Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Accountant	Annually	\$75,864.00	\$79,656.00	\$83,640.00	\$87,816.00	\$92,208.00
	Monthly	\$6,322.00	\$6,638.00	\$6,970.00	\$7,318.00	\$7,684.00
	Biweekly	\$2,917.85	\$3,063.69	\$3,216.92	\$3,377.54	\$3,546.46
	Hourly	\$36.47	\$38.30	\$40.21	\$42.22	\$44.33
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Accounting Assistant I	Annually	\$44,616.00	\$46,848.00	\$49,188.00	\$51,648.00	\$54,228.00
	Monthly	\$3,718.00	\$3,904.00	\$4,099.00	\$4,304.00	\$4,519.00
	Biweekly	\$1,716.00	\$1,801.85	\$1,891.85	\$1,986.46	\$2,085.69
	Hourly	\$21.45	\$22.52	\$23.65	\$24.83	\$26.07
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Accounting Assistant II	Annually	\$49,212.00	\$51,672.00	\$54,252.00	\$56,964.00	\$59,808.00
	Monthly	\$4,101.00	\$4,306.00	\$4,521.00	\$4,747.00	\$4,984.00
	Biweekly	\$1,892.77	\$1,987.38	\$2,086.62	\$2,190.92	\$2,300.31
	Hourly	\$23.66	\$24.84	\$26.08	\$27.39	\$28.75
Accounting Supervisor	Annually	\$60,876.00	\$63,924.00	\$67,116.00	\$70,476.00	\$74,004.00
	Monthly	\$5,073.00	\$5,327.00	\$5,593.00	\$5,873.00	\$6,167.00
	Biweekly	\$2,341.38	\$2,458.62	\$2,581.38	\$2,710.62	\$2,846.31
	Hourly	\$29.27	\$30.73	\$32.27	\$33.88	\$35.58
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Administrative Assistant	Annually	\$50,880.00	\$53,424.00	\$56,100.00	\$58,908.00	\$61,848.00
	Monthly	\$4,240.00	\$4,452.00	\$4,675.00	\$4,909.00	\$5,154.00
	Biweekly	\$1,956.92	\$2,054.77	\$2,157.69	\$2,265.69	\$2,378.77
	Hourly	\$24.46	\$25.69	\$26.97	\$28.32	\$29.74

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Administrative Specialist	Annually	\$75,252.00	\$79,020.00	\$82,968.00	\$87,120.00	\$91,476.00
	Monthly	\$6,271.00	\$6,585.00	\$6,914.00	\$7,260.00	\$7,623.00
	Biweekly	\$2,894.31	\$3,039.23	\$3,191.08	\$3,350.77	\$3,518.31
	Hourly	\$36.18	\$37.99	\$39.89	\$41.89	\$43.98
Adult Softball Scorekeeper	Annually	\$35,364.00	\$36,420.00	\$37,512.00	\$38,640.00	\$39,792.00
	Monthly	\$2,947.00	\$3,035.00	\$3,126.00	\$3,220.00	\$3,316.00
	Biweekly	\$1,360.00	\$1,400.80	\$1,442.82	\$1,486.11	\$1,530.69
	Hourly	\$17.00	\$17.51	\$18.04	\$18.58	\$19.13
Aquatics Coordinator	Annually	\$43,476.00	\$44,772.00	\$46,116.00	\$47,508.00	\$48,924.00
	Monthly	\$3,623.00	\$3,731.00	\$3,843.00	\$3,959.00	\$4,077.00
	Biweekly	\$1,672.00	\$1,722.16	\$1,773.82	\$1,827.04	\$1,881.85
	Hourly	\$20.90	\$21.53	\$22.17	\$22.84	\$23.52
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Archive Technician	Annually	\$48,816.00	\$51,252.00	\$53,820.00	\$56,508.00	\$59,328.00
	Monthly	\$4,068.00	\$4,271.00	\$4,485.00	\$4,709.00	\$4,944.00
	Biweekly	\$1,877.54	\$1,971.23	\$2,070.00	\$2,173.38	\$2,281.85
	Hourly	\$23.47	\$24.64	\$25.88	\$27.17	\$28.52
Assistant City Manager/Director of Finance	Annually	\$126,768.00	\$133,104.00	\$139,764.00	\$146,748.00	\$154,080.00
	Monthly	\$10,564.00	\$11,092.00	\$11,647.00	\$12,229.00	\$12,840.00
	Biweekly	\$4,875.69	\$5,119.38	\$5,375.54	\$5,644.15	\$5,926.15
	Hourly	\$60.95	\$63.99	\$67.20	\$70.55	\$74.08

