908	\$59,699.92	\$1,170.59
ZONING PLANS EXAMINER	917	\$63,979.76	NEIGHBORHOOD DEVELOPMENT SERV - PLANNING & ZONING	ZONING PLANS EXAMINER	908	\$65,259.36	\$1,279.60
ARBORIST	916	\$48,152.83	NEIGHBORHOOD DEVELOPMENT SERV - PROPERTY STANDARDS	ARBORIST	907	\$52,802.06	\$4,649.23



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LIEN SPECIALIST	913	\$31,123.04	NEIGHBORHOOD DEVELOPMENT SERV - PROPERTY STANDARDS	LIEN SPECIALIST	903	\$33,434.42	\$2,311.38
PROPERTY STANDARD INSPECTOR	914	\$49,586.16	NEIGHBORHOOD DEVELOPMENT SERV - PROPERTY STANDARDS	PROPERTY STANDARD INSPECTOR	904	\$50,577.88	\$991.72
PROPERTY STANDARD INSPECTOR	914	\$35,725.87	NEIGHBORHOOD DEVELOPMENT SERV - PROPERTY STANDARDS	PROPERTY STANDARD INSPECTOR	904	\$37,498.92	\$1,773.05
PROPERTY STANDARD INSPECTOR	914	\$35,725.87	NEIGHBORHOOD DEVELOPMENT SERV - PROPERTY STANDARDS	PROPERTY STANDARD INSPECTOR	904	\$37,498.92	\$1,773.05
PROPERTY STANDARD INSPECTOR	914	\$35,725.87	NEIGHBORHOOD DEVELOPMENT SERV - PROPERTY STANDARDS	PROPERTY STANDARD INSPECTOR	904	\$37,929.94	\$2,204.07
PROPERTY STANDARDS MANAGER	616	\$77,970.88	NEIGHBORHOOD DEVELOPMENT SERV - PROPERTY STANDARDS	PROPERTY STANDARDS MANAGER	604	\$79,530.30	\$1,559.42
STAFF ASSISTANT I	911	\$26,807.04	NEIGHBORHOOD DEVELOPMENT SERV - PROPERTY STANDARDS	STAFF ASSISTANT I	902	\$31,247.12	\$4,440.08
ADMINISTRATIVE MANAGER	616	\$58,128.10	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	ADMINISTRATIVE SERVICES MANAGER	604	\$66,411.61	\$8,283.51
ADMINISTRATIVE SERVICES SPEC	915	\$45,354.82	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	ADMINISTRATIVE SERVICES SPECIALIST	906	\$49,347.72	\$3,992.90
BUILDING DIVISION MANAGER	616	\$83,101.20	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	BUILDING DIVISION MANAGER	604	\$84,763.22	\$1,662.02
CHIEF PLANS EXAMINER	919	\$74,833.41	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	CHIEF PLANS EXAMINER	911	\$76,330.08	\$1,496.67
DEVELOPMENT TECH I	912	\$29,565.12	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	DEVELOPMENT TECHNICIAN I	904	\$36,636.88	\$7,071.76
DEVELOPMENT TECH II	914	\$40,912.98	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	DEVELOPMENT TECHNICIAN II	905	\$46,119.36	\$5,206.38
DIRECTOR	621	\$128,986.21	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	DIRECTOR	611	\$131,565.93	\$2,579.72
PLANS EXAMINER/INSPECTOR	917	\$63,963.12	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$65,242.38	\$1,279.26
PLANS EXAMINER/INSPECTOR	917	\$61,461.92	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$62,691.16	\$1,229.24
PLANS EXAMINER/INSPECTOR	917	\$63,979.76	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$65,259.36	\$1,279.60
PLANS EXAMINER/INSPECTOR	917	\$53,560.00	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$61,018.06	\$7,458.06
PLANS EXAMINER/INSPECTOR	917	\$46,095.09	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$53,085.71	\$6,990.62
PLANS EXAMINER/INSPECTOR	917	\$46,095.09	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$53,085.71	\$6,990.62
PLANS EXAMINER/INSPECTOR	917	\$47,477.87	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$54,916.25	\$7,438.38
PLANS EXAMINER/INSPECTOR	917	\$47,247.20	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$54,916.25	\$7,669.05
PLANS EXAMINER/INSPECTOR	917	\$43,448.91	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$50,644.99	\$7,196.08
PLANS EXAMINER/INSPECTOR	917	\$43,448.91	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$50,644.99	\$7,196.08
