

CITY OF ONTARIO
Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Accountant	07/08/2018	CON	\$30.86	\$37.51	Step 1	\$30.86
					Step 2	\$32.40
					Step 3	\$34.03
					Step 4	\$35.74
					Step 5	\$37.51
Accounting Manager	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
Accounting Technician	07/08/2018	CON	\$25.87	\$31.44	Step 1	\$25.87
					Step 2	\$27.16
					Step 3	\$28.52
					Step 4	\$29.95
					Step 5	\$31.44
Accounts Payable Technician	07/08/2018	CON	\$25.87	\$31.44	Step 1	\$25.87
					Step 2	\$27.16
					Step 3	\$28.52
					Step 4	\$29.95
					Step 5	\$31.44
Administrative Assistant	07/08/2018	CON	\$24.61	\$29.91	Step 1	\$24.61
					Step 2	\$25.84
					Step 3	\$27.12
					Step 4	\$28.48
					Step 5	\$29.91
Administrative Assistant to the City Council	07/08/2018	CON	\$34.72	\$42.18	Step 1	\$34.72
					Step 2	\$36.46
					Step 3	\$38.28
					Step 4	\$40.19
					Step 5	\$42.18
Administrative Assistant to the City Manager	07/08/2018	CON	\$34.72	\$42.18	Step 1	\$34.72
					Step 2	\$36.46
					Step 3	\$38.28
					Step 4	\$40.19
					Step 5	\$42.18
Administrative Intern	12/23/2018	PT	\$12.11	\$17.03	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$12.11
					Step 4	\$12.71
					Step 5	\$13.34
					Step 6	\$14.02
					Step 7	\$14.71
					Step 8	\$15.45
					Step 9	\$16.23
					Step 10	\$17.03
Administrative Officer	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Administrative Specialist	07/08/2018	TMTR	\$26.65	\$32.38	Step 1	\$26.65
					Step 2	\$27.97
					Step 3	\$29.37
					Step 4	\$30.84
					Step 5	\$32.38
Administrative Specialist - Confidential	07/08/2018	CON	\$26.65	\$32.38	Step 1	\$26.65
					Step 2	\$27.97
					Step 3	\$29.37
					Step 4	\$30.84
					Step 5	\$32.38
Administrative Technician	07/08/2018	TMTR	\$22.93	\$27.88	Step 1	\$22.93
					Step 2	\$24.10
					Step 3	\$25.29
					Step 4	\$26.55
					Step 5	\$27.88
Asset Forfeiture Fiscal Coordinator	07/08/2018	TMTR	\$34.36	\$41.75	Step 1	\$34.36
					Step 2	\$36.05
					Step 3	\$37.87
					Step 4	\$39.76
					Step 5	\$41.75
Assistant Building Official	07/08/2018	AOME	\$58.68	\$71.32	Step 1	\$58.68
					Step 2	\$61.62
					Step 3	\$64.69
					Step 4	\$67.93
					Step 5	\$71.32
Assistant City Clerk / Records Management Director	07/08/2018	DH	\$58.68	\$71.32		
Assistant City Engineer	07/08/2018	AOME	\$67.97	\$82.61	Step 1	\$67.97
					Step 2	\$71.36
					Step 3	\$74.94
					Step 4	\$78.68
					Step 5	\$82.61
Assistant City Manager	07/08/2018	EX	\$81.99	\$109.85		
Assistant Community Development Director	07/08/2018	DH	\$79.86	\$97.06		
Assistant Curator	07/08/2018	TMTR	\$22.93	\$27.88	Step 1	\$22.93
					Step 2	\$24.10
					Step 3	\$25.29
					Step 4	\$26.55
					Step 5	\$27.88
Assistant Director Facilities and Municipal Services	07/08/2018	AOME	\$45.11	\$54.83	Step 1	\$45.11
					Step 2	\$47.35
					Step 3	\$49.73
					Step 4	\$52.22
					Step 5	\$54.83
Assistant Director of Housing & Neighborhood Preservation	07/08/2018	DH	\$64.20	\$78.04		
Assistant Engineer	07/08/2018	TMTR	\$41.00	\$49.84	Step 1	\$41.00
					Step 2	\$43.06
					Step 3	\$45.21
					Step 4	\$47.48
					Step 5	\$49.84

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Assistant Library Director	07/08/2018	AOME	\$44.54	\$54.14	Step 1	\$44.54
					Step 2	\$46.78
					Step 3	\$49.09
					Step 4	\$51.56
					Step 5	\$54.14
Assistant Parks and Maintenance Director	07/08/2018	AOME	\$49.48	\$60.15	Step 1	\$49.48
					Step 2	\$51.95
					Step 3	\$54.55
					Step 4	\$57.27
					Step 5	\$60.15
Assistant Planner	07/08/2018	TMTR	\$32.12	\$39.05	Step 1	\$32.12
					Step 2	\$33.73
					Step 3	\$35.43
					Step 4	\$37.20
					Step 5	\$39.05
Assistant Planning Director	07/08/2018	AOME	\$64.20	\$78.04	Step 1	\$64.20
					Step 2	\$67.42
					Step 3	\$70.79
					Step 4	\$74.32
					Step 5	\$78.04
Assistant Recreation/Community Services Director	07/08/2018	AOME	\$49.48	\$60.15	Step 1	\$49.48
					Step 2	\$51.95
					Step 3	\$54.55
					Step 4	\$57.27
					Step 5	\$60.15
Associate Civil Engineer	07/08/2018	TMTR	\$45.11	\$54.83	Step 1	\$45.11
					Step 2	\$47.35
					Step 3	\$49.73
					Step 4	\$52.22
					Step 5	\$54.83
Associate Engineer	07/08/2018	TMTR	\$45.11	\$54.83	Step 1	\$45.11
					Step 2	\$47.35
					Step 3	\$49.73
					Step 4	\$52.22
					Step 5	\$54.83
Associate Landscape Planner	07/08/2018	TMTR	\$36.31	\$44.14	Step 1	\$36.31
					Step 2	\$38.13
					Step 3	\$40.04
					Step 4	\$42.04
					Step 5	\$44.14
Associate Planner	07/08/2018	TMTR	\$39.41	\$47.89	Step 1	\$39.41
					Step 2	\$41.37
					Step 3	\$43.44
					Step 4	\$45.61
					Step 5	\$47.89
Broadband Operations Director	07/08/2018	DH	\$60.51	\$73.54		
Broadband Operations Manager	07/08/2018	AOME	\$55.91	\$67.95	Step 1	\$55.91
					Step 2	\$58.70
					Step 3	\$61.64
					Step 4	\$64.71
					Step 5	\$67.95

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Budget Manager	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
Building Inspection Manager	07/08/2018	AOME	\$51.92	\$63.11	Step 1	\$51.92
					Step 2	\$54.52
					Step 3	\$57.24
					Step 4	\$60.10
					Step 5	\$63.11
Building Inspector	07/08/2018	TMTR	\$30.30	\$36.84	Step 1	\$30.30
					Step 2	\$31.81
					Step 3	\$33.41
					Step 4	\$35.08
					Step 5	\$36.84
Building Official	07/08/2018	DH	\$69.50	\$84.48		
Building Plans Examiner	07/08/2018	TMTR	\$41.64	\$50.61	Step 1	\$41.64
					Step 2	\$43.72
					Step 3	\$45.90
					Step 4	\$48.21
					Step 5	\$50.61
Building Plans Specialist	07/08/2018	TMTR	\$31.87	\$38.73	Step 1	\$31.87
					Step 2	\$33.46
					Step 3	\$35.14
					Step 4	\$36.90
					Step 5	\$38.73
Business Operations Director	07/08/2018	DH	\$58.68	\$71.32		
Central Services Specialist	07/08/2018	TMTR	\$20.36	\$24.74	Step 1	\$20.36
					Step 2	\$21.38
					Step 3	\$22.44
					Step 4	\$23.56
					Step 5	\$24.74
Chief Investment/Bond Officer	07/08/2018	DH	\$58.68	\$71.32		
City Clerk - Elected	05/26/2019	EL	\$6.54	\$6.54		
City Engineer	07/08/2018	DH	\$79.86	\$97.06		
City Manager	07/08/2018	EX	\$153.52	\$165.88		
City Prosecutor	07/08/2018	DH	\$63.53	\$77.21		
City Treasurer	09/01/2016	ELE	\$6.54	\$6.54		
Combination Building Inspector	07/08/2018	TMTR	\$33.45	\$40.66	Step 1	\$33.45
					Step 2	\$35.13
					Step 3	\$36.89
					Step 4	\$38.72
					Step 5	\$40.66
Communications and Community Relations Director	05/26/2019	DH	\$60.51	\$73.54		
Community Improvement Director	07/08/2018	DH	\$60.51	\$73.54		
Community Improvement Manager	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51

