

CITY OF ONTARIO  
Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Accountant	07/04/2021	CON	\$32.43	\$39.42	Step 1	\$32.43
					Step 2	\$34.05
					Step 3	\$35.77
					Step 4	\$37.56
					Step 5	\$39.42
Accounting Manager	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
Accounting Technician	07/04/2021	CON	\$27.19	\$33.04	Step 1	\$27.19
					Step 2	\$28.54
					Step 3	\$29.97
					Step 4	\$31.47
					Step 5	\$33.04
Accounts Payable Technician	07/04/2021	CON	\$27.19	\$33.04	Step 1	\$27.19
					Step 2	\$28.54
					Step 3	\$29.97
					Step 4	\$31.47
					Step 5	\$33.04
Administrative Assistant	07/04/2021	CON	\$25.86	\$31.43	Step 1	\$25.86
					Step 2	\$27.16
					Step 3	\$28.50
					Step 4	\$29.93
					Step 5	\$31.43
Administrative Assistant to the City Council	07/04/2021	CON	\$36.49	\$44.32	Step 1	\$36.49
					Step 2	\$38.32
					Step 3	\$40.22
					Step 4	\$42.23
					Step 5	\$44.32
Administrative Assistant to the City Manager	07/04/2021	CON	\$36.49	\$44.32	Step 1	\$36.49
					Step 2	\$38.32
					Step 3	\$40.22
					Step 4	\$42.23
					Step 5	\$44.32
Administrative Intern	12/19/2021	PT	\$15.45	\$17.03	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$0.01
					Step 6	\$0.01
					Step 7	\$0.01
					Step 8	\$15.45
					Step 9	\$16.23
					Step 10	\$17.03
Administrative Officer	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Administrative Specialist	07/07/2019	TMTR	\$27.45	\$33.36	Step 1	\$27.45
					Step 2	\$28.81
					Step 3	\$30.26
					Step 4	\$31.77
					Step 5	\$33.36
Administrative Specialist - Confidential	07/04/2021	CON	\$28.00	\$34.03	Step 1	\$28.00
					Step 2	\$29.39
					Step 3	\$30.87
					Step 4	\$32.41
					Step 5	\$34.03
Administrative Technician	07/07/2019	TMTR	\$23.62	\$28.72	Step 1	\$23.62
					Step 2	\$24.83
					Step 3	\$26.05
					Step 4	\$27.35
					Step 5	\$28.72
Asset Forfeiture Fiscal Coordinator	07/07/2019	TMTR	\$35.40	\$43.01	Step 1	\$35.40
					Step 2	\$37.14
					Step 3	\$39.01
					Step 4	\$40.96
					Step 5	\$43.01
Assistant Building Official	07/04/2021	AOME	\$61.66	\$74.93	Step 1	\$61.66
					Step 2	\$64.74
					Step 3	\$67.98
					Step 4	\$71.37
					Step 5	\$74.93
Assistant City Clerk / Records Management Director	07/04/2021	DH	\$63.58	\$88.77		
Assistant City Engineer	07/04/2021	AOME	\$71.42	\$86.80	Step 1	\$71.42
					Step 2	\$74.99
					Step 3	\$78.74
					Step 4	\$82.68
					Step 5	\$86.80
Assistant City Manager	07/07/2019	EX	\$84.45	\$113.15		
Assistant Curator	07/07/2019	TMTR	\$23.62	\$28.72	Step 1	\$23.62
					Step 2	\$24.83
					Step 3	\$26.05
					Step 4	\$27.35
					Step 5	\$28.72
Assistant Engineer	07/07/2019	TMTR	\$42.23	\$51.34	Step 1	\$42.23
					Step 2	\$44.36
					Step 3	\$46.57
					Step 4	\$48.91
					Step 5	\$51.34
Assistant Finance Director	12/08/2021	DH	\$68.28	\$87.00		
Assistant General Manager - Administration and Customer Service	07/04/2021	DH	\$78.39	\$93.20		
Assistant General Manager - Integrated Waste	07/04/2021	DH	\$63.58	\$93.20		
Assistant General Manager - Utilities Engineering and Operations	07/04/2021	DH	\$83.00	\$101.91		
Assistant Human Resources Risk Management Director	11/21/2021	DH	\$69.65	\$84.66		

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Assistant Library Director	07/04/2021	AOME	\$46.80	\$56.89	Step 1	\$46.80
					Step 2	\$49.16
					Step 3	\$51.59
					Step 4	\$54.18
					Step 5	\$56.89
Assistant Parks and Maintenance Director	07/04/2021	AOME	\$51.99	\$63.20	Step 1	\$51.99
					Step 2	\$54.59
					Step 3	\$57.32
					Step 4	\$60.17
					Step 5	\$63.20
Assistant Planner	07/07/2019	TMTR	\$33.09	\$40.23	Step 1	\$33.09
					Step 2	\$34.75
					Step 3	\$36.50
					Step 4	\$38.32
					Step 5	\$40.23
Assistant Planning Director	07/04/2021	AOME	\$67.46	\$82.00	Step 1	\$67.46
					Step 2	\$70.84
					Step 3	\$74.38
					Step 4	\$78.09
					Step 5	\$82.00
Assistant Recreation/Community Services Director	07/04/2021	AOME	\$51.99	\$63.20	Step 1	\$51.99
					Step 2	\$54.59
					Step 3	\$57.32
					Step 4	\$60.17
					Step 5	\$63.20
Associate Civil Engineer	07/07/2019	TMTR	\$46.47	\$56.48	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48
Associate Engineer	07/07/2019	TMTR	\$46.47	\$56.48	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48
Associate Landscape Planner	07/07/2019	TMTR	\$37.40	\$45.47	Step 1	\$37.40
					Step 2	\$39.28
					Step 3	\$41.25
					Step 4	\$43.31
					Step 5	\$45.47
Associate Planner	07/07/2019	TMTR	\$40.60	\$49.33	Step 1	\$40.60
					Step 2	\$42.62
					Step 3	\$44.75
					Step 4	\$46.98
					Step 5	\$49.33
Broadband Operations Manager	07/04/2021	AOME	\$58.75	\$71.39	Step 1	\$58.75
					Step 2	\$61.68
					Step 3	\$64.76
					Step 4	\$68.00
					Step 5	\$71.39

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Budget Manager	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
Building Inspection Manager	07/04/2021	AOME	\$54.55	\$66.32	Step 1	\$54.55
					Step 2	\$57.29
					Step 3	\$60.14
					Step 4	\$63.15
					Step 5	\$66.32
Building Inspector	11/07/2021	TMTR	\$29.73	\$37.95	Step 1	\$31.21
					Step 2	\$32.77
					Step 3	\$34.42
					Step 4	\$36.14
					Step 5	\$37.95
Building Official	07/04/2021	DH	\$73.03	\$88.77		
Building Plans Examiner	07/07/2019	TMTR	\$42.89	\$52.13	Step 1	\$42.89
					Step 2	\$45.04
					Step 3	\$47.28
					Step 4	\$49.66
					Step 5	\$52.13
Building Plans Specialist	07/07/2019	TMTR	\$32.83	\$39.90	Step 1	\$32.83
					Step 2	\$34.47
					Step 3	\$36.20
					Step 4	\$38.01
					Step 5	\$39.90
Business License Specialist	02/19/2020	TMTR	\$25.11	\$30.52	Step 1	\$25.11
					Step 2	\$26.37
					Step 3	\$27.68
					Step 4	\$29.07
					Step 5	\$30.52
Business License Supervisor	07/04/2021	AOME	\$38.24	\$46.50	Step 1	\$38.24
					Step 2	\$40.17
					Step 3	\$42.18
					Step 4	\$44.28
					Step 5	\$46.50
Central Services Specialist	07/07/2019	TMTR	\$20.98	\$25.49	Step 1	\$20.98
					Step 2	\$22.03
					Step 3	\$23.12
					Step 4	\$24.27
					Step 5	\$25.49
Chief Investment Officer	01/19/2022	DH	\$60.45	\$73.46		
City Clerk - Elected	05/26/2019	EL	\$6.54	\$6.54		
City Engineer	07/04/2021	DH	\$83.91	\$101.98		
City Manager	07/07/2019	EX	\$158.13	\$170.86		
City Treasurer	09/01/2016	ELE	\$6.54	\$6.54		
Combination Building Inspector	07/07/2019	TMTR	\$34.46	\$41.88	Step 1	\$34.46
					Step 2	\$36.19
					Step 3	\$38.00
					Step 4	\$39.89
					Step 5	\$41.88
Communications and Community Relations Director	07/04/2021	DH	\$63.58	\$88.77		

