

Classification	Bargaining Unit	Step	1	2	3	4	5
Administrative Analyst	N/A	Hourly	28.12	29.53	31.01	32.56	34.19
		Bi-Weekly	2,249.60	2,362.40	2,480.80	2,604.80	2,735.20
		Monthly	4,874.13	5,118.53	5,375.07	5,643.73	5,926.27
		Annually	58,489.60	61,422.40	64,500.80	67,724.80	71,115.20
Administrative Assistant	Confidential Unrepresented	Hourly	25.88	27.17	28.53	29.96	31.46
		Bi-Weekly	2,070.40	2,173.60	2,282.40	2,396.80	2,516.80
		Monthly	4,485.87	4,709.47	4,945.20	5,193.07	5,453.07
		Annually	53,830.40	56,513.60	59,342.40	62,316.80	65,436.80
Administrative Services Director	Confidential Unrepresented	Annually	157,518.40				
Administrative Specialist	Confidential Unrepresented	Hourly	27.11	28.47	29.89	31.38	32.95
		Bi-Weekly	2,168.80	2,277.60	2,391.20	2,510.40	2,636.00
		Monthly	4,699.07	4,934.80	5,180.93	5,439.20	5,711.33
		Annually	56,388.80	59,217.60	62,171.20	65,270.40	68,536.00
Administrative Specialist - Y Rated	Confidential Unrepresented	Hourly	49.23				
		Bi-Weekly	3,938.40				
		Monthly	8,533.20				
		Annually	102,398.40				
Airport Technical	N/A	Hourly	24.90				
		Bi-Weekly	1,992.00				
		Monthly	4,316.00				
		Annually	51,792.00				
Assistant City Clerk	Confidential Unrepresented	Hourly	30.01	31.51	33.09	34.74	36.48
		Bi-Weekly	2,400.80	2,520.80	2,647.20	2,779.20	2,918.40
		Monthly	5,201.73	5,461.73	5,735.60	6,021.60	6,323.20
		Annually	62,420.80	65,540.80	68,827.20	72,259.20	75,878.40

Classification	Bargaining Unit	Step	1	2	3	4	5
Assistant Civil Engineer	CHEA	Hourly	36.41	38.23	40.14	42.15	44.26
		Bi-Weekly	2,912.80	3,058.40	3,211.20	3,372.00	3,540.80
		Monthly	6,311.07	6,626.53	6,957.60	7,306.00	7,671.73
		Annually	75,732.80	79,518.40	83,491.20	87,672.00	92,060.80
Associate Civil Engineer	CHEA	Hourly	44.73	46.97	49.32	51.79	54.38
		Bi-Weekly	3,578.40	3,757.60	3,945.60	4,143.20	4,350.40
		Monthly	7,753.20	8,141.47	8,548.80	8,976.93	9,425.87
		Annually	93,038.40	97,697.60	102,585.60	107,723.20	113,110.40
Associate Planner	CHEA	Hourly	37.63	39.51	41.49	43.56	45.74
		Bi-Weekly	3,010.07	3,160.80	3,319.20	3,484.80	3,659.20
		Monthly	6,521.82	6,848.40	7,191.60	7,550.40	7,928.27
		Annually	78,261.87	82,180.80	86,299.20	90,604.80	95,139.20
Battalion Chief	IAFF	Hourly	23.98	25.18	26.44	27.76	29.15
		Bi-Weekly	2,685.76	2,820.16	2,961.28	3,109.12	3,264.80
		Monthly	5,819.15	6,110.35	6,416.11	6,736.43	7,073.73
		Annually	69,829.76	73,324.16	76,993.28	80,837.12	84,884.80
Building Inspector	CHEA	Hourly	30.87	32.41	34.03	35.73	37.52
		Bi-Weekly	2,469.60	2,592.80	2,722.40	2,858.40	3,001.60
		Monthly	5,350.80	5,617.73	5,898.53	6,193.20	6,503.47
		Annually	64,209.60	67,412.80	70,782.40	74,318.40	78,041.60
Building Official	CHEA	Hourly	43.23	45.39	47.66	50.04	52.54
		Bi-Weekly	3,458.40	3,631.20	3,812.80	4,003.20	4,203.20
		Monthly	7,493.20	7,867.60	8,261.07	8,673.60	9,106.93
