

CITY OF ONTARIO
Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Accountant	07/07/2019	CON	\$31.79	\$38.64	Step 1	\$31.79
					Step 2	\$33.38
					Step 3	\$35.06
					Step 4	\$36.82
					Step 5	\$38.64
Accounting Manager	07/07/2019	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
Accounting Technician	07/07/2019	CON	\$26.65	\$32.39	Step 1	\$26.65
					Step 2	\$27.98
					Step 3	\$29.38
					Step 4	\$30.85
					Step 5	\$32.39
Accounts Payable Technician	07/07/2019	CON	\$26.65	\$32.39	Step 1	\$26.65
					Step 2	\$27.98
					Step 3	\$29.38
					Step 4	\$30.85
					Step 5	\$32.39
Administrative Assistant	07/07/2019	CON	\$25.35	\$30.81	Step 1	\$25.35
					Step 2	\$26.62
					Step 3	\$27.94
					Step 4	\$29.34
					Step 5	\$30.81
Administrative Assistant to the City Council	07/07/2019	CON	\$35.77	\$43.45	Step 1	\$35.77
					Step 2	\$37.56
					Step 3	\$39.43
					Step 4	\$41.40
					Step 5	\$43.45
Administrative Assistant to the City Manager	07/07/2019	CON	\$35.77	\$43.45	Step 1	\$35.77
					Step 2	\$37.56
					Step 3	\$39.43
					Step 4	\$41.40
					Step 5	\$43.45
Administrative Intern	12/22/2019	PT	\$14.02	\$17.03	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$0.01
					Step 6	\$14.02
					Step 7	\$14.71
					Step 8	\$15.45
					Step 9	\$16.23
					Step 10	\$17.03
Administrative Officer	07/07/2019	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

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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	07/07/2019	CON	\$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 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	07/07/2019	AOME	\$60.45	\$73.46	Step 1	\$60.45
					Step 2	\$63.47
					Step 3	\$66.64
					Step 4	\$69.97
					Step 5	\$73.46
Assistant City Clerk / Records Management Director	07/07/2019	DH	\$60.45	\$73.46		
Assistant City Engineer	07/07/2019	AOME	\$70.01	\$85.09	Step 1	\$70.01
					Step 2	\$73.51
					Step 3	\$77.19
					Step 4	\$81.05
					Step 5	\$85.09
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 Director of Housing & Neighborhood Preservation	07/07/2019	DH	\$66.13	\$80.39		
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 Human Resources Director	02/19/2020	DH	\$68.28	\$83.00		
Assistant Library Director	07/07/2019	AOME	\$45.88	\$55.77	Step 1	\$45.88
					Step 2	\$48.19
					Step 3	\$50.57
					Step 4	\$53.11
					Step 5	\$55.77

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Assistant Parks and Maintenance Director	07/07/2019	AOME	\$50.97	\$61.96	Step 1	\$50.97
					Step 2	\$53.51
					Step 3	\$56.19
					Step 4	\$58.99
					Step 5	\$61.96
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	07/07/2019	AOME	\$66.13	\$80.39	Step 1	\$66.13
					Step 2	\$69.45
					Step 3	\$72.92
					Step 4	\$76.55
					Step 5	\$80.39
Assistant Recreation/Community Services Director	07/07/2019	AOME	\$50.97	\$61.96	Step 1	\$50.97
					Step 2	\$53.51
					Step 3	\$56.19
					Step 4	\$58.99
					Step 5	\$61.96
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 Director	07/07/2019	DH	\$62.33	\$75.75		
Broadband Operations Manager	07/07/2019	AOME	\$57.59	\$69.99	Step 1	\$57.59
					Step 2	\$60.47
					Step 3	\$63.49
					Step 4	\$66.66
					Step 5	\$69.99
Budget Director	05/28/2020	DH	\$60.45	\$73.46		
Budget Manager	07/07/2019	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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Building Inspection Manager	07/07/2019	AOME	\$53.48	\$65.01	Step 1	\$53.48
					Step 2	\$56.16
					Step 3	\$58.96
					Step 4	\$61.91
					Step 5	\$65.01
Building Inspector	07/07/2019	TMTR	\$29.73	\$36.14	Step 1	\$31.21
					Step 2	\$32.77
					Step 3	\$34.42
					Step 4	\$36.14
					Step 5	\$37.95
Building Official	07/07/2019	DH	\$71.59	\$87.02		
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	02/19/2020	AOME	\$37.49	\$45.58	Step 1	\$37.49
					Step 2	\$39.38
					Step 3	\$41.35
					Step 4	\$43.41
					Step 5	\$45.58
Business Operations Director	07/07/2019	DH	\$60.45	\$73.46		
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 Innovation Officer	08/18/2019	EX	\$84.45	\$113.15		
City Clerk - Elected	05/26/2019	EL	\$6.54	\$6.54		
City Engineer	07/07/2019	DH	\$82.26	\$99.98		
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	07/07/2019	DH	\$62.33	\$75.75		
Community Improvement Director	07/07/2019	DH	\$62.33	\$75.75		