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Community Improvement Director	07/04/2021	DH	\$63.58	\$77.27		
Community Improvement Manager	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
Community Improvement Officer	07/07/2019	TMTR	\$29.13	\$35.42	Step 1	\$29.13
					Step 2	\$30.59
					Step 3	\$32.12
					Step 4	\$33.73
					Step 5	\$35.42
Community Improvement Supervisor	07/04/2021	AOME	\$39.24	\$47.70	Step 1	\$39.24
					Step 2	\$41.19
					Step 3	\$43.25
					Step 4	\$45.42
					Step 5	\$47.70
Community Information Specialist	07/04/2021	CON	\$28.00	\$34.03	Step 1	\$28.00
					Step 2	\$29.39
					Step 3	\$30.87
					Step 4	\$32.41
					Step 5	\$34.03
Community Information Supervisor	07/04/2021	AOME	\$38.24	\$46.50	Step 1	\$38.24
					Step 2	\$40.17
					Step 3	\$42.18
					Step 4	\$44.28
					Step 5	\$46.50
Community Life and Culture Officer	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
Community Relations and Communications Manager	07/04/2021	AOME	\$55.45	\$67.40	Step 1	\$55.45
					Step 2	\$58.23
					Step 3	\$61.12
					Step 4	\$64.17
					Step 5	\$67.40
Community Service Officer	07/07/2019	TMTR	\$22.82	\$27.73	Step 1	\$22.82
					Step 2	\$23.95
					Step 3	\$25.15
					Step 4	\$26.41
					Step 5	\$27.73
Continuum of Care Manager	07/04/2021	AOME	\$55.45	\$67.40	Step 1	\$55.45
					Step 2	\$58.23
					Step 3	\$61.12
					Step 4	\$64.17
					Step 5	\$67.40
Continuum of Care Social Worker	11/07/2021	TMTR	\$34.52	\$41.97	Step 1	\$34.52
					Step 2	\$36.26
					Step 3	\$38.07
					Step 4	\$39.98
					Step 5	\$41.97
Council Member	12/18/2018	EL	\$10.87	\$10.87		

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Crime Analysis Supervisor	07/04/2021	AOME	\$42.56	\$51.73	Step 1	\$42.56
					Step 2	\$44.68
					Step 3	\$46.92
					Step 4	\$49.26
					Step 5	\$51.73
Crime Analyst	07/07/2019	TMTR	\$33.49	\$40.71	Step 1	\$33.49
					Step 2	\$35.17
					Step 3	\$36.93
					Step 4	\$38.77
					Step 5	\$40.71
Crime Prevention Specialist	07/07/2019	TMTR	\$25.99	\$31.58	Step 1	\$25.99
					Step 2	\$27.28
					Step 3	\$28.64
					Step 4	\$30.08
					Step 5	\$31.58
Cross-Connection Control Specialist	07/07/2019	TMTR	\$34.54	\$41.98	Step 1	\$34.54
					Step 2	\$36.26
					Step 3	\$38.07
					Step 4	\$39.99
					Step 5	\$41.98
Custodial Services Supervisor	07/07/2019	TMTR	\$28.20	\$34.26	Step 1	\$28.20
					Step 2	\$29.60
					Step 3	\$31.07
					Step 4	\$32.63
					Step 5	\$34.26
Custodian	07/04/2021	AFSCME	\$18.33	\$22.27	Step 1	\$18.33
					Step 2	\$19.24
					Step 3	\$20.21
					Step 4	\$21.21
					Step 5	\$22.27
Customer Services Representative	07/07/2019	TMTR	\$20.97	\$25.49	Step 1	\$20.97
					Step 2	\$22.03
					Step 3	\$23.12
					Step 4	\$24.27
					Step 5	\$25.49
Database Administrator	07/04/2021	CON	\$50.08	\$60.88	Step 1	\$50.08
					Step 2	\$52.60
					Step 3	\$55.23
					Step 4	\$57.99
					Step 5	\$60.88
Departmental Administrator	07/04/2021	DH	\$61.66	\$74.93		
Deputy City Manager (EXEC)	11/24/2019	EX	\$75.27	\$100.84		
Deputy Fire Chief - 40 hr	01/02/2022	FMG	\$89.69	\$109.00	Step 1	\$89.69
					Step 2	\$94.18
					Step 3	\$98.87
					Step 4	\$103.81
					Step 5	\$109.00
Deputy Fire Chief - 56 hr	01/02/2022	FMG	\$67.69	\$82.28	Step 1	\$67.69
					Step 2	\$71.07
					Step 3	\$74.63
					Step 4	\$78.34
					Step 5	\$82.28

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Deputy Fire Marshal	07/04/2021	AOME	\$49.35	\$60.00	Step 1	\$49.35
					Step 2	\$51.83
					Step 3	\$54.42
					Step 4	\$57.15
					Step 5	\$60.00
Deputy Police Chief	07/04/2021	DH	\$85.42	\$114.45		
Economic Development Analyst	07/04/2021	CON	\$34.16	\$41.53	Step 1	\$34.16
					Step 2	\$35.88
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.53
Economic Development Coordinator	07/04/2021	AOME	\$42.36	\$51.47	Step 1	\$42.36
					Step 2	\$44.48
					Step 3	\$46.70
					Step 4	\$49.03
					Step 5	\$51.47
Economic Development Director	07/04/2021	DH	\$76.68	\$93.20		
Economic Development Manager	07/04/2021	AOME	\$55.45	\$67.40	Step 1	\$55.45
					Step 2	\$58.23
					Step 3	\$61.12
					Step 4	\$64.17
					Step 5	\$67.40
Economic Development Specialist	07/04/2021	CON	\$31.58	\$38.40	Step 1	\$31.58
					Step 2	\$33.17
					Step 3	\$34.82
					Step 4	\$36.56
					Step 5	\$38.40
Emergency Manager	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
EMS Director	07/04/2021	DH	\$63.58	\$77.27		
EMS Nurse	11/07/2021	AOME	\$50.43	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
EMS/Nurse Administrator	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
Engineering Aide	07/07/2019	TMTR	\$31.24	\$37.98	Step 1	\$31.24
					Step 2	\$32.81
					Step 3	\$34.44
					Step 4	\$36.17
					Step 5	\$37.98

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					Step	Amount
Engineering Assistant	07/07/2019	TMTR	\$35.21	\$42.78	Step 1	\$35.21
					Step 2	\$36.97
					Step 3	\$38.82
					Step 4	\$40.75
					Step 5	\$42.78
Engineering Assistant/GIS	07/07/2019	TMTR	\$35.21	\$42.78	Step 1	\$35.21
					Step 2	\$36.97
					Step 3	\$38.82
					Step 4	\$40.75
					Step 5	\$42.78
Environmental Programs Manager	07/04/2021	AOME	\$45.23	\$54.95	Step 1	\$45.23
					Step 2	\$47.49
					Step 3	\$49.86
					Step 4	\$52.34
					Step 5	\$54.95
Environmental Technician	07/07/2019	TMTR	\$25.64	\$31.15	Step 1	\$25.64
					Step 2	\$26.92
					Step 3	\$28.26
					Step 4	\$29.68
					Step 5	\$31.15
Environmental Water/Wastewater Engineer	07/04/2021	AOME	\$47.35	\$57.54	Step 1	\$47.35
					Step 2	\$49.70
					Step 3	\$52.20
					Step 4	\$54.80
					Step 5	\$57.54
Equipment Mechanic	07/04/2021	AFSCME	\$25.95	\$31.55	Step 1	\$25.95
					Step 2	\$27.26
					Step 3	\$28.62
					Step 4	\$30.04
					Step 5	\$31.55
Equipment Service Technician	07/04/2021	AFSCME	\$23.50	\$28.55	Step 1	\$23.50
					Step 2	\$24.67
					Step 3	\$25.89
					Step 4	\$27.20
					Step 5	\$28.55
Evidence Technician	07/07/2019	TMTR	\$25.34	\$30.81	Step 1	\$25.34
					Step 2	\$26.62
					Step 3	\$27.94
					Step 4	\$29.34
					Step 5	\$30.81
Executive Assistant to the City Manager	07/04/2021	SCN	\$54.11	\$65.75	Step 1	\$54.11
					Step 2	\$56.82
					Step 3	\$59.65
					Step 4	\$62.63
					Step 5	\$65.75
Executive Director Community Development	09/13/2020	EX	\$92.90	\$124.47		
Executive Director Community Life and Culture	07/07/2019	EX	\$75.27	\$100.84		
Executive Director Economic Development	07/07/2019	EX	\$75.27	\$100.84		
Executive Director Human Resources Risk Management	11/21/2021	EX	\$75.27	\$100.84		
Executive Director Information Technology	07/07/2019	EX	\$75.27	\$100.84		
Executive Director of Finance	07/07/2019	EX	\$84.45	\$113.15		
Executive Director Public Works	11/17/2021	EX	\$84.45	\$113.15		