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Assistant Engineer	Annually	\$80,064.00	\$84,072.00	\$88,272.00	\$92,688.00	\$97,320.00
	Monthly	\$6,672.00	\$7,006.00		\$7,724.00	
	Biweekly	\$3,079.38	\$3,233.54	\$3,395.08	\$3,564.92	\$3,743.08
	Hourly	\$38.49	\$40.42	\$42.44	\$44.56	
Assistant Finance Director	Annually	\$104,040.00	\$109,248.00	\$114,708.00	\$120,444.00	\$126,468.00
	Monthly	\$8,670.00	\$9,104.00	\$9,559.00	\$10,037.00	\$10,539.00
	Biweekly	\$4,001.54	\$4,201.85	\$4,411.85	\$4,632.46	\$4,864.15
	Hourly	\$50.02	\$52.52	\$55.15	\$57.91	\$60.80
Assistant Pool Manager	Annually	\$38,628.00	\$39,780.00	\$40,980.00	\$42,204.00	\$43,476.00
	Monthly	\$3,219.00	\$3,315.00	\$3,415.00	\$3,517.00	\$3,623.00
	Biweekly	\$1,485.60	\$1,530.17	\$1,576.07	\$1,623.36	\$1,672.06
	Hourly	\$18.57	\$19.13	\$19.70	\$20.29	\$20.90
Assistant to the City Manager	Annually	\$54,012.00	\$56,712.00	\$59,544.00	\$62,520.00	\$65,640.00
	Monthly	\$4,501.00	\$4,726.00	\$4,962.00	\$5,210.00	\$5,470.00
	Biweekly	\$2,077.38	\$2,181.23	\$2,290.15	\$2,404.62	\$2,524.62
	Hourly	\$25.97	\$27.27	\$28.63	\$30.06	\$31.56
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Associate Civil Engineer	Annually	\$98,172.00	\$103,080.00	\$108,240.00	\$113,652.00	\$119,340.00
	Monthly	\$8,181.00	\$8,590.00	\$9,020.00	\$9,471.00	\$9,945.00
	Biweekly	\$3,775.85	\$3,964.62	\$4,163.08	\$4,371.23	\$4,590.00
	Hourly	\$47.20	\$49.56	\$52.04	\$54.64	\$57.38

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Associate Planner	Annually	\$77,376.00	\$81,240.00	\$85,296.00	\$89,556.00	\$94,032.00
	Monthly	\$6,448.00	\$6,770.00	\$7,108.00	\$7,463.00	\$7,836.00
	Biweekly	\$2,976.00	\$3,124.62	\$3,280.62	\$3,444.46	
	Hourly	\$37.20	\$39.06	\$41.01	\$43.06	\$45.21
Building Inspector	Annually	\$63,540.00	\$66,720.00	\$70,056.00	\$73,560.00	\$77,244.00
	Monthly	\$5,295.00	\$5,560.00	\$5,838.00	\$6,130.00	\$6,437.00
	Biweekly	\$2,443.85	\$2,566.15	\$2,694.46	\$2,829.23	\$2,970.92
	Hourly	\$30.55	\$32.08	\$33.68	\$35.37	\$37.14
Building Inspector II	Annually	\$65,196.00	\$68,460.00	\$71,880.00	\$75,480.00	\$79,260.00
	Monthly	\$5,433.00	\$5,705.00	\$5,990.00	\$6,290.00	\$6,605.00
	Biweekly	\$2,507.54	\$2,633.08	\$2,764.62	\$2,903.08	\$3,048.46
	Hourly	\$31.34	\$32.91	\$34.56	\$36.29	\$38.11
Building Official	Annually	\$87,720.00	\$92,112.00	\$96,720.00	\$101,556.00	\$106,632.00
	Monthly	\$7,310.00	\$7,676.00	\$8,060.00	\$8,463.00	\$8,886.00
	Biweekly	\$3,373.85	\$3,542.77	\$3,720.00	\$3,906.00	\$4,101.23
	Hourly	\$42.17	\$44.29	\$46.50	\$48.83	\$51.27
Chief of Police	Annually	\$141,996.00	\$149,100.00	\$156,552.00	\$164,376.00	\$172,596.00
	Monthly	\$11,833.00	\$12,425.00	\$13,046.00	\$13,698.00	\$14,383.00
	Biweekly	\$5,461.38	\$5,734.62	\$6,021.23	\$6,322.15	\$6,638.31
	Hourly	\$68.27	\$71.68	\$75.27	\$79.03	\$82.98