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					Step	Amount
Community Improvement Manager	07/07/2019	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
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	07/07/2019	AOME	\$38.47	\$46.76	Step 1	\$38.47
					Step 2	\$40.38
					Step 3	\$42.40
					Step 4	\$44.52
					Step 5	\$46.76
Community Information Specialist	03/01/2020	CON	\$27.45	\$33.36	Step 1	\$27.45
					Step 2	\$28.81
					Step 3	\$30.26
					Step 4	\$31.77
					Step 5	\$33.36
Community Information Supervisor	07/01/2020	AOME	\$37.49	\$45.58	Step 1	\$37.49
					Step 2	\$39.38
					Step 3	\$41.35
					Step 4	\$43.41
					Step 5	\$45.58
Community Life and Culture Officer	07/07/2019	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
Community Relations and Communications Manager	07/07/2019	AOME	\$54.36	\$66.07	Step 1	\$54.36
					Step 2	\$57.08
					Step 3	\$59.92
					Step 4	\$62.91
					Step 5	\$66.07
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	07/01/2020	AOME	\$54.36	\$66.07	Step 1	\$54.36
					Step 2	\$57.08
					Step 3	\$59.92
					Step 4	\$62.91
					Step 5	\$66.07
Council Member	12/18/2018	EL	\$10.87	\$10.87		
Crime Analysis Supervisor	07/07/2019	AOME	\$41.72	\$50.71	Step 1	\$41.72
					Step 2	\$43.80
					Step 3	\$46.00
					Step 4	\$48.29
					Step 5	\$50.71

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					Step	Amount
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	07/07/2019	AFSCME	\$17.97	\$21.84	Step 1	\$17.97
					Step 2	\$18.87
					Step 3	\$19.82
					Step 4	\$20.80
					Step 5	\$21.84
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	07/07/2019	CON	\$49.09	\$59.68	Step 1	\$49.09
					Step 2	\$51.56
					Step 3	\$54.14
					Step 4	\$56.85
					Step 5	\$59.68
Departmental Administrator	07/07/2019	DH	\$60.45	\$73.46		
Deputy City Manager (DH)	11/24/2019	DH	\$65.03	\$79.04		
Deputy City Manager (EXEC)	11/24/2019	EX	\$75.27	\$100.84		
Deputy Fire Chief - 40 hr	01/05/2020	FMG	\$84.54	\$102.75	Step 1	\$84.54
					Step 2	\$88.77
					Step 3	\$93.20
					Step 4	\$97.85
					Step 5	\$102.75
Deputy Fire Chief - 53 hr	01/05/2020	FMG	\$63.80	\$77.55	Step 1	\$63.80
					Step 2	\$66.99
					Step 3	\$70.34
					Step 4	\$73.84
					Step 5	\$77.55

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Deputy Fire Marshal	07/07/2019	AOME	\$48.38	\$58.82	Step 1	\$48.38
					Step 2	\$50.81
					Step 3	\$53.35
					Step 4	\$56.02
					Step 5	\$58.82
Deputy Police Chief	01/05/2020	DH	\$83.74	\$112.20		
Design and Construction Director	07/07/2019	DH	\$62.33	\$75.75		
Economic Development Coordinator	07/07/2019	AOME	\$41.52	\$50.46	Step 1	\$41.52
					Step 2	\$43.60
					Step 3	\$45.78
					Step 4	\$48.06
					Step 5	\$50.46
Economic Development Manager	07/07/2019	AOME	\$54.36	\$66.07	Step 1	\$54.36
					Step 2	\$57.08
					Step 3	\$59.92
					Step 4	\$62.91
					Step 5	\$66.07
Economic Development Specialist	07/07/2019	CON	\$30.96	\$37.64	Step 1	\$30.96
					Step 2	\$32.51
					Step 3	\$34.13
					Step 4	\$35.84
					Step 5	\$37.64
Emergency Manager	07/07/2019	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
Emergency Medical Services Nurse Educator	03/29/2020	PT	\$43.22	\$52.55	Step 1	\$43.22
					Step 2	\$45.39
					Step 3	\$47.66
					Step 4	\$50.04
					Step 5	\$52.55
EMS/Nurse Administrator	07/07/2019	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
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
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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Environmental Programs Manager	07/07/2019	AOME	\$44.34	\$53.87	Step 1	\$44.34
					Step 2	\$46.55
					Step 3	\$48.88
					Step 4	\$51.31
					Step 5	\$53.87
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	07/07/2019	AOME	\$46.42	\$56.41	Step 1	\$46.42
					Step 2	\$48.72
					Step 3	\$51.17
					Step 4	\$53.72
					Step 5	\$56.41
Equipment Mechanic	07/07/2019	AFSCME	\$25.45	\$30.94	Step 1	\$25.45
					Step 2	\$26.73
					Step 3	\$28.07
					Step 4	\$29.46
					Step 5	\$30.94
Equipment Service Technician	07/07/2019	AFSCME	\$23.05	\$28.00	Step 1	\$23.05
					Step 2	\$24.19
					Step 3	\$25.39
					Step 4	\$26.67
					Step 5	\$28.00
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	07/07/2019	SCN	\$53.04	\$64.46	Step 1	\$53.04
					Step 2	\$55.70
					Step 3	\$58.48
					Step 4	\$61.40
					Step 5	\$64.46
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 Housing & Neighborhood Preservation	07/07/2019	EX	\$75.27	\$100.84		
Executive Director Human Resources	07/07/2019	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	07/07/2019	EX	\$75.27	\$100.84		
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