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					Step	Amount
Facilities Maintenance Supervisor	07/07/2019	TMTR	\$32.83	\$39.90	Step 1	\$32.83
					Step 2	\$34.47
					Step 3	\$36.20
					Step 4	\$38.00
					Step 5	\$39.90
Facilities Maintenance Technician	07/04/2021	AFSCME	\$24.43	\$29.70	Step 1	\$24.43
					Step 2	\$25.69
					Step 3	\$26.94
					Step 4	\$28.30
					Step 5	\$29.70
Fiber Field Technician	07/04/2021	AFSCME	\$32.58	\$39.58	Step 1	\$32.58
					Step 2	\$34.20
					Step 3	\$35.89
					Step 4	\$37.70
					Step 5	\$39.58
Financial Analyst	07/04/2021	CON	\$42.78	\$51.98	Step 1	\$42.78
					Step 2	\$44.92
					Step 3	\$47.16
					Step 4	\$49.53
					Step 5	\$51.98
Fire Administrative Director	07/04/2021	DH	\$63.58	\$77.27		
Fire Battalion Chief - 40 hr	01/02/2022	FMG	\$73.81	\$89.69	Step 1	\$73.81
					Step 2	\$77.49
					Step 3	\$81.36
					Step 4	\$85.43
					Step 5	\$89.69
Fire Battalion Chief - 56 hr	01/02/2022	FMG	\$55.70	\$67.70	Step 1	\$55.70
					Step 2	\$58.49
					Step 3	\$61.41
					Step 4	\$64.48
					Step 5	\$67.70
Fire Captain - 40 hr	01/02/2022	FFA	\$56.94	\$69.20	Step 1	\$56.94
					Step 2	\$59.80
					Step 3	\$62.78
					Step 4	\$65.92
					Step 5	\$69.20
Fire Captain - 56 hr	01/02/2022	FFA	\$42.97	\$52.24	Step 1	\$42.97
					Step 2	\$45.14
					Step 3	\$47.38
					Step 4	\$49.76
					Step 5	\$52.24
Fire Chief	01/03/2021	EX	\$120.86	\$157.49		
Fire Communications Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Fire Dispatch Supervisor	07/07/2019	TMTR	\$38.94	\$47.31	Step 1	\$38.94
					Step 2	\$40.85
					Step 3	\$42.91
					Step 4	\$45.06
					Step 5	\$47.31

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					Step	Amount
Fire Dispatcher	07/07/2019	TMTR	\$25.08	\$30.80	Step 1	\$25.08
					Step 2	\$26.40
					Step 3	\$27.79
					Step 4	\$29.25
					Step 5	\$30.80
Fire Dispatcher Trainee	07/07/2019	TMTR	\$22.77	\$27.94	Step 1	\$22.77
					Step 2	\$23.95
					Step 3	\$25.23
					Step 4	\$26.55
					Step 5	\$27.94
Fire Engineer - 56 hr	01/02/2022	FFA	\$36.36	\$44.18	Step 1	\$36.36
					Step 2	\$38.18
					Step 3	\$40.09
					Step 4	\$42.08
					Step 5	\$44.18
Fire Equipment Mechanic	07/04/2021	AFSCME	\$28.66	\$34.84	Step 1	\$28.66
					Step 2	\$30.09
					Step 3	\$31.61
					Step 4	\$33.19
					Step 5	\$34.84
Fire Investigation Supervisor - 40 hr	01/02/2022	FFA	\$56.94	\$69.20	Step 1	\$56.94
					Step 2	\$59.80
					Step 3	\$62.78
					Step 4	\$65.92
					Step 5	\$69.20
Fire Investigation Supervisor - 56 hr	01/02/2022	FFA	\$42.97	\$52.24	Step 1	\$42.97
					Step 2	\$45.14
					Step 3	\$47.38
					Step 4	\$49.76
					Step 5	\$52.24
Fire Protection Analyst	07/04/2021	AOME	\$47.40	\$57.61	Step 1	\$47.40
					Step 2	\$49.76
					Step 3	\$52.26
					Step 4	\$54.87
					Step 5	\$57.61
Fire Safety Specialist	07/07/2019	TMTR	\$32.83	\$39.90	Step 1	\$32.83
					Step 2	\$34.47
					Step 3	\$36.20
					Step 4	\$38.01
					Step 5	\$39.90
Fire Safety Technician	06/26/2019	TMTR	\$27.45	\$33.36	Step 1	\$27.45
					Step 2	\$28.81
					Step 3	\$30.26
					Step 4	\$31.77
					Step 5	\$33.36
Firefighter - 40 hr	01/02/2022	FFA	\$40.44	\$49.13	Step 1	\$40.44
					Step 2	\$42.44
					Step 3	\$44.56
					Step 4	\$46.79
					Step 5	\$49.13

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Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Firefighter - 56 hr	01/02/2022	FFA	\$30.52	\$37.09	Step 1	\$30.52
					Step 2	\$32.04
					Step 3	\$33.63
					Step 4	\$35.33
					Step 5	\$37.09
Fleet Services Coordinator	07/07/2019	TMTR	\$28.11	\$34.17	Step 1	\$28.11
					Step 2	\$29.51
					Step 3	\$31.00
					Step 4	\$32.55
					Step 5	\$34.17
Fleet Services Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Fleet Services Supervisor	07/07/2019	TMTR	\$34.52	\$41.97	Step 1	\$34.52
					Step 2	\$36.26
					Step 3	\$38.07
					Step 4	\$39.98
					Step 5	\$41.97
Forensic Field Supervisor	12/19/2019	TMTR	\$38.94	\$47.31	Step 1	\$38.94
					Step 2	\$40.85
					Step 3	\$42.91
					Step 4	\$45.06
					Step 5	\$47.31
Forensic Specialist	07/07/2019	TMTR	\$29.35	\$36.02	Step 1	\$29.35
					Step 2	\$30.90
					Step 3	\$32.52
					Step 4	\$34.23
					Step 5	\$36.02
Forensic Specialist Trainee	07/07/2019	TMTR	\$27.45	\$33.36	Step 1	\$27.45
					Step 2	\$28.81
					Step 3	\$30.26
					Step 4	\$31.77
					Step 5	\$33.36
Forensic Supervisor	07/07/2019	TMTR	\$37.49	\$45.58	Step 1	\$37.49
					Step 2	\$39.38
					Step 3	\$41.35
					Step 4	\$43.41
					Step 5	\$45.58
Forensics Manager	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
GIS Analyst	07/07/2019	TMTR	\$34.17	\$41.52	Step 1	\$34.17
					Step 2	\$35.88
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.52

