



Job Classification	Monthly Salary					Hourly Equivalents					
	A step	B step	C step	D step	E step	A step	B step	C step	D step	E step	
MANAGEMENT											
Assistant City Manager	\$14,215.62	\$14,926.06	\$15,673.31	\$16,456.20	\$17,279.49	\$82.01	\$86.11	\$90.42	\$94.94	\$99.69	
City Manager					\$22,451.28					\$129.53	
Community Development Director	\$13,786.28	\$14,476.10	\$15,199.59	\$15,960.51	\$16,757.59	\$79.54	\$83.52	\$87.69	\$92.08	\$96.68	
Community Services Director	\$13,392.35	\$14,061.20	\$14,765.68	\$15,503.43	\$16,279.18	\$77.26	\$81.12	\$85.19	\$89.44	\$93.92	
Finance Director	\$13,392.35	\$14,061.20	\$14,765.68	\$15,503.43	\$16,279.18	\$77.26	\$81.12	\$85.19	\$89.44	\$93.92	
Fire Chief	\$14,355.82	\$15,074.56	\$15,827.75	\$16,618.96	\$17,450.56	\$82.82	\$86.97	\$91.31	\$95.88	\$100.68	
Housing Director	\$12,722.73	\$13,358.14	\$14,027.40	\$14,728.25	\$15,465.22	\$73.40	\$77.07	\$80.93	\$84.97	\$89.22	
Police Chief	\$14,937.94	\$15,685.19	\$16,469.27	\$17,292.55	\$18,157.42	\$86.18	\$90.49	\$95.02	\$99.76	\$104.75	
Public Works Director	\$13,934.08	\$14,630.24	\$15,363.23	\$16,131.88	\$16,939.72	\$80.39	\$84.41	\$88.63	\$93.07	\$97.73	
Utilities Director	\$15,391.75	\$16,161.58	\$16,969.42	\$17,818.83	\$18,711.02	\$88.80	\$93.24	\$97.90	\$102.80	\$107.95	
MID-MGT & PROF EMPS ASSOC. (MMPEA)											
Accountant	\$7,370.36	\$7,745.77	\$8,141.38	\$8,557.17	\$8,993.17	\$42.52	\$44.69	\$46.97	\$49.37	\$51.88	
Accounting Manager	\$8,856.74	\$9,299.58	\$9,764.57	\$10,252.79	\$10,765.42	\$51.10	\$53.65	\$56.33	\$59.15	\$62.11	
Administrative Analyst II	\$7,370.36	\$7,745.77	\$8,141.38	\$8,557.17	\$8,993.17	\$42.52	\$44.69	\$46.97	\$49.37	\$51.88	
Assistant Engineer	\$7,130.21	\$7,493.74	\$7,875.44	\$8,277.34	\$8,699.44	\$41.14	\$43.23	\$45.44	\$47.75	\$50.19	
Associate Civil Engineer	\$8,388.48	\$8,816.16	\$9,265.22	\$9,738.05	\$10,234.63	\$48.40	\$50.86	\$53.45	\$56.18	\$59.05	
Building Official	\$10,032.88	\$10,534.51	\$11,061.24	\$11,614.30	\$12,195.02	\$57.88	\$60.78	\$63.81	\$67.01	\$70.36	
Central Services Manager	\$8,856.74	\$9,299.58	\$9,764.57	\$10,252.79	\$10,765.42	\$51.10	\$53.65	\$56.33	\$59.15	\$62.11	
City Clerk	\$9,035.21	\$9,486.96	\$9,961.33	\$10,459.38	\$10,982.36	\$52.13	\$54.73	\$57.47	\$60.34	\$63.36	
City Clerk/Public Information Officer	\$10,390.49	\$10,910.01	\$11,455.53	\$12,028.29	\$12,629.71	\$59.95	\$62.94	\$66.09	\$69.39	\$72.86	
Deputy City Clerk	\$6,665.72	\$7,003.64	\$7,362.00	\$7,737.06	\$8,132.55	\$38.46	\$40.41	\$42.47	\$44.64	\$46.92	
Electric Operations Superintendent	\$12,810.50	\$13,450.91	\$14,123.46	\$14,829.64	\$15,571.11	\$73.91	\$77.60	\$81.48	\$85.56	\$89.83	
Emergency Response Coordinator	\$7,859.31	\$8,252.29	\$8,664.90	\$9,098.14	\$9,553.04	\$45.34	\$47.61	\$49.99	\$52.49	\$55.11	