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					Step	Amount
Community Improvement Officer	09/16/2018	TMTR	\$28.28	\$34.38	Step 1	\$28.28
					Step 2	\$29.69
					Step 3	\$31.18
					Step 4	\$32.74
					Step 5	\$34.38
Community Improvement Supervisor	07/01/2018	AOME	\$37.34	\$45.39	Step 1	\$37.34
					Step 2	\$39.20
					Step 3	\$41.16
					Step 4	\$43.22
					Step 5	\$45.39
Community Information Specialist	07/08/2018	SCON	\$33.17	\$40.30	Step 1	\$33.17
					Step 2	\$34.82
					Step 3	\$36.57
					Step 4	\$38.39
					Step 5	\$40.30
Community Life and Culture Officer	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
Community Relations and Communications Manager	07/08/2018	AOME	\$52.77	\$64.14	Step 1	\$52.77
					Step 2	\$55.41
					Step 3	\$58.17
					Step 4	\$61.07
					Step 5	\$64.14
Community Service Officer	07/08/2018	TMTR	\$22.15	\$26.92	Step 1	\$22.15
					Step 2	\$23.25
					Step 3	\$24.41
					Step 4	\$25.64
					Step 5	\$26.92
Council Member	12/18/2018	EL	\$10.87	\$10.87		
Crime Analysis Supervisor	07/08/2018	AOME	\$40.50	\$49.23	Step 1	\$40.50
					Step 2	\$42.52
					Step 3	\$44.66
					Step 4	\$46.88
					Step 5	\$49.23
Crime Analyst	07/08/2018	TMTR	\$32.51	\$39.52	Step 1	\$32.51
					Step 2	\$34.14
					Step 3	\$35.85
					Step 4	\$37.64
					Step 5	\$39.52
Crime Prevention Specialist	07/08/2018	TMTR	\$25.23	\$30.66	Step 1	\$25.23
					Step 2	\$26.48
					Step 3	\$27.80
					Step 4	\$29.20
					Step 5	\$30.66
Cross-Connection Control Specialist	07/08/2018	TMTR	\$33.53	\$40.75	Step 1	\$33.53
					Step 2	\$35.20
					Step 3	\$36.96
					Step 4	\$38.82
					Step 5	\$40.75

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Custodial Services Supervisor	07/08/2018	TMTR	\$27.37	\$33.26	Step 1	\$27.37
					Step 2	\$28.73
					Step 3	\$30.16
					Step 4	\$31.67
					Step 5	\$33.26
Custodian	07/08/2018	AFSCME	\$17.44	\$21.20	Step 1	\$17.44
					Step 2	\$18.32
					Step 3	\$19.24
					Step 4	\$20.19
					Step 5	\$21.20
Customer Services Representative	07/08/2018	TMTR	\$20.35	\$24.74	Step 1	\$20.35
					Step 2	\$21.38
					Step 3	\$22.44
					Step 4	\$23.56
					Step 5	\$24.74
Database Administrator	07/08/2018	CON	\$47.66	\$57.94	Step 1	\$47.66
					Step 2	\$50.05
					Step 3	\$52.56
					Step 4	\$55.19
					Step 5	\$57.94
Departmental Administrator	07/08/2018	DH	\$58.68	\$71.32		
Deputy City Manager	07/08/2018	EX	\$73.07	\$97.90		
Deputy Fire Chief - 40 hr	01/06/2019	FMG	\$80.51	\$97.85	Step 1	\$80.51
					Step 2	\$84.54
					Step 3	\$88.76
					Step 4	\$93.19
					Step 5	\$97.85
Deputy Fire Chief - 53 hr	01/06/2019	FMG	\$60.76	\$73.85	Step 1	\$60.76
					Step 2	\$63.80
					Step 3	\$66.99
					Step 4	\$70.32
					Step 5	\$73.85
Deputy Fire Marshal	07/08/2018	AOME	\$46.97	\$57.10	Step 1	\$46.97
					Step 2	\$49.33
					Step 3	\$51.79
					Step 4	\$54.38
					Step 5	\$57.10
Deputy Police Chief	02/17/2019	DH	\$79.75	\$106.85		
Design and Construction Director	07/08/2018	DH	\$60.51	\$73.54		
Development Manager	07/08/2018	AOME	\$57.24	\$69.56	Step 1	\$57.24
					Step 2	\$60.10
					Step 3	\$63.11
					Step 4	\$66.25
					Step 5	\$69.56
Economic Development Coordinator	07/08/2018	AOME	\$40.31	\$48.99	Step 1	\$40.31
					Step 2	\$42.33
					Step 3	\$44.44
					Step 4	\$46.66
					Step 5	\$48.99

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Economic Development Manager	07/08/2018	AOME	\$52.77	\$64.14	Step 1	\$52.77
					Step 2	\$55.41
					Step 3	\$58.17
					Step 4	\$61.07
					Step 5	\$64.14
Economic Development Specialist	07/08/2018	CON	\$30.05	\$36.54	Step 1	\$30.05
					Step 2	\$31.56
					Step 3	\$33.13
					Step 4	\$34.79
					Step 5	\$36.54
Emergency Manager	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
EMS/Nurse Administrator	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
Engineering Aide	07/08/2018	TMTR	\$30.33	\$36.87	Step 1	\$30.33
					Step 2	\$31.85
					Step 3	\$33.43
					Step 4	\$35.11
					Step 5	\$36.87
Engineering Assistant	07/08/2018	TMTR	\$34.18	\$41.53	Step 1	\$34.18
					Step 2	\$35.89
					Step 3	\$37.68
					Step 4	\$39.56
					Step 5	\$41.53
Engineering Assistant/GIS	07/08/2018	TMTR	\$34.18	\$41.53	Step 1	\$34.18
					Step 2	\$35.89
					Step 3	\$37.68
					Step 4	\$39.56
					Step 5	\$41.53
Environmental Programs Manager	07/08/2018	AOME	\$43.04	\$52.30	Step 1	\$43.04
					Step 2	\$45.19
					Step 3	\$47.45
					Step 4	\$49.81
					Step 5	\$52.30
Environmental Technician	07/08/2018	TMTR	\$24.89	\$30.24	Step 1	\$24.89
					Step 2	\$26.13
					Step 3	\$27.43
					Step 4	\$28.81
					Step 5	\$30.24
Environmental Water/Wastewater Engineer	07/08/2018	AOME	\$45.06	\$54.76	Step 1	\$45.06
					Step 2	\$47.30
					Step 3	\$49.67
					Step 4	\$52.15
					Step 5	\$54.76