PLANS EXAMINER/INSPECTOR	917	\$43,448.91	NEIGHBORHOOD DEVELOPMENT SERVICES - BUILDING	PLANS EXAMINER/INSPECTOR	909	\$50,644.99	\$7,196.08
BUILDING TECH I	911	\$35,521.41	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	BUILDING TECHNICIAN I	902	\$37,647.14	\$2,125.73
BUILDING TECH II	912	\$40,337.23	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	BUILDING TECHNICIAN II	903	\$41,143.97	\$806.74
BUILDING TECH II	912	\$29,709.26	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	BUILDING TECHNICIAN II	903	\$34,240.07	\$4,530.81
BUILDING TECH II	912	\$31,365.57	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	BUILDING TECHNICIAN II	903	\$36,254.19	\$4,888.62
BUILDING TECH III	914	\$34,685.25	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	BUILDING TECHNICIAN III	905	\$39,201.46	\$4,516.21
GROUNDSKEEPER I	911	\$34,134.26	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	GROUNDSKEEPER I	901	\$35,184.24	\$1,049.98
GROUNDSKEEPER I	911	\$29,150.58	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	GROUNDSKEEPER I	901	\$31,665.82	\$2,515.24
GROUNDSKEEPER II	912	\$44,707.94	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	GROUNDSKEEPER II	902	\$45,176.56	\$468.62
GROUNDSKEEPER II	912	\$44,707.94	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	GROUNDSKEEPER II	902	\$45,176.56	\$468.62
GROUNDSKEEPER II	912	\$44,730.19	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	GROUNDSKEEPER II	902	\$45,176.56	\$446.37
GROUNDSKEEPER II	912	\$36,727.81	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	GROUNDSKEEPER II	902	\$37,647.14	\$919.33
GROUNDSKEEPER II	912	\$38,993.14	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	GROUNDSKEEPER II	902	\$39,773.00	\$779.86
GROUNDSKEEPER III	915	\$44,075.41	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	GROUNDSKEEPER III	906	\$49,347.72	\$5,272.31
PLANNER/SCHEDULER	915	\$39,925.18	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	PLANNER/SCHEDULER	906	\$44,412.95	\$4,487.77
PROJECT MANAGER	617	\$62,666.03	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	PROJECT MANAGER	606	\$73,412.77	\$10,746.74
PROPERTY MAINTENANCE MANAGER	617	\$66,482.42	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	PROPERTY MAINTENANCE MANAGER	605	\$71,877.21	\$5,394.79
STAFF ASSISTANT II	912	\$29,565.12	NEIGHBORHOOD DEVELOPMENT SERVICES - PROPERTY MAINT	STAFF ASSISTANT II	903	\$34,240.07	\$4,674.95
ACCREDITATION COORDINATOR	915	\$53,801.28	POLICE	ACCREDITATION COORDINATOR	906	\$54,877.31	\$1,076.03
ASSISTANT POLICE CHIEF	620	\$92,699.98	POLICE	ASSISTANT POLICE CHIEF	610	\$105,393.85	\$12,693.87
BACKGROUND INVEST./TRAINING	916	\$39,751.92	POLICE	BACKGROUND INVESTIGATOR TRAINING	907	\$43,825.71	\$4,073.79
BUSINESS MANAGER	617	\$84,237.71	POLICE	BUSINESS OPERATIONS MANAGER	605	\$85,922.46	\$1,684.75
CAPTAIN	619	\$92,499.89	POLICE	CAPTAIN	609	\$107,064.05	\$14,564.16



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CIVILIAN COMMANDER POLICE	617	\$64,545.94	POLICE	CIVILIAN COMMANDER POLICE	605	\$70,243.64	\$5,697.70
COMMUNITY SERVICE OFFICER	914	\$45,174.90	POLICE	COMMUNITY SERVICE OFFICER	905	\$46,119.36	\$944.46
CRIME ANALYST	913	\$45,828.02	POLICE	CRIME ANALYST	905	\$46,744.58	\$916.56
CRIMINALISTICS SPECIALIST	916	\$58,535.15	POLICE	CRIMINALISTICS SPECIALIST	907	\$59,705.85	\$1,170.70
CRIMINALISTICS SPECIALIST	916	\$58,535.15	POLICE	CRIMINALISTICS SPECIALIST	907	\$59,705.85	\$1,170.70
FORENSIC SUPERVISOR	917	\$43,448.91	POLICE	FORENSIC SUPERVISOR	908	\$46,893.51	\$3,444.60
INFORMATION SYSTEMS TECHNICIAN	913	\$34,859.14	POLICE	SERVICE DESK SPECIALIST	905	\$42,429.81	\$7,570.67