Finance Manager	\$9,738.05	\$10,234.63	\$10,757.35	\$11,306.21	\$11,882.40	\$56.18	\$59.05	\$62.06	\$65.23	\$68.55	
Fire Marshal/Division Chief	\$11,596.78	\$12,176.62	\$12,785.46	\$13,424.73	\$14,095.96	\$66.90	\$70.25	\$73.76	\$77.45	\$81.32	
Information Technology Manager	\$10,441.29	\$10,963.35	\$11,511.51	\$12,087.09	\$12,691.45	\$60.24	\$63.25	\$66.41	\$69.73	\$73.22	
Parks and Open Space Superintendent	\$8,990.26	\$9,439.78	\$9,911.76	\$10,407.35	\$10,927.72	\$51.87	\$54.46	\$57.18	\$60.04	\$63.04	
Police Lieutenant	\$11,942.09	\$12,539.20	\$13,166.15	\$13,824.47	\$14,515.35	\$68.90	\$72.34	\$75.96	\$79.76	\$83.74	
Police Social Services Team Member	\$6,972.68	\$7,321.31	\$7,687.37	\$8,071.74	\$8,475.32	\$40.23	\$42.24	\$44.35	\$46.57	\$48.90	
Principal Civil Engineer	\$11,112.57	\$11,669.74	\$12,253.05	\$12,864.86	\$13,508.77	\$64.11	\$67.33	\$70.69	\$74.22	\$77.94	
Project Manager	\$7,969.06	\$8,375.36	\$8,801.96	\$9,251.15	\$9,722.90	\$45.98	\$48.32	\$50.78	\$53.37	\$56.09	
Public Information & Community Outreach Coordinator	\$7,147.15	\$7,504.52	\$7,879.74	\$8,273.72	\$8,687.41	\$41.23	\$43.30	\$45.46	\$47.73	\$50.12	
Recreation Manager	\$8,638.60	\$9,070.55	\$9,524.06	\$10,000.27	\$10,500.28	\$49.84	\$52.33	\$54.95	\$57.69	\$60.58	
Recreation Supervisor	\$6,739.53	\$7,082.87	\$7,444.02	\$7,824.18	\$8,223.34	\$38.88	\$40.86	\$42.95	\$45.14	\$47.44	
Senior Civil Engineer	\$9,835.47	\$10,338.00	\$10,864.27	\$11,419.08	\$12,001.19	\$56.74	\$59.64	\$62.68	\$65.88	\$69.24	
Senior Planner	\$9,738.05	\$10,234.63	\$10,757.35	\$11,306.21	\$11,882.40	\$56.18	\$59.05	\$62.06	\$65.23	\$68.55	
Utilities Engineering Manager	\$12,248.08	\$12,860.48	\$13,503.52	\$14,178.68	\$14,887.61	\$70.66	\$74.20	\$77.90	\$81.80	\$85.89	
Utility Maintenance Superintendent	\$10,235.05	\$10,746.79	\$11,284.14	\$11,849.38	\$12,440.77	\$59.05	\$62.00	\$65.10	\$68.36	\$71.77	
Utility Safety Compliance Coordinator	\$7,512.67	\$7,888.31	\$8,282.72	\$8,696.84	\$9,131.69	\$43.34	\$45.51	\$47.78	\$50.17	\$52.68	
Water and Wastewater Operations Superintendent	\$10,812.27	\$11,352.87	\$11,920.52	\$12,516.55	\$13,142.37	\$62.38	\$65.50	\$68.77	\$72.21	\$75.82	
HR Analyst	\$7,902.59	\$8,305.33	\$8,728.24	\$9,173.75	\$9,641.82	\$45.59	\$47.92	\$50.36	\$52.93	\$55.63	
HR Manager	\$9,738.05	\$10,234.63	\$10,757.35	\$11,306.21	\$11,882.40	\$56.18	\$59.05	\$62.06	\$65.23	\$68.55	
HGB POLICE OFFICERS ASSOC (HPOA)											
Police Dispatcher I	\$5,228.40	\$5,495.69	\$5,776.06	\$6,069.50	\$6,379.58	\$6,698.55	\$30.16	\$31.71	\$33.32	\$35.02	\$36.81
Police Dispatcher II	\$5,495.69	\$5,776.06	\$6,069.50	\$6,379.58	\$6,698.55	\$31.71	\$33.32	\$35.02	\$36.81	\$38.65	
Police Dispatch Supervisor	\$7,737.51	\$8,124.39	\$8,530.61	\$8,957.14	\$9,405.00	\$9,875.24	\$44.64	\$46.87	\$49.22	\$51.68	\$54.26