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
GIS Specialist	07/07/2019	TMTR	\$29.27	\$35.58	Step 1	\$29.27
					Step 2	\$30.73
					Step 3	\$32.27
					Step 4	\$33.88
					Step 5	\$35.58
Graphic and Marketing Specialist	07/07/2019	TMTR	\$27.45	\$33.36	Step 1	\$27.45
					Step 2	\$28.81
					Step 3	\$30.26
					Step 4	\$31.77
					Step 5	\$33.36
Helicopter Mechanic	07/04/2021	AFSCME	\$39.58	\$48.11	Step 1	\$39.58
					Step 2	\$41.55
					Step 3	\$43.62
					Step 4	\$45.81
					Step 5	\$48.11
Housing Director	07/04/2021	DH	\$63.58	\$77.27		
Housing Manager	07/04/2021	AOME	\$55.45	\$67.40	Step 1	\$55.45
					Step 2	\$58.23
					Step 3	\$61.12
					Step 4	\$64.17
					Step 5	\$67.40
Human Resources Analyst	07/04/2021	SCN	\$37.67	\$45.77	Step 1	\$37.67
					Step 2	\$39.55
					Step 3	\$41.53
					Step 4	\$43.59
					Step 5	\$45.77
Human Resources Analyst Trainee	07/04/2021	CON	\$31.51	\$38.32	Step 1	\$31.51
					Step 2	\$33.09
					Step 3	\$34.75
					Step 4	\$36.50
					Step 5	\$38.32
Human Resources Coordinator	10/10/2021	CON	\$32.46	\$39.45	Step 1	\$32.46
					Step 2	\$34.08
					Step 3	\$35.78
					Step 4	\$37.57
					Step 5	\$39.45
Human Resources Specialist	07/04/2021	CON	\$28.00	\$34.03	Step 1	\$28.00
					Step 2	\$29.39
					Step 3	\$30.87
					Step 4	\$32.41
					Step 5	\$34.03
Human Resources Technician	07/04/2021	CON	\$30.02	\$36.50	Step 1	\$30.02
					Step 2	\$31.51
					Step 3	\$33.09
					Step 4	\$34.75
					Step 5	\$36.50
Innovation Performance and Audit IPA Director	07/04/2021	DH	\$63.58	\$88.77		
Instructor / Guard	12/19/2021	PT	\$15.23	\$15.23	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$15.23

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Integrated Waste Assistant Division Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Integrated Waste Collector	07/04/2021	AFSCME	\$20.85	\$25.35	Step 1	\$20.85
					Step 2	\$21.88
					Step 3	\$22.98
					Step 4	\$24.13
					Step 5	\$25.35
Integrated Waste Dispatcher	07/01/2020	TMTR	\$23.07	\$28.03	Step 1	\$23.07
					Step 2	\$24.22
					Step 3	\$25.43
					Step 4	\$26.70
					Step 5	\$28.03
Integrated Waste Division Manager	07/04/2021	AOME	\$51.99	\$63.20	Step 1	\$51.99
					Step 2	\$54.59
					Step 3	\$57.32
					Step 4	\$60.17
					Step 5	\$63.20
Integrated Waste Lead Collector	07/04/2021	AFSCME	\$27.01	\$32.81	Step 1	\$27.01
					Step 2	\$28.36
					Step 3	\$29.78
					Step 4	\$31.26
					Step 5	\$32.81
Integrated Waste Maintenance Worker	07/04/2021	AFSCME	\$20.04	\$24.34	Step 1	\$20.04
					Step 2	\$21.04
					Step 3	\$22.09
					Step 4	\$23.19
					Step 5	\$24.34
Integrated Waste Service Representative	07/04/2021	AFSCME	\$23.03	\$27.99	Step 1	\$23.03
					Step 3	\$23.74
					Step 2	\$24.20
					Step 4	\$26.65
					Step 5	\$27.99
Integrated Waste Supervisor	05/21/2020	TMTR	\$32.83	\$39.90	Step 1	\$32.83
					Step 2	\$34.47
					Step 3	\$36.20
					Step 4	\$38.00
					Step 5	\$39.90
Internal Audit Manager	07/04/2021	AOME	\$47.40	\$57.61	Step 1	\$47.40
					Step 2	\$49.76
					Step 3	\$52.26
					Step 4	\$54.87
					Step 5	\$57.61
Internal Auditor	07/04/2021	SCN	\$37.95	\$46.11	Step 1	\$37.95
					Step 2	\$39.85
					Step 3	\$41.82
					Step 4	\$43.92
					Step 5	\$46.11

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Inventory Assistant	07/04/2021	AFSCME	\$17.95	\$21.80	Step 1	\$17.95
					Step 2	\$18.85
					Step 3	\$19.78
					Step 4	\$20.77
					Step 5	\$21.80
Investment Officer	07/04/2021	SCN	\$47.40	\$57.61	Step 1	\$47.40
					Step 2	\$49.76
					Step 3	\$52.26
					Step 4	\$54.87
					Step 5	\$57.61
Irrigation Conservation Specialist	07/07/2019	TMTR	\$28.20	\$34.26	Step 1	\$28.20
					Step 2	\$29.60
					Step 3	\$31.07
					Step 4	\$32.63
					Step 5	\$34.26
Irrigation Maintenance Technician	07/04/2021	AFSCME	\$27.01	\$32.81	Step 1	\$27.01
					Step 2	\$28.36
					Step 3	\$29.78
					Step 4	\$31.26
					Step 5	\$32.81
IT Applications Director	07/04/2021	DH	\$63.58	\$77.27		
IT Applications Manager	07/04/2021	AOME	\$58.75	\$71.39	Step 1	\$58.75
					Step 2	\$61.68
					Step 3	\$64.76
					Step 4	\$68.00
					Step 5	\$71.39
IT Operations Director	07/04/2021	DH	\$63.58	\$77.27		
IT Specialist	07/04/2021	CON	\$31.58	\$38.40	Step 1	\$31.58
					Step 2	\$33.17
					Step 3	\$34.82
					Step 4	\$36.56
					Step 5	\$38.40
IT Systems Director	07/04/2021	DH	\$63.58	\$77.27		
IT Technician	07/04/2021	CON	\$28.43	\$34.54	Step 1	\$28.43
					Step 2	\$29.85
					Step 3	\$31.33
					Step 4	\$32.90
					Step 5	\$34.54
Landscape Planner	07/07/2019	TMTR	\$33.09	\$40.23	Step 1	\$33.09
					Step 2	\$34.75
					Step 3	\$36.50
					Step 4	\$38.32
					Step 5	\$40.23
Legislative Analyst	07/04/2021	SCON	\$34.16	\$41.53	Step 1	\$34.16
					Step 2	\$35.88
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.53

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Librarian	07/07/2019	TMTR	\$29.02	\$35.60	Step 1	\$29.02
					Step 2	\$30.53
					Step 3	\$32.14
					Step 4	\$33.83
					Step 5	\$35.60
Library Assistant	07/07/2019	TMTR	\$21.08	\$25.62	Step 1	\$21.08
					Step 2	\$22.12
					Step 3	\$23.23
					Step 4	\$24.39
					Step 5	\$25.62
Library Clerk	07/07/2019	TMTR	\$17.36	\$21.09	Step 1	\$17.36
					Step 2	\$18.22
					Step 3	\$19.13
					Step 4	\$20.09
					Step 5	\$21.09
Library Director	07/04/2021	DH	\$63.58	\$77.27		
Library Monitor Specialist	12/24/2017	PT	\$16.80	\$20.43	Step 1	\$16.80
					Step 2	\$17.65
					Step 3	\$18.53
					Step 4	\$19.45
					Step 5	\$20.43
Library Page	12/19/2021	PT	\$15.00	\$15.00	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$15.00
Library Services Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Lifeguard	12/19/2021	PT	\$15.00	\$15.00	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$15.00
Maintenance Worker	07/04/2021	AFSCME	\$20.04	\$24.34	Step 1	\$20.04
					Step 2	\$21.04
					Step 3	\$22.09
					Step 4	\$23.19
					Step 5	\$24.34
Management Analyst	07/07/2019	TMTR	\$33.49	\$40.71	Step 1	\$33.49
					Step 2	\$35.17
					Step 3	\$36.93
					Step 4	\$38.77
					Step 5	\$40.71
Management Analyst - Confidential	07/04/2021	CON	\$34.16	\$41.53	Step 1	\$34.16
					Step 2	\$35.88
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.53