		Annually	89,918.40	94,411.20	99,132.80	104,083.20	109,283.20
Bus Driver	AEA	Hourly	22.05	23.15	24.31	25.53	26.81
		Bi-Weekly	1,764.00	1,852.00	1,944.80	2,042.40	2,144.80
		Monthly	3,822.00	4,012.67	4,213.73	4,425.20	4,647.07
		Annually	45,864.00	48,152.00	50,564.80	53,102.40	55,764.80
Chief of Police	Contract	Annually	174,990.40				
City Clerk	Confidential Unrepresented	Hourly	38.24	40.15	42.16	44.27	46.48
		Bi-Weekly	3,059.20	3,212.00	3,372.80	3,541.60	3,718.40
		Monthly	6,628.27	6,959.33	7,307.73	7,673.47	8,056.53
		Annually	79,539.20	83,512.00	87,692.80	92,081.60	96,678.40

Classification	Bargaining Unit	Step	1	2	3	4	5
City Engineer	Confidential Unrepresented	Hourly	52.61	55.24	58.00	60.90	63.95
		Bi-Weekly	4,208.80	4,419.20	4,640.00	4,872.00	5,116.00
		Monthly	9,119.07	9,574.93	10,053.33	10,556.00	11,084.67
		Annually	109,428.80	114,899.20	120,640.00	126,672.00	133,016.00
City Manager	Contract	Annually	200,850.00				
Code Enforcement Officer	APSA Non- Sworn	Hourly	25.74	27.03	28.38	29.80	31.29
		Bi-Weekly	2,059.20	2,162.40	2,270.40	2,384.00	2,503.20
		Monthly	4,461.60	4,685.20	4,919.20	5,165.33	5,423.60
		Annually	53,539.20	56,222.40	59,030.40	61,984.00	65,083.20
Community Risk Reduction Program Manager	Confidential Unrepresented	Hourly	33.57	35.25	37.01	38.86	40.80
		Bi-Weekly	2,685.60	2,820.00	2,960.80	3,108.80	3,264.00
		Monthly	5,818.80	6,110.00	6,415.07	6,735.73	7,072.00
		Annually	69,825.60	73,320.00	76,980.80	80,828.80	84,864.00
Community Service Officer	APSA Non- Sworn	Hourly	24.48	25.70	26.99	28.34	29.76
		Bi-Weekly	1,958.40	2,056.00	2,159.20	2,267.20	2,380.80
		Monthly	4,243.20	4,454.67	4,678.27	4,912.27	5,158.40
		Annually	50,918.40	53,456.00	56,139.20	58,947.20	61,900.80
Dispatcher/Clerk I	APSA Non- Sworn	Hourly	20.92	21.97	23.07	24.22	25.43
		Bi-Weekly	1,673.60	1,757.60	1,845.60	1,937.60	2,034.40
		Monthly	3,626.13	3,808.13	3,998.80	4,198.13	4,407.87
		Annually	43,513.60	45,697.60	47,985.60	50,377.60	52,894.40
Dispatcher/Clerk II	APSA Non- Sworn	Hourly	24.35	25.57	26.85	28.19	29.60
		Bi-Weekly	1,948.00	2,045.60	2,148.00	2,255.20	2,368.00
		Monthly	4,220.67	4,432.13	4,654.00	4,886.27	5,130.67
		Annually	50,648.00	53,185.60	55,848.00	58,635.20	61,568.00
Economic & Planning Manager	Confidential Unrepresented	Hourly	52.61	55.24	58.00	60.90	63.95
		Bi-Weekly	4,208.80	4,419.20	4,640.00	4,872.00	5,116.00
		Monthly	9,119.07	9,574.93	10,053.33	10,556.00	11,084.67
		Annually	109,428.80	114,899.20	120,640.00	126,672.00	133,016.00

Classification	Bargaining Unit	Step	1	2	3	4	5
Engineering Technician I	CHEA	Hourly	25.36	26.63	27.96	29.36	30.83
		Bi-Weekly	2,028.80	2,130.40	2,236.80	2,348.80	2,466.40
		Monthly	4,395.73	4,615.87	4,846.40	5,089.07	5,343.87
		Annually	52,748.80	55,390.40	58,156.80	61,068.80	64,126.40
Engineering Technician II	CHEA	Hourly	30.14	32.26	33.87	35.56	37.34
		Bi-Weekly	2,411.02	2,580.48	2,709.84	2,845.08	2,987.04