Police Officer	\$7,152.33	\$7,509.93	\$7,885.45	\$8,279.71	\$8,693.70	\$9,128.38	\$41.26	\$43.33	\$45.49	\$47.77	\$50.16
Police Officer Recruit	\$6,794.71	\$7,134.44	\$7,491.17	\$7,865.72	\$8,259.02	\$8,671.96	\$39.20	\$41.16	\$43.22	\$45.38	\$47.65
Police Records Technician	\$5,196.72	\$5,462.00	\$5,739.50	\$6,032.89	\$6,340.94	\$6,658.00	\$29.98	\$31.51	\$33.11	\$34.81	\$36.58
Police Records Supervisor	\$6,434.26	\$6,755.97	\$7,093.77	\$7,448.46	\$7,820.88	\$8,211.92	\$37.12	\$38.98	\$40.93	\$42.97	\$45.12
Police Sergeant	\$8,952.01	\$9,399.59	\$9,869.59	\$10,363.06	\$10,881.21	\$11,425.27	\$51.65	\$54.23	\$56.94	\$59.79	\$62.78
Police Technician	\$4,567.15	\$4,798.20	\$5,043.91	\$5,300.63	\$5,570.80	\$5,849.32	\$26.35	\$27.68	\$29.10	\$30.58	\$32.14

INT'L ASSOC OF FIREFIGHTERS (IAFF)	A step	B step	C step	D step	E step	A step	B step	C step	D step	E step
Fire Captain (56 hr. work week)	\$8,548.37	\$8,983.68	\$9,442.21	\$9,923.97	\$10,430.20	\$35.23	\$37.02	\$38.91	\$40.89	\$42.98
Fire Engineer (56 hr. work week)	\$7,363.50	\$7,738.90	\$8,133.85	\$8,548.37	\$8,983.68	\$30.34	\$31.89	\$33.52	\$35.22	\$37.02
Fire Engineer (40 hr. work week)	\$7,363.50	\$7,738.90	\$8,133.85	\$8,548.37	\$8,983.68	\$42.48	\$44.65	\$46.92	\$49.32	\$51.83
Firefighter (56 hr. work week)	\$7,005.23	\$7,363.50	\$7,738.90	\$8,133.85	\$8,548.37	\$28.87	\$30.34	\$31.89	\$33.52	\$35.23
Firefighter (40 hr. work week)	\$7,005.23	\$7,363.50	\$7,738.90	\$8,133.85	\$8,548.37	\$40.41	\$42.48	\$44.65	\$46.92	\$49.32
Fire Inspector (40 hr. work week)	\$7,738.91	\$8,133.85	\$8,548.36	\$8,983.67	\$9,442.21	\$44.64	\$45.12	\$49.32	\$51.83	\$54.47

INT'L BROTHERHOOD OF ELECTRICAL WORKERS (IBEW)	A step	B step	C step	D step	E step	A step	B step	C step	D step	E step
Accounting Assistant I	\$4,517.05	\$4,742.91	\$4,980.06	\$5,229.07	\$5,490.51	\$26.06	\$27.36	\$28.73	\$30.17	\$31.68
Accounting Assistant II	\$4,950.40	\$5,210.10	\$5,468.37	\$5,747.56	\$6,039.80	\$28.56	\$30.06	\$31.55	\$33.16	\$34.85
Accounting Technician	\$5,747.56	\$6,039.80	\$6,348.68	\$6,671.81	\$7,012.78	\$33.16	\$34.85	\$36.63	\$38.49	\$40.46
Administrative Technician	\$6,348.68	\$6,671.82	\$7,012.77	\$7,370.36	\$7,745.77	\$36.63	\$38.49	\$40.46	\$42.52	\$44.69
Assistant Planner	\$6,246.68	\$6,559.01	\$6,886.97	\$7,231.32	\$7,592.88	\$36.04	\$37.84	\$39.73	\$41.72	\$43.81
Building Inspector I	\$7,082.87	\$7,444.02	\$7,824.18	\$8,223.34	\$8,642.71	\$40.86	\$42.95	\$45.14	\$47.44	\$49.86
Building Inspector II	\$7,518.86	\$7,902.59	\$8,305.33	\$8,728.24	\$9,173.75	\$43.38	\$45.59	\$47.92	\$50.36	\$52.93
Building Maintenance Technician I	\$5,040.91	\$5,292.96	\$5,557.61	\$5,835.48	\$6,127.25	\$29.08	\$30.54	\$32.06	\$33.67	\$35.35