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					Step	Amount
Facilities Maintenance Technician	07/07/2019	AFSCME	\$23.96	\$29.13	Step 1	\$23.96
					Step 2	\$25.19
					Step 3	\$26.42
					Step 4	\$27.75
					Step 5	\$29.13
Fiber Field Technician	07/07/2019	AFSCME	\$31.95	\$38.82	Step 1	\$31.95
					Step 2	\$33.54
					Step 3	\$35.20
					Step 4	\$36.97
					Step 5	\$38.82
Financial Analyst	07/07/2019	CON	\$41.94	\$50.96	Step 1	\$41.94
					Step 2	\$44.03
					Step 3	\$46.23
					Step 4	\$48.55
					Step 5	\$50.96
Fire Administrative Director	07/07/2019	DH	\$60.45	\$73.46		
Fire Battalion Chief - 40 hr	01/05/2020	FMG	\$69.57	\$84.54	Step 1	\$69.57
					Step 2	\$73.04
					Step 3	\$76.69
					Step 4	\$80.52
					Step 5	\$84.54
Fire Battalion Chief - 53 hr	01/05/2020	FMG	\$52.50	\$63.81	Step 1	\$52.50
					Step 2	\$55.13
					Step 3	\$57.88
					Step 4	\$60.77
					Step 5	\$63.81
Fire Captain - 40 hr	01/05/2020	FFA	\$53.67	\$65.23	Step 1	\$53.67
					Step 2	\$56.36
					Step 3	\$59.17
					Step 4	\$62.13
					Step 5	\$65.23
Fire Captain - 53 hr	01/05/2020	FFA	\$40.50	\$49.24	Step 1	\$40.50
					Step 2	\$42.54
					Step 3	\$44.66
					Step 4	\$46.90
					Step 5	\$49.24
Fire Chief	01/05/2020	EX	\$116.24	\$151.43		
Fire Communications Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
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
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

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					Step	Amount
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 - 53 hr	01/05/2020	FFA	\$34.26	\$41.64	Step 1	\$34.26
					Step 2	\$35.99
					Step 3	\$37.78
					Step 4	\$39.66
					Step 5	\$41.64
Fire Equipment Mechanic	07/07/2019	AFSCME	\$28.11	\$34.17	Step 1	\$28.11
					Step 2	\$29.51
					Step 3	\$31.00
					Step 4	\$32.55
					Step 5	\$34.17
Fire Investigation Supervisor - 40 hr	01/05/2020	FFA	\$53.67	\$65.23	Step 1	\$53.67
					Step 2	\$56.36
					Step 3	\$59.17
					Step 4	\$62.13
					Step 5	\$65.23
Fire Investigation Supervisor - 53 hr	01/05/2020	FFA	\$40.50	\$49.24	Step 1	\$40.50
					Step 2	\$42.54
					Step 3	\$44.66
					Step 4	\$46.90
					Step 5	\$49.24
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	07/07/2019	AOME	\$46.47	\$56.48	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48
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	01/05/2020	FFA	\$38.11	\$46.30	Step 1	\$38.11
					Step 2	\$40.00
					Step 3	\$42.00
					Step 4	\$44.10
					Step 5	\$46.30

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Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Firefighter - 53 hr	01/05/2020	FFA	\$28.76	\$34.96	Step 1	\$28.76
					Step 2	\$30.20
					Step 3	\$31.70
					Step 4	\$33.29
					Step 5	\$34.96
Fiscal Services Director	07/07/2019	DH	\$62.33	\$75.75		
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	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
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	12/19/2019	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
General Services Director	07/07/2019	DH	\$62.33	\$75.75		
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	07/07/2019	AFSCME	\$38.82	\$47.18	Step 1	\$38.82
					Step 2	\$40.75
					Step 3	\$42.78
					Step 4	\$44.93
					Step 5	\$47.18
Housing Director	07/07/2019	DH	\$60.45	\$73.46		
Housing Manager	07/07/2019	AOME	\$54.36	\$66.07	Step 1	\$54.36
					Step 2	\$57.08
					Step 3	\$59.92
					Step 4	\$62.91
					Step 5	\$66.07
Human Resources Analyst	07/07/2019	SCN	\$36.93	\$44.87	Step 1	\$36.93
					Step 2	\$38.77
					Step 3	\$40.71
					Step 4	\$42.73
					Step 5	\$44.87
Human Resources Analyst Trainee	07/07/2019	CON	\$30.89	\$37.56	Step 1	\$30.89
					Step 2	\$32.44
					Step 3	\$34.06
					Step 4	\$35.78
					Step 5	\$37.56
Human Resources Technician	07/07/2019	CON	\$29.43	\$35.78	Step 1	\$29.43
					Step 2	\$30.89
					Step 3	\$32.44
					Step 4	\$34.06
					Step 5	\$35.78
Instructor / Guard	12/22/2019	PT	\$13.82	\$15.23	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$13.82
					Step 4	\$14.51
					Step 5	\$15.23
Integrated Waste Assistant Division Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
Integrated Waste Collector	08/04/2019	AFSCME	\$20.45	\$24.86	Step 1	\$20.45
					Step 2	\$21.46
					Step 3	\$22.54
					Step 4	\$23.66
					Step 5	\$24.86