IT ADMINISTRATOR	615	\$75,191.58	POLICE	INFORMATION TECHNOLOGY ADMINISTRATOR	603	\$76,695.41	\$1,503.83
POLICE CHIEF	621	\$128,986.21	POLICE	POLICE CHIEF	611	\$131,565.93	\$2,579.72
POLICE COMMANDER	618	\$93,327.31	POLICE	POLICE COMMANDER	607	\$95,193.86	\$1,866.55
POLICE COMMANDER	618	\$72,007.31	POLICE	POLICE COMMANDER	607	\$79,486.80	\$7,479.49
POLICE COMMANDER	618	\$72,007.31	POLICE	POLICE COMMANDER	607	\$79,486.80	\$7,479.49
POLICE COMMANDER	618	\$72,007.31	POLICE	POLICE COMMANDER	607	\$80,421.94	\$8,414.63
POLICE COMMANDER	618	\$75,318.05	POLICE	POLICE COMMANDER	607	\$84,162.50	\$8,844.45
POLICE COMMANDER	618	\$77,470.02	POLICE	POLICE COMMANDER	607	\$86,967.91	\$9,497.89
POLICE RECORDS TECH (PT)	912	\$14,421.99	POLICE	POLICE RECORDS TECHNICIAN (PT)	903	\$25,075.82	\$10,653.83
POLICE RECORDS TECHNICIANS	912	\$29,265.60	POLICE	POLCE RECORDS TECHNICIAN	903	\$33,837.25	\$4,571.65
POLICE RECORDS TECHNICIANS	912	\$28,843.98	POLICE	POLCE RECORDS TECHNICIAN	903	\$33,434.42	\$4,590.44
POLICE RECORDS TECHNICIANS	912	\$28,843.98	POLICE	POLCE RECORDS TECHNICIAN	903	\$33,434.42	\$4,590.44
POLICE STAFF INSPECTOR	619	\$82,888.00	POLICE	POLICE STAFF INSPECTOR	609	\$93,145.72	\$10,257.72
PROPERTY EVIDENCE TECHNICIAN	913	\$40,304.99	POLICE	PROPERTY EVIDENCE TECHNICIAN	904	\$43,102.21	\$2,797.22
RECORDS SUPERVISOR	915	\$36,537.07	POLICE	RECORDS SUPERVISOR	907	\$44,353.73	\$7,816.66
STAFF ASSISTANT II	912	\$31,439.82	POLICE	STAFF ASSISTANT II	903	\$36,254.19	\$4,814.37
CHIEF MECHANIC	917	\$61,461.92	PUBLIC WORKS - FLEET	CHIEF MECHANIC	908	\$62,691.16	\$1,229.24
FLEET ASSET TECH	913	\$31,123.04	PUBLIC WORKS - FLEET	FLEET ASSET TECHNICIAN	903	\$33,434.42	\$2,311.38
FLEET SERVICES SUPERVISOR	917	\$44,752.45	PUBLIC WORKS - FLEET	FLEET SERVICES SUPERVISOR	908	\$48,023.47	\$3,271.02
MECHANIC I	913	\$48,239.98	PUBLIC WORKS - FLEET	MECHANIC I	904	\$49,204.78	\$964.80
MECHANIC II	916	\$61,616.05	PUBLIC WORKS - FLEET	MECHANIC II	907	\$62,848.37	\$1,232.32
MECHANIC II	916	\$61,616.05	PUBLIC WORKS - FLEET	MECHANIC II	907	\$62,848.37	\$1,232.32
MECHANIC II	916	\$39,751.92	PUBLIC WORKS - FLEET	MECHANIC II	907	\$43,825.71	\$4,073.79
MECHANIC II	916	\$42,172.62	PUBLIC WORKS - FLEET	MECHANIC II	907	\$46,993.83	\$4,821.21
STAFF ASSISTANT I	911	\$39,472.58	PUBLIC WORKS - FLEET	ADMINISTRATIVE SUPPORT SPECIALIST	902	\$40,262.03	\$789.45
STAFF ASSISTANT I	911	\$36,654.59	PUBLIC WORKS - FLEET	ADMINISTRATIVE SUPPORT SPECIALIST	902	\$37,647.14	\$992.55
ADMINISTRATIVE SERVICES SPEC	915	\$39,208.42	PUBLIC WORKS - ROAD AND DRAINAGE	ADMINISTRATIVE SERVICES SPECIALIST	906	\$43,919.47	\$4,711.05
ADMINISTRATIVE SERVICES SPEC	915	\$36,537.07	PUBLIC WORKS - ROAD AND DRAINAGE	ADMINISTRATIVE SERVICES SPECIALIST	906	\$40,958.60	\$4,421.53
ASST PUBLIC WORKS DIR	620	\$108,090.11	PUBLIC WORKS - ROAD AND DRAINAGE	ASSISTANT PUBLIC WORKS DIRECTOR	610	\$114,558.53	\$6,468.42
BUSINESS MANAGER	617	\$62,666.03	PUBLIC WORKS - ROAD AND DRAINAGE	BUSINESS MANAGER	606	\$73,412.77	\$10,746.74
BUSINESS SERVICES COORDINATOR	614	\$52,160.78	PUBLIC WORKS - ROAD AND DRAINAGE	BUSINESS SERVICES COORDINATOR	602	\$61,340.18	\$9,179.40
CUSTOMER SERVICE REP. I	911	\$27,611.17	PUBLIC WORKS - ROAD AND DRAINAGE	UTILITIES STAFF ASSISTANT I	902	\$32,000.07	\$4,388.90
ENGINEER I	615	\$58,186.13	PUBLIC WORKS - ROAD AND DRAINAGE	ENGINEER I	604	\$71,755.07	\$13,568.94
ENGINEER I	615	\$51,064.00	PUBLIC WORKS - ROAD AND DRAINAGE	ENGINEER I	604	\$63,358.20	\$12,294.20
ENGINEERING TECHNICIAN I	916	\$39,751.92	PUBLIC WORKS - ROAD AND DRAINAGE	ENGINEERING TECHNICIAN I	907	\$43,825.71	\$4,073.79
