

EFFECTIVE DATE: 9/20/2015

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	11.56	11.98	12.48	13.06	13.60	14.03	14.12	14.51	14.88	15.16	15.43
3	Custodian Library Page	12.38	12.91	13.46	14.07	14.60	15.02	15.31	15.67	16.00	16.35	16.70
4	Custodian/Facility Specialist	13.21	13.79	14.49	15.08	15.78	16.08	16.52	16.98	17.21	17.64	18.03
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	14.36	15.03	15.69	16.50	17.16	17.59	17.91	18.34	18.69	19.20	19.60





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>
8	Aquatic Supervisor Code Enforcement Officer, Senior Community Coordinator Executive Assistant Horticulture/Forestry Technician Instrument Survey Technician Irrigation Specialist Library Program Specialist Mechanic/Journey Police Training Coordinator Property Manager Records Supervisor Recreation Programs Specialist Sanitation Lead Worker Streets Equipment Operator II Streets Safety Technician Utility Billing Supervisor Wastewater Collection Equipment Operator Wastewater Laboratory Technician Wastewater Pretreatment Monitor Wastewater Treatment Plant Operator Water Service Operator Water Supply Operator Water Systems Equipment Operator Work Flow Technician	18.60	19.41	20.35	21.31	22.30	22.85	23.42	23.93	24.53	25.10	25.61







MONTHS BEFORE NEXT STEP -		(12)	(12)	(12)	(18)	(18)	(24)	(24)	(36)	(36)	(48)	
<u>GRADE/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>
12	City Clerk Communication Center Manager Construction Inspection Chief Design Technician, Supervisor GIS Coordinator Grants Administrator IT Network Administrator Library Supervisor Parks & Cemetery Superintendent Public Information Officer Recreation Superintendent Sanitation Superintendent Police Sergeant Wastewater Treatment Plant Foreman Zoo Superintendent	26.83	28.22	29.52	31.00	32.49	33.33	34.17	35.04	36.03	36.90	37.69
13	Assistant Controller Assistant Library Director Assistant Planning & Building Director BMPO Director City Surveyor IT Systems Administrator Streets Superintendent	29.52	31.00	32.49	34.17	36.03	36.90	37.75	38.68	39.60	40.59	41.41

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>
14	Building Official Energy Services Manager Fire Battalion Chief Fire Marshal General Services Administrator IT Analyst/Supervisor Police Lieutenant Wastewater Superintendent Water Superintendent	32.49	34.17	36.03	37.75	39.60	40.59	41.56	42.66	43.68	44.64	45.53
15	Fire Division Chief Police Captain	36.03	37.75	39.60	41.56	43.68	44.64	45.78	46.95	48.07	49.14	50.12
16	Assistant Public Works Director City Engineer Compliance/Engineering Program Manager Controller Treasurer	39.60	41.56	43.68	45.78	48.07	49.14	50.35	51.53	52.90	54.16	55.21

## Positions Not Assigned to Pay Grade and Step Program

<b>Position Title</b>	<b>2015-2016 Hourly Base</b>	<b>2015-2016 Annual Base</b>
Police Officer 1 <sup>st</sup> Class*	\$21.31	\$44,325
Police Officer 2 <sup>nd</sup> Class*	\$20.41	\$42,453
Probationary Police Officer*	\$19.16	\$39,853
Emergency Telecommunications Specialist, Trainee	\$17.09	\$35,547

<b>Position Title</b>	<b>2015-2016 Hourly Base</b>	<b>2015-2016 Annual Base</b>
Fire Fighter 1 <sup>st</sup> Class*	\$14.837	\$43,205
Fire Fighter 2 <sup>nd</sup> Class*	\$14.313	\$41,679
Probationary Fire Fighter*	\$13.925	\$40,549

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