

EFFECTIVE DATE: 9/21/2014

MONTHS BEFORE NEXT STEP -		(12)	(12)	(12)	(18)	(18)	(24)	(24)	(36)	(36)	(48)	
<u>GRADE</u>	<u>POSITION TITLE</u>	<u>STEP 1</u>	<u>STEP 2</u>	<u>STEP 3</u>	<u>STEP 4</u>	<u>STEP 5</u>	<u>STEP 6</u>	<u>STEP 7</u>	<u>STEP 8</u>	<u>STEP 9</u>	<u>STEP 10</u>	<u>STEP 11</u>
2	Legal Services Specialist	11.22	11.63	12.12	12.68	13.20	13.62	13.71	14.09	14.45	14.72	14.98
3	Custodian Library Page	12.02	12.53	13.07	13.66	14.17	14.58	14.86	15.21	15.53	15.87	16.21
4	Custodian/Facility Specialist	12.83	13.39	14.07	14.64	15.32	15.61	16.04	16.49	16.71	17.13	17.50
5	Accounts Receivable Clerk Ambulance Billing Clerk Cemetery Maintenance Operator Custodian/Maintenance Specialist Custodian/Operations Specialist Customer Service Representative Energy Services Assistant Horticulturist/Forestry Laborer Laborer Library Technician Office Assistant I Parking Monitor Parks Maintenance Operator I Parts Clerk Purchasing Assistant Utility Cashier Violations Clerk Zoo Registrar/Receptionist	13.94	14.59	15.23	16.02	16.66	17.08	17.39	17.81	18.15	18.64	19.03

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11	Accountant, Senior Animal Services Manager Aquatics Manager Building Maintenance Superintendent Commercial Energy Specialist Design Technician, Senior Electric Design Technician HR Analyst IT Programmer/Analyst IT Support Technician Library IT Specialist Police Investigator Purchasing Agent Recreation Supervisor Right-Of-Way Agent Shop Superintendent Wastewater Collection Sys. Foreman Water Distribution Foreman Water Supply Foreman Zoo General Curator	23.82	24.85	26.05	27.40	28.66	29.43	30.10	30.78	31.54	32.36	32.99

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12	City Clerk Communication Center Manager Construction Inspection Chief Design Technician, Supervisor GIS Coordinator Grants Administrator IT Systems Administrator Library Supervisor Parks & Cemetery Superintendent Public Information Officer Recreation Superintendent Sanitation Superintendent Police Sergeant Wastewater Treatment Plant Foreman Zoo Superintendent	26.05	27.40	28.66	30.10	31.54	32.36	33.17	34.02	34.98	35.83	36.59
13	Assistant Controller Assistant Library Director Assistant Planning & Building Director BMPO Director City Surveyor Streets Superintendent	28.66	30.10	31.54	33.17	34.98	35.83	36.65	37.55	38.45	39.41	40.20

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14	Building Official Energy Services Manager Fire Marshall General Services Administrator IT Analyst/Supervisor Police Lieutenant Wastewater Superintendent Water Superintendent	31.54	33.17	34.98	36.65	38.45	39.41	40.35	41.42	42.41	43.34	44.20
15	Fire Division Chief Police Captain	34.98	36.65	38.45	40.35	42.41	43.34	44.45	45.58	46.67	47.71	48.66
16	Assistant Public Works Director City Engineer Compliance/Engineering Program Manager Controller Treasurer	38.45	40.35	42.41	44.45	46.67	47.71	48.88	50.03	51.36	52.58	53.60

Positions Not Assigned to Pay Grade and Step Program

Position Title	2014-2015 Hourly Base	2014-2015 Annual Base
Police Officer 1 st Class*	20.69	\$43,035
Police Officer 2 nd Class*	19.82	\$41,226
Probationary Police Officer*	18.60	\$38,688
Emergency Telecommunications Specialist, Trainee	16.59	\$34,507

Position Title	2014-2015 Hourly Base	2014-2015 Annual Base
Fire Fighter 1 st Class*	14.405	\$41,947
Fire Fighter 2 nd Class*	13.898	\$40,471
Probationary Fire Fighter*	13.521	\$39,373

*Civil Service Position: Civil Service positions have automatic progression and probationary provisions as provided under Civil Service Rules and Regulations.