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Equipment Mechanic	07/08/2018	AFSCME	\$24.70	\$30.03	Step 1	\$24.70
					Step 2	\$25.95
					Step 3	\$27.25
					Step 4	\$28.60
					Step 5	\$30.03
Equipment Service Technician	07/08/2018	AFSCME	\$22.37	\$27.18	Step 1	\$22.37
					Step 2	\$23.48
					Step 3	\$24.65
					Step 4	\$25.89
					Step 5	\$27.18
Evidence Technician	07/08/2018	TMTR	\$24.60	\$29.91	Step 1	\$24.60
					Step 2	\$25.84
					Step 3	\$27.12
					Step 4	\$28.48
					Step 5	\$29.91
Executive Assistant to the City Manager	07/08/2018	SCN	\$51.49	\$62.58	Step 1	\$51.49
					Step 2	\$54.07
					Step 3	\$56.77
					Step 4	\$59.61
					Step 5	\$62.58
Executive Director Community Life and Culture	02/17/2019	EX	\$73.07	\$97.90		
Executive Director Development	07/08/2018	EX	\$81.99	\$109.85		
Executive Director Economic Development	11/06/2018	EX	\$73.07	\$97.90		
Executive Director Housing & Neighborhood Preservation	07/08/2018	EX	\$73.07	\$97.90		
Executive Director Human Resources	07/08/2018	EX	\$73.07	\$97.90		
Executive Director Information Technology	07/08/2018	EX	\$73.07	\$97.90		
Executive Director of Finance	07/08/2018	EX	\$81.99	\$109.85		
Executive Director Public Works	02/17/2019	EX	\$73.07	\$97.90		
Facilities Maintenance Supervisor	07/08/2018	TMTR	\$31.87	\$38.73	Step 1	\$31.87
					Step 2	\$33.46
					Step 3	\$35.14
					Step 4	\$36.89
					Step 5	\$38.73
Facilities Maintenance Technician	07/08/2018	AFSCME	\$23.26	\$28.28	Step 1	\$23.26
					Step 2	\$24.45
					Step 3	\$25.65
					Step 4	\$26.94
					Step 5	\$28.28
Fiber Field Technician	07/08/2018	AFSCME	\$31.01	\$37.68	Step 1	\$31.01
					Step 2	\$32.56
					Step 3	\$34.17
					Step 4	\$35.89
					Step 5	\$37.68
Financial Analyst	07/08/2018	CON	\$40.71	\$49.47	Step 1	\$40.71
					Step 2	\$42.74
					Step 3	\$44.88
					Step 4	\$47.13
					Step 5	\$49.47
Fire Administrative Director	07/08/2018	DH	\$58.68	\$71.32		

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					Step	Amount
Fire Battalion Chief - 40 hr	01/06/2019	FMG	\$66.25	\$80.51	Step 1	\$66.25
					Step 2	\$69.56
					Step 3	\$73.03
					Step 4	\$76.68
					Step 5	\$80.51
Fire Battalion Chief - 53 hr	01/06/2019	FMG	\$50.00	\$60.77	Step 1	\$50.00
					Step 2	\$52.50
					Step 3	\$55.12
					Step 4	\$57.87
					Step 5	\$60.77
Fire Captain - 40 hr	01/06/2019	FFA	\$51.11	\$62.12	Step 1	\$51.11
					Step 2	\$53.67
					Step 3	\$56.35
					Step 4	\$59.17
					Step 5	\$62.12
Fire Captain - 53 hr	01/06/2019	FFA	\$38.57	\$46.89	Step 1	\$38.57
					Step 2	\$40.51
					Step 3	\$42.53
					Step 4	\$44.66
					Step 5	\$46.89
Fire Chief	01/06/2019	EX	\$110.70	\$144.21		
Fire Communications Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Fire Dispatcher	07/08/2018	TMTR	\$24.34	\$29.90	Step 1	\$24.34
					Step 2	\$25.63
					Step 3	\$26.98
					Step 4	\$28.39
					Step 5	\$29.90
Fire Dispatcher Trainee	07/08/2018	TMTR	\$22.10	\$27.12	Step 1	\$22.10
					Step 2	\$23.25
					Step 3	\$24.49
					Step 4	\$25.77
					Step 5	\$27.12
Fire Dispatch Supervisor	07/08/2018	TMTR	\$37.80	\$45.93	Step 1	\$37.80
					Step 2	\$39.66
					Step 3	\$41.66
					Step 4	\$43.74
					Step 5	\$45.93
Fire Engineer - 53 hr	01/06/2019	FFA	\$32.62	\$39.65	Step 1	\$32.62
					Step 2	\$34.27
					Step 3	\$35.98
					Step 4	\$37.77
					Step 5	\$39.65
Fire Equipment Mechanic	07/08/2018	AFSCME	\$27.29	\$33.17	Step 1	\$27.29
					Step 2	\$28.65
					Step 3	\$30.09
					Step 4	\$31.60
					Step 5	\$33.17

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					Step	Amount
Firefighter - 40 hr	01/06/2019	FFA	\$36.29	\$44.09	Step 1	\$36.29
					Step 2	\$38.09
					Step 3	\$40.00
					Step 4	\$42.00
					Step 5	\$44.09
Firefighter - 53 hr	01/06/2019	FFA	\$27.39	\$33.29	Step 1	\$27.39
					Step 2	\$28.76
					Step 3	\$30.19
					Step 4	\$31.70
					Step 5	\$33.29
Fire Investigation Supervisor - 40 hr	01/06/2019	FFA	\$51.11	\$62.12	Step 1	\$51.11
					Step 2	\$53.67
					Step 3	\$56.35
					Step 4	\$59.17
					Step 5	\$62.12
Fire Investigation Supervisor - 53 hr	01/06/2019	FFA	\$38.57	\$46.89	Step 1	\$38.57
					Step 2	\$40.51
					Step 3	\$42.53
					Step 4	\$44.66
					Step 5	\$46.89
Fire Prevention Inspector	01/06/2019	FFA	\$43.22	\$52.55	Step 1	\$43.22
					Step 2	\$45.39
					Step 3	\$47.66
					Step 4	\$50.04
					Step 5	\$52.55
Fire Protection Analyst	07/08/2018	AOME	\$45.11	\$54.83	Step 1	\$45.11
					Step 2	\$47.35
					Step 3	\$49.73
					Step 4	\$52.22
					Step 5	\$54.83
Fire Safety Specialist	07/08/2018	TMTR	\$31.87	\$38.73	Step 1	\$31.87
					Step 2	\$33.46
					Step 3	\$35.14
					Step 4	\$36.90
					Step 5	\$38.73
Fiscal Services Director	07/08/2018	DH	\$60.51	\$73.54		
Fleet Services Coordinator	07/08/2018	TMTR	\$27.29	\$33.17	Step 1	\$27.29
					Step 2	\$28.65
					Step 3	\$30.09
					Step 4	\$31.60
					Step 5	\$33.17
Fleet Services Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Fleet Services Supervisor	07/08/2018	TMTR	\$33.51	\$40.74	Step 1	\$33.51
					Step 2	\$35.20
					Step 3	\$36.96
					Step 4	\$38.81
					Step 5	\$40.74

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Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Forensics Manager	02/17/2019	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
Forensic Specialist	07/08/2018	TMTR	\$28.49	\$34.97	Step 1	\$28.49
					Step 2	\$30.00
					Step 3	\$31.57
					Step 4	\$33.23
					Step 5	\$34.97
Forensic Specialist Trainee	07/08/2018	TMTR	\$26.65	\$32.38	Step 1	\$26.65
					Step 2	\$27.97
					Step 3	\$29.37
					Step 4	\$30.84
					Step 5	\$32.38
Forensic Supervisor	07/08/2018	TMTR	\$36.39	\$44.25	Step 1	\$36.39
					Step 2	\$38.23
					Step 3	\$40.14
					Step 4	\$42.14
					Step 5	\$44.25
GIS Analyst	07/08/2018	TMTR	\$33.17	\$40.31	Step 1	\$33.17
					Step 2	\$34.83
					Step 3	\$36.57
					Step 4	\$38.39
					Step 5	\$40.31
GIS Specialist	07/08/2018	TMTR	\$28.41	\$34.54	Step 1	\$28.41
					Step 2	\$29.83
					Step 3	\$31.33
					Step 4	\$32.89
					Step 5	\$34.54
Government Affairs Director	07/08/2018	AOME	\$52.77	\$64.14	Step 1	\$52.77
					Step 2	\$55.41
					Step 3	\$58.17
					Step 4	\$61.07
					Step 5	\$64.14
Graphic and Marketing Specialist	07/08/2018	TMTR	\$26.65	\$32.38	Step 1	\$26.65
					Step 2	\$27.97
					Step 3	\$29.37
					Step 4	\$30.84
					Step 5	\$32.38
Helicopter Mechanic	07/08/2018	AFSCME	\$37.68	\$45.80	Step 1	\$37.68
					Step 2	\$38.40
					Step 3	\$40.32
					Step 4	\$42.34
					Step 5	\$44.46
Housing Director	01/01/2019	DH	\$58.68	\$71.32		
Housing Manager	07/08/2018	AOME	\$52.77	\$64.14	Step 1	\$52.77
					Step 2	\$55.41
					Step 3	\$58.17
					Step 4	\$61.07
					Step 5	\$64.14