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Management Assistant	12/08/2020	TMTR	\$29.43	\$35.78	Step 1	\$29.43
					Step 2	\$30.89
					Step 3	\$32.44
					Step 4	\$34.06
					Step 5	\$35.78
Mayor	12/18/2018	EL	\$29.22	\$29.22		
Municipal Services Director	07/04/2021	DH	\$61.66	\$74.93		
Municipal Services Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Museum Assistant	12/24/2017	PT	\$15.74	\$19.14	Step 1	\$15.74
					Step 2	\$16.53
					Step 3	\$17.36
					Step 4	\$18.23
					Step 5	\$19.14
Museum Attendant	12/19/2021	PT	\$15.00	\$15.00	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$15.00
Museum Curator	07/07/2019	TMTR	\$26.38	\$32.38	Step 1	\$26.38
					Step 2	\$27.76
					Step 3	\$29.23
					Step 4	\$30.75
					Step 5	\$32.38
Museum, Arts and Culture Director	09/19/2021	DH	\$60.45	\$73.46		
Office Assistant	07/07/2019	TMTR	\$17.36	\$21.09	Step 1	\$17.36
					Step 2	\$18.22
					Step 3	\$19.13
					Step 4	\$20.09
					Step 5	\$21.09
Office Assistant - Confidential	07/04/2021	CON	\$17.71	\$21.52	Step 1	\$17.71
					Step 2	\$18.59
					Step 3	\$19.52
					Step 4	\$20.50
					Step 5	\$21.52
Office Specialist	11/15/2020	TMTR	\$20.97	\$25.49	Step 1	\$20.97
					Step 2	\$22.03
					Step 3	\$23.12
					Step 4	\$24.27
					Step 5	\$25.49
Office Specialist - Confidential	07/04/2021	CON	\$21.39	\$26.00	Step 1	\$21.39
					Step 2	\$22.48
					Step 3	\$23.59
					Step 4	\$24.76
					Step 5	\$26.00



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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Park Maintenance Technician	07/04/2021	AFSCME	\$24.43	\$29.70	Step 1	\$24.43
					Step 2	\$25.69
					Step 3	\$26.94
					Step 4	\$28.30
					Step 5	\$29.70
Parking Enforcement Officer	11/17/2021	TMTR	\$19.49	\$23.69	Step 1	\$19.49
					Step 2	\$20.46
					Step 3	\$21.48
					Step 4	\$22.55
					Step 5	\$23.69
Parks & Maintenance Supervisor	07/07/2019	TMTR	\$32.83	\$39.90	Step 1	\$32.83
					Step 2	\$34.47
					Step 3	\$36.20
					Step 4	\$38.00
					Step 5	\$39.90
Parks and Maintenance Director	07/04/2021	DH	\$61.66	\$74.93		
Parks and Maintenance Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Parts Specialist	07/04/2021	AFSCME	\$23.95	\$29.11	Step 1	\$23.95
					Step 2	\$25.14
					Step 3	\$26.41
					Step 4	\$27.73
					Step 5	\$29.11
Payroll Analyst	07/04/2021	CON	\$34.16	\$41.53	Step 1	\$34.16
					Step 2	\$35.88
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.53
Payroll Coordinator	07/04/2021	CON	\$34.86	\$42.35	Step 1	\$34.86
					Step 2	\$36.59
					Step 3	\$38.43
					Step 4	\$40.35
					Step 5	\$42.35
Payroll Manager	07/04/2021	AOME	\$42.36	\$51.47	Step 1	\$42.36
					Step 2	\$44.48
					Step 3	\$46.70
					Step 4	\$49.03
					Step 5	\$51.47
Payroll Technician	07/04/2021	CON	\$30.02	\$36.50	Step 1	\$30.02
					Step 2	\$31.51
					Step 3	\$33.09
					Step 4	\$34.75
					Step 5	\$36.50
Performance and Optimization Manager	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Permit Technician	07/07/2019	TMTR	\$26.17	\$31.81	Step 1	\$26.17
					Step 2	\$27.50
					Step 3	\$28.87
					Step 4	\$30.31
					Step 5	\$31.81
Plan Check Engineer	07/04/2021	AOME	\$47.40	\$57.61	Step 1	\$47.40
					Step 2	\$49.76
					Step 3	\$52.26
					Step 4	\$54.87
					Step 5	\$57.61
Plan Checker	07/07/2019	TMTR	\$38.08	\$46.29	Step 1	\$38.08
					Step 2	\$40.00
					Step 3	\$41.99
					Step 4	\$44.08
					Step 5	\$46.29
Planning Director	07/04/2021	DH	\$76.68	\$93.20		
Police Administrative Director	07/04/2021	DH	\$63.58	\$77.27		
Police Cadet	12/19/2021	PT	\$15.21	\$18.48	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$15.21
					Step 4	\$15.98
					Step 5	\$16.75
					Step 6	\$17.58
					Step 7	\$18.48
Police Captain	01/03/2021	PMG	\$79.07	\$96.12	Step 1	\$79.07
					Step 2	\$83.03
					Step 3	\$87.18
					Step 4	\$91.55
					Step 5	\$96.12
Police Chief	01/03/2021	EX	\$124.60	\$166.95		
Police Communications Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Police Corporal	01/03/2021	POA	\$43.33	\$52.67	Step 1	\$43.33
					Step 2	\$45.50
					Step 3	\$47.77
					Step 4	\$50.16
					Step 5	\$52.67
Police Detective	01/03/2021	POA	\$47.88	\$58.18	Step 1	\$47.88
					Step 2	\$50.28
					Step 3	\$52.78
					Step 4	\$55.42
					Step 5	\$58.18
Police Dispatch Supervisor	07/07/2019	TMTR	\$38.94	\$47.31	Step 1	\$38.94
					Step 2	\$40.85
					Step 3	\$42.91
					Step 4	\$45.06
					Step 5	\$47.31

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Police Dispatcher	07/07/2019	TMTR	\$25.08	\$30.80	Step 1	\$25.08
					Step 2	\$26.40
					Step 3	\$27.79
					Step 4	\$29.25
					Step 5	\$30.80
Police Dispatcher Trainee	07/07/2019	TMTR	\$22.77	\$27.94	Step 1	\$22.77
					Step 2	\$23.95
					Step 3	\$25.23
					Step 4	\$26.55
					Step 5	\$27.94
Police Grants Analyst	07/07/2019	TMTR	\$33.49	\$40.71	Step 1	\$33.49
					Step 2	\$35.17
					Step 3	\$36.93
					Step 4	\$38.77
					Step 5	\$40.71
Police Lieutenant	01/03/2021	PMG	\$68.67	\$83.43	Step 1	\$68.67
					Step 2	\$72.10
					Step 3	\$75.69
					Step 4	\$79.46
					Step 5	\$83.43
Police Officer	01/03/2021	POA	\$39.21	\$47.67	Step 1	\$39.21
					Step 2	\$41.18
					Step 3	\$43.24
					Step 4	\$45.39
					Step 5	\$47.67
Police Records Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Police Records Specialist	07/07/2019	TMTR	\$20.97	\$25.49	Step 1	\$20.97
					Step 2	\$22.03
					Step 3	\$23.12
					Step 4	\$24.27
					Step 5	\$25.49
Police Records Specialist Trainee	07/07/2019	TMTR	\$19.49	\$23.69	Step 1	\$19.49
					Step 2	\$20.46
					Step 3	\$21.48
					Step 4	\$22.55
					Step 5	\$23.69
Police Records Supervisor	07/07/2019	TMTR	\$30.66	\$37.26	Step 1	\$30.66
					Step 2	\$32.18
					Step 3	\$33.79
					Step 4	\$35.48
					Step 5	\$37.26
Police Recruit	01/03/2021	POA	\$35.50	\$43.15	Step 1	\$35.50
					Step 2	\$37.27
					Step 3	\$39.14
					Step 4	\$41.11
					Step 5	\$43.15