		Monthly	5,223.89	5,591.04	5,871.32	6,164.34	6,471.92
		Annually	62,686.62	67,092.48	70,455.84	73,972.08	77,663.04
Equipment Operator	AEA	Hourly	25.56	26.84	28.18	29.59	31.07
		Bi-Weekly	2,044.80	2,147.20	2,254.40	2,367.20	2,485.60
		Monthly	4,430.40	4,652.27	4,884.53	5,128.93	5,385.47
		Annually	53,164.80	55,827.20	58,614.40	61,547.20	64,625.60
Facilities Maintenance Worker/ Building Tech	AEA	Hourly	26.65	27.98	29.38	30.85	32.39
		Bi-Weekly	2,132.00	2,238.40	2,350.40	2,468.00	2,591.20
		Monthly	4,619.33	4,849.87	5,092.53	5,347.33	5,614.27
		Annually	55,432.00	58,198.40	61,110.40	64,168.00	67,371.20
Finance Analyst	Confidential Unrepresented	Hourly	43.83	46.02	48.32	50.74	53.28
		Bi-Weekly	3,506.40	3,681.60	3,865.60	4,059.20	4,262.40
		Monthly	7,597.20	7,976.80	8,375.47	8,794.93	9,235.20
		Annually	91,166.40	95,721.60	100,505.60	105,539.20	110,822.40
Finance Technician	Confidential Unrepresented	Hourly	32.40	34.02	35.72	37.51	39.39
		Bi-Weekly	2,592.00	2,721.60	2,857.60	3,000.80	3,151.20
		Monthly	5,616.00	5,896.80	6,191.47	6,501.73	6,827.60
		Annually	67,392.00	70,761.60	74,297.60	78,020.80	81,931.20
Fire Chief	Contract	Annually	167,481.60				
Firefighter	IAFF	Hourly	19.95	20.95	22.00	23.10	24.26
		Bi-Weekly	2,234.40	2,346.40	2,464.00	2,587.20	2,717.12
		Monthly	4,841.20	5,083.87	5,338.67	5,605.60	5,887.09
		Annual	58,094.40	61,006.40	64,064.00	67,267.20	70,645.12
Firefighter - Limited Term	IAFF	Hourly	19.95	20.95	22.00	23.10	24.26
		Bi-Weekly	2,234.40	2,346.40	2,464.00	2,587.20	2,717.12
		Monthly	4,841.20	5,083.87	5,338.67	5,605.60	5,887.09
		Annual	58,094.40	61,006.40	64,064.00	67,267.20	70,645.12

Classification	Bargaining Unit	Step	1	2	3	4	5
Firefighter - Relief	IAFF	Hourly	19.95	20.95	22.00	23.10	24.26
		Bi-Weekly	2,234.40	2,346.40	2,464.00	2,587.20	2,717.12
		Monthly	4,841.20	5,083.87	5,338.67	5,605.60	5,887.09
		Annual	58,094.40	61,006.40	64,064.00	67,267.20	70,645.12
Fire Captain	IAFF	Hourly	22.02	23.12	24.28	25.49	26.76
		Bi-Weekly	2,466.24	2,589.44	2,719.36	2,854.88	2,997.12
		Monthly	5,343.52	5,610.45	5,891.95	6,185.57	6,493.76
		Annually	64,122.24	67,325.44	70,703.36	74,226.88	77,925.12
Engineer (Fire)	IAFF	Hourly	20.96	22.01	23.11	24.27	25.48
		Bi-Weekly	2,347.52	2,465.12	2,588.32	2,718.24	2,853.76
		Monthly	5,086.29	5,341.09	5,608.03	5,889.52	6,183.15
		Annually	61,035.52	64,093.12	67,296.32	70,674.24	74,197.76
Human Resources Manager	Confidential Unrepresented	Hourly	40.50	42.53	44.66	46.89	49.23
		Bi-Weekly	3,240.00	3,402.40	3,572.80	3,751.20	3,938.40
		Monthly	7,020.00	7,371.87	7,741.07	8,127.60	8,533.20
		Annually	84,240.00	88,462.40	92,892.80	97,531.20	102,398.40
Human Resources Technician	Confidential Unrepresented	Hourly	32.40	34.02	35.72	37.50	39.38
		Bi-Weekly	2,591.96	2,721.67	2,857.63	3,000.18	3,150.15
		Monthly	5,615.90	5,896.96	6,191.54	6,500.40	6,825.33