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Human Resources Analyst	07/08/2018	SCN	\$35.85	\$43.56	Step 1	\$35.85
					Step 2	\$37.64
					Step 3	\$39.52
					Step 4	\$41.48
					Step 5	\$43.56
Human Resources Analyst Trainee	07/08/2018	CON	\$29.99	\$36.46	Step 1	\$29.99
					Step 2	\$31.49
					Step 3	\$33.06
					Step 4	\$34.73
					Step 5	\$36.46
Human Resources Technician	07/08/2018	CON	\$28.57	\$34.73	Step 1	\$28.57
					Step 2	\$29.99
					Step 3	\$31.49
					Step 4	\$33.06
					Step 5	\$34.73
Instructor / Guard	12/24/2017	PT	\$12.54	\$15.23	Step 1	\$12.54
					Step 2	\$13.16
					Step 3	\$13.82
					Step 4	\$14.51
					Step 5	\$15.23
Integrated Waste Assistant Division Manager	05/12/2019	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Integrated Waste Division Manager	07/08/2018	AOME	\$49.48	\$60.15	Step 1	\$49.48
					Step 2	\$51.95
					Step 3	\$54.55
					Step 4	\$57.27
					Step 5	\$60.15
Integrated Waste Lead Collector	07/08/2018	AFSCME	\$25.71	\$31.24	Step 1	\$25.71
					Step 2	\$27.00
					Step 3	\$28.35
					Step 4	\$29.76
					Step 5	\$31.24
Internal Auditor	07/08/2018	SCN	\$36.11	\$43.88	Step 1	\$36.11
					Step 2	\$37.92
					Step 3	\$39.80
					Step 4	\$41.79
					Step 5	\$43.88
Inventory Assistant	07/08/2018	AFSCME	\$17.08	\$20.75	Step 1	\$17.08
					Step 2	\$17.94
					Step 3	\$18.28
					Step 4	\$19.19
					Step 5	\$20.14
Irrigation Conservation Specialist	07/08/2018	TMTR	\$27.37	\$33.26	Step 1	\$27.37
					Step 2	\$28.73
					Step 3	\$30.16
					Step 4	\$31.67
					Step 5	\$33.26

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
IT Applications Manager	07/08/2018	AOME	\$55.91	\$67.95	Step 1	\$55.91
					Step 2	\$58.70
					Step 3	\$61.64
					Step 4	\$64.71
					Step 5	\$67.95
IT Operations Director	07/08/2018	DH	\$60.51	\$73.54		
IT Operations Manager	07/08/2018	AOME	\$55.91	\$67.95	Step 1	\$55.91
					Step 2	\$58.70
					Step 3	\$61.64
					Step 4	\$64.71
					Step 5	\$67.95
IT Specialist	07/08/2018	CON	\$30.05	\$36.54	Step 1	\$30.05
					Step 2	\$31.56
					Step 3	\$33.13
					Step 4	\$34.79
					Step 5	\$36.54
IT Systems Director	07/08/2018	DH	\$60.51	\$73.54		
IT Systems Manager	07/08/2018	AOME	\$55.91	\$67.95	Step 1	\$55.91
					Step 2	\$58.70
					Step 3	\$61.64
					Step 4	\$64.71
					Step 5	\$67.95
IT Technician	07/08/2018	CON	\$27.05	\$32.87	Step 1	\$27.05
					Step 2	\$28.40
					Step 3	\$29.81
					Step 4	\$31.31
					Step 5	\$32.87
Landscape Planner	07/08/2018	TMTR	\$32.12	\$39.05	Step 1	\$32.12
					Step 2	\$33.73
					Step 3	\$35.43
					Step 4	\$37.20
					Step 5	\$39.05
Lead Forensic Specialist	07/08/2018	TMTR	\$31.66	\$38.48	Step 1	\$31.66
					Step 2	\$33.24
					Step 3	\$34.90
					Step 4	\$36.64
					Step 5	\$38.48
Legislative Analyst	07/08/2018	CON	\$32.51	\$39.52	Step 1	\$32.51
					Step 2	\$34.14
					Step 3	\$35.85
					Step 4	\$37.64
					Step 5	\$39.52
Librarian	07/08/2018	TMTR	\$28.17	\$34.56	Step 1	\$28.17
					Step 2	\$29.64
					Step 3	\$31.20
					Step 4	\$32.84
					Step 5	\$34.56
Library Assistant	07/08/2018	TMTR	\$20.46	\$24.87	Step 1	\$20.46
					Step 2	\$21.47
					Step 3	\$22.55
					Step 4	\$23.67
					Step 5	\$24.87

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Library Clerk	07/08/2018	TMTR	\$16.85	\$20.47	Step 1	\$16.85
					Step 2	\$17.68
					Step 3	\$18.57
					Step 4	\$19.50
					Step 5	\$20.47
Library Director	07/08/2018	DH	\$60.51	\$73.54		
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	12/23/2018	PT	\$12.12	\$13.35	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$12.12
					Step 4	\$12.73
					Step 5	\$13.35
Lifeguard	12/23/2018	PT	\$12.26	\$14.20	Step 1	\$0.01
					Step 2	\$12.26
					Step 3	\$12.87
					Step 4	\$13.51
					Step 5	\$14.20
Maintenance Worker	07/08/2018	AFSCME	\$19.07	\$23.17	Step 1	\$19.07
					Step 2	\$20.02
					Step 3	\$21.02
					Step 4	\$22.07
					Step 5	\$23.17
Management Analyst	07/08/2018	TMTR	\$32.51	\$39.52	Step 1	\$32.51
					Step 2	\$34.14
					Step 3	\$35.85
					Step 4	\$37.64
					Step 5	\$39.52
Management Analyst - Confidential	07/08/2018	CON	\$32.51	\$39.52	Step 1	\$32.51
					Step 2	\$34.14
					Step 3	\$35.85
					Step 4	\$37.64
					Step 5	\$39.52
Management Services Director	07/08/2018	DH	\$60.51	\$73.54		
Mayor	12/18/2018	EL	\$29.22	\$29.22		
Municipal Services Director	07/08/2018	DH	\$58.68	\$71.32		
Municipal Services Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Museum Attendant	12/23/2018	PT	\$12.12	\$13.35	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$12.12
					Step 4	\$12.73
					Step 5	\$13.35
Museum Curator	07/08/2018	TMTR	\$25.61	\$31.43	Step 1	\$25.61
					Step 2	\$26.95
					Step 3	\$28.37
					Step 4	\$29.85
					Step 5	\$31.43
Museum Director	07/08/2018	DH	\$40.20	\$48.86		
Neighborhood Improvement Specialist	07/08/2018	TMTR	\$28.28	\$34.38	Step 1	\$28.28
					Step 2	\$29.69
					Step 3	\$31.18
					Step 4	\$32.74
					Step 5	\$34.38
Office Assistant	07/08/2018	TMTR	\$16.85	\$20.47	Step 1	\$16.85
					Step 2	\$17.68
					Step 3	\$18.57
					Step 4	\$19.50
					Step 5	\$20.47
Office Assistant - Confidential	07/08/2018	CON	\$16.85	\$20.47	Step 1	\$16.85
					Step 2	\$17.68
					Step 3	\$18.57
					Step 4	\$19.50
					Step 5	\$20.47
Office Specialist	03/03/2019	TMTR	\$20.35	\$24.74	Step 99	\$28.48
					Step 1	\$20.35
					Step 2	\$21.38
					Step 3	\$22.44
					Step 4	\$23.56
Office Specialist - Confidential	07/08/2018	CON	\$20.35	\$24.74	Step 1	\$20.35
					Step 2	\$21.38
					Step 3	\$22.44
					Step 4	\$23.56
					Step 5	\$24.74
Park Maintenance Technician	07/08/2018	AFSCME	\$23.26	\$28.28	Step 1	\$23.26
					Step 2	\$24.45
					Step 3	\$25.65
					Step 4	\$26.94
					Step 5	\$28.28
Parks & Maintenance Supervisor	07/08/2018	TMTR	\$31.87	\$38.73	Step 1	\$31.87
					Step 2	\$33.46
					Step 3	\$35.14
					Step 4	\$36.89
					Step 5	\$38.73
Parks and Maintenance Director	07/08/2018	DH	\$58.68	\$71.32		