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
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	07/07/2019	AOME	\$50.97	\$61.96	Step 1	\$50.97
					Step 2	\$53.51
					Step 3	\$56.19
					Step 4	\$58.99
					Step 5	\$61.96
Integrated Waste Lead Collector	07/07/2019	AFSCME	\$26.49	\$32.18	Step 1	\$26.49
					Step 2	\$27.81
					Step 3	\$29.21
					Step 4	\$30.66
					Step 5	\$32.18
Integrated Waste Maintenance Worker	08/04/2019	AFSCME	\$19.65	\$23.87	Step 1	\$19.65
					Step 2	\$20.63
					Step 3	\$21.66
					Step 4	\$22.74
					Step 5	\$23.87
Integrated Waste Service Representative	08/04/2019	AFSCME	\$22.58	\$27.45	Step 1	\$22.58
					Step 3	\$23.28
					Step 2	\$23.73
					Step 4	\$26.14
					Step 5	\$27.45
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	07/01/2020	AOME	\$46.47	\$56.48	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48
Internal Auditor	07/07/2019	SCN	\$37.20	\$45.20	Step 1	\$37.20
					Step 2	\$39.06
					Step 3	\$41.00
					Step 4	\$43.05
					Step 5	\$45.20
Inventory Assistant	07/07/2019	AFSCME	\$17.60	\$21.38	Step 1	\$17.60
					Step 2	\$18.48
					Step 3	\$19.40
					Step 4	\$20.37
					Step 5	\$21.38
Investment Officer	12/08/2019	SCN	\$46.47	\$56.48	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
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
IT Applications Director	12/08/2019	DH	\$62.33	\$75.75		
IT Applications Manager	07/07/2019	AOME	\$57.59	\$69.99	Step 1	\$57.59
					Step 2	\$60.47
					Step 3	\$63.49
					Step 4	\$66.66
					Step 5	\$69.99
IT Operations Director	07/07/2019	DH	\$62.33	\$75.75		
IT Specialist	07/07/2019	CON	\$30.96	\$37.64	Step 1	\$30.96
					Step 2	\$32.51
					Step 3	\$34.13
					Step 4	\$35.84
					Step 5	\$37.64
IT Systems Director	07/07/2019	DH	\$62.33	\$75.75		
IT Technician	07/07/2019	CON	\$27.87	\$33.86	Step 1	\$27.87
					Step 2	\$29.26
					Step 3	\$30.71
					Step 4	\$32.25
					Step 5	\$33.86
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	07/07/2019	CON	\$33.49	\$40.71	Step 1	\$33.49
					Step 2	\$35.17
					Step 3	\$36.93
					Step 4	\$38.77
					Step 5	\$40.71
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	07/07/2019	DH	\$62.33	\$75.75		

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
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	12/22/2019	PT	\$13.35	\$13.35	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$13.35
Lifeguard	12/22/2019	PT	\$13.51	\$14.20	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$13.51
					Step 5	\$14.20
Maintenance Worker	07/07/2019	AFSCME	\$19.65	\$23.87	Step 1	\$19.65
					Step 2	\$20.63
					Step 3	\$21.66
					Step 4	\$22.74
					Step 5	\$23.87
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	07/07/2019	CON	\$33.49	\$40.71	Step 1	\$33.49
					Step 2	\$35.17
					Step 3	\$36.93
					Step 4	\$38.77
					Step 5	\$40.71
Mayor	12/18/2018	EL	\$29.22	\$29.22		
Municipal Services Director	07/07/2019	DH	\$60.45	\$73.46		
Municipal Services Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
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	12/22/2019	PT	\$13.35	\$13.35	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$13.35
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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Museum Director	07/07/2019	DH	\$41.41	\$50.33		
Neighborhood Improvement Specialist	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
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	07/07/2019	CON	\$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 Specialist	07/07/2019	TMTR	\$20.97	\$25.49	Step 99	\$28.48
					Step 1	\$20.97
					Step 2	\$22.03
					Step 3	\$23.12
					Step 4	\$24.27
Office Specialist - Confidential	07/07/2019	CON	\$20.97	\$25.49	Step 1	\$20.97
					Step 2	\$22.03
					Step 3	\$23.12
					Step 4	\$24.27
					Step 5	\$25.49
Park Maintenance Technician	07/07/2019	AFSCME	\$23.96	\$29.13	Step 1	\$23.96
					Step 2	\$25.19
					Step 3	\$26.42
					Step 4	\$27.75
					Step 5	\$29.13
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	07/07/2019	DH	\$60.45	\$73.46		
Parks and Maintenance Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
Parts Specialist	07/07/2019	AFSCME	\$23.49	\$28.55	Step 1	\$23.49
					Step 2	\$24.65
					Step 3	\$25.90
					Step 4	\$27.19
					Step 5	\$28.55