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Police Sergeant	01/03/2021	PMG	\$58.99	\$71.69	Step 1	\$58.99
					Step 2	\$61.93
					Step 3	\$65.03
					Step 4	\$68.28
					Step 5	\$71.69
Pool Manager	12/24/2017	PT	\$15.06	\$18.30	Step 1	\$15.06
					Step 2	\$15.82
					Step 3	\$16.61
					Step 4	\$17.44
					Step 5	\$18.30
Principal Engineer	07/04/2021	AOME	\$60.69	\$73.76	Step 1	\$60.69
					Step 2	\$63.71
					Step 3	\$66.92
					Step 4	\$70.25
					Step 5	\$73.76
Principal IT Analyst	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
Principal Planner	07/04/2021	AOME	\$61.35	\$74.54	Step 1	\$61.35
					Step 2	\$64.40
					Step 3	\$67.61
					Step 4	\$71.00
					Step 5	\$74.54
Principal Project Manager	07/04/2021	AOME	\$58.75	\$71.39	Step 1	\$58.75
					Step 2	\$61.68
					Step 3	\$64.76
					Step 4	\$68.00
					Step 5	\$71.39
Project Coordinator	07/07/2019	TMTR	\$34.17	\$41.51	Step 1	\$34.17
					Step 2	\$35.87
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.51
Project Manager	07/04/2021	AOME	\$46.61	\$56.63	Step 1	\$46.61
					Step 2	\$48.91
					Step 3	\$51.37
					Step 4	\$53.93
					Step 5	\$56.63
Promise Scholar Advisor	10/26/2020	OPSA	\$0.01	\$0.01		
Public Facilities Maintenance Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Public Services Project Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32

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Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Public Works Inspector	07/07/2019	TMTR	\$34.46	\$41.88	Step 1	\$34.46
					Step 2	\$36.19
					Step 3	\$38.00
					Step 4	\$39.89
					Step 5	\$41.88
Purchasing Assistant	07/07/2019	TMTR	\$24.85	\$30.18	Step 1	\$24.85
					Step 2	\$26.08
					Step 3	\$27.38
					Step 4	\$28.75
					Step 5	\$30.18
Purchasing Manager	07/04/2021	AOME	\$47.40	\$57.61	Step 1	\$47.40
					Step 2	\$49.76
					Step 3	\$52.26
					Step 4	\$54.87
					Step 5	\$57.61
Records Coordinator	07/04/2021	CON	\$29.91	\$36.35	Step 1	\$29.91
					Step 2	\$31.41
					Step 3	\$32.98
					Step 4	\$34.62
					Step 5	\$36.35
Records Manager	07/04/2021	AOME	\$32.54	\$39.55	Step 1	\$32.54
					Step 2	\$34.16
					Step 3	\$35.88
					Step 4	\$37.67
					Step 5	\$39.55
Records Specialist	07/04/2021	CON	\$23.08	\$28.04	Step 1	\$23.08
					Step 2	\$24.24
					Step 3	\$25.44
					Step 4	\$26.70
					Step 5	\$28.04
Recreation Assistant	12/19/2021	PT	\$15.00	\$15.00	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$15.00
Recreation Leader	12/19/2021	PT	\$15.00	\$15.00	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$15.00
Recreation/Community Services Coordinator	07/07/2019	TMTR	\$24.86	\$30.19	Step 1	\$24.86
					Step 2	\$26.08
					Step 3	\$27.39
					Step 4	\$28.75
					Step 5	\$30.19
Recreation/Community Services Director	07/04/2021	DH	\$61.66	\$74.93		
Recreation/Community Services Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32

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Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Recreation/Community Services Supervisor	07/07/2019	TMTR	\$26.37	\$32.04	Step 1	\$26.37
					Step 2	\$27.68
					Step 3	\$29.07
					Step 4	\$30.52
					Step 5	\$32.04
Revenue Manager	08/01/2021	AOME	\$50.43	\$61.30	Step 1	\$50.43
					Step 2	\$52.96
					Step 3	\$55.60
					Step 4	\$58.39
					Step 5	\$61.30
Revenue Services Specialist	07/07/2019	TMTR	\$25.11	\$30.52	Step 1	\$25.11
					Step 2	\$26.37
					Step 3	\$27.68
					Step 4	\$29.07
					Step 5	\$30.52
Revenue Services Supervisor	07/04/2021	AOME	\$38.24	\$46.50	Step 1	\$38.24
					Step 2	\$40.17
					Step 3	\$42.18
					Step 4	\$44.28
					Step 5	\$46.50
Risk Management Coordinator	07/04/2021	SCN	\$37.67	\$45.77	Step 1	\$37.67
					Step 2	\$39.55
					Step 3	\$41.53
					Step 4	\$43.59
					Step 5	\$45.77
Risk Management Technician	07/04/2021	CON	\$30.02	\$36.50	Step 1	\$30.02
					Step 2	\$31.51
					Step 3	\$33.09
					Step 4	\$34.75
					Step 5	\$36.50
Senior Accountant	07/04/2021	CON	\$37.66	\$45.77	Step 1	\$37.66
					Step 2	\$39.54
					Step 3	\$41.52
					Step 4	\$43.59
					Step 5	\$45.77
Senior Accounts Payable Technician	07/04/2021	CON	\$28.68	\$34.86	Step 1	\$28.68
					Step 2	\$30.11
					Step 3	\$31.74
					Step 4	\$33.21
					Step 5	\$34.86
Senior Administrative Assistant	07/04/2021	CON	\$28.44	\$34.55	Step 1	\$28.44
					Step 2	\$29.86
					Step 3	\$31.34
					Step 4	\$32.91
					Step 5	\$34.55
Senior Associate Civil Engineer	07/04/2021	AOME	\$52.52	\$63.83	Step 1	\$52.52
					Step 2	\$55.16
					Step 3	\$57.91
					Step 4	\$60.80
					Step 5	\$63.83

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Associate Engineer	07/04/2021	AOME	\$52.52	\$63.83	Step 1	\$52.52
					Step 2	\$55.16
					Step 3	\$57.91
					Step 4	\$60.80
					Step 5	\$63.83
Senior Combo Building Inspector	07/07/2019	TMTR	\$38.47	\$46.76	Step 1	\$38.47
					Step 2	\$40.38
					Step 3	\$42.40
					Step 4	\$44.52
					Step 5	\$46.76
Senior Community Improvement Officer	07/07/2019	TMTR	\$32.03	\$38.92	Step 1	\$32.03
					Step 2	\$33.63
					Step 3	\$35.30
					Step 4	\$37.06
					Step 5	\$38.92
Senior Community Information Specialist	07/04/2021	SCN	\$34.86	\$42.35	Step 1	\$34.86
					Step 2	\$36.59
					Step 3	\$38.43
					Step 4	\$40.35
					Step 5	\$42.35
Senior Custodian	07/04/2021	AFSCME	\$22.14	\$26.90	Step 1	\$22.14
					Step 2	\$23.24
					Step 3	\$24.39
					Step 4	\$25.60
					Step 5	\$26.90
Senior Deputy Fire Chief	01/02/2022	FMG	\$94.26	\$114.57	Step 1	\$94.26
					Step 2	\$98.99
					Step 3	\$103.93
					Step 4	\$109.12
					Step 5	\$114.57
Senior Electrician	07/04/2021	AFSCME	\$32.58	\$39.58	Step 1	\$32.58
					Step 2	\$34.20
					Step 3	\$35.89
					Step 4	\$37.70
					Step 5	\$39.58
Senior Environmental Technician	07/07/2019	TMTR	\$28.20	\$34.26	Step 1	\$28.20
					Step 2	\$29.60
					Step 3	\$31.07
					Step 4	\$32.63
					Step 5	\$34.26
Senior Equipment Mechanic	07/04/2021	AFSCME	\$28.66	\$34.84	Step 1	\$28.66
					Step 2	\$30.09
					Step 3	\$31.61
					Step 4	\$33.19
					Step 5	\$34.84
Senior Facilities Maintenance Technician	07/04/2021	AFSCME	\$27.01	\$32.81	Step 1	\$27.01
					Step 2	\$28.36
					Step 3	\$29.78
					Step 4	\$31.26
					Step 5	\$32.81