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Parks and Maintenance Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Parts Specialist	07/08/2018	AFSCME	\$22.80	\$27.71	Step 1	\$22.80
					Step 2	\$23.93
					Step 3	\$25.14
					Step 4	\$26.39
					Step 5	\$27.71
Payroll Analyst	07/08/2018	CON	\$32.51	\$39.52	Step 1	\$32.51
					Step 2	\$34.14
					Step 3	\$35.85
					Step 4	\$37.64
					Step 5	\$39.52
Payroll Clerk	07/08/2018	CON	\$23.52	\$28.58	Step 1	\$23.52
					Step 2	\$24.68
					Step 3	\$25.93
					Step 4	\$27.22
					Step 5	\$28.58
Payroll Manager	07/08/2018	AOME	\$40.31	\$48.99	Step 1	\$40.31
					Step 2	\$42.33
					Step 3	\$44.44
					Step 4	\$46.66
					Step 5	\$48.99
Payroll Supervisor	07/08/2018	CON	\$35.84	\$43.56	Step 1	\$35.84
					Step 2	\$37.63
					Step 3	\$39.51
					Step 4	\$41.48
					Step 5	\$43.56
Payroll Technician	07/08/2018	CON	\$28.57	\$34.73	Step 1	\$28.57
					Step 2	\$29.99
					Step 3	\$31.49
					Step 4	\$33.06
					Step 5	\$34.73
Permit Technician	07/08/2018	TMTR	\$25.40	\$30.88	Step 1	\$25.40
					Step 2	\$26.69
					Step 3	\$28.02
					Step 4	\$29.42
					Step 5	\$30.88
Plan Check Engineer	07/08/2018	AOME	\$45.11	\$54.83	Step 1	\$45.11
					Step 2	\$47.35
					Step 3	\$49.73
					Step 4	\$52.22
					Step 5	\$54.83
Plan Checker	07/08/2018	TMTR	\$36.97	\$44.94	Step 1	\$36.97
					Step 2	\$38.83
					Step 3	\$40.76
					Step 4	\$42.79
					Step 5	\$44.94
Planning Director	07/08/2018	DH	\$72.98	\$88.70		
Police Administrative Director	07/08/2018	DH	\$58.68	\$71.32		

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Police Cadet	12/24/2017	PT	\$13.80	\$18.48	Step 1	\$13.80
					Step 2	\$14.49
					Step 3	\$15.21
					Step 4	\$15.98
					Step 5	\$16.75
					Step 6	\$17.58
					Step 7	\$18.48
Police Captain	01/06/2019	PMG	\$72.40	\$88.01	Step 1	\$72.40
					Step 2	\$76.02
					Step 3	\$79.82
					Step 4	\$83.82
					Step 5	\$88.01
Police Chief	01/06/2019	EX	\$114.09	\$152.87		
Police Communications Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Police Corporal	01/06/2019	POA	\$39.67	\$48.22	Step 1	\$39.67
					Step 2	\$41.66
					Step 3	\$43.74
					Step 4	\$45.93
					Step 5	\$48.22
Police Detective	01/06/2019	POA	\$43.83	\$53.27	Step 1	\$43.83
					Step 2	\$46.03
					Step 3	\$48.33
					Step 4	\$50.74
					Step 5	\$53.27
Police Dispatcher	07/08/2018	TMTR	\$24.34	\$29.90	Step 1	\$24.34
					Step 2	\$25.63
					Step 3	\$26.98
					Step 4	\$28.39
					Step 5	\$29.90
Police Dispatcher Trainee	07/08/2018	TMTR	\$22.10	\$27.12	Step 1	\$22.10
					Step 2	\$23.25
					Step 3	\$24.49
					Step 4	\$25.77
					Step 5	\$27.12
Police Dispatch Supervisor	07/08/2018	TMTR	\$37.80	\$45.93	Step 1	\$37.80
					Step 2	\$39.66
					Step 3	\$41.66
					Step 4	\$43.74
					Step 5	\$45.93
Police Grants Analyst	07/08/2018	TMTR	\$32.51	\$39.52	Step 1	\$32.51
					Step 2	\$34.14
					Step 3	\$35.85
					Step 4	\$37.64
					Step 5	\$39.52

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Police Lieutenant	01/06/2019	PMG	\$62.87	\$76.40	Step 1	\$62.87
					Step 2	\$66.01
					Step 3	\$69.30
					Step 4	\$72.76
					Step 5	\$76.40
Police Officer	01/06/2019	POA	\$35.90	\$43.64	Step 1	\$35.90
					Step 2	\$37.70
					Step 3	\$39.59
					Step 4	\$41.56
					Step 5	\$43.64
Police Records Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Police Records Specialist	07/08/2018	TMTR	\$20.35	\$24.74	Step 1	\$20.35
					Step 2	\$21.38
					Step 3	\$22.44
					Step 4	\$23.56
					Step 5	\$24.74
Police Records Specialist Trainee	07/08/2018	TMTR	\$18.92	\$23.00	Step 1	\$18.92
					Step 2	\$19.86
					Step 3	\$20.85
					Step 4	\$21.89
					Step 5	\$23.00
Police Records Supervisor	07/08/2018	TMTR	\$29.76	\$36.17	Step 1	\$29.76
					Step 2	\$31.24
					Step 3	\$32.80
					Step 4	\$34.44
					Step 5	\$36.17
Police Recruit	01/06/2019	POA	\$32.50	\$39.51	Step 1	\$32.50
					Step 2	\$34.12
					Step 3	\$35.83
					Step 4	\$37.63
					Step 5	\$39.51
Police Sergeant	01/06/2019	PMG	\$54.01	\$65.64	Step 1	\$54.01
					Step 2	\$56.70
					Step 3	\$59.54
					Step 4	\$62.52
					Step 5	\$65.64
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	07/08/2018	AOME	\$57.76	\$70.20	Step 1	\$57.76
					Step 2	\$60.64
					Step 3	\$63.68
					Step 4	\$66.86
					Step 5	\$70.20

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Principal IT Analyst	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
Principal Planner	07/08/2018	AOME	\$58.38	\$70.94	Step 1	\$58.38
					Step 2	\$61.29
					Step 3	\$64.34
					Step 4	\$67.57
					Step 5	\$70.94
Principal Project Manager	07/08/2018	AOME	\$55.91	\$67.95	Step 1	\$55.91
					Step 2	\$58.70
					Step 3	\$61.64
					Step 4	\$64.71
					Step 5	\$67.95
Project Coordinator	07/08/2018	TMTR	\$33.17	\$40.30	Step 1	\$33.17
					Step 2	\$34.82
					Step 3	\$36.57
					Step 4	\$38.39
					Step 5	\$40.30
Project Manager	07/08/2018	AOME	\$44.35	\$53.89	Step 1	\$44.35
					Step 2	\$46.55
					Step 3	\$48.89
					Step 4	\$51.33
					Step 5	\$53.89
Public Facilities Maintenance Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Public Services Project Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Public Works Inspector	07/08/2018	TMTR	\$33.45	\$40.66	Step 1	\$33.45
					Step 2	\$35.13
					Step 3	\$36.89
					Step 4	\$38.72
					Step 5	\$40.66
Purchasing Assistant	07/08/2018	TMTR	\$24.12	\$29.30	Step 1	\$24.12
					Step 2	\$25.32
					Step 3	\$26.58
					Step 4	\$27.91
					Step 5	\$29.30
Purchasing Team Leader	07/08/2018	TMTR	\$32.51	\$39.52	Step 1	\$32.51
					Step 2	\$34.14
					Step 3	\$35.85
					Step 4	\$37.64
					Step 5	\$39.52