		Annually	67,390.84	70,763.47	74,298.43	78,004.78	81,903.95
Lead Mechanic	AEA	Hourly	29.14	30.60	32.13	33.74	35.43
		Bi-Weekly	2,331.20	2,448.00	2,570.40	2,699.20	2,834.40
		Monthly	5,050.93	5,304.00	5,569.20	5,848.27	6,141.20
		Annually	60,611.20	63,648.00	66,830.40	70,179.20	73,694.40
Maintenance Worker I	AEA	Hourly	19.96	20.96	22.01	23.11	24.27
		Bi-Weekly	1,596.80	1,676.80	1,760.80	1,848.80	1,941.60
		Monthly	3,459.73	3,633.07	3,815.07	4,005.73	4,206.80
		Annually	41,516.80	43,596.80	45,780.80	48,068.80	50,481.60
Maintenance Worker II	AEA	Hourly	23.16	24.32	25.54	26.82	28.16
		Bi-Weekly	1,852.80	1,945.60	2,043.20	2,145.60	2,252.80
		Monthly	4,014.40	4,215.47	4,426.93	4,648.80	4,881.07
		Annually	48,172.80	50,585.60	53,123.20	55,785.60	58,572.80

Classification	Bargaining Unit	Step	1	2	3	4	5
Mechanic	AEA	Hourly	25.56	26.84	28.18	29.59	31.07
		Bi-Weekly	2,044.80	2,147.20	2,254.40	2,367.20	2,485.60
		Monthly	4,430.40	4,652.27	4,884.53	5,128.93	5,385.47
		Annually	53,164.80	55,827.20	58,614.40	61,547.20	64,625.60
Planner - Intern	N/A	Hourly	19.95	20.95	22.00	23.10	24.26
		Bi-Weekly	1,596.00	1,676.00	1,760.00	1,848.00	1,940.80
		Monthly	3,458.00	3,631.33	3,813.33	4,004.00	4,205.07
		Annual	41,496.00	43,576.00	45,760.00	48,048.00	50,460.80
Police Detective	APOA	Hourly	32.85	34.49	36.21	38.02	39.92
		Bi-Weekly	2,628.00	2,759.20	2,896.80	3,041.60	3,193.60
		Monthly	5,694.00	5,978.27	6,276.40	6,590.13	6,919.47
		Annually	68,328.00	71,739.20	75,316.80	79,081.60	83,033.60
Police Lieutenant	Confidential Unrepresented	Hourly	45.85	48.14	50.55	53.08	55.73
		Bi-Weekly	3,668.00	3,851.20	4,044.00	4,246.40	4,458.40
		Monthly	7,947.33	8,344.27	8,762.00	9,200.53	9,659.87
		Annually	95,368.00	100,131.20	105,144.00	110,406.40	115,918.40
Police Officer	APOA	Hourly	30.92	32.47	34.09	35.79	37.58
		Bi-Weekly	2,473.60	2,597.60	2,727.20	2,863.20	3,006.40
		Monthly	5,359.47	5,628.13	5,908.93	6,203.60	6,513.87
		Annually	64,313.60	67,537.60	70,907.20	74,443.20	78,166.40
Police Sergeant	APSA	Hourly	36.73	38.57	40.50	42.53	44.66
		Bi-Weekly	2,938.40	3,085.60	3,240.00	3,402.40	3,572.80
		Monthly	6,366.53	6,685.47	7,020.00	7,371.87	7,741.07
		Annually	76,398.40	80,225.60	84,240.00	88,462.40	92,892.80
Police Trainee	APOA	Hourly	27.94	29.34	30.81	32.35	33.97
		Bi-Weekly	2,235.20	2,347.20	2,464.80	2,588.00	2,717.60
		Monthly	4,842.93	5,085.60	5,340.40	5,607.33	5,888.13
		Annually	58,115.20	61,027.20	64,084.80	67,288.00	70,657.60
Project Coordinator	N/A	Hourly	16.80	17.64	18.52	19.45	20.42
		Bi-Weekly	1,344.00	1,411.20	1,481.60	1,556.00	1,633.60
		Monthly	2,912.00	3,057.60	3,210.13	3,371.33	3,539.47
		Annually	34,944.00	36,691.20	38,521.60	40,456.00	42,473.60

Classification	Bargaining Unit	Step	1	2	3	4	5
Project/Transit Manager	CHEA	Hourly	42.78	44.92	47.17	49.53	52.01
		Bi-Weekly	3,422.40	3,593.60	3,773.60	3,962.40	4,160.80