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Facilities Maintenance Worker	07/04/2021	AFSCME	\$22.14	\$26.90	Step 1	\$22.14
					Step 2	\$23.24
					Step 3	\$24.39
					Step 4	\$25.60
					Step 5	\$26.90
Senior Financial Analyst	07/04/2021	AOME	\$47.40	\$57.61	Step 1	\$47.40
					Step 2	\$49.76
					Step 3	\$52.26
					Step 4	\$54.87
					Step 5	\$57.61
Senior Fire Dispatcher	07/07/2019	TMTR	\$27.58	\$33.86	Step 1	\$27.58
					Step 2	\$29.04
					Step 3	\$30.57
					Step 4	\$32.17
					Step 5	\$33.86
Senior Fire Equipment Mechanic	07/04/2021	AFSCME	\$31.67	\$38.49	Step 1	\$31.67
					Step 2	\$33.25
					Step 3	\$34.91
					Step 4	\$36.66
					Step 5	\$38.49
Senior Fire Safety Specialist	07/07/2019	TMTR	\$36.27	\$44.08	Step 1	\$36.27
					Step 2	\$38.08
					Step 3	\$40.00
					Step 4	\$41.99
					Step 5	\$44.08
Senior Forensic Specialist	06/08/2020	TMTR	\$32.61	\$39.64	Step 1	\$32.61
					Step 2	\$34.24
					Step 3	\$35.95
					Step 4	\$37.74
					Step 5	\$39.64
Senior Helicopter Mechanic	07/04/2021	AFSCME	\$43.73	\$53.15	Step 1	\$43.73
					Step 2	\$45.92
					Step 3	\$48.21
					Step 4	\$50.63
					Step 5	\$53.15
Senior Human Resources Analyst	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
Senior Information Technology Specialist	07/04/2021	CON	\$34.86	\$42.36	Step 1	\$34.86
					Step 2	\$36.60
					Step 3	\$38.43
					Step 4	\$40.35
					Step 5	\$42.36
Senior Integrated Waste Collector	07/04/2021	AFSCME	\$23.03	\$27.99	Step 1	\$23.03
					Step 2	\$24.20
					Step 3	\$25.40
					Step 4	\$26.65
					Step 5	\$27.99



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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Landscape Architect	07/04/2021	AOME	\$47.40	\$57.61	Step 1	\$47.40
					Step 2	\$49.76
					Step 3	\$52.26
					Step 4	\$54.87
					Step 5	\$57.61
Senior Landscape Planner	07/07/2019	TMTR	\$43.56	\$52.94	Step 1	\$43.56
					Step 2	\$45.73
					Step 3	\$48.00
					Step 4	\$50.42
					Step 5	\$52.94
Senior Legislative Analyst	07/04/2021	AOME	\$42.36	\$51.47	Step 1	\$42.36
					Step 2	\$44.48
					Step 3	\$46.70
					Step 4	\$49.03
					Step 5	\$51.47
Senior Librarian	07/07/2019	TMTR	\$31.90	\$39.18	Step 1	\$31.90
					Step 2	\$33.58
					Step 3	\$35.35
					Step 4	\$37.23
					Step 5	\$39.18
Senior Library Assistant	07/07/2019	TMTR	\$23.97	\$29.44	Step 1	\$23.97
					Step 2	\$25.25
					Step 3	\$26.57
					Step 4	\$27.97
					Step 5	\$29.44
Senior Library Clerk	07/07/2019	TMTR	\$19.07	\$23.18	Step 1	\$19.07
					Step 2	\$20.03
					Step 3	\$21.04
					Step 4	\$22.08
					Step 5	\$23.18
Senior Management Analyst	07/04/2021	AOME	\$42.36	\$51.47	Step 1	\$42.36
					Step 2	\$44.48
					Step 3	\$46.70
					Step 4	\$49.03
					Step 5	\$51.47
Senior Network Engineer	07/04/2021	AOME	\$51.44	\$62.53	Step 1	\$51.44
					Step 2	\$54.02
					Step 3	\$56.72
					Step 4	\$59.56
					Step 5	\$62.53
Senior Park Maintenance Technician	07/04/2021	AFSCME	\$27.01	\$32.81	Step 1	\$27.01
					Step 2	\$28.36
					Step 3	\$29.78
					Step 4	\$31.26
					Step 5	\$32.81
Senior Park Maintenance Worker	07/04/2021	AFSCME	\$22.14	\$26.90	Step 1	\$22.14
					Step 2	\$23.24
					Step 3	\$24.39
					Step 4	\$25.60
					Step 5	\$26.90

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Parts Specialist	07/04/2021	AFSCME	\$26.47	\$32.17	Step 1	\$26.47
					Step 2	\$27.79
					Step 3	\$29.17
					Step 4	\$30.63
					Step 5	\$32.17
Senior Performance and Optimization Analyst	11/22/2021	CON	\$46.80	\$56.89	Step 1	\$46.80
					Step 2	\$49.16
					Step 3	\$51.59
					Step 4	\$54.18
					Step 5	\$56.89
Senior Permit Technician	07/07/2019	TMTR	\$29.13	\$35.42	Step 1	\$29.13
					Step 2	\$30.59
					Step 3	\$32.12
					Step 4	\$33.73
					Step 5	\$35.42
Senior Plan Check Engineer	07/04/2021	AOME	\$53.08	\$64.51	Step 1	\$53.08
					Step 2	\$55.73
					Step 3	\$58.52
					Step 4	\$61.45
					Step 5	\$64.51
Senior Planner	07/04/2021	AOME	\$50.72	\$61.65	Step 1	\$50.72
					Step 2	\$53.27
					Step 3	\$55.93
					Step 4	\$58.71
					Step 5	\$61.65
Senior Police Dispatcher	07/07/2019	TMTR	\$27.58	\$33.86	Step 1	\$27.58
					Step 2	\$29.04
					Step 3	\$30.57
					Step 4	\$32.17
					Step 5	\$33.86
Senior Police Records Specialist	07/07/2019	TMTR	\$24.30	\$29.56	Step 1	\$24.30
					Step 2	\$25.53
					Step 3	\$26.81
					Step 4	\$28.14
					Step 5	\$29.56
Senior Pool Manager	12/24/2017	PT	\$16.39	\$19.92	Step 1	\$16.39
					Step 2	\$17.19
					Step 3	\$18.08
					Step 4	\$18.97
					Step 5	\$19.92
Senior Project Coordinator	07/04/2021	AOME	\$38.15	\$46.38	Step 1	\$38.15
					Step 2	\$40.07
					Step 3	\$42.08
					Step 4	\$44.18
					Step 5	\$46.38
Senior Project Manager	07/04/2021	AOME	\$51.47	\$62.57	Step 1	\$51.47
					Step 2	\$54.05
					Step 3	\$56.77
					Step 4	\$59.60
					Step 5	\$62.57

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Public Works Inspector	07/07/2019	TMTR	\$38.47	\$46.76	Step 1	\$38.47
					Step 2	\$40.38
					Step 3	\$42.40
					Step 4	\$44.52
					Step 5	\$46.76
Senior Records Specialist	07/04/2021	CON	\$27.21	\$33.05	Step 1	\$27.21
					Step 2	\$28.56
					Step 3	\$29.99
					Step 4	\$31.48
					Step 5	\$33.05
Senior Recreation Leader	12/19/2021	PT	\$15.42	\$16.18	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$15.42
					Step 5	\$16.18
Senior Recreation/Community Services Supervisor	07/07/2019	TMTR	\$34.46	\$41.87	Step 1	\$34.46
					Step 2	\$36.19
					Step 3	\$38.00
					Step 4	\$39.89
					Step 5	\$41.87
Senior Street Maintenance Technician	07/04/2021	AFSCME	\$27.01	\$32.81	Step 1	\$27.01
					Step 2	\$28.36
					Step 3	\$29.78
					Step 4	\$31.26
					Step 5	\$32.81
Senior Street Maintenance Worker	07/04/2021	AFSCME	\$22.14	\$26.90	Step 1	\$22.14
					Step 2	\$23.24
					Step 3	\$24.39
					Step 4	\$25.60
					Step 5	\$26.90
Senior Systems Analyst	07/04/2021	CON	\$46.81	\$56.90	Step 1	\$46.81
					Step 2	\$49.17
					Step 3	\$51.62
					Step 4	\$54.19
					Step 5	\$56.90
Senior Telecommunications Analyst	07/04/2021	CON	\$46.81	\$56.90	Step 1	\$46.81
					Step 2	\$49.17
					Step 3	\$51.62
					Step 4	\$54.19
					Step 5	\$56.90
Senior Utilities Technician	07/04/2021	AFSCME	\$28.05	\$34.09	Step 1	\$28.05
					Step 2	\$29.45
					Step 3	\$30.96
					Step 4	\$32.46
					Step 5	\$34.09
Street Maintenance Supervisor	07/07/2019	TMTR	\$32.83	\$39.90	Step 1	\$32.83
					Step 2	\$34.47
					Step 3	\$36.20
					Step 4	\$38.00
					Step 5	\$39.90