Position		Step 1	Step 2	Step 3	Step 4	Step 5
City Clerk / Human Resource Officer	Annually	\$81,048.00	\$85,104.00	\$89,364.00	\$93,828.00	\$98,520.00
	Monthly	\$6,754.00	\$7,092.00	\$7,447.00	\$7,819.00	\$8,210.00
	Biweekly	\$3,117.23	\$3,273.23	\$3,437.08	\$3,608.77	\$3,789.23
	Hourly	\$38.97	\$40.92	\$42.96	\$45.11	\$47.37
City Councilmember	Annually	\$4,236.00	N/A	N/A	N/A	N/A
	Monthly	\$353.00	N/A	N/A	N/A	N/A
	Biweekly	\$162.92	N/A	N/A	N/A	N/A
	Hourly	\$2.04	N/A	N/A	N/A	N/A
City Engineer	Annually	\$116,628.00	\$122,460.00	\$128,580.00	\$135,012.00	\$141,768.00
	Monthly	\$9,719.00	\$10,205.00	\$10,715.00	\$11,251.00	\$11,814.00
	Biweekly	\$4,485.69	\$4,710.00	\$4,945.38	\$5,192.77	\$5,452.62
	Hourly	\$56.07	\$58.88	\$61.82	\$64.91	\$68.16
City Manager	Annually	\$153,432.00	\$161,100.00	\$169,152.00	\$177,612.00	\$186,492.00
	Monthly	\$12,786.00	\$13,425.00	\$14,096.00	\$14,801.00	\$15,541.00
	Biweekly	\$5,901.23	\$6,196.15	\$6,505.85	\$6,831.23	\$7,172.77
	Hourly	\$73.77	\$77.45	\$81.32	\$85.39	\$89.66
City Planner	Annually	\$87,084.00	\$91,440.00	\$96,012.00	\$100,812.00	\$105,852.00
	Monthly	\$7,257.00	\$7,620.00	\$8,001.00	\$8,401.00	\$8,821.00
	Biweekly	\$3,349.38	\$3,516.92	\$3,692.77	\$3,877.38	\$4,071.23
	Hourly	\$41.87	\$43.96	\$46.16	\$48.47	\$50.89

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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City Treasurer/Accountant	Annually	\$75,864.00	\$79,656.00	\$83,640.00	\$87,816.00	\$92,208.00
	Monthly	\$6,322.00	\$6,638.00	\$6,970.00	\$7,318.00	\$7,684.00
	Biweekly	\$2,917.85	\$3,063.69	\$3,216.92	\$3,377.54	\$3,546.46
	Hourly	\$36.47	\$38.30	\$40.21	\$42.22	\$44.33
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Code Enforcement Official	Annually	\$69,888.00	\$73,380.00	\$77,052.00	\$80,904.00	\$84,948.00
	Monthly	\$5,824.00	\$6,115.00	\$6,421.00	\$6,742.00	\$7,079.00
	Biweekly	\$2,688.00	\$2,822.31	\$2,963.54	\$3,111.69	\$3,267.23
	Hourly	\$33.60	\$35.28	\$37.04	\$38.90	\$40.84
Community Services Officer	Annually	\$44,208.00	\$46,416.00	\$48,732.00	\$51,168.00	\$53,724.00
	Monthly	\$3,684.00	\$3,868.00	\$4,061.00	\$4,264.00	\$4,477.00
	Biweekly	\$1,700.31	\$1,785.23	\$1,874.31	\$1,968.00	\$2,066.31
	Hourly	\$21.25	\$22.32	\$23.43	\$24.60	\$25.83
Community Services Specialist	Annually	\$53,268.00	\$55,932.00	\$58,728.00	\$61,668.00	\$64,752.00
	Monthly	\$4,439.00	\$4,661.00	\$4,894.00	\$5,139.00	\$5,396.00
	Biweekly	\$2,048.77	\$2,151.23	\$2,258.77	\$2,371.85	\$2,490.46
	Hourly	\$25.61	\$26.89	\$28.24	\$29.65	\$31.13
Development Technician	Annually	\$53,268.00	\$55,932.00	\$58,728.00	\$61,668.00	\$64,752.00
	Monthly	\$4,439.00	\$4,661.00	\$4,894.00	\$5,139.00	\$5,396.00
	Biweekly	\$2,048.77	\$2,151.23	\$2,258.77	\$2,371.85	\$2,490.46
	Hourly	\$25.61	\$26.89	\$28.24	\$29.65	\$31.13

