|  |  |  |  |  |  |  | 90 months 7.5 Year Anniversary | 120 months <br> 10 Year <br> Anniversary | 180 months <br> 15 Year <br> Anniversary |  |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| GRADE | POSITION | STEP A | STEP B | STEP C | STEP D | STEP E | STEP F | STEP G | STEP H |  |
| 1 | DESK ATTEN/SWTCH BD | $\begin{array}{r} \$ 36,980.34 \\ \$ 18.96 \\ \$ 17.78 \end{array}$ | $\begin{array}{r} \$ 38,829.36 \\ \$ 19.91 \\ \$ 18.67 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 40,770.83 \\ \$ 20.91 \\ \$ 19.60 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 42,809.37 \\ \$ 21.95 \\ \$ 20.58 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 44,949.84 \\ \$ 23.05 \\ \$ 21.61 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 45,399.33 \\ \$ 23.28 \\ \$ 21.83 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 46,193.82 \\ \$ 23.69 \\ \$ 22.21 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 47,117.70 \\ \$ 24.16 \\ \$ 22.65 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 2 | PKG ENFORC. OFFICERS PKG ATT/SEC OFFICERS | $\begin{array}{r} \$ 37,811.29 \\ \$ 18.18 \end{array}$ | $\begin{array}{r} \$ 39,701.86 \\ \$ 19.09 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 41,686.95 \\ \$ 20.04 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 43,771.30 \\ \$ 21.04 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 45,959.86 \\ \$ 22.10 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 46,419.46 \\ \$ 22.32 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 47,231.80 \\ \$ 22.71 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 48,176.44 \\ \$ 23.16 \\ 2.00 \% \end{array}$ | Annual 40 hrly |
| 3 | CLERK/TYPIST | $\begin{array}{r} \$ 40,877.65 \\ \$ 20.96 \\ \$ 19.65 \end{array}$ | $\begin{array}{r} \$ 42,921.53 \\ \$ 22.01 \\ \$ 20.64 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 45,067.61 \\ \$ 23.11 \\ \$ 21.67 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 47,320.99 \\ \$ 24.27 \\ \$ 22.75 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 49,687.04 \\ \$ 25.48 \\ \$ 23.89 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 50,183.91 \\ \$ 25.74 \\ \$ 24.13 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 51,062.12 \\ \$ 26.19 \\ \$ 24.55 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 52,083.37 \\ \$ 26.71 \\ \$ 25.04 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 4 | SECRETARY <br> PURCHASING CLERK | $\begin{array}{r} \$ 42,735.89 \\ \$ 21.92 \\ \$ 20.55 \end{array}$ | $\begin{array}{r} \$ 44,872.69 \\ \$ 23.01 \\ \$ 21.57 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 47,116.32 \\ \$ 24.16 \\ \$ 22.65 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 49,472.14 \\ \$ 25.37 \\ \$ 23.78 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 51,945.75 \\ \$ 26.64 \\ \$ 24.97 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 52,465.20 \\ \$ 26.91 \\ \$ 25.22 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 53,383.34 \\ \$ 27.38 \\ \$ 25.67 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 54,451.01 \\ \$ 27.92 \\ \$ 26.18 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 5 | COMMUNITY DEVELOP. <br> SECRETARY <br> LEGAL SECRETARY | $\begin{array}{r} \$ 44,871.96 \\ \$ 23.01 \\ \$ 21.57 \end{array}$ | $\begin{array}{r} \$ 47,115.56 \\ \$ 24.16 \\ \$ 22.65 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 49,471.34 \\ \$ 25.37 \\ \$ 23.78 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 51,944.90 \\ \$ 26.64 \\ \$ 24.97 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 54,542.15 \\ \$ 27.97 \\ \$ 26.22 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 55,087.57 \\ \$ 28.25 \\ \$ 26.48 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 56,051.60 \\ \$ 28.74 \\ \$ 26.95 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 57,172.64 \\ \$ 29.32 \\ \$ 27.49 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 7 | ADMIN. ACCOUNT CLERK <br> SPECIAL PROJECTS COORD. <br> COMMUNICATION \& DIGITAL SERVICES S | $\begin{array}{r} \$ 49,542.35 \\ \$ 25.41 \\ \$ 23.82 \end{array}$ | $\begin{array}{r} \$ 52,019.47 \\ \$ 26.68 \\ \$ 25.01 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 54,620.44 \\ \$ 28.01 \\ \$ 26.26 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 57,351.47 \\ \$ 29.41 \\ \$ 27.57 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 60,219.04 \\ \$ 30.88 \\ \$ 28.95 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 60,821.23 \\ \$ 31.19 \\ \$ 29.24 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 