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Street Maintenance Technician	07/04/2021	AFSCME	\$24.43	\$29.70	Step 1	\$24.43
					Step 2	\$25.69
					Step 3	\$26.94
					Step 4	\$28.30
					Step 5	\$29.70
Supervising Building Inspector	07/04/2021	AOME	\$45.56	\$55.36	Step 1	\$45.56
					Step 2	\$47.82
					Step 3	\$50.23
					Step 4	\$52.73
					Step 5	\$55.36
Supervising Librarian	07/07/2019	TMTR	\$36.68	\$45.04	Step 1	\$36.68
					Step 2	\$38.62
					Step 3	\$40.65
					Step 4	\$42.78
					Step 5	\$45.04
Supervising Library Clerk	07/07/2019	TMTR	\$21.08	\$25.62	Step 1	\$21.08
					Step 2	\$22.12
					Step 3	\$23.23
					Step 4	\$24.39
					Step 5	\$25.62
Supervising Public Works Inspector	07/04/2021	AOME	\$45.56	\$55.36	Step 1	\$45.56
					Step 2	\$47.82
					Step 3	\$50.23
					Step 4	\$52.73
					Step 5	\$55.36
Survey Party Chief	07/07/2019	TMTR	\$35.30	\$42.91	Step 1	\$35.30
					Step 2	\$37.06
					Step 3	\$38.93
					Step 4	\$40.88
					Step 5	\$42.91
Survey Technician	07/07/2019	TMTR	\$32.10	\$39.02	Step 1	\$32.10
					Step 2	\$33.71
					Step 3	\$35.41
					Step 4	\$37.16
					Step 5	\$39.02
Sustainability Program Manager	07/04/2021	AOME	\$61.35	\$74.54	Step 1	\$61.35
					Step 2	\$64.40
					Step 3	\$67.61
					Step 4	\$71.00
					Step 5	\$74.54
Systems Analyst	07/04/2021	CON	\$34.86	\$42.36	Step 1	\$34.86
					Step 2	\$36.60
					Step 3	\$38.43
					Step 4	\$40.35
					Step 5	\$42.36
Systems Specialist	07/04/2021	CON	\$31.58	\$38.40	Step 1	\$31.58
					Step 2	\$33.17
					Step 3	\$34.82
					Step 4	\$36.56
					Step 5	\$38.40

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Telecommunications Analyst	07/04/2021	CON	\$34.86	\$42.36	Step 1	\$34.86
					Step 2	\$36.60
					Step 3	\$38.43
					Step 4	\$40.36
					Step 5	\$42.36
Traffic/Transportation Manager	07/04/2021	AOME	\$71.42	\$86.80	Step 1	\$71.42
					Step 2	\$74.99
					Step 3	\$78.74
					Step 4	\$82.68
					Step 5	\$86.80
Utilities Administrative Services & Integrated Waste Director	07/04/2021	DH	\$71.42	\$86.80		
Utilities Customer Services Director	07/04/2021	DH	\$61.66	\$74.93		
Utilities Customer Services Specialist	02/19/2020	TMTR	\$25.11	\$30.52	Step 1	\$25.11
					Step 2	\$26.37
					Step 3	\$27.68
					Step 4	\$29.07
					Step 5	\$30.52
Utilities Customer Services Supervisor	07/04/2021	AOME	\$38.24	\$46.50	Step 1	\$38.24
					Step 2	\$40.18
					Step 3	\$42.18
					Step 4	\$44.28
					Step 5	\$46.50
Utilities Engineering Division Manager	07/04/2021	AOME	\$71.42	\$86.80	Step 1	\$71.42
					Step 2	\$74.99
					Step 3	\$78.73
					Step 4	\$82.68
					Step 5	\$86.80
Utilities General Manager	09/13/2020	EX	\$92.90	\$124.47		
Utilities Maintenance Worker	07/04/2021	AFSCME	\$22.98	\$27.93	Step 1	\$22.98
					Step 2	\$24.13
					Step 3	\$25.35
					Step 4	\$26.59
					Step 5	\$27.93
Utilities Operations Assistant Division Manager	07/04/2021	AOME	\$43.88	\$53.32	Step 1	\$43.88
					Step 2	\$46.06
					Step 3	\$48.37
					Step 4	\$50.77
					Step 5	\$53.32
Utilities Operations Division Manager	07/04/2021	AOME	\$55.43	\$67.37	Step 1	\$55.43
					Step 2	\$58.21
					Step 3	\$61.10
					Step 4	\$64.15
					Step 5	\$67.37
Utilities Project Manager	07/04/2021	AOME	\$49.28	\$59.92	Step 1	\$49.28
					Step 2	\$51.76
					Step 3	\$54.34
					Step 4	\$57.05
					Step 5	\$59.92

CITY OF ONTARIO  
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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Utilities Service Representative	07/04/2021	AFSCME	\$25.36	\$30.79	Step 1	\$25.36
					Step 2	\$26.60
					Step 3	\$27.94
					Step 4	\$29.33
					Step 5	\$30.79
Utilities Supervisor	07/07/2019	TMTR	\$34.54	\$41.98	Step 1	\$34.54
					Step 2	\$36.26
					Step 3	\$38.07
					Step 4	\$39.99
					Step 5	\$41.98
Utilities Technician	07/04/2021	AFSCME	\$25.39	\$30.86	Step 1	\$25.39
					Step 2	\$26.65
					Step 3	\$27.99
					Step 4	\$29.38
					Step 5	\$30.86
Water Production Manager	07/04/2021	AOME	\$55.43	\$67.37	Step 1	\$55.43
					Step 2	\$58.21
					Step 3	\$61.10
					Step 4	\$64.15
					Step 5	\$67.37
Water Production Operator	07/07/2019	TMTR	\$29.59	\$35.95	Step 1	\$29.59
					Step 2	\$31.07
					Step 3	\$32.61
					Step 4	\$34.24
					Step 5	\$35.95
Water Production Supervisor	07/07/2019	TMTR	\$34.54	\$41.98	Step 1	\$34.54
					Step 2	\$36.26
					Step 3	\$38.07
					Step 4	\$39.99
					Step 5	\$41.98
Water Quality Programs Manager	07/04/2021	AOME	\$45.23	\$54.95	Step 1	\$45.23
					Step 2	\$47.49
					Step 3	\$49.86
					Step 4	\$52.34
					Step 5	\$54.95
Water Quality Specialist	07/07/2019	TMTR	\$36.27	\$44.08	Step 1	\$36.27
					Step 2	\$38.08
					Step 3	\$40.00
					Step 4	\$41.99
					Step 5	\$44.08
Water Resources and Regulatory Affairs Director	07/04/2021	DH	\$71.42	\$86.80		
Water Resources Coordinator	07/07/2019	TMTR	\$36.27	\$44.08	Step 1	\$36.27
					Step 2	\$38.08
					Step 3	\$40.00
					Step 4	\$41.99
					Step 5	\$44.08
Water Resources Manager	07/04/2021	AOME	\$60.69	\$73.76	Step 1	\$60.69
					Step 2	\$63.71
					Step 3	\$66.92
					Step 4	\$70.25
					Step 5	\$73.76

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Water/Sewer Maintenance Manager	07/04/2021	AOME	\$49.28	\$59.92	Step 1	\$49.28
					Step 2	\$51.76
					Step 3	\$54.34
					Step 4	\$57.05
					Step 5	\$59.92
Water/Wastewater Technician	07/07/2019	TMTR	\$29.76	\$36.17	Step 1	\$29.76
					Step 2	\$31.24
					Step 3	\$32.81
					Step 4	\$34.44
					Step 5	\$36.17
Web Developer	07/04/2021	CON	\$34.86	\$42.36	Step 1	\$34.86
					Step 2	\$36.60
					Step 3	\$38.43
					Step 4	\$40.35
					Step 5	\$42.36
Web Technician	07/04/2021	CON	\$28.43	\$34.54	Step 1	\$28.43
					Step 2	\$29.85
					Step 3	\$31.33
					Step 4	\$32.90
					Step 5	\$34.54
Welder	07/04/2021	AFSCME	\$23.51	\$28.56	Step 1	\$23.51
					Step 2	\$24.69
					Step 3	\$25.90
					Step 4	\$27.22
					Step 5	\$28.56