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Director of Community Services	Annually	\$114,600.00	\$120,336.00	\$126,348.00	\$132,660.00	\$139,296.00
	Monthly	\$9,550.00	\$10,028.00	\$10,529.00	\$11,055.00	\$11,608.00
	Biweekly	\$4,407.69	\$4,628.31	\$4,859.54	\$5,102.31	\$5,357.54
	Hourly	\$55.10	\$57.85	\$60.75	\$63.78	\$66.97
Director of Development Services	Annually	\$127,980.00	\$134,376.00	\$141,096.00	\$148,152.00	\$155,556.00
	Monthly	\$10,665.00	\$11,198.00	\$11,758.00	\$12,346.00	\$12,963.00
	Biweekly	\$4,922.31	\$5,168.31	\$5,426.77	\$5,698.15	\$5,982.92
	Hourly	\$61.53	\$64.61	\$67.84	\$71.23	\$74.79
Director of Information Technology	Annually	\$89,880.00	\$94,368.00	\$99,084.00	\$104,040.00	\$109,248.00
	Monthly	\$7,490.00	\$7,864.00	\$8,257.00	\$8,670.00	\$9,104.00
	Biweekly	\$3,456.92	\$3,629.54	\$3,810.92	\$4,001.54	\$4,201.85
	Hourly	\$43.21	\$45.37	\$47.64	\$50.02	\$52.52
Director of Public Works	Annually	\$114,600.00	\$120,336.00	\$126,348.00	\$132,660.00	\$139,296.00
	Monthly	\$9,550.00	\$10,028.00	\$10,529.00	\$11,055.00	\$11,608.00
	Biweekly	\$4,407.69	\$4,628.31	\$4,859.54	\$5,102.31	\$5,357.54
	Hourly	\$55.10	\$57.85	\$60.75	\$63.78	\$66.97
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Engineering Specialist	Annually	\$84,684.00	\$88,920.00	\$93,360.00	\$98,028.00	\$102,924.00
	Monthly	\$7,057.00	\$7,410.00	\$7,780.00	\$8,169.00	\$8,577.00
	Biweekly	\$3,257.08	\$3,420.00	\$3,590.77	\$3,770.31	\$3,958.62
	Hourly	\$40.71	\$42.75	\$44.89	\$47.13	\$49.48

Position		Step 1	Step 2	Step 3	Step 4	Step 5
Engineering Technician	Annually	\$53,268.00	\$55,932.00	\$58,728.00	\$61,668.00	\$64,752.00
	Monthly	\$4,439.00	\$4,661.00	\$4,894.00	\$5,139.00	\$5,396.00
	Biweekly	\$2,048.77	\$2,151.23	\$2,258.77	\$2,371.85	\$2,490.46
	Hourly	\$25.61	\$26.89	\$28.24	\$29.65	\$31.13
Executive Assistant to the Chief of Police	Annually	\$54,012.00	\$56,712.00	\$59,544.00	\$62,520.00	\$65,640.00
	Monthly	\$4,501.00	\$4,726.00	\$4,962.00	\$5,210.00	\$5,470.00
	Biweekly	\$2,077.38	\$2,181.23	\$2,290.15	\$2,404.62	\$2,524.62
	Hourly	\$25.97	\$27.27	\$28.63	\$30.06	\$31.56
Facility Attendant	Annually	\$34,320.00	\$35,352.00	\$36,408.00	\$37,500.00	\$38,628.00
	Monthly	\$2,860.00	\$2,946.00	\$3,034.00	\$3,125.00	\$3,219.00
	Biweekly	\$1,320.00	\$1,359.60	\$1,400.39	\$1,442.40	\$1,485.67
	Hourly	\$16.50	\$17.00	\$17.50	\$18.03	\$18.57
Field Maintenance Worker	Annually	\$34,320.00	\$35,352.00	\$36,408.00	\$37,500.00	\$38,628.00
	Monthly	\$2,860.00	\$2,946.00	\$3,034.00	\$3,125.00	\$3,219.00
	Biweekly	\$1,320.00	\$1,359.60	\$1,400.39	\$1,442.40	\$1,485.67
	Hourly	\$16.50	\$17.00	\$17.50	\$18.03	\$18.57
Gold Bug Park Attendant	Annually	\$34,320.00	\$35,352.00	\$36,408.00	\$37,500.00	\$38,628.00
	Monthly	\$2,860.00	\$2,946.00	\$3,034.00	\$3,125.00	\$3,219.00
	Biweekly	\$1,320.00	\$1,359.60	\$1,400.39	\$1,442.40	\$1,485.67
	Hourly	\$16.50	\$17.00	\$17.50	\$18.03	\$18.57