ENGINEERING TECHNICIAN II	917	\$48,156.37	PUBLIC WORKS - ROAD AND DRAINAGE	ENGINEERING TECHNICIAN II	908	\$52,543.33	\$4,386.96
EQUIPMENT OPERATOR I	911	\$37,528.40	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$38,278.97	\$750.57
EQUIPMENT OPERATOR I	911	\$39,472.58	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$40,262.03	\$789.45
EQUIPMENT OPERATOR I	911	\$39,472.58	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$40,262.03	\$789.45
EQUIPMENT OPERATOR I	911	\$41,550.08	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$42,381.08	\$831.00



Pay Plan	Current Grade	Annual	Department	Proposed Class Title	PROPOSED PAY GRADE	Final Salary	Final Cost
EQUIPMENT OPERATOR I	911	\$41,550.08	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$42,381.08	\$831.00
EQUIPMENT OPERATOR I	911	\$41,550.08	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$42,381.08	\$831.00
EQUIPMENT OPERATOR I	911	\$36,731.76	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$37,647.14	\$915.38
EQUIPMENT OPERATOR I	911	\$35,656.82	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$37,647.14	\$1,990.32
EQUIPMENT OPERATOR I	911	\$34,133.84	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$37,647.14	\$3,513.30
EQUIPMENT OPERATOR I	911	\$33,634.64	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$37,647.14	\$4,012.50
EQUIPMENT OPERATOR I	911	\$32,950.94	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$37,270.67	\$4,319.73
EQUIPMENT OPERATOR I	911	\$28,439.42	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$33,129.48	\$4,690.06
EQUIPMENT OPERATOR I	911	\$28,439.42	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$33,129.48	\$4,690.06
EQUIPMENT OPERATOR I	911	\$28,439.42	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$33,129.48	\$4,690.06
EQUIPMENT OPERATOR I	911	\$26,807.04	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR I	902	\$31,247.12	\$4,440.08
EQUIPMENT OPERATOR II	912	\$44,707.94	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$45,602.10	\$894.16
EQUIPMENT OPERATOR II	912	\$43,355.94	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$44,223.06	\$867.12
EQUIPMENT OPERATOR II	912	\$42,536.83	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$43,387.57	\$850.74
EQUIPMENT OPERATOR II	912	\$35,835.49	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$40,282.44	\$4,446.95
EQUIPMENT OPERATOR II	912	\$34,970.00	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$40,282.44	\$5,312.44
EQUIPMENT OPERATOR II	912	\$30,600.54	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$35,448.54	\$4,848.00
EQUIPMENT OPERATOR II	912	\$30,600.54	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$35,448.54	\$4,848.00
EQUIPMENT OPERATOR II	912	\$30,600.54	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$35,448.54	\$4,848.00
EQUIPMENT OPERATOR II	912	\$28,843.98	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$33,434.42	\$4,590.44
EQUIPMENT OPERATOR II	912	\$28,843.98	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$33,434.42	\$4,590.44
EQUIPMENT OPERATOR II	912	\$28,843.98	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR II	903	\$33,434.42	\$4,590.44
EQUIPMENT OPERATOR III	915	\$49,162.26	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$50,145.51	\$983.25
EQUIPMENT OPERATOR III	915	\$53,801.28	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$54,877.31	\$1,076.03
EQUIPMENT OPERATOR III	915	\$56,632.99	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$57,765.65	\$1,132.66