Building Maintenance Technician II	\$5,523.02	\$5,804.57	\$6,100.39	\$6,411.64	\$6,739.53	\$31.86	\$33.49	\$35.19	\$36.99	\$38.88
Development Services Technician I	\$5,796.40	\$6,086.22	\$6,390.53	\$6,710.06	\$7,045.56	\$33.44	\$35.11	\$36.87	\$38.71	\$40.65
Development Services Technician II	\$6,348.68	\$6,671.82	\$7,012.77	\$7,370.36	\$7,745.77	\$36.63	\$38.49	\$40.46	\$42.52	\$44.69
Electric Engineering Technician I	\$7,480.84	\$7,855.07	\$8,248.29	\$8,660.54	\$9,094.16	\$43.16	\$45.32	\$47.59	\$49.96	\$52.47
Electric Engineering Technician II	\$7,863.38	\$8,256.61	\$8,670.03	\$9,103.66	\$9,558.66	\$45.37	\$47.63	\$50.02	\$52.52	\$55.15
Electric Coordinator/Inspector	\$8,055.99	\$8,458.79	\$8,881.72	\$9,325.82	\$9,792.10	\$46.48	\$48.80	\$51.24	\$53.80	\$56.49
Electric Line Foreman	\$10,758.47	\$11,296.40	\$11,861.20	\$12,454.27	\$13,076.98	\$62.07	\$65.17	\$68.43	\$71.85	\$75.44
Electric Materials Technician	\$6,765.61	\$7,103.89	\$7,459.08	\$7,832.02	\$8,223.63	\$39.03	\$40.98	\$43.03	\$45.18	\$47.44
Electric Meter Technician	\$8,264.93	\$8,678.35	\$9,111.97	\$9,568.17	\$10,046.93	\$47.68	\$50.07	\$52.57	\$55.20	\$57.96
Electric Meter Technician- Apprentice	\$6,566.14	\$6,894.45	\$7,239.17	\$7,601.13	\$7,981.19	\$37.88	\$39.78	\$41.76	\$43.85	\$46.05
Engineering Technician	\$6,348.68	\$6,671.82	\$7,012.77	\$7,370.36	\$7,745.77	\$36.63	\$38.49	\$40.46	\$42.52	\$44.69
Facility Worker	\$4,526.29	\$4,756.76	\$5,000.30	\$5,254.54	\$5,523.02	\$26.11	\$27.44	\$28.85	\$30.31	\$31.86
Fleet Mechanic	\$6,942.69	\$7,297.89	\$7,669.74	\$8,060.58	\$8,471.64	\$40.05	\$42.10	\$44.25	\$46.50	\$48.87
Geographic Information System Technician	\$7,118.51	\$7,474.91	\$7,849.13	\$8,241.17	\$8,653.40	\$41.07	\$43.12	\$45.28	\$47.55	\$49.92
Industrial Electrician	\$8,552.87	\$8,980.51	\$9,429.52	\$9,901.01	\$10,396.06	\$49.34	\$51.81	\$54.40	\$57.12	\$59.98
Industrial Mechanic	\$6,977.13	\$7,326.40	\$7,692.31	\$8,077.22	\$8,481.14	\$40.25	\$42.27	\$44.38	\$46.60	\$48.93
Instrumentation Technician	\$8,552.87	\$8,980.51	\$9,429.52	\$9,901.01	\$10,396.06	\$49.34	\$51.81	\$54.40	\$57.12	\$59.98
Information Technology Engineering Specialist	\$7,012.29	\$7,362.91	\$7,731.06	\$8,117.61	\$8,523.49	\$40.46	\$42.48	\$44.60	\$46.83	\$49.17
Laboratory Analyst	\$7,147.15	\$7,504.52	\$7,879.74	\$8,273.72	\$8,687.41	\$41.23	\$43.30	\$45.46	\$47.73	\$50.12
Lineworker/Troubleshooter	\$9,737.09	\$10,223.95	\$10,735.14	\$11,271.90	\$11,835.48	\$56.18	\$58.98	\$61.93	\$65.03	\$68.28
Lineworker/Troubleshooter Apprentice	\$7,076.22	\$7,430.04	\$7,801.53	\$8,191.60	\$8,601.18	\$40.82	\$42.87	\$45.01	\$47.26	\$49.62
Mechanic - Equipment Service Writer	\$7,981.00	\$8,388.48	\$8,816.16	\$9,265.22	\$9,738.04	\$46.04	\$48.40	\$50.86	\$53.45	\$56.18