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Gold Bug Park Blacksmith Shop Coordinator	Annually	\$43,476.00	\$44,772.00	\$46,116.00	\$47,508.00	\$48,924.00
	Monthly	\$3,623.00	\$3,731.00	\$3,843.00	\$3,959.00	\$4,077.00
	Biweekly	\$1,672.00	\$1,722.16	\$1,773.82	\$1,827.04	\$1,881.85
	Hourly	\$20.90	\$21.53	\$22.17	\$22.84	\$23.52
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Gold Bug Park Gift Shop Coordinator	Annually	\$43,476.00	\$44,772.00	\$46,116.00	\$47,508.00	\$48,924.00
	Monthly	\$3,623.00	\$3,731.00	\$3,843.00	\$3,959.00	\$4,077.00
	Biweekly	\$1,672.00	\$1,722.16	\$1,773.82	\$1,827.04	\$1,881.85
	Hourly	\$20.90	\$21.53	\$22.17	\$22.84	\$23.52
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Gold Bug Park Tour/Facility Coordinator	Annually	\$43,476.00	\$44,772.00	\$46,116.00	\$47,508.00	\$48,924.00
	Monthly	\$3,623.00	\$3,731.00	\$3,843.00	\$3,959.00	\$4,077.00
	Biweekly	\$1,672.00	\$1,722.16	\$1,773.82	\$1,827.04	\$1,881.85
	Hourly	\$20.90	\$21.53	\$22.17	\$22.84	\$23.52
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Information Technology Analyst	Annually	\$69,984.00	\$73,488.00	\$77,160.00	\$81,012.00	\$85,068.00
	Monthly	\$5,832.00	\$6,124.00	\$6,430.00	\$6,751.00	\$7,089.00
	Biweekly	\$2,691.69	\$2,826.46	\$2,967.69	\$3,115.85	\$3,271.85
	Hourly	\$33.65	\$35.33	\$37.10	\$38.95	\$40.90
Lab Director	Annually	\$79,788.00	\$83,772.00	\$87,960.00	\$92,364.00	\$96,984.00
	Monthly	\$6,649.00	\$6,981.00	\$7,330.00	\$7,697.00	\$8,082.00
	Biweekly	\$3,068.77	\$3,222.00	\$3,383.08	\$3,552.46	\$3,730.15
	Hourly	\$38.36	\$40.28	\$42.29	\$44.41	\$46.63

Position		Step 1	Step 2	Step 3	Step 4	Step 5
League Director	Annually	\$37,500.00	\$38,628.00	\$39,780.00	\$40,980.00	\$42,204.00
	Monthly	\$3,125.00	\$3,219.00	\$3,315.00	\$3,415.00	\$3,517.00
	Biweekly	\$1,442.40	\$1,485.67	\$1,530.24	\$1,576.15	\$1,623.43
	Hourly	\$18.03	\$18.57	\$19.13	\$19.70	\$20.29
Lifeguard	Annually	\$35,364.00	\$36,420.00	\$37,512.00	\$38,640.00	\$39,792.00
	Monthly	\$2,947.00	\$3,035.00	\$3,126.00	\$3,220.00	\$3,316.00
	Biweekly	\$1,360.00	\$1,400.80	\$1,442.82	\$1,486.11	\$1,530.69
	Hourly	\$17.00	\$17.51	\$18.04	\$18.58	\$19.13
Maintenance Mechanic	Annually	\$68,784.00	\$72,228.00	\$75,840.00	\$79,632.00	\$83,616.00
	Monthly	\$5,732.00	\$6,019.00	\$6,320.00	\$6,636.00	\$6,968.00
	Biweekly	\$2,645.54	\$2,778.00	\$2,916.92	\$3,062.77	\$3,216.00
	Hourly	\$33.07	\$34.73	\$36.46	\$38.29	\$40.20
Maintenance Worker I	Annually	\$42,024.00	\$44,124.00	\$46,332.00	\$48,648.00	\$51,084.00
	Monthly	\$3,502.00	\$3,677.00	\$3,861.00	\$4,054.00	\$4,257.00
	Biweekly	\$1,616.31	\$1,697.08	\$1,782.00	\$1,871.08	\$1,964.77
	Hourly	\$20.20	\$21.21	\$22.28	\$23.39	\$24.56
Maintenance Worker II	Annually	\$46,356.00	\$48,672.00	\$51,108.00	\$53,664.00	\$56,352.00
	Monthly	\$3,863.00	\$4,056.00	\$4,259.00	\$4,472.00	\$4,696.00
	Biweekly	\$1,782.92	\$1,872.00	\$1,965.69	\$2,064.00	\$2,167.38
	Hourly	\$22.29	\$23.40	\$24.57	\$25.80	\$27.09