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Records Coordinator	07/08/2018	CON	\$28.46	\$34.59	Step 1	\$28.46
					Step 2	\$29.89
					Step 3	\$31.38
					Step 4	\$32.95
					Step 5	\$34.59
Records Manager	07/08/2018	AOME	\$30.97	\$37.64	Step 1	\$30.97
					Step 2	\$32.51
					Step 3	\$34.14
					Step 4	\$35.85
					Step 5	\$37.64
Records Specialist	07/08/2018	CON	\$21.96	\$26.68	Step 1	\$21.96
					Step 2	\$23.06
					Step 3	\$24.21
					Step 4	\$25.40
					Step 5	\$26.68
Recreation/Community Services Coordinator	07/08/2018	TMTR	\$24.13	\$29.31	Step 1	\$24.13
					Step 2	\$25.32
					Step 3	\$26.59
					Step 4	\$27.91
					Step 5	\$29.31
Recreation/Community Services Director	07/08/2018	DH	\$58.68	\$71.32		
Recreation/Community Services Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Recreation/Community Services Supervisor	07/08/2018	TMTR	\$25.60	\$31.10	Step 1	\$25.60
					Step 2	\$26.87
					Step 3	\$28.22
					Step 4	\$29.63
					Step 5	\$31.10
Recreation Assistant	01/06/2019	PT	\$12.12	\$13.35	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$12.12
					Step 4	\$12.73
					Step 5	\$13.35
Recreation Leader	12/23/2018	PT	\$12.26	\$14.20	Step 1	\$0.01
					Step 2	\$12.26
					Step 3	\$12.87
					Step 4	\$13.51
					Step 5	\$14.20
Revenue Services Director	07/08/2018	DH	\$60.51	\$73.54		
Revenue Services Specialist	07/08/2018	TMTR	\$24.37	\$29.63	Step 1	\$24.37
					Step 2	\$25.60
					Step 3	\$26.87
					Step 4	\$28.22
					Step 5	\$29.63
Revenue Services Supervisor	07/08/2018	AOME	\$36.39	\$44.25	Step 1	\$36.39
					Step 2	\$38.23
					Step 3	\$40.14
					Step 4	\$42.14
					Step 5	\$44.25

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Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Risk/Safety Manager	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
Risk Management Coordinator	07/08/2018	SCN	\$35.85	\$43.56	Step 1	\$35.85
					Step 2	\$37.64
					Step 3	\$39.52
					Step 4	\$41.48
					Step 5	\$43.56
Risk Management Director	07/08/2018	DH	\$58.68	\$71.32		
Risk Management Technician	07/08/2018	CON	\$28.57	\$34.73	Step 1	\$28.57
					Step 2	\$29.99
					Step 3	\$31.49
					Step 4	\$33.06
					Step 5	\$34.73
Senior Accountant	07/08/2018	CON	\$35.84	\$43.56	Step 1	\$35.84
					Step 2	\$37.63
					Step 3	\$39.51
					Step 4	\$41.48
					Step 5	\$43.56
Senior Administrative Assistant	07/08/2018	CON	\$27.06	\$32.88	Step 1	\$27.06
					Step 2	\$28.41
					Step 3	\$29.82
					Step 4	\$31.32
					Step 5	\$32.88
Senior Associate Civil Engineer	07/08/2018	AOME	\$49.99	\$60.74	Step 1	\$49.99
					Step 2	\$52.49
					Step 3	\$55.11
					Step 4	\$57.86
					Step 5	\$60.74
Senior Associate Engineer	07/08/2018	AOME	\$49.99	\$60.74	Step 1	\$49.99
					Step 2	\$52.49
					Step 3	\$55.11
					Step 4	\$57.86
					Step 5	\$60.74
Senior Combo Building Inspector	07/08/2018	TMTR	\$37.34	\$45.39	Step 1	\$37.34
					Step 2	\$39.20
					Step 3	\$41.16
					Step 4	\$43.22
					Step 5	\$45.39
Senior Community Improvement Officer	09/16/2018	TMTR	\$31.09	\$37.78	Step 1	\$31.09
					Step 2	\$32.65
					Step 3	\$34.27
					Step 4	\$35.98
					Step 5	\$37.78
Senior Deputy Fire Chief	01/06/2019	FMG	\$84.61	\$102.85	Step 1	\$84.61
					Step 2	\$88.85
					Step 3	\$93.30
					Step 4	\$97.96
					Step 5	\$102.85

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Electrician	07/08/2018	AFSCME	\$31.01	\$37.68	Step 1	\$31.01
					Step 2	\$32.56
					Step 3	\$34.17
					Step 4	\$35.89
					Step 5	\$37.68
Senior Environmental Technician	07/08/2018	TMTR	\$27.37	\$33.26	Step 1	\$27.37
					Step 2	\$28.73
					Step 3	\$30.16
					Step 4	\$31.67
					Step 5	\$33.26
Senior Equipment Mechanic	07/08/2018	AFSCME	\$27.29	\$33.17	Step 1	\$27.29
					Step 2	\$28.65
					Step 3	\$30.09
					Step 4	\$31.60
					Step 5	\$33.17
Senior Facilities Maintenance Technician	07/08/2018	AFSCME	\$25.71	\$31.24	Step 1	\$25.71
					Step 2	\$27.00
					Step 3	\$28.35
					Step 4	\$29.76
					Step 5	\$31.24
Senior Facilities Maintenance Worker	07/08/2018	AFSCME	\$21.07	\$25.61	Step 1	\$21.07
					Step 2	\$22.12
					Step 3	\$23.22
					Step 4	\$24.37
					Step 5	\$25.61
Senior Financial Analyst	07/08/2018	AOME	\$45.11	\$54.83	Step 1	\$45.11
					Step 2	\$47.35
					Step 3	\$49.73
					Step 4	\$52.22
					Step 5	\$54.83
Senior Fire Dispatcher	07/08/2018	TMTR	\$26.77	\$32.87	Step 1	\$26.77
					Step 2	\$28.19
					Step 3	\$29.67
					Step 4	\$31.23
					Step 5	\$32.87
Senior Fire Equipment Mechanic	07/08/2018	AFSCME	\$30.15	\$36.65	Step 1	\$30.15
					Step 2	\$31.66
					Step 3	\$33.24
					Step 4	\$34.90
					Step 5	\$36.65
Senior Fire Safety Specialist	07/08/2018	TMTR	\$35.21	\$42.79	Step 1	\$35.21
					Step 2	\$36.97
					Step 3	\$38.83
					Step 4	\$40.76
					Step 5	\$42.79
Senior Helicopter Mechanic	07/08/2018	AFSCME	\$41.64	\$50.61	Step 1	\$41.64
					Step 2	\$43.72
					Step 3	\$45.90
					Step 4	\$48.21
					Step 5	\$50.61