61,885.60 \\ \$ 31.74 \\ \$ 29.75 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 63,123.31 \\ \$ 32.37 \\ \$ 30.35 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 8 | SECRETARY III | $\begin{array}{r} \$ 52,021.02 \\ \$ 26.68 \\ \$ 25.01 \end{array}$ | $\begin{array}{r} \$ 54,622.07 \\ \$ 28.01 \\ \$ 26.26 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 57,353.17 \\ \$ 29.41 \\ \$ 27.57 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 60,220.83 \\ \$ 30.88 \\ \$ 28.95 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 63,231.87 \\ \$ 32.43 \\ \$ 30.40 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 63,864.19 \\ \$ 32.75 \\ \$ 30.70 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 64,981.81 \\ \$ 33.32 \\ \$ 31.24 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 66,281.45 \\ \$ 33.99 \\ \$ 31.87 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 9 | OFFICE MANAGER <br> ADMININSTRATIVE ASST. I | $\begin{array}{r} \$ 54,354.69 \\ \$ 27.87 \\ \$ 26.13 \end{array}$ | $\begin{array}{r} \$ 57,072.43 \\ \$ 29.27 \\ \$ 27.44 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 59,926.05 \\ \$ 30.73 \\ \$ 28.81 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 62,922.35 \\ \$ 32.27 \\ \$ 30.25 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 66,068.47 \\ \$ 33.88 \\ \$ 31.76 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 66,729.15 \\ \$ 34.22 \\ \$ 32.08 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 67,896.91 \\ \$ 34.82 \\ \$ 32.64 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 69,254.85 \\ \$ 35.52 \\ \$ 33.30 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 11 | ADMIN ASST.II <br> BUSINESS ASSISTANT <br> OPERATIONS ADMINISTRATOR | $\begin{array}{r} \$ 59,864.51 \\ \$ 30.70 \\ \$ 28.78 \end{array}$ | $\begin{array}{r} \$ 62,857.73 \\ \$ 32.23 \\ \$ 30.22 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 66,000.62 \\ \$ 33.85 \\ \$ 31.73 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 69,300.65 \\ \$ 35.54 \\ \$ 33.32 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 72,765.69 \\ \$ 37.32 \\ \$ 34.98 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 73,493.34 \\ \$ 37.69 \\ \$ 35.33 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 74,779.48 \\ \$ 38.35 \\ \$ 35.95 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 76,275.07 \\ \$ 39.12 \\ \$ 36.67 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 13 | BUSINESS ADMINISTRATOR EXECUTIVE ASST. <br> ACCREDITATION MANAGER PAYROLL COORDINATOR HR ADMINISTRATOR DEPUTY CITY CLERK II | $\begin{array}{r} \$ 65,932.58 \\ \$ 33.81 \\ \$ 31.70 \end{array}$ | $\begin{array}{r} \$ 69,229.21 \\ \$ 35.50 \\ \$ 33.28 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 72,690.67 \\ \$ 37.28 \\ \$ 34.95 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 76,325.20 \\ \$ 39.14 \\ \$ 36.69 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 80,141.46 \\ \$ 41.10 \\ \$ 38.53 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 80,942.88 \\ \$ 41.51 \\ \$ 38.91 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 82,359.38 \\ \$ 42.24 \\ \$ 39.60 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 84,006.57 \\ \$ 43.08 \\ \$ 40.39 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly 40 hrly |
| 14 | PUBLIC HEALTH/SAFETY COORD | $\begin{array}{r} \$ 69,229.09 \\ \$ 35.50 \\ \$ 33.28 \end{array}$ | $\begin{array}{r} \$ 72,690.55 \\ \$ 37.28 \\ \$ 34.95 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 76,325.07 \\ \$ 39.14 \\ \$ 36.69 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 80,141.33 \\ \$ 41.10 \\ \$ 38.53 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 84,148.39 \\ \$ 43.15 \\ \$ 40.46 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 84,989.88 \\ \$ 43.58 \\ \$ 40.86 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 86,477.20 \\ \$ 44.35 \\ \$ 41.58 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 88,206.74 \\ \$ 45.23 \\ \$ 42.41 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 15 | ADMINISTRATIVE AND BUDGET MANAGER <br> ADMINISTRATIVE MANAGER HR SPECIALIST | $\begin{array}{r} \$ 72,622.61 \\ \$ 37.24 \\ \$ 34.91 \end{array}$ | $\begin{array}{r} \$ 76,253.74 \\ \$ 39.10 \\ \$ 36.66 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 80,066.43 \\ \$ 41.06 \\ \$ 38.49 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 84,069.75 \\ \$ 43.11 \\ \$ 40.42 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 88,273.23 \\ \$ 45.27 \\ \$ 42.44 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 89,155.97 \\ \$ 45.72 \\ \$ 42.86 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 90,716.20 \\ \$ 46.52 \\ \$ 43.61 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 92,530.52 \\ \$ 47.45 \\ \$ 44.49 \\ 2.00 \% \end{array}$ | Annual <br> 37.5 hrly <br> 40 hrly |