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Office Assistant	Annually	\$34,320.00	\$35,352.00	\$36,408.00	\$37,500.00	\$38,628.00
	Monthly	\$2,860.00	\$2,946.00	\$3,034.00	\$3,125.00	\$3,219.00
	Biweekly	\$1,320.00	\$1,359.60	\$1,400.39	\$1,442.40	\$1,485.67
	Hourly	\$16.50	\$17.00	\$17.50	\$18.03	\$18.57
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Office Assistant I	Annually	\$36,216.00	\$38,028.00	\$39,924.00	\$41,916.00	\$44,016.00
	Monthly	\$3,018.00	\$3,169.00	\$3,327.00	\$3,493.00	\$3,668.00
	Biweekly	\$1,392.92	\$1,462.62	\$1,535.54	\$1,612.15	\$1,692.92
	Hourly	\$17.41	\$18.28	\$19.19	\$20.15	\$21.16
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Office Assistant II	Annually	\$39,852.00	\$41,844.00	\$43,932.00	\$46,128.00	\$48,432.00
	Monthly	\$3,321.00	\$3,487.00	\$3,661.00	\$3,844.00	\$4,036.00
	Biweekly	\$1,532.77	\$1,609.38	\$1,689.69	\$1,774.15	\$1,862.77
	Hourly	\$19.16	\$20.12	\$21.12	\$22.18	\$23.29
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Park Maintenance Worker	Annually	\$34,320.00	\$35,352.00	\$36,408.00	\$37,500.00	\$38,628.00
	Monthly	\$2,860.00	\$2,946.00	\$3,034.00	\$3,125.00	\$3,219.00
	Biweekly	\$1,320.00	\$1,359.60	\$1,400.39	\$1,442.40	\$1,485.67
	Hourly	\$16.50	\$17.00	\$17.50	\$18.03	\$18.57
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Parking Enforcement Officer I	Annually	\$37,680.00	\$38,808.00	\$39,972.00	\$41,172.00	\$42,408.00
	Monthly	\$3,140.00	\$3,234.00	\$3,331.00	\$3,431.00	\$3,534.00
	Biweekly	\$1,449.23	\$1,492.62	\$1,537.38	\$1,583.54	\$1,631.08
	Hourly	\$18.12	\$18.66	\$19.22	\$19.79	\$20.39

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Parking Enforcement Officer II	Annually	\$43,500.00	\$45,672.00	\$47,952.00	\$50,352.00	\$52,872.00
	Monthly	\$3,625.00	\$3,806.00	\$3,996.00	\$4,196.00	\$4,406.00
	Biweekly	\$1,673.08	\$1,756.62	\$1,844.31	\$1,936.62	\$2,033.54
	Hourly	\$20.91	\$21.96	\$23.05	\$24.21	\$25.42
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Parks & Facilities Maintenance Superintendent	Annually	\$64,680.00	\$67,920.00	\$71,316.00	\$74,880.00	\$78,624.00
	Monthly	\$5,390.00	\$5,660.00	\$5,943.00	\$6,240.00	\$6,552.00
	Biweekly	\$2,487.69	\$2,612.31	\$2,742.92	\$2,880.00	\$3,024.00
	Hourly	\$31.10	\$32.65	\$34.29	\$36.00	\$37.80
Police Commander	Annually	\$113,832.00	\$119,520.00	\$125,496.00	\$131,772.00	\$138,360.00
	Monthly	\$9,486.00	\$9,960.00	\$10,458.00	\$10,981.00	\$11,530.00
	Biweekly	\$4,378.15	\$4,596.92	\$4,826.77	\$5,068.15	\$5,321.54
	Hourly	\$54.73	\$57.46	\$60.34	\$63.35	\$66.52
Police Dispatcher / Records Technician	Annually	\$51,240.00	\$53,796.00	\$56,484.00	\$59,304.00	\$62,268.00
	Monthly	\$4,270.00	\$4,483.00	\$4,707.00	\$4,942.00	\$5,189.00
	Biweekly	\$1,970.77	\$2,069.08	\$2,172.46	\$2,280.92	\$2,394.92
	Hourly	\$24.64	\$25.86	\$27.16	\$28.51	\$29.94
Police Lieutenant	Annually	\$101,616.00	\$106,692.00	\$112,032.00	\$117,636.00	\$123,516.00
	Monthly	\$8,468.00	\$8,891.00	\$9,336.00	\$9,803.00	\$10,293.00
	Biweekly	\$3,908.31	\$4,103.54	\$4,308.92	\$4,524.46	\$4,750.62
	Hourly	\$48.85	\$51.30	\$53.86	\$56.56	\$59.38