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Human Resources Analyst	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
Senior Information Technology Specialist	07/08/2018	CON	\$33.17	\$40.31	Step 1	\$33.17
					Step 2	\$34.83
					Step 3	\$36.57
					Step 4	\$38.39
					Step 5	\$40.31
Senior Landscape Architect	07/08/2018	AOME	\$45.11	\$54.83	Step 1	\$45.11
					Step 2	\$47.35
					Step 3	\$49.73
					Step 4	\$52.22
					Step 5	\$54.83
Senior Landscape Planner	07/08/2018	TMTR	\$42.29	\$51.39	Step 1	\$42.29
					Step 2	\$44.39
					Step 3	\$46.60
					Step 4	\$48.95
					Step 5	\$51.39
Senior Legislative Analyst	07/08/2018	AOME	\$40.31	\$48.99	Step 1	\$40.31
					Step 2	\$42.33
					Step 3	\$44.44
					Step 4	\$46.66
					Step 5	\$48.99
Senior Librarian	07/08/2018	TMTR	\$30.97	\$38.03	Step 1	\$30.97
					Step 2	\$32.60
					Step 3	\$34.32
					Step 4	\$36.14
					Step 5	\$38.03
Senior Library Assistant	07/08/2018	TMTR	\$23.27	\$28.58	Step 1	\$23.27
					Step 2	\$24.51
					Step 3	\$25.79
					Step 4	\$27.15
					Step 5	\$28.58
Senior Library Clerk	07/08/2018	TMTR	\$18.51	\$22.50	Step 1	\$18.51
					Step 2	\$19.44
					Step 3	\$20.42
					Step 4	\$21.43
					Step 5	\$22.50
Senior Management Analyst	07/08/2018	AOME	\$40.31	\$48.99	Step 1	\$40.31
					Step 2	\$42.33
					Step 3	\$44.44
					Step 4	\$46.66
					Step 5	\$48.99
Senior Neighborhood Improvement Specialist	07/08/2018	TMTR	\$31.24	\$37.98	Step 1	\$31.24
					Step 2	\$32.81
					Step 3	\$34.45
					Step 4	\$36.17
					Step 5	\$37.98

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Network Engineer	07/08/2018	AOME	\$48.96	\$59.51	Step 1	\$48.96
					Step 2	\$51.41
					Step 3	\$53.98
					Step 4	\$56.68
					Step 5	\$59.51
Senior Park Maintenance Technician	07/08/2018	AFSCME	\$25.71	\$31.24	Step 1	\$25.71
					Step 2	\$27.00
					Step 3	\$28.35
					Step 4	\$29.76
					Step 5	\$31.24
Senior Park Maintenance Worker	07/08/2018	AFSCME	\$21.07	\$25.61	Step 1	\$21.07
					Step 2	\$22.12
					Step 3	\$23.22
					Step 4	\$24.37
					Step 5	\$25.61
Senior Parts Specialist	07/08/2018	AFSCME	\$25.20	\$30.63	Step 1	\$25.20
					Step 2	\$26.45
					Step 3	\$27.77
					Step 4	\$29.16
					Step 5	\$30.63
Senior Permit Technician	07/08/2018	TMTR	\$28.28	\$34.38	Step 1	\$28.28
					Step 2	\$29.69
					Step 3	\$31.18
					Step 4	\$32.74
					Step 5	\$34.38
Senior Plan Check Engineer	07/08/2018	AOME	\$50.51	\$61.39	Step 1	\$50.51
					Step 2	\$53.03
					Step 3	\$55.69
					Step 4	\$58.48
					Step 5	\$61.39
Senior Planner	07/08/2018	AOME	\$48.27	\$58.67	Step 1	\$48.27
					Step 2	\$50.69
					Step 3	\$53.23
					Step 4	\$55.87
					Step 5	\$58.67
Senior Police Dispatcher	07/08/2018	TMTR	\$26.77	\$32.87	Step 1	\$26.77
					Step 2	\$28.19
					Step 3	\$29.67
					Step 4	\$31.23
					Step 5	\$32.87
Senior Police Records Specialist	07/08/2018	TMTR	\$23.59	\$28.69	Step 1	\$23.59
					Step 2	\$24.78
					Step 3	\$26.02
					Step 4	\$27.32
					Step 5	\$28.69
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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Project Coordinator	07/08/2018	AOME	\$36.31	\$44.14	Step 1	\$36.31
					Step 2	\$38.13
					Step 3	\$40.04
					Step 4	\$42.04
					Step 5	\$44.14
Senior Project Manager	07/08/2018	AOME	\$48.99	\$59.55	Step 1	\$48.99
					Step 2	\$51.44
					Step 3	\$54.02
					Step 4	\$56.72
					Step 5	\$59.55
Senior Public Works Inspector	07/08/2018	TMTR	\$37.34	\$45.39	Step 1	\$37.34
					Step 2	\$39.20
					Step 3	\$41.16
					Step 4	\$43.22
					Step 5	\$45.39
Senior Records Specialist	07/08/2018	CON	\$25.89	\$31.45	Step 1	\$25.89
					Step 2	\$27.18
					Step 3	\$28.54
					Step 4	\$29.96
					Step 5	\$31.45
Senior Recreation/Community Services Supervisor	07/08/2018	TMTR	\$33.45	\$40.65	Step 1	\$33.45
					Step 2	\$35.13
					Step 3	\$36.89
					Step 4	\$38.72
					Step 5	\$40.65
Senior Recreation Leader	12/24/2017	PT	\$13.31	\$16.18	Step 1	\$13.31
					Step 2	\$13.98
					Step 3	\$14.67
					Step 4	\$15.42
					Step 5	\$16.18
Senior Solid Waste Collector	07/08/2018	AFSCME	\$21.92	\$26.65	Step 1	\$21.92
					Step 2	\$23.03
					Step 3	\$24.18
					Step 4	\$25.37
					Step 5	\$26.65
Senior Street Maintenance Technician	07/08/2018	AFSCME	\$25.71	\$31.24	Step 1	\$25.71
					Step 2	\$27.00
					Step 3	\$28.35
					Step 4	\$29.76
					Step 5	\$31.24
Senior Street Maintenance Worker	07/08/2018	AFSCME	\$21.07	\$25.61	Step 1	\$21.07
					Step 2	\$22.12
					Step 3	\$23.22
					Step 4	\$24.37
					Step 5	\$25.61
Senior Systems Analyst	07/08/2018	CON	\$44.55	\$54.15	Step 1	\$44.55
					Step 2	\$46.79
					Step 3	\$49.12
					Step 4	\$51.57
					Step 5	\$54.15

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Telecommunications Analyst	07/08/2018	CON	\$44.55	\$54.15	Step 1	\$44.55
					Step 2	\$46.79
					Step 3	\$49.12
					Step 4	\$51.57
					Step 5	\$54.15
Senior Utilities Technician	07/08/2018	AFSCME	\$26.70	\$32.45	Step 1	\$26.70
					Step 2	\$28.03
					Step 3	\$29.47
					Step 4	\$30.90
					Step 5	\$32.45
Solid Waste Collector	07/08/2018	AFSCME	\$19.85	\$24.13	Step 1	\$19.85
					Step 2	\$20.83
					Step 3	\$21.88
					Step 4	\$22.97
					Step 5	\$24.13
Solid Waste Maintenance Worker	07/08/2018	AFSCME	\$19.07	\$23.17	Step 1	\$19.07
					Step 2	\$20.02
					Step 3	\$21.02
					Step 4	\$22.07
					Step 5	\$23.17
Solid Waste Service Representative	07/08/2018	AFSCME	\$21.92	\$26.65	Step 1	\$21.92
					Step 3	\$22.60
					Step 2	\$23.03
					Step 4	\$25.37
					Step 5	\$26.65
Solid Waste Supervisor	07/08/2018	TMTR	\$31.87	\$38.73	Step 1	\$31.87
					Step 2	\$33.46
					Step 3	\$35.14
					Step 4	\$36.89
					Step 5	\$38.73
Street Maintenance Supervisor	07/08/2018	TMTR	\$31.87	\$38.73	Step 1	\$31.87
					Step 2	\$33.46
					Step 3	\$35.14
					Step 4	\$36.89
					Step 5	\$38.73
Street Maintenance Technician	07/08/2018	AFSCME	\$23.26	\$28.28	Step 1	\$23.26
					Step 2	\$24.45
					Step 3	\$25.65
					Step 4	\$26.94
					Step 5	\$28.28
Supervising Building Inspector	07/08/2018	AOME	\$43.35	\$52.68	Step 1	\$43.35
					Step 2	\$45.51
					Step 3	\$47.80
					Step 4	\$50.18
					Step 5	\$52.68
Supervising Code Enforcement Officer	07/08/2018	TMTR	\$33.83	\$41.53	Step 1	\$33.83
					Step 2	\$35.61
					Step 3	\$37.48
					Step 4	\$39.46
					Step 5	\$41.53