EQUIPMENT OPERATOR III	915	\$56,632.99	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$57,765.65	\$1,132.66
EQUIPMENT OPERATOR III	915	\$46,984.50	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$49,347.72	\$2,363.22
EQUIPMENT OPERATOR III	915	\$45,842.37	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$49,347.72	\$3,505.35
EQUIPMENT OPERATOR III	915	\$45,842.37	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$49,347.72	\$3,505.35
EQUIPMENT OPERATOR III	915	\$45,393.09	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$49,347.72	\$3,954.63
EQUIPMENT OPERATOR III	915	\$45,393.09	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$49,347.72	\$3,954.63
EQUIPMENT OPERATOR III	915	\$43,448.91	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$47,867.29	\$4,418.38
EQUIPMENT OPERATOR III	915	\$43,423.95	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$48,360.76	\$4,936.81
EQUIPMENT OPERATOR III	915	\$38,762.26	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$43,425.99	\$4,663.73
EQUIPMENT OPERATOR III	915	\$36,537.07	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$40,958.60	\$4,421.53
EQUIPMENT OPERATOR III	915	\$36,537.07	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$40,958.60	\$4,421.53
EQUIPMENT OPERATOR III	915	\$37,633.23	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$42,439.04	\$4,805.81
EQUIPMENT OPERATOR III	915	\$37,512.18	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$42,439.04	\$4,926.86
EQUIPMENT OPERATOR III	915	\$38,762.26	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$43,919.47	\$5,157.21
EQUIPMENT OPERATOR III	915	\$36,537.07	PUBLIC WORKS - ROAD AND DRAINAGE	EQUIPMENT OPERATOR III	906	\$41,452.08	\$4,915.01
FIELD SUPERVISOR	917	\$44,752.45	PUBLIC WORKS - ROAD AND DRAINAGE	FIELD SUPERVISOR	909	\$51,865.35	\$7,112.90
FIELD SUPERVISOR	917	\$43,448.91	PUBLIC WORKS - ROAD AND DRAINAGE	FIELD SUPERVISOR	909	\$51,865.35	\$8,416.44
HERBICIDE TECHNICIAN	912	\$37,843.52	PUBLIC WORKS - ROAD AND DRAINAGE	HERBICIDE TECHNICIAN	902	\$38,600.39	\$756.87
HERBICIDE TECHNICIAN	912	\$38,885.81	PUBLIC WORKS - ROAD AND DRAINAGE	HERBICIDE TECHNICIAN	902	\$39,663.53	\$777.72
HERBICIDE TECHNICIAN	912	\$33,939.57	PUBLIC WORKS - ROAD AND DRAINAGE	HERBICIDE TECHNICIAN	902	\$36,141.25	\$2,201.68
INFRASTRUCTURE DATA ANALYST	916	\$58,535.15	PUBLIC WORKS - ROAD AND DRAINAGE	INFRASTRUCTURE DATA ANALYST	907	\$59,705.85	\$1,170.70
INFRASTRUCTURE INSPECTOR	915	\$53,801.28	PUBLIC WORKS - ROAD AND DRAINAGE	INFRASTRUCTURE INSPECTOR	906	\$54,877.31	\$1,076.03



Pay Plan	Current Grade	Annual	Department	Proposed Class Title	PROPOSED PAY GRADE	Final Salary	Final Cost
INFRASTRUCTURE INSPECTOR	915	\$45,467.97	PUBLIC WORKS - ROAD AND DRAINAGE	INFRASTRUCTURE INSPECTOR	906	\$49,347.72	\$3,879.75
INFRASTRUCTURE INSPECTOR	915	\$37,633.23	PUBLIC WORKS - ROAD AND DRAINAGE	INFRASTRUCTURE INSPECTOR	906	\$41,945.56	\$4,312.33
INVENTORY SPECIALIST	913	\$31,123.04	PUBLIC WORKS - ROAD AND DRAINAGE	INVENTORY SPECIALIST	903	\$33,434.42	\$2,311.38
OPERATIONS & MAINTENANCE MGR	618	\$74,499.98	PUBLIC WORKS - ROAD AND DRAINAGE	OPERATIONS & MAINTENANCE MANAGER	607	\$81,357.08	\$6,857.10
OPERATIONS SUPPORT ADMIN.	615	\$61,560.93	PUBLIC WORKS - ROAD AND DRAINAGE	OPERATIONS SUPPORT ADMINISTRATOR	603	\$71,341.30	\$9,780.37
PLANNER/SCHEDULER	915	\$36,537.07	PUBLIC WORKS - ROAD AND DRAINAGE	PLANNER/SCHEDULER	906	\$40,958.60	\$4,421.53
PLANNER/SCHEDULER	915	\$36,537.07	PUBLIC WORKS - ROAD AND DRAINAGE	PLANNER/SCHEDULER	906	\$41,452.08	\$4,915.01