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Payroll Analyst	07/07/2019	CON	\$33.49	\$40.71	Step 1	\$33.49
					Step 2	\$35.17
					Step 3	\$36.93
					Step 4	\$38.77
					Step 5	\$40.71
Payroll Manager	07/07/2019	AOME	\$41.52	\$50.46	Step 1	\$41.52
					Step 2	\$43.60
					Step 3	\$45.78
					Step 4	\$48.06
					Step 5	\$50.46
Payroll Technician	07/07/2019	CON	\$29.43	\$35.78	Step 1	\$29.43
					Step 2	\$30.89
					Step 3	\$32.44
					Step 4	\$34.06
					Step 5	\$35.78
Performance and Optimization Analyst	07/01/2020	CON	\$45.88	\$55.77	Step 1	\$45.88
					Step 2	\$48.19
					Step 3	\$50.57
					Step 4	\$53.11
					Step 5	\$55.77
Performance and Optimization Manager	07/01/2020	AOME	\$46.47	\$56.48	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48
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	07/07/2019	AOME	\$46.47	\$56.48	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48
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	07/07/2019	DH	\$75.17	\$91.37		
Police Administrative Director	07/07/2019	DH	\$60.45	\$73.46		
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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Police Captain	01/05/2020	PMG	\$76.02	\$92.42	Step 1	\$76.02
					Step 2	\$79.83
					Step 3	\$83.82
					Step 4	\$88.02
					Step 5	\$92.42
Police Chief	01/05/2020	EX	\$119.80	\$160.52		
Police Communications Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
Police Corporal	01/05/2020	POA	\$41.66	\$50.64	Step 1	\$41.66
					Step 2	\$43.75
					Step 3	\$45.93
					Step 4	\$48.23
					Step 5	\$50.64
Police Detective	01/05/2020	POA	\$46.03	\$55.94	Step 1	\$46.03
					Step 2	\$48.34
					Step 3	\$50.75
					Step 4	\$53.28
					Step 5	\$55.94
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
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	01/05/2020	PMG	\$66.02	\$80.22	Step 1	\$66.02
					Step 2	\$69.32
					Step 3	\$72.77
					Step 4	\$76.40
					Step 5	\$80.22
Police Officer	01/05/2020	POA	\$37.70	\$45.83	Step 1	\$37.70
					Step 2	\$39.59
					Step 3	\$41.57
					Step 4	\$43.64
					Step 5	\$45.83

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Police Records Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
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	01/05/2020	POA	\$34.13	\$41.49	Step 1	\$34.13
					Step 2	\$35.83
					Step 3	\$37.63
					Step 4	\$39.52
					Step 5	\$41.49
Police Sergeant	01/05/2020	PMG	\$56.72	\$68.93	Step 1	\$56.72
					Step 2	\$59.54
					Step 3	\$62.52
					Step 4	\$65.65
					Step 5	\$68.93
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	07/07/2019	AOME	\$59.50	\$72.31	Step 1	\$59.50
					Step 2	\$62.46
					Step 3	\$65.60
					Step 4	\$68.87
					Step 5	\$72.31
Principal IT Analyst	07/07/2019	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
Principal Planner	07/07/2019	AOME	\$60.14	\$73.07	Step 1	\$60.14
					Step 2	\$63.13
					Step 3	\$66.28
					Step 4	\$69.60
					Step 5	\$73.07

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Principal Project Manager	07/07/2019	AOME	\$57.59	\$69.99	Step 1	\$57.59
					Step 2	\$60.47
					Step 3	\$63.49
					Step 4	\$66.66
					Step 5	\$69.99
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	07/07/2019	AOME	\$45.69	\$55.51	Step 1	\$45.69
					Step 2	\$47.95
					Step 3	\$50.36
					Step 4	\$52.87
					Step 5	\$55.51
Public Facilities Maintenance Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
Public Services Project Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
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	04/26/2020	AOME	\$46.00	\$56.00	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48
Purchasing Team Leader	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
Records Coordinator	07/07/2019	CON	\$29.32	\$35.63	Step 1	\$29.32
					Step 2	\$30.79
					Step 3	\$32.33
					Step 4	\$33.94
					Step 5	\$35.63

