

EFFECTIVE DATE: 10/01/2017 to 9/30/2018

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.	12.05	12.49	13.02	13.62	14.19	14.64	14.73	15.13	15.52	15.82	16.09
3	Cashier Custodian – Building Maintenance Custodian - Library Library Page	12.92	13.47	14.04	14.68	15.23	15.66	15.97	16.34	16.69	17.06	17.41
4		13.78	14.38	15.11	15.72	16.46	16.77	17.23	17.71	17.95	18.40	18.81
5	Cemetery Maintenance Operator Custodian/Facility Specialist Custodian/Maintenance Specialist Custodian/Operations Specialist Customer Service Representative Energy Services Assistant Horticulturist/Forestry Laborer Laborer Library Technical Assistant Office Assistant I Parking Monitor Parks Maintenance Operator I Parts Clerk Purchasing Assistant Utility Cashier Violations Clerk Zoo Registrar/Receptionist	14.98	15.67	16.36	17.21	17.90	18.35	18.68	19.13	19.50	20.03	20.44

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>
6	Ambulance Billing Clerk, Sr.	16.34	17.06	17.88	18.58	19.49	19.99	20.44	20.85	21.38	21.90	22.30
	Animal Control Officer											
	Assistant Credit Clerk											
	Assistant Golf Pro											
	Building Maintenance Specialist I											
	Deputy City Clerk											
	Drafting Technician											
	Energy Services Representative											
	Garage Service Worker											
	Golf Maintenance Section Worker											
	Meter Reader											
	Office Assistant II											
	Parks Maintenance Operator II											
	Permit Technician											
	Planning and Building Technician											
	Records Clerk											
	Sanitation Bucker											
	Signing & Striping Operator											
	Survey Field Technician											
	Warehouse Worker - Electric											
	Warehouse Worker – Water											
	Wastewater Collection System Trainee											
	Wastewater Pretreatment Assistant											
	Zoo Veterinary Technician											
	Zookeeper											

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>
7	Accounting Clerk	17.82	18.57	19.48	20.42	21.29	21.81	22.27	22.84	23.37	23.87	24.32
	Accounts Payable Clerk											
	Administrative Assistant											
	Airport Maintenance Supervisor											
	Cemetery Lead Maintenance Operator											
	Code Enforcement Officer											
	Crime Scene Analyst											
	Deputy City Treasurer											
	Emergency Telecommunication Specialist											
	Grounds Operations Specialist											
	HR Assistant											
	Parks Lead Maintenance Operator											
	Parks Maintenance Operator III											
	Property/Evidence Clerk											
	Sanitation Repair Worker I											
	Sr. Customer Service Rep											
	Street Equipment Operator I											
	Supervising Custodian/Ops Specialist-Parks											
	Truck Driver											
	Utilities Service Worker											
	Wastewater Collection System Operator											
	Water Distribution Operator											

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 Projects Coordinator Executive Assistant Horticulture/Forestry Technician Instrument Survey Technician Irrigation Specialist Lead Maintenance Operator - Parks Library Program Specialist Marketing/Sponsorship Coordinator Mechanic/Journey Planner I Planning Technician Police Training Coordinator 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 Valve and Hydrant Crew Leader Work Flow Technician	19.40	20.24	21.23	22.22	23.26	23.83	24.43	24.96	25.58	26.18	26.71

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>
9	Airport Terminal Maint/Custodial Supervisor	21.21	22.13	23.19	24.36	25.58	26.18	26.70	27.34	27.98	28.66	29.24
	Building Maintenance Specialist II											
	Customer Relations Supervisor											
	Dispatch Supervisor											
	Electrical Inspector											
	Field Technician											
	Grounds Operations Supervisor											
	Lead Water System Operator											
	Meter Reading Supervisor											
	Payroll Coordinator											
	Plan Checker											
	Plumbing/Mechanical Inspector											
	Police Officer, Probationary											
	Residential Energy Specialist											
	Security Operations Coordinator											
	Streets Lead Operator											
	Wastewater Collection System Lead Operator											
	Wastewater Treatment Plant Lead Operator											
	Zoo Facilities Maintenance Specialist											

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>
10	Accountant	23.19	24.36	25.58	26.70	27.98	28.66	29.43	30.07	30.79	31.61	32.24
	Building Maintenance Foreman											
	Cemetery Sexton											
	Chief Building Inspector											
	Chief Electrical Inspector											
	Chief Plumbing/Mech. Inspector											
	Chief Water Supply Operator											
	Civic Auditorium Manager											
	Crime Scene Technician											
	Current Planner / Transportation Planner											
	Design Technician											
	Electric GIS Analyst/Technician											
	Facility Services Manager											
	Golf Course Superintendent											
	Horticulturist/Urban Forester											
	IT Technician I											
	Librarian											
	Parks Foreman											
	Planning & Building GIS Analyst/Planner											
	Police Officer											
	Public Works Inspector											
	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											

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>
11	Accountant, Senior	25.58	26.70	27.98	29.43	30.79	31.61	32.33	33.06	33.89	34.76	35.43
	Airport Administration Manager											
	Animal Services Manager											
	Aquatics Manager											
	Building Maintenance Superintendent											
	Design Technician, Senior											
	Electric Design Technician											
	Energy Specialist											
	HR Analyst											
	IT Programmer/Analyst											
	IT Support Technician											
	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											

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>
12	Airport Operations Manager City Clerk Civil Engineer I Communication Center Manager Construction Inspection Chief Design Technician, Supervisor GIS Coordinator Grants Administrator IT Network Administrator Lead Electric Design Technician Library Supervisor Public Information Officer Police Sergeant Wastewater Treatment Plant Foreman Zoo Operations Manager	27.98	29.43	30.79	32.33	33.89	34.76	35.64	36.54	37.58	38.49	39.31
13	Assistant Controller BMPO Director Chief Surveyor Economic Development Coordinator IT Systems Administrator Parks & Cemetery Superintendent Recreation Superintendent Sanitation Superintendent Streets Superintendent	30.79	32.33	33.89	35.64	37.58	38.49	39.37	40.34	41.30	42.33	43.18



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	Assistant Planning & Building Director Building Official Civil Engineer II Energy Services Manager Fire Battalion Chief Fire Marshall General Services Administrator IT Analyst/Supervisor Police Lieutenant Wastewater Superintendent Water Superintendent	33.89	35.64	37.58	39.37	41.30	42.33	43.35	44.50	45.55	46.56	47.49
15	Fire Division Chief Police Captain Electrical Engineer	37.58	39.37	41.30	43.35	45.55	46.56	47.74	48.96	50.13	51.25	52.28
16	Assistant General Manager - Power Assistant Police Chief Assistant Public Works Director Chief Information Technology Officer City Engineer Compliance/Engineering Program Manager Controller Deputy Fire Chief Energy Specialist Treasurer	41.30	43.35	45.55	47.74	50.13	51.25	52.51	53.74	55.18	56.49	57.58