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Police Officer (80 Hours/Pay Period)	Annually	\$76,056.00	\$79,860.00	\$83,856.00	\$88,044.00	\$92,448.00
	Monthly	\$6,338.00	\$6,655.00	\$6,988.00	\$7,337.00	\$7,704.00
	Biweekly	\$2,925.23	\$3,071.54	\$3,225.23	\$3,386.31	\$3,555.69
	Hourly	\$36.57	\$38.39	\$40.32	\$42.33	\$44.45
Police Officer (84 Hours/Pay Period)	Annually	\$79,860.00	\$83,855.00	\$88,050.00	\$92,448.00	\$97,072.00
	Monthly	\$6,655.00	\$6,988.00	\$7,338.00	\$7,704.00	\$8,089.00
	Biweekly	\$3,071.55	\$3,225.18	\$3,386.56	\$3,555.69	\$3,733.55
	Hourly	\$36.57	\$38.39	\$40.32	\$42.33	\$44.45
Police Property/Evidence Analyst	Annually	\$52,392.00	\$55,008.00	\$57,756.00	\$60,648.00	\$63,684.00
	Monthly	\$4,366.00	\$4,584.00	\$4,813.00	\$5,054.00	\$5,307.00
	Biweekly	\$2,015.08	\$2,115.69	\$2,221.38	\$2,332.62	\$2,449.38
	Hourly	\$25.19	\$26.45	\$27.77	\$29.16	\$30.62
Police Property/Evidence Officer	Annually	\$45,012.00	\$47,268.00	\$49,632.00	\$52,116.00	\$54,720.00
	Monthly	\$3,751.00	\$3,939.00	\$4,136.00	\$4,343.00	\$4,560.00
	Biweekly	\$1,731.23	\$1,818.00	\$1,908.92	\$2,004.46	\$2,104.62
	Hourly	\$21.64	\$22.73	\$23.86	\$25.06	\$26.31
Police Sergeant (80 Hours/Pay Period)	Annually	\$90,492.00	\$95,016.00	\$99,768.00	\$104,760.00	\$109,992.00
	Monthly	\$7,541.00	\$7,918.00	\$8,314.00	\$8,730.00	\$9,166.00
	Biweekly	\$3,480.46	\$3,654.46	\$3,837.23	\$4,029.23	\$4,230.46
	Hourly	\$43.51	\$45.68	\$47.97	\$50.37	\$52.88

Position		Step 1	Step 2	Step 3	Step 4	Step 5
Police Sergeant (84 Hours/Pay Period)	Annually	\$95,018.00	\$99,769.00	\$104,758.00	\$110,000.00	\$115,494.00
	Monthly	\$7,918.00	\$8,314.00	\$8,730.00	\$9,167.00	\$9,625.00
	Biweekly	\$3,654.55	\$3,837.26	\$4,029.17	\$4,230.77	\$4,442.07
	Hourly	\$43.51	\$45.68	\$47.97	\$50.37	\$52.88
Police Services Assistant	Annually	\$42,480.00	\$44,604.00	\$46,836.00	\$49,176.00	\$51,636.00
	Monthly	\$3,540.00	\$3,717.00	\$3,903.00	\$4,098.00	\$4,303.00
	Biweekly	\$1,633.85	\$1,715.54	\$1,801.38	\$1,891.38	\$1,986.00
	Hourly	\$20.42	\$21.44	\$22.52	\$23.64	\$24.83
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Police Support Services Supervisor	Annually	\$64,332.00	\$67,548.00	\$70,920.00	\$74,472.00	\$78,192.00
	Monthly	\$5,361.00	\$5,629.00	\$5,910.00	\$6,206.00	\$6,516.00
	Biweekly	\$2,474.31	\$2,598.00	\$2,727.69	\$2,864.31	\$3,007.38
	Hourly	\$30.93	\$32.48	\$34.10	\$35.80	\$37.59
Pool Manager	Annually	\$40,980.00	\$42,204.00	\$43,476.00	\$44,772.00	\$46,116.00
	Monthly	\$3,415.00	\$3,517.00	\$3,623.00	\$3,731.00	\$3,843.00
	Biweekly	\$1,576.00	\$1,623.28	\$1,671.98	\$1,722.14	\$1,773.80
	Hourly	\$19.70	\$20.29	\$20.90	\$21.53	\$22.17
Program Site Supervisor	Annually	\$35,364.00	\$36,420.00	\$37,512.00	\$38,640.00	\$39,792.00
	Monthly	\$2,947.00	\$3,035.00	\$3,126.00	\$3,220.00	\$3,316.00
	Biweekly	\$1,360.00	\$1,400.80	\$1,442.82	\$1,486.11	\$1,530.69
	Hourly	\$17.00	\$17.51	\$18.04	\$18.58	\$19.13