PROJECT ENGINEER	618	\$102,942.94	PUBLIC WORKS - ROAD AND DRAINAGE	PROJECT ENGINEER	607	\$105,001.80	\$2,058.86
SECTION ADMINISTRATOR	615	\$66,840.80	PUBLIC WORKS - ROAD AND DRAINAGE	SECTION ADMINISTRATOR	604	\$76,335.19	\$9,494.39
SECTION ADMINISTRATOR	615	\$63,144.22	PUBLIC WORKS - ROAD AND DRAINAGE	SECTION ADMINISTRATOR	604	\$76,335.19	\$13,190.97
STAFF ASSISTANT I	911	\$35,751.66	PUBLIC WORKS - ROAD AND DRAINAGE	STAFF ASSISTANT I	902	\$37,647.14	\$1,895.48
STORMWATER MANAGER	618	\$102,942.94	PUBLIC WORKS - ROAD AND DRAINAGE	STORMWATER MANAGER	607	\$105,001.80	\$2,058.86
TRAFFIC CONTROL LIGHTING SUPVR	917	\$51,140.54	PUBLIC WORKS - ROAD AND DRAINAGE	TRAFFIC CONTROL LIGHTING SUPERVISOR	909	\$59,187.52	\$8,046.98
TRAFFIC CONTROL TECH I	911	\$34,987.47	PUBLIC WORKS - ROAD AND DRAINAGE	TRAFFIC CONTROL TECHNICIAN I	903	\$40,282.44	\$5,294.97
TRAFFIC CONTROL TECH I	911	\$28,439.42	PUBLIC WORKS - ROAD AND DRAINAGE	TRAFFIC CONTROL TECHNICIAN I	903	\$35,448.54	\$7,009.12
CUSTOMER ACCOUNT SPEC. III	915	\$38,762.26	PUBLIC WORKS - SOLID WASTE	CUSTOMER ACCOUNT SPECIALIST III	906	\$43,919.47	\$5,157.21
CUSTOMER SERVICE COORDINATOR	614	\$49,247.95	PUBLIC WORKS - SOLID WASTE	COMMUNITY OUTREACH COORDINATOR PUBLIC WORKS	601	\$53,588.54	\$4,340.59
CUSTOMER SERVICE REP. II	912	\$28,843.98	PUBLIC WORKS - SOLID WASTE	UTILITIES STAFF ASSISTANT II	903	\$33,434.42	\$4,590.44
SOLID WASTE EQUIP. OP.	914	\$52,195.94	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$53,239.86	\$1,043.92
SOLID WASTE EQUIP. OP.	914	\$49,586.16	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$50,577.88	\$991.72
SOLID WASTE EQUIP. OP.	914	\$49,586.16	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$50,577.88	\$991.72
SOLID WASTE EQUIP. OP.	914	\$49,586.16	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$50,577.88	\$991.72
SOLID WASTE EQUIP. OP.	914	\$42,044.08	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$46,119.36	\$4,075.28
SOLID WASTE EQUIP. OP.	914	\$41,837.12	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$46,119.36	\$4,282.24
SOLID WASTE EQUIP. OP.	914	\$39,241.07	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$44,274.59	\$5,033.52
SOLID WASTE EQUIP. OP.	914	\$40,022.11	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$45,196.97	\$5,174.86
SOLID WASTE EQUIP. OP.	914	\$34,685.25	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$39,201.46	\$4,516.21
SOLID WASTE EQUIP. OP.	914	\$34,685.25	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$39,201.46	\$4,516.21
SOLID WASTE EQUIP. OP.	914	\$34,685.25	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$39,201.46	\$4,516.21
SOLID WASTE EQUIP. OP.	914	\$34,685.25	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$39,201.46	\$4,516.21
SOLID WASTE EQUIP. OP.	914	\$36,618.82	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$41,507.43	\$4,888.61
SOLID WASTE EQUIP. OP.	914	\$36,618.82	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$41,507.43	\$4,888.61
SOLID WASTE EQUIP. OP.	914	\$36,618.82	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$41,507.43	\$4,888.61
SOLID WASTE EQUIP. OP.	914	\$35,725.87	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$40,585.04	\$4,859.17
SOLID WASTE EQUIP. OP.	914	\$35,725.87	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$40,585.04	\$4,859.17
SOLID WASTE EQUIP. OP.	914	\$35,725.87	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$40,585.04	\$4,859.17
SOLID WASTE EQUIP. OP.	914	\$35,725.87	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$40,585.04	\$4,859.17