		Monthly	7,415.20	7,786.13	8,176.13	8,585.20	9,015.07
		Annually	88,982.40	93,433.60	98,113.60	103,022.40	108,180.80
Public Works Manager	Confidential Unrepresented	Hourly	52.61	55.24	58.00	60.90	63.95
		Bi-Weekly	4,208.80	4,419.20	4,640.00	4,872.00	5,116.00
		Monthly	9,119.07	9,574.93	10,053.33	10,556.00	11,084.67
		Annually	109,428.80	114,899.20	120,640.00	126,672.00	133,016.00
Public Works Superintendent	AEA	Hourly	38.56	40.49	42.51	44.64	46.87
		Bi-Weekly	3,084.80	3,239.04	3,400.99	3,571.04	3,749.59
		Monthly	6,683.73	7,017.92	7,368.82	7,737.26	8,124.12
		Annually	80,204.80	84,215.04	88,425.79	92,847.08	97,489.43
Public Works Supervisor	AEA	Hourly	29.63	31.11	32.67	34.30	36.02
		Bi-Weekly	2,370.40	2,488.80	2,613.60	2,744.00	2,881.60
		Monthly	5,135.87	5,392.40	5,662.80	5,945.33	6,243.47
		Annually	61,630.40	64,708.80	67,953.60	71,344.00	74,921.60
Records Clerk (Part Time)	N/A	Hourly	19.29	20.25	21.26	22.32	23.44
		Bi-Weekly	1,543.20	1,620.00	1,700.80	1,785.60	1,875.20
		Monthly	3,343.60	3,510.00	3,685.07	3,868.80	4,062.93
		Annually	40,123.20	42,120.00	44,220.80	46,425.60	48,755.20
Records Communication Supervisor	APSA Non- Sworn	Hourly	34.90	36.65	38.48	40.40	42.42
		Bi-Weekly	2,791.71	2,932.00	3,078.40	3,232.00	3,393.60
		Monthly	6,048.71	6,352.67	6,669.87	7,002.67	7,352.80
		Annually	72,584.51	76,232.00	80,038.40	84,032.00	88,233.60
Senior Building Inspector	CHEA	Hourly	34.66	36.39	38.21	40.12	42.13
		Bi-Weekly	2,772.80	2,911.20	3,056.80	3,209.60	3,370.40
		Monthly	6,007.73	6,307.60	6,623.07	6,954.13	7,302.53
		Annually	72,092.80	75,691.20	79,476.80	83,449.60	87,630.40
Senior Planner	CHEA	Hourly	41.17	43.23	45.39	47.66	50.04
		Bi-Weekly	3,293.60	3,458.40	3,631.20	3,812.80	4,003.20
		Monthly	7,136.13	7,493.20	7,867.60	8,261.07	8,673.60
		Annually	85,633.60	89,918.40	94,411.20	99,132.80	104,083.20
Sign Technician	AEA	Hourly	24.34	25.56	26.84	28.18	29.59
		Bi-Weekly	1,947.20	2,044.80	2,147.20	2,254.40	2,367.20
		Monthly	4,218.93	4,430.40	4,652.27	4,884.53	5,128.93
		Annually	50,627.20	53,164.80	55,827.20	58,614.40	61,547.20

Classification	Bargaining Unit	Step	1	2	3	4	5
Technical Analyst	Confidential Unrepresented	Hourly	30.01	31.51	33.09	34.74	36.48
		Bi-Weekly	2,400.80	2,520.80	2,647.20	2,779.20	2,918.40
		Monthly	5,201.73	5,461.73	5,735.60	6,021.60	6,323.20
		Annually	62,420.80	65,540.80	68,827.20	72,259.20	75,878.40
Transit Manager	AEA	Hourly	34.90	36.65	38.48	40.40	42.42
		Bi-Weekly	2,791.71	2,932.00	3,078.40	3,232.00	3,393.60
		Monthly	6,048.71	6,352.67	6,669.87	7,002.67	7,352.80
		Annually	72,584.51	76,232.00	80,038.40	84,032.00	88,233.60
Transit Supervisor	AEA	Hourly	26.65	27.98	29.38	30.85	32.39
		Bi-Weekly	2,132.00	2,238.40	2,350.40	2,468.00	2,591.20
		Monthly	4,619.33	4,849.87	5,092.53	5,347.33	5,614.27
		Annually	55,432.00	58,198.40	61,110.40	64,168.00	67,371.20