

EFFECTIVE DATE: 10/01/2020 to 9/30/2021

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	Aquatic Specialist Rec Center Attendant/Basketball Inst.	12.43	12.87	13.42	14.03	14.62	15.08	15.18	15.59	15.99	16.31	16.58
3	Cashier Custodian – Building Maintenance Custodian - Library Custodian - Parks Library Page	13.32	13.88	14.47	15.12	15.70	16.14	16.46	16.84	17.20	17.58	17.94
4	Library Clerk	14.21	14.82	15.57	16.21	16.96	17.29	17.75	18.26	18.50	18.96	19.39
5	Cemetery Maintenance Operator Custodian/Facility Coordinator Custodian/Maintenance Specialist Custodian/Operations Specialist (Airport) Customer Service Representative Horticulturist/Forestry Laborer Laborer Library Technical Assistant Office Assistant I Parking Monitor Parks Maintenance Operator I Parts Clerk Purchasing Assistant Utility Cashier Zoo Facilities Assistant Zoo Registrar/Receptionist	15.44	16.15	16.86	17.73	18.45	18.91	19.25	19.71	20.09	20.64	21.06

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6	Ambulance Billing Clerk, Sr.	16.84	17.58	18.43	19.14	20.08	20.60	21.06	21.49	22.03	22.57	22.98
	Assistant Golf Pro											
	Building Maintenance Specialist I											
	Code Enforcement Clerk											
	Deputy City Clerk											
	Drafting Technician											
	Garage Service Worker											
	Golf Maintenance Section Worker											
	Meter Reader											
	Office Assistant II											
	Parks Maintenance Operator II											
	Building Permit Clerk											
	Sanitation Bucker											
	Survey Field Technician											
	Utility Billing Specialist											
	Utility Credit Clerk Assistant											
	Warehouse Worker – Water											
	Wastewater Collection System Operator-In- Training											
	Wastewater Pretreatment Assistant											
	Zoo Veterinary Technician											
	Zookeeper											

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7	Accounting Clerk	18.37	19.13	20.07	21.04	21.94	22.48	22.95	23.54	24.08	24.60	25.06
	Administrative Assistant											
	Airport—Airfield Maintenance and Operations Specialist											
	Airport Maintenance Supervisor											
	Animal Control and Ordinance Officer											
	Cemetery Lead Maintenance Operator											
	Code Enforcement Officer											
	Deputy City Treasurer											
	Emergency Communications Officer, Trainee											
	Grounds Operations Specialist											
	HR Assistant											
	Parks Lead Maintenance Operator											
	Parks Maintenance Operator III											
	Permit Technician											
	Police Records Specialist											
	Property/Evidence Clerk											
	Sanitation Repair Worker I											
	Signing and Striping Operator											
	Sr. Customer Service Rep											
	Street Equipment Operator I											
	Supervising Custodian/Ops Specialist-Parks											
	Truck Driver											
	Utility Billing Specialist II											
	Wastewater Collection System Operator											
	Water Distribution Operator											

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8	Accounts Payable Clerk	19.99	20.86	21.87	22.90	23.97	24.56	25.17	25.72	26.37	26.97	27.53
	Aquatic Supervisor											
	Code Enforcement Officer, Senior											
	Emergency Communications Officer											
	Horticulture/Forestry Technician											
	Instrument Survey Technician											
	Irrigation Specialist											
	Lead Maintenance Operator - Parks											
	Legal Assistant for Prosecution/City Attorney											
	Library Program Specialist											
	Marketing/Sponsorship Coordinator											
	Mechanic/Journey											
	Planner I											
	Planning Technician											
	Plumber											
	Police Crime Analyst											
	Property Manager											
	Records Supervisor											
	Recreation Youth Program Specialist											
	Sanitation Lead Worker											
	Sanitation Repair Worker II											
	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											
	Water Warehouse Manager											
	Work Flow Technician											