SOLID WASTE EQUIP. OP.	914	\$35,725.87	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$40,585.04	\$4,859.17
SOLID WASTE EQUIP. OP.	914	\$35,725.87	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$40,585.04	\$4,859.17
SOLID WASTE EQUIP. OP.	914	\$35,725.87	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$40,585.04	\$4,859.17
SOLID WASTE EQUIP. OP.	914	\$35,725.87	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$40,585.04	\$4,859.17
SOLID WASTE EQUIP. OP.	914	\$33,674.99	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$38,279.07	\$4,604.08
SOLID WASTE EQUIP. OP.	914	\$33,674.99	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$38,279.07	\$4,604.08
SOLID WASTE EQUIP. OP.	914	\$33,674.99	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$38,279.07	\$4,604.08
SOLID WASTE EQUIP. OP.	914	\$33,674.99	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$38,279.07	\$4,604.08
SOLID WASTE EQUIP. OP.	914	\$33,674.99	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$38,279.07	\$4,604.08
SOLID WASTE EQUIP. OP.	914	\$33,674.99	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$38,279.07	\$4,604.08
SOLID WASTE EQUIP. OP.	914	\$33,674.99	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$38,279.07	\$4,604.08



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SOLID WASTE EQUIP. OP.	914	\$33,674.99	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$38,279.07	\$4,604.08
SOLID WASTE EQUIP. OP.	914	\$38,856.27	PUBLIC WORKS - SOLID WASTE	SOLID WASTE EQUIPMENT OPERATOR	905	\$44,274.59	\$5,418.32
SOLID WASTE FIELD SUPERVISOR	917	\$55,236.27	PUBLIC WORKS - SOLID WASTE	FIELD SUPERVISOR	909	\$61,018.06	\$5,781.79
SOLID WASTE FIELD SUPERVISOR	917	\$43,448.91	PUBLIC WORKS - SOLID WASTE	FIELD SUPERVISOR	909	\$51,255.17	\$7,806.26
SOLID WASTE HELPER	911	\$34,134.26	PUBLIC WORKS - SOLID WASTE	SOLID WASTE ASSISTANT	901	\$35,184.24	\$1,049.98
SOLID WASTE MANAGER	618	\$71,773.31	PUBLIC WORKS - SOLID WASTE	SOLID WASTE MANAGER	607	\$81,357.08	\$9,583.77
SOLID WASTE SUPERINTENDENT	614	\$48,399.94	PUBLIC WORKS - SOLID WASTE	SOLID WASTE SUPERINTENDENT	602	\$56,672.99	\$8,273.05
BUSINESS MANAGER	617	\$92,275.46	UTILITIES - ADMINISTRATION	BUSINESS OPERATIONS MANAGER	605	\$94,120.97	\$1,845.51
CUSTOMER ACCOUNT SPEC. II	914	\$38,540.74	UTILITIES - ADMINISTRATION	CUSTOMER ACCOUNT SPECIALIST II	905	\$43,813.39	\$5,272.65
CUSTOMER ACCOUNT SPEC. III	915	\$38,762.26	UTILITIES - ADMINISTRATION	CUSTOMER ACCOUNT SPECIALIST III	906	\$43,425.99	\$4,663.73
CUSTOMER SERVICE COORDINATOR	614	\$68,355.46	UTILITIES - ADMINISTRATION	CUSTOMER SERVICE COORDINATOR	601	\$69,722.57	\$1,367.11
CUSTOMER SERVICE COORDINATOR	614	\$50,725.38	UTILITIES - ADMINISTRATION	CUSTOMER SERVICE COORDINATOR	601	\$55,457.90	\$4,732.52
CUSTOMER SERVICE REP. I	911	\$39,472.58	UTILITIES - ADMINISTRATION	UTILITIES STAFF ASSISTANT I	902	\$40,262.03	\$789.45
CUSTOMER SERVICE REP. I	911	\$29,070.50	UTILITIES - ADMINISTRATION	UTILITIES STAFF ASSISTANT I	902	\$33,129.48	\$4,058.98
CUSTOMER SERVICE REP. I	911	\$28,439.42	UTILITIES - ADMINISTRATION	UTILITIES STAFF ASSISTANT I	902	\$32,753.01	\$4,313.59
CUSTOMER SERVICE REP. I	911	\$26,807.04	UTILITIES - ADMINISTRATION	UTILITIES STAFF ASSISTANT I	902	\$31,247.12	\$4,440.08
CUSTOMER SERVICE REP. I	911	\$26,807.04	UTILITIES - ADMINISTRATION	UTILITIES STAFF ASSISTANT I	902	\$31,247.12	\$4,440.08
CUSTOMER SERVICE REP. II	912	\$42,472.56	UTILITIES - ADMINISTRATION	UTILITIES STAFF ASSISTANT II	903	\$43,322.01	\$849.45
CUSTOMER SERVICE REP. II	912	\$29,565.12	UTILITIES - ADMINISTRATION	UTILITIES STAFF ASSISTANT II	903	\$34,240.07	\$4,674.95