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Supervising Librarian	07/08/2018	TMTR	\$35.61	\$43.72	Step 1	\$35.61
					Step 2	\$37.49
					Step 3	\$39.46
					Step 4	\$41.53
					Step 5	\$43.72
Supervising Library Clerk	07/08/2018	TMTR	\$20.46	\$24.87	Step 1	\$20.46
					Step 2	\$21.47
					Step 3	\$22.55
					Step 4	\$23.67
					Step 5	\$24.87
Supervising Public Works Inspector	07/08/2018	AOME	\$43.35	\$52.68	Step 1	\$43.35
					Step 2	\$45.51
					Step 3	\$47.80
					Step 4	\$50.18
					Step 5	\$52.68
Survey Party Chief	07/08/2018	TMTR	\$34.27	\$41.66	Step 1	\$34.27
					Step 2	\$35.98
					Step 3	\$37.79
					Step 4	\$39.68
					Step 5	\$41.66
Survey Technician	07/08/2018	TMTR	\$31.16	\$37.88	Step 1	\$31.16
					Step 2	\$32.72
					Step 3	\$34.37
					Step 4	\$36.07
					Step 5	\$37.88
Sustainability Program Manager	07/08/2018	AOME	\$58.38	\$70.94	Step 1	\$58.38
					Step 2	\$61.29
					Step 3	\$64.34
					Step 4	\$67.57
					Step 5	\$70.94
Systems Analyst	07/08/2018	CON	\$33.17	\$40.31	Step 1	\$33.17
					Step 2	\$34.83
					Step 3	\$36.57
					Step 4	\$38.39
					Step 5	\$40.31
Systems Specialist	07/08/2018	CON	\$30.05	\$36.54	Step 1	\$30.05
					Step 2	\$31.56
					Step 3	\$33.13
					Step 4	\$34.79
					Step 5	\$36.54
Telecommunications Analyst	07/08/2018	CON	\$33.17	\$40.31	Step 1	\$33.17
					Step 2	\$34.83
					Step 3	\$36.57
					Step 4	\$38.40
					Step 5	\$40.31
Telecommunications Manager	07/08/2018	AOME	\$55.91	\$67.95	Step 1	\$55.91
					Step 2	\$58.70
					Step 3	\$61.64
					Step 4	\$64.71
					Step 5	\$67.95

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Traffic/Transportation Manager	07/08/2018	AOME	\$67.97	\$82.61	Step 1	\$67.97
					Step 2	\$71.36
					Step 3	\$74.94
					Step 4	\$78.68
					Step 5	\$82.61
Utilities Administrative Services & Integrated Waste Director	07/08/2018	DH	\$67.97	\$82.61		
Utilities Assistant General Manager	05/12/2019	DH	\$79.00	\$97.00		
Utilities Engineering Director	07/08/2018	DH	\$67.97	\$82.61		
Utilities Engineering Division Manager	05/12/2019	AOME	\$67.97	\$82.61	Step 1	\$67.97
					Step 2	\$71.36
					Step 3	\$74.93
					Step 4	\$78.68
					Step 5	\$82.61
Utilities General Manager	07/08/2018	EX	\$83.16	\$111.42		
Utilities Maintenance Worker	07/08/2018	AFSCME	\$21.88	\$26.59	Step 1	\$21.88
					Step 2	\$22.97
					Step 3	\$24.13
					Step 4	\$25.32
					Step 5	\$26.59
Utilities Operations Director	07/08/2018	DH	\$69.50	\$84.48		
Utilities Operations Division Manager	05/12/2019	AOME	\$52.75	\$64.11	Step 1	\$52.75
					Step 2	\$55.39
					Step 3	\$58.15
					Step 4	\$61.05
					Step 5	\$64.11
Utilities Operations Manager	07/08/2018	AOME	\$41.75	\$50.74	Step 1	\$41.75
					Step 2	\$43.83
					Step 3	\$46.03
					Step 4	\$48.32
					Step 5	\$50.74
Utilities Project Manager	07/08/2018	AOME	\$46.90	\$57.02	Step 1	\$46.90
					Step 2	\$49.26
					Step 3	\$51.71
					Step 4	\$54.30
					Step 5	\$57.02
Utilities Service Representative	07/08/2018	AFSCME	\$24.14	\$29.32	Step 1	\$24.14
					Step 2	\$25.33
					Step 3	\$26.60
					Step 4	\$27.92
					Step 5	\$29.32
Utilities Supervisor	07/08/2018	TMTR	\$33.53	\$40.75	Step 1	\$33.53
					Step 2	\$35.20
					Step 3	\$36.96
					Step 4	\$38.82
					Step 5	\$40.75
Utilities Technician	07/08/2018	AFSCME	\$24.17	\$29.37	Step 1	\$24.17
					Step 2	\$25.37
					Step 3	\$26.65
					Step 4	\$27.97
					Step 5	\$29.37

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Water/Sewer Maintenance Manager	07/08/2018	AOME	\$46.90	\$57.02	Step 1	\$46.90
					Step 2	\$49.26
					Step 3	\$51.71
					Step 4	\$54.30
					Step 5	\$57.02
Water/Wastewater Technician	07/08/2018	TMTR	\$28.89	\$35.11	Step 1	\$28.89
					Step 2	\$30.33
					Step 3	\$31.85
					Step 4	\$33.43
					Step 5	\$35.11
Water Production Manager	07/08/2018	AOME	\$52.75	\$64.11	Step 1	\$52.75
					Step 2	\$55.39
					Step 3	\$58.15
					Step 4	\$61.05
					Step 5	\$64.11
Water Production Operator	07/08/2018	TMTR	\$28.72	\$34.90	Step 1	\$28.72
					Step 2	\$30.16
					Step 3	\$31.66
					Step 4	\$33.24
					Step 5	\$34.90
Water Production Supervisor	07/08/2018	TMTR	\$33.53	\$40.75	Step 1	\$33.53
					Step 2	\$35.20
					Step 3	\$36.96
					Step 4	\$38.82
					Step 5	\$40.75
Water Quality Specialist	07/08/2018	TMTR	\$35.21	\$42.79	Step 1	\$35.21
					Step 2	\$36.97
					Step 3	\$38.83
					Step 4	\$40.76
					Step 5	\$42.79
Water Resources Coordinator	07/08/2018	TMTR	\$35.21	\$42.79	Step 1	\$35.21
					Step 2	\$36.97
					Step 3	\$38.83
					Step 4	\$40.76
					Step 5	\$42.79
Water Resources Manager	07/08/2018	AOME	\$57.76	\$70.20	Step 1	\$57.76
					Step 2	\$60.64
					Step 3	\$63.68
					Step 4	\$66.86
					Step 5	\$70.20
Web Developer	07/08/2018	CON	\$33.17	\$40.31	Step 1	\$33.17
					Step 2	\$34.83
					Step 3	\$36.57
					Step 4	\$38.39
					Step 5	\$40.31
Web Technician	07/08/2018	CON	\$27.05	\$32.87	Step 1	\$27.05
					Step 2	\$28.40
					Step 3	\$29.81
					Step 4	\$31.31
					Step 5	\$32.87

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Welder	07/08/2018	AFSCME	\$22.38	\$27.19	Step 1	\$22.38
					Step 2	\$23.50
					Step 3	\$24.66
					Step 4	\$25.91
					Step 5	\$27.19