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9	Airport Terminal Maint/Custodial Supervisor	21.85	22.80	23.89	25.10	26.37	26.97	27.52	28.17	28.83	29.53	30.13
	Building Maintenance Specialist II											
	Customer Relations Supervisor											
	Electrical Inspector											
	Executive Assistant											
	Field Technician											
	Finance and Accounting Coordinator											
	Grounds Operations Supervisor											
	Lead Water Distribution Operator											
	Meter Reading Supervisor											
	Parks Maintenance Specialist											
	Payroll Coordinator											
	Plan Checker											
	Plumbing/Mechanical Inspector											
	Police Officer, Probationary											
	Streets Lead Operator											
	Wastewater Collection System Lead Operator											
	Wastewater Treatment Plant Lead Operator											
	Zoo Facilities Maintenance Specialist											

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10	Accountant	23.89	25.10	26.37	27.52	28.83	29.53	30.33	30.98	31.73	32.57	33.21
	Building Maintenance Foreman											
	Cemetery Sexton											
	Chief Bldg Inspector and Electrical Inspector											
	Chief Plumbing/Mech. Inspector											
	Chief Water Supply Operator											
	Civic Auditorium Manager											
	Crime Scene Technician											
	Current Planner / Transportation Planner											
	Design Technician											
	Emergency Comm Officer Supervisor											
	Facility Services Manager											
	GIS Analyst											
	Golf Course Superintendent											
	Horticulturist/Urban Forester											
	IT Technician I											
	Librarian											
	Parks Foreman											
	Planning & Building GIS Analyst/Planner II											
	Police Officer											
	Police Training Coordinator/Property Mgr											
	Sanitation Foreman											
	Shop Foreman											
	Signing & Striping Supervisor											
	Street General Foreman											
	Survey Crew Chief											
	Utility Credit Supervisor											
	Wastewater Laboratory Supervisor											
	Wastewater Maintenance Mechanic											
	Wastewater Treatment Plant Chief Operator											
	Zoo Animal Care Supervisor											
	Zoo Education Curator											

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11	Accountant I	26.37	27.52	28.83	30.33	31.73	32.57	33.31	34.06	34.92	35.82	36.51
	Airport Administration Manager											
	Animal Services Manager											
	Aquatics Manager											
	Building Maintenance Superintendent											
	Design Technician, Senior											
	HR Analyst											
	IT Programmer/Analyst											
	IT Technician II											
	Network and Security Specialist											
	Parks & Cemetery Asst. Superintendent											
	Police Officer, Senior											
	Purchasing Agent											
	Recreation Supervisor											
	Right-Of-Way Agent											
	Shop Superintendent											
	Systems Analyst											
	Wastewater Collection Sys. Foreman											
	Water Distribution Foreman											
	Water Supply Foreman											
	Zoo General Curator											

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12	Accountant II Airport Security and Safety Manager Business Intelligence Analyst I City Clerk Civil Engineer I Communication Center Manager Construction Inspection Chief Design Technician, Supervisor GIS Coordinator Grants Administrator Human Resources Manager IT Network Administrator Library Supervisor Public Information Officer & PIO Police Police Sergeant Wastewater Treatment Plant Foreman Zoo Operations Manager	28.83	30.33	31.73	33.31	34.92	35.82	36.72	37.65	38.72	39.66	40.51
13	Assistant Airport Director Ops & Maint. Assistant City Attorney Assistant Controller BMPO Director Chief Surveyor Economic Development Coordinator IT Systems Administrator Parks & Cemetery Superintendent Prosecutor Recreation Superintendent Sanitation Superintendent Streets Superintendent	31.73	33.31	34.92	36.72	38.72	39.66	40.57	41.57	42.56	43.62	44.50



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14	Accountant III Assistant Library Director Assistant Parks and Rec Director Assistant Planning & Building Director Civil Engineer II Fire Battalion Chief General Services Administrator IT Analyst/Supervisor Police Lieutenant Wastewater Superintendent Water Superintendent	34.92	36.72	38.72	40.57	42.56	43.62	44.67	45.85	46.93	47.97	48.93
15	Building Official Fire Division Chief Fire Marshal	38.72	40.57	42.56	44.67	46.93	47.97	49.19	50.44	51.66	52.81	53.87
16	Assistant Public Works Director Chief Information Technology Officer City Engineer Compliance/Engineering Program Manager Controller Deputy Fire Chief Police Captain Treasurer	42.56	44.67	46.93	49.19	51.66	52.81	54.10	55.37	56.85	58.20	59.33