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Salary Grade Report

Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Records Manager	07/07/2019	AOME	\$31.90	\$38.77	Step 1	\$31.90
					Step 2	\$33.49
					Step 3	\$35.17
					Step 4	\$36.93
					Step 5	\$38.77
Records Specialist	07/07/2019	CON	\$22.62	\$27.49	Step 1	\$22.62
					Step 2	\$23.76
					Step 3	\$24.94
					Step 4	\$26.17
					Step 5	\$27.49
Recreation Assistant	12/22/2019	PT	\$13.35	\$13.35	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$0.01
					Step 5	\$13.35
Recreation Leader	12/22/2019	PT	\$13.51	\$14.20	Step 1	\$0.01
					Step 2	\$0.01
					Step 3	\$0.01
					Step 4	\$13.51
					Step 5	\$14.20
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	07/07/2019	DH	\$60.45	\$73.46		
Recreation/Community Services Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
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 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	07/07/2019	AOME	\$37.49	\$45.58	Step 1	\$37.49
					Step 2	\$39.38
					Step 3	\$41.35
					Step 4	\$43.41
					Step 5	\$45.58
Risk Management Coordinator	07/07/2019	SCN	\$36.93	\$44.87	Step 1	\$36.93
					Step 2	\$38.77
					Step 3	\$40.71
					Step 4	\$42.73
					Step 5	\$44.87
Risk Management Director	07/07/2019	DH	\$60.45	\$73.46		

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Risk Management Technician	07/07/2019	CON	\$29.43	\$35.78	Step 1	\$29.43
					Step 2	\$30.89
					Step 3	\$32.44
					Step 4	\$34.06
					Step 5	\$35.78
Risk/Safety Manager	07/07/2019	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
Senior Accountant	07/07/2019	CON	\$36.92	\$44.87	Step 1	\$36.92
					Step 2	\$38.76
					Step 3	\$40.70
					Step 4	\$42.73
					Step 5	\$44.87
Senior Accounts Payable Technician	02/23/2020	CON	\$28.11	\$34.17	Step 1	\$28.11
					Step 2	\$29.51
					Step 3	\$31.11
					Step 4	\$32.55
					Step 5	\$34.17
Senior Administrative Assistant	07/07/2019	CON	\$27.88	\$33.87	Step 1	\$27.88
					Step 2	\$29.27
					Step 3	\$30.72
					Step 4	\$32.26
					Step 5	\$33.87
Senior Associate Civil Engineer	07/07/2019	AOME	\$51.49	\$62.57	Step 1	\$51.49
					Step 2	\$54.07
					Step 3	\$56.77
					Step 4	\$59.60
					Step 5	\$62.57
Senior Associate Engineer	07/07/2019	AOME	\$51.49	\$62.57	Step 1	\$51.49
					Step 2	\$54.07
					Step 3	\$56.77
					Step 4	\$59.60
					Step 5	\$62.57
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	03/01/2020	SCN	\$34.17	\$41.51	Step 1	\$34.17
					Step 2	\$35.87
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.51

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Custodian	06/26/2019	AFSCME	\$21.71	\$26.38	Step 1	\$21.71
					Step 2	\$22.79
					Step 3	\$23.92
					Step 4	\$25.11
					Step 5	\$26.38
Senior Deputy Fire Chief	01/05/2020	FMG	\$88.85	\$108.00	Step 1	\$88.85
					Step 2	\$93.30
					Step 3	\$97.97
					Step 4	\$102.86
					Step 5	\$108.00
Senior Electrician	07/07/2019	AFSCME	\$31.95	\$38.82	Step 1	\$31.95
					Step 2	\$33.54
					Step 3	\$35.20
					Step 4	\$36.97
					Step 5	\$38.82
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	07/07/2019	AFSCME	\$28.11	\$34.17	Step 1	\$28.11
					Step 2	\$29.51
					Step 3	\$31.00
					Step 4	\$32.55
					Step 5	\$34.17
Senior Facilities Maintenance Technician	07/07/2019	AFSCME	\$26.49	\$32.18	Step 1	\$26.49
					Step 2	\$27.81
					Step 3	\$29.21
					Step 4	\$30.66
					Step 5	\$32.18
Senior Facilities Maintenance Worker	07/07/2019	AFSCME	\$21.71	\$26.38	Step 1	\$21.71
					Step 2	\$22.79
					Step 3	\$23.92
					Step 4	\$25.11
					Step 5	\$26.38
Senior Financial Analyst	07/07/2019	AOME	\$46.47	\$56.48	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48
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	07/07/2019	AFSCME	\$31.06	\$37.75	Step 1	\$31.06
					Step 2	\$32.61
					Step 3	\$34.24
					Step 4	\$35.95
					Step 5	\$37.75