| 16 | IT PROJECT MANAGER | $\begin{array}{r} \$ 76,221.73 \\ \$ 39.09 \end{array}$ | $\begin{array}{r} \$ 80,032.81 \\ \$ 41.04 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 84,034.45 \\ \$ 43.09 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 88,236.18 \\ \$ 45.25 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 92,647.98 \\ \$ 47.51 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 93,574.46 \\ \$ 47.99 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 95,212.02 \\ \$ 48.83 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 97,116.26 \\ \$ 49.80 \\ 2.00 \% \end{array}$ | Annual |
| 17 | STAFF ATTORNEY <br> LABOR RELATIONS SPECIALIST CITY CLERK PROSECUTOR | \$79,994.24 | $\begin{array}{r} \$ 83,993.95 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 88,193.65 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 92,603.33 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 97,233.49 \\ 5.00 \% \end{array}$ | $\begin{array}{r} \$ 98,205.83 \\ 1.00 \% \end{array}$ | $\begin{array}{r} \$ 99,924.43 \\ 1.75 \% \end{array}$ | $\begin{array}{r} \$ 101,922.92 \\ 2.00 \% \end{array}$ | Annual |


| 18 | ASST. CITY ATTORNEY | \$83,965.12 | \$88,163.37 | \$92,571.54 | \$97,200.12 | \$102,060.13 | $\$ 103,080.73$ | $\$ 104,884.64$ | $\$ 106,982.33$ | Annual |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
|  | OPERATIONS MANAGER |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
| 19 | CITY CLERK | \$88,128.80 | \$92,535.24 | \$97,162.00 | \$102,020.10 | \$107,121.11 | \$108,192.32 | \$110,085.69 | \$112,287.40 | Annual |
|  | SENIOR PROSECUTOR |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
| 20 | CITY CLERK | \$92,494.53 | \$97,119.26 | \$101,975.22 | \$107,073.98 | \$112,427.68 | \$113,551.96 | \$115,539.12 | \$117,849.90 | Annual |
|  | DIRECTOR OF COMMUNICATIONS AND |  |  |  |  |  |  |  |  |  |
|  | COMMUNITY ENGAGEMENT OPERATIONS DIRECTOR |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
| 21 | IT ENGINEER | \$97,091.06 | \$101,945.61 | \$107,042.89 | \$112,395.04 | \$118,014.79 | \$119,194.93 | \$121,280.85 | \$123,706.46 | Annual |
|  | CITY CLERK |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
|  | SENIOR ASSISTANT CITY ATTORNEY |  |  |  |  |  |  |  |  |  |
| 22 | DEPUTY FIRE CHIEF | \$101,500.82 | \$106,575.86 | \$111,904.65 | \$117,499.89 | \$123,374.88 | \$124,608.63 | \$126,789.28 | \$129,325.07 | Annual |
|  |  |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
| 23 | ASSISTANT FIRE CHIEF | \$107,041.98 | \$112,394.08 | \$118,013.78 | \$123,914.47 | \$130,110.20 | \$131,411.30 | \$133,711.00 | \$136,385.22 | Annual |
|  | HUMAN RESOURCES DIR |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
|  | DEPUTY CITY ATTORNEY |  |  |  |  |  |  |  |  |  |
|  | OF COUNSEL |  |  |  |  |  |  |  |  |  |
| 24 | CERTIFIED ASSESSOR | \$112,286.24 | \$117,900.56 | \$123,795.58 | \$129,985.36 | \$136,484.63 | \$137,849.48 | \$140,261.84 | \$143,067.08 | Annual |
|  | ENGINEER SUPERVISOR |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
| 25 | DEPUTY PUBLIC WORKS DIRECTOR | \$117,900.18 | \$123,795.19 | \$129,984.95 | \$136,484.20 | \$143,308.41 | \$144,741.49 | \$147,274.47 | \$150,219.96 | Annual |
|  |  |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
| 26 | DIRECTOR OF FINANCE \& ADM | \$123,514.57 | \$129,690.29 | \$136,174.81 | \$142,983.55 | \$150,132.73 | \$151,634.05 | \$154,287.65 | \$157,373.40 | Annual |
|  | DIRECTOR OF PUBLIC WORKS \& FACILITIES |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
| 27 | FIRE CHIEF | \$129,690.37 | \$136,174.88 | \$142,983.63 | \$150,132.81 | \$157,639.45 | \$159,215.84 | \$162,002.12 | \$165,242.16 | Annual |
|  | CHIEF INFORMATION OFFICER |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |
|  | CITY ATTORNEY |  |  |  |  |  |  |  |  |  |
| 28 | DEPUTY CITY MANAGER | \$136,173.83 | \$142,982.52 | \$150,131.64 | \$157,638.22 | \$165,520.14 | \$167,175.34 | \$170,100.91 | \$173,502.92 | Annual |
|  |  |  | 5.00\% | 5.00\% | 5.00\% | 5.00\% | 1.00\% | 1.75\% | 2.00\% |  |

Permanent part-time employees shall be paid an hourly rate based upon the appropriate salary set forth above.