Office Assistant I	\$4,383.89	\$4,603.08	\$4,833.23	\$5,074.90	\$5,328.64	\$25.29	\$26.56	\$27.88	\$29.28	\$30.74
Office Assistant II	\$4,804.28	\$5,050.20	\$5,307.99	\$5,577.67	\$5,863.98	\$27.72	\$29.14	\$30.62	\$32.18	\$33.83
Park Maintenance Worker I	\$4,950.40	\$5,203.45	\$5,468.37	\$5,747.56	\$6,039.80	\$28.56	\$30.02	\$31.55	\$33.16	\$34.85
Park Maintenance Worker II	\$5,413.73	\$5,690.53	\$5,980.41	\$6,285.72	\$6,606.48	\$31.23	\$32.83	\$34.50	\$36.26	\$38.11
Park Maintenance Foreman	\$6,100.39	\$6,411.64	\$6,739.53	\$7,082.87	\$7,444.02	\$35.19	\$36.99	\$38.88	\$40.86	\$42.95
Payroll Technician	\$6,348.68	\$6,671.82	\$7,012.77	\$7,370.36	\$7,745.77	\$36.63	\$38.49	\$40.46	\$42.52	\$44.69
Public Works and Utilities Materials Technician	\$6,100.39	\$6,411.64	\$6,739.53	\$7,082.87	\$7,444.02	\$35.19	\$36.99	\$38.88	\$40.86	\$42.95
Public Works Field Technician	\$7,082.87	\$7,444.02	\$7,824.18	\$8,223.34	\$8,642.71	\$40.86	\$42.95	\$45.14	\$47.44	\$49.86
Public Works Inspector	\$7,082.87	\$7,444.02	\$7,824.18	\$8,223.34	\$8,642.71	\$40.86	\$42.95	\$45.14	\$47.44	\$49.86
Recreation Coordinator I	\$4,340.38	\$4,557.38	\$4,785.27	\$5,024.53	\$5,275.75	\$25.04	\$26.29	\$27.61	\$28.99	\$30.44
Recreation Coordinator II	\$4,795.67	\$5,035.44	\$5,287.20	\$5,551.58	\$5,829.15	\$27.67	\$29.05	\$30.50	\$32.03	\$33.63
Senior Accounting Assistant	\$5,468.37	\$5,747.56	\$6,039.80	\$6,348.68	\$6,671.82	\$31.55	\$33.16	\$34.85	\$36.63	\$38.49

Senior Building Inspector	\$8,728.24	\$9,173.75	\$9,641.82	\$10,133.66	\$10,650.55	\$50.36	\$52.93	\$55.63	\$58.46	\$61.45
Senior Electric Engineering Technician	\$9,263.35	\$9,726.53	\$10,212.86	\$10,723.49	\$11,259.67	\$53.44	\$56.11	\$58.92	\$61.87	\$64.96
Senior Laboratory Analyst	\$7,896.87	\$8,291.71	\$8,706.29	\$9,141.61	\$9,598.69	\$45.56	\$47.84	\$50.23	\$52.74	\$55.38
Senior Public Works Inspector	\$8,728.24	\$9,173.75	\$9,641.82	\$10,133.66	\$10,650.44	\$50.36	\$52.93	\$55.63	\$58.46	\$61.44
Utility Conservation Analyst	\$7,818.47	\$8,209.41	\$8,619.87	\$9,050.87	\$9,503.41	\$45.11	\$47.36	\$49.73	\$52.22	\$54.83
Utility Maintenance Foreman	\$6,404.41	\$6,724.65	\$7,060.88	\$7,413.81	\$7,784.63	\$36.95	\$38.80	\$40.74	\$42.77	\$44.91
Utility Operator	\$7,824.18	\$8,223.34	\$8,642.71	\$9,083.46	\$9,546.78	\$45.14	\$47.44	\$49.86	\$52.40	\$55.08
Utility Worker I	\$4,950.40	\$5,210.10	\$5,468.37	\$5,747.56	\$6,039.80	\$28.56	\$30.06	\$31.55	\$33.16	\$34.85
Utility Worker II	\$5,796.40	\$6,086.22	\$6,390.53	\$6,710.06	\$7,045.56	\$33.44	\$35.11	\$36.87	\$38.71	\$40.65
Wastewater Operations Foreman	\$8,642.71	\$9,083.46	\$9,546.78	\$10,033.87	\$10,545.89	\$49.86	\$52.40	\$55.08	\$57.89	\$60.84
Water Operations Foreman	\$8,642.71	\$9,083.46	\$9,546.78	\$10,033.87	\$10,545.89	\$49.86	\$52.40	\$55.08	\$57.89	\$60.84