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
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	07/07/2019	AFSCME	\$42.89	\$52.13	Step 1	\$42.89
					Step 2	\$45.04
					Step 3	\$47.28
					Step 4	\$49.66
					Step 5	\$52.13
Senior Human Resources Analyst	07/07/2019	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
Senior Information Technology Specialist	07/07/2019	CON	\$34.17	\$41.52	Step 1	\$34.17
					Step 2	\$35.88
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.52
Senior Integrated Waste Collector	08/04/2019	AFSCME	\$22.58	\$27.45	Step 1	\$22.58
					Step 2	\$23.73
					Step 3	\$24.91
					Step 4	\$26.14
					Step 5	\$27.45
Senior Landscape Architect	07/07/2019	AOME	\$46.47	\$56.48	Step 1	\$46.47
					Step 2	\$48.78
					Step 3	\$51.23
					Step 4	\$53.79
					Step 5	\$56.48
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	07/07/2019	AOME	\$41.52	\$50.46	Step 1	\$41.52
					Step 2	\$43.60
					Step 3	\$45.78
					Step 4	\$48.06
					Step 5	\$50.46
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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
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	07/07/2019	AOME	\$41.52	\$50.46	Step 1	\$41.52
					Step 2	\$43.60
					Step 3	\$45.78
					Step 4	\$48.06
					Step 5	\$50.46
Senior Neighborhood Improvement Specialist	07/07/2019	TMTR	\$32.18	\$39.12	Step 1	\$32.18
					Step 2	\$33.80
					Step 3	\$35.49
					Step 4	\$37.26
					Step 5	\$39.12
Senior Network Engineer	07/07/2019	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
Senior Park Maintenance Technician	07/07/2019	AFSCME	\$26.49	\$32.18	Step 1	\$26.49
					Step 2	\$27.81
					Step 3	\$29.21
					Step 4	\$30.66
					Step 5	\$32.18
Senior Park Maintenance Worker	07/07/2019	AFSCME	\$21.71	\$26.38	Step 1	\$21.71
					Step 2	\$22.79
					Step 3	\$23.92
					Step 4	\$25.11
					Step 5	\$26.38
Senior Parts Specialist	07/07/2019	AFSCME	\$25.96	\$31.55	Step 1	\$25.96
					Step 2	\$27.25
					Step 3	\$28.61
					Step 4	\$30.04
					Step 5	\$31.55
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	07/07/2019	AOME	\$52.03	\$63.24	Step 1	\$52.03
					Step 2	\$54.63
					Step 3	\$57.37
					Step 4	\$60.24
					Step 5	\$63.24

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Planner	07/07/2019	AOME	\$49.72	\$60.44	Step 1	\$49.72
					Step 2	\$52.22
					Step 3	\$54.83
					Step 4	\$57.55
					Step 5	\$60.44
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	07/07/2019	AOME	\$37.40	\$45.47	Step 1	\$37.40
					Step 2	\$39.28
					Step 3	\$41.25
					Step 4	\$43.31
					Step 5	\$45.47
Senior Project Manager	07/07/2019	AOME	\$50.46	\$61.34	Step 1	\$50.46
					Step 2	\$52.99
					Step 3	\$55.65
					Step 4	\$58.43
					Step 5	\$61.34
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	07/07/2019	CON	\$26.67	\$32.40	Step 1	\$26.67
					Step 2	\$28.00
					Step 3	\$29.40
					Step 4	\$30.86
					Step 5	\$32.40
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 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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Senior Street Maintenance Technician	07/07/2019	AFSCME	\$26.49	\$32.18	Step 1	\$26.49
					Step 2	\$27.81
					Step 3	\$29.21
					Step 4	\$30.66
					Step 5	\$32.18
Senior Street Maintenance Worker	07/07/2019	AFSCME	\$21.71	\$26.38	Step 1	\$21.71
					Step 2	\$22.79
					Step 3	\$23.92
					Step 4	\$25.11
					Step 5	\$26.38
Senior Systems Analyst	07/07/2019	CON	\$45.89	\$55.78	Step 1	\$45.89
					Step 2	\$48.20
					Step 3	\$50.60
					Step 4	\$53.12
					Step 5	\$55.78
Senior Telecommunications Analyst	07/07/2019	CON	\$45.89	\$55.78	Step 1	\$45.89
					Step 2	\$48.20
					Step 3	\$50.60
					Step 4	\$53.12
					Step 5	\$55.78
Senior Utilities Technician	07/07/2019	AFSCME	\$27.51	\$33.43	Step 1	\$27.51
					Step 2	\$28.88
					Step 3	\$30.36
					Step 4	\$31.83
					Step 5	\$33.43
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
Street Maintenance Technician	07/07/2019	AFSCME	\$23.96	\$29.13	Step 1	\$23.96
					Step 2	\$25.19
					Step 3	\$26.42
					Step 4	\$27.75
					Step 5	\$29.13
Supervising Building Inspector	07/07/2019	AOME	\$44.66	\$54.27	Step 1	\$44.66
					Step 2	\$46.88
					Step 3	\$49.24
					Step 4	\$51.69
					Step 5	\$54.27
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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Supervising Public Works Inspector	07/07/2019	AOME	\$44.66	\$54.27	Step 1	\$44.66
					Step 2	\$46.88
					Step 3	\$49.24
					Step 4	\$51.69
					Step 5	\$54.27
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	07/07/2019	AOME	\$60.14	\$73.07	Step 1	\$60.14
					Step 2	\$63.13
					Step 3	\$66.28
					Step 4	\$69.60
					Step 5	\$73.07
Systems Analyst	07/07/2019	CON	\$34.17	\$41.52	Step 1	\$34.17
					Step 2	\$35.88
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.52
Systems Specialist	07/07/2019	CON	\$30.96	\$37.64	Step 1	\$30.96
					Step 2	\$32.51
					Step 3	\$34.13
					Step 4	\$35.84
					Step 5	\$37.64
Telecommunications Analyst	07/07/2019	CON	\$34.17	\$41.52	Step 1	\$34.17
					Step 2	\$35.88
					Step 3	\$37.67
					Step 4	\$39.56
					Step 5	\$41.52
Traffic/Transportation Manager	07/07/2019	AOME	\$70.01	\$85.09	Step 1	\$70.01
					Step 2	\$73.51
					Step 3	\$77.19
					Step 4	\$81.05
					Step 5	\$85.09
Utilities Administrative Services & Integrated Waste Director	07/07/2019	DH	\$70.01	\$85.09		
Utilities Assistant General Manager	07/07/2019	DH	\$81.37	\$99.91		
Utilities Customer Services Director	02/19/2020	DH	\$60.45	\$73.46		
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