CUSTOMER SERVICE REP. III	913	\$45,828.02	UTILITIES - ADMINISTRATION	UTILITIES STAFF ASSISTANT III	904	\$46,744.58	\$916.56
CUSTOMER SERVICE REP. III	913	\$31,123.04	UTILITIES - ADMINISTRATION	UTILITIES STAFF ASSISTANT III	904	\$35,774.83	\$4,651.79
DIRECTOR	621	\$118,113.22	UTILITIES - ADMINISTRATION	DIRECTOR	611	\$123,723.21	\$5,609.99
UTILITIES ENGINEERING DIV MGR	619	\$92,544.82	UTILITIES - ADMINISTRATION	UTILITIES ENGINEERING DIVISION MANAGER	609	\$107,064.05	\$14,519.23
WATER/WASTEWATER OPER MGR	618	\$76,392.58	UTILITIES - ADMINISTRATION	WATER/WASTEWATER OPERATIONS MANAGER	607	\$84,162.50	\$7,769.92
COLLECTION & DIST. SUPERVISOR	918	\$70,121.38	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION SUPERVISOR	909	\$71,523.81	\$1,402.43
COLLECTION & DIST. SUPERVISOR	918	\$70,121.38	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION SUPERVISOR	909	\$71,523.81	\$1,402.43
COLLECTION & DIST. TECH I	912	\$44,707.94	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN I	903	\$45,602.10	\$894.16
COLLECTION & DIST. TECH I	912	\$29,709.26	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN I	903	\$34,240.07	\$4,530.81
COLLECTION & DIST. TECH I	912	\$29,709.26	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN I	903	\$34,240.07	\$4,530.81
COLLECTION & DIST. TECH I	912	\$31,365.57	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN I	903	\$36,254.19	\$4,888.62
COLLECTION & DIST. TECH II	915	\$53,245.09	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN II	906	\$54,309.99	\$1,064.90
COLLECTION & DIST. TECH II	915	\$53,801.28	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN II	906	\$54,877.31	\$1,076.03
COLLECTION & DIST. TECH II	915	\$53,801.28	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN II	906	\$54,877.31	\$1,076.03
COLLECTION & DIST. TECH II	915	\$53,801.28	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN II	906	\$54,877.31	\$1,076.03
COLLECTION & DIST. TECH II	915	\$49,393.76	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN II	906	\$50,381.64	\$987.88
COLLECTION & DIST. TECH II	915	\$43,846.40	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN II	906	\$48,854.24	\$5,007.84
COLLECTION & DIST. TECH II	915	\$37,633.23	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN II	906	\$42,439.04	\$4,805.81
COLLECTION & DIST. TECH II	915	\$40,091.17	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN II	906	\$45,399.90	\$5,308.73
COLLECTION & DIST. TECH II	915	\$39,161.62	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN II	906	\$44,412.95	\$5,251.33
COLLECTION & DIST. TECH III	916	\$58,186.13	UTILITIES - FIELD OPERATIONS	COLLECTION & DISTRIBUTION TECHNICIAN III	907	\$59,349.85	\$1,163.72
CONSTRUCTION COORDINATOR	917	\$63,971.44	UTILITIES - FIELD OPERATIONS	CONSTRUCTION COORDINATOR	908	\$65,250.87	\$1,279.43
EQUIPMENT OPERATOR III	915	\$53,801.28	UTILITIES - FIELD OPERATIONS	EQUIPMENT OPERATOR III	906	\$54,877.31	\$1,076.03
EQUIPMENT OPERATOR III	915	\$51,601.26	UTILITIES - FIELD OPERATIONS	EQUIPMENT OPERATOR III	906	\$52,633.29	\$1,032.03
EQUIPMENT SPECIALIST	917	\$63,979.76	UTILITIES - FIELD OPERATIONS	EQUIPMENT SPECIALIST	908	\$65,259.36	\$1,279.60
FIELD OPERATIONS MANAGER	618	\$72,007.31	UTILITIES - FIELD OPERATIONS	FIELD OPERATIONS MANAGER	607	\$79,486.80	\$7,479.49
FIELD SERVICES SPECIALIST	917	\$43,448.91	UTILITIES - FIELD OPERATIONS	FIELD SERVICES SPECIALIST	908	\$48,023.47	\$4,574.56
GIS TECHNICIAN	915	\$52,340.08	UTILITIES - FIELD OPERATIONS	GEOGRAPHIC INFORMATION SERVICES TECHNICIAN	907	\$53,386.88	\$1,046.80