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
Utilities Customer Services Supervisor	02/19/2020	AOME	\$37.49	\$45.58	Step 1	\$37.49
					Step 2	\$39.39
					Step 3	\$41.35
					Step 4	\$43.41
					Step 5	\$45.58
Utilities Engineering Division Manager	07/07/2019	AOME	\$70.01	\$85.09	Step 1	\$70.01
					Step 2	\$73.51
					Step 3	\$77.18
					Step 4	\$81.05
					Step 5	\$85.09
Utilities General Manager	09/13/2020	EX	\$92.90	\$124.47		
Utilities Maintenance Worker	07/07/2019	AFSCME	\$22.54	\$27.39	Step 1	\$22.54
					Step 2	\$23.66
					Step 3	\$24.86
					Step 4	\$26.08
					Step 5	\$27.39
Utilities Operations Assistant Division Manager	07/07/2019	AOME	\$43.01	\$52.27	Step 1	\$43.01
					Step 2	\$45.15
					Step 3	\$47.42
					Step 4	\$49.77
					Step 5	\$52.27
Utilities Operations Division Manager	07/07/2019	AOME	\$54.34	\$66.04	Step 1	\$54.34
					Step 2	\$57.06
					Step 3	\$59.90
					Step 4	\$62.89
					Step 5	\$66.04
Utilities Project Manager	07/07/2019	AOME	\$48.31	\$58.74	Step 1	\$48.31
					Step 2	\$50.74
					Step 3	\$53.27
					Step 4	\$55.93
					Step 5	\$58.74
Utilities Service Representative	07/07/2019	AFSCME	\$24.87	\$30.20	Step 1	\$24.87
					Step 2	\$26.09
					Step 3	\$27.40
					Step 4	\$28.76
					Step 5	\$30.20
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	07/07/2019	AFSCME	\$24.90	\$30.26	Step 1	\$24.90
					Step 2	\$26.14
					Step 3	\$27.45
					Step 4	\$28.81
					Step 5	\$30.26
Water Production Manager	07/07/2019	AOME	\$54.34	\$66.04	Step 1	\$54.34
					Step 2	\$57.06
					Step 3	\$59.90
					Step 4	\$62.89
					Step 5	\$66.04

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Classification	Effective	Group	Hourly Minimum	Hourly Maximum	Compensation Steps	
					Step	Amount
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 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 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	07/07/2019	AOME	\$59.50	\$72.31	Step 1	\$59.50
					Step 2	\$62.46
					Step 3	\$65.60
					Step 4	\$68.87
					Step 5	\$72.31
Water/Sewer Maintenance Manager	07/07/2019	AOME	\$48.31	\$58.74	Step 1	\$48.31
					Step 2	\$50.74
					Step 3	\$53.27
					Step 4	\$55.93
					Step 5	\$58.74
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	07/07/2019	CON	\$34.17	\$41.52	Step 1	\$34.17
					Step 2	\$35.88
					Step 3	\$37.67
					Step 4	\$39.55
					Step 5	\$41.52
Web Technician	07/07/2019	CON	\$27.87	\$33.86	Step 1	\$27.87
					Step 2	\$29.26
					Step 3	\$30.71
					Step 4	\$32.25
					Step 5	\$33.86
Welder	07/07/2019	AFSCME	\$23.06	\$28.01	Step 1	\$23.06
					Step 2	\$24.21
					Step 3	\$25.40
					Step 4	\$26.69
					Step 5	\$28.01