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Public Works Operations Manager	Annually	\$88,320.00	\$92,736.00	\$97,368.00	\$102,240.00	\$107,352.00
,	Monthly	\$7,360.00	\$7,728.00	\$8,114.00	\$8,520.00	\$8,946.00
	Biweekly	\$3,396.92	\$3,566.77	\$3,744.92	\$3,932.31	\$4,128.92
	Hourly	\$42.46	\$44.59	\$46.81	\$49.15	\$51.61
Public Works Superintendent	Annually	\$77,052.00	\$80,904.00	\$84,948.00	\$89,196.00	\$93,660.00
	Monthly	\$6,421.00	\$6,742.00	\$7,079.00	\$7,433.00	\$7,805.00
	Biweekly	\$2,963.54	\$3,111.69	\$3,267.23	\$3,430.62	\$3,602.31
	Hourly	\$37.04	\$38.90	\$40.84	\$42.88	\$45.03
Recreation Coordinator	Annually	\$47,244.00	\$49,608.00	\$52,092.00	\$54,696.00	\$57,432.00
	Monthly	\$3,937.00	\$4,134.00	\$4,341.00	\$4,558.00	\$4,786.00
	Biweekly	\$1,817.08	\$1,908.00	\$2,003.54	\$2,103.69	\$2,208.92
	Hourly	\$22.71	\$23.85	\$25.04	\$26.30	\$27.61
Recreation Coordinator II	Annually	\$51,636.00	\$54,216.00	\$56,928.00	\$59,772.00	\$62,760.00
	Monthly	\$4,303.00	\$4,518.00	\$4,744.00	\$4,981.00	\$5,230.00
	Biweekly	\$1,986.00	\$2,085.23	\$2,189.54	\$2,298.92	\$2,413.85
	Hourly	\$24.83	\$26.07	\$27.37	\$28.74	\$30.17
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Recreation Superintendent	Annually	\$72,456.00	\$76,080.00	\$79,884.00	\$83,880.00	\$88,080.00
	Monthly	\$6,038.00	\$6,340.00	\$6,657.00	\$6,990.00	\$7,340.00
	Biweekly	\$2,786.77	\$2,926.15	\$3,072.46	\$3,226.15	\$3,387.69
	Hourly	\$34.84	\$36.58	\$38.41	\$40.33	\$42.35

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Recreation Supervisor	Annually	\$62,160.00	\$65,268.00	\$68,532.00	\$71,964.00	\$75,564.00
	Monthly	\$5,180.00	\$5,439.00	\$5,711.00	\$5,997.00	\$6,297.00
	Biweekly	\$2,390.77	\$2,510.31	\$2,635.85	\$2,767.85	\$2,906.31
	Hourly	\$29.89	\$31.38	\$32.95	\$34.60	\$36.33
Scorekeeper	Annually	\$34,320.00	\$35,352.00	\$36,408.00	\$37,500.00	\$38,628.00
	Monthly	\$2,860.00	\$2,946.00	\$3,034.00	\$3,125.00	\$3,219.00
	Biweekly	\$1,320.00	\$1,359.60	\$1,400.39	\$1,442.40	\$1,485.67
	Hourly	\$16.50	\$17.00	\$17.50	\$18.03	\$18.57
Senior Civil Engineer	Annually	\$108,180.00	\$113,592.00	\$119,268.00	\$125,232.00	\$131,496.00
	Monthly	\$9,015.00	\$9,466.00	\$9,939.00	\$10,436.00	\$10,958.00
	Biweekly	\$4,160.77	\$4,368.92	\$4,587.23	\$4,816.62	\$5,057.54
	Hourly	\$52.01	\$54.61	\$57.34	\$60.21	\$63.22
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Senior Maintenance Mechanic	Annually	\$75,996.00	\$79,800.00	\$83,796.00	\$87,984.00	\$92,388.00
	Monthly	\$6,333.00	\$6,650.00	\$6,983.00	\$7,332.00	\$7,699.00
	Biweekly	\$2,922.92	\$3,069.23	\$3,222.92	\$3,384.00	\$3,553.38
	Hourly	\$36.54	\$38.37	\$40.29	\$42.30	\$44.42
Senior Maintenance Worker	Annually	\$53,172.00	\$55,836.00	\$58,632.00	\$61,560.00	\$64,632.00
	Monthly	\$4,431.00	\$4,653.00	\$4,886.00	\$5,130.00	\$5,386.00
	Biweekly	\$2,045.08	\$2,147.54	\$2,255.08	\$2,367.69	\$2,485.85
	Hourly	\$25.56	\$26.84	\$28.19	\$29.60	\$31.07

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Senior Management Analyst	Annually	\$84,060.00	\$88,260.00	\$92,676.00	\$97,308.00	\$102,168.00
	Monthly	\$7,005.00	\$7,355.00	\$7,723.00	\$8,109.00	\$8,514.00
	Biweekly	\$3,233.08	\$3,394.62	\$3,564.46	\$3,742.62	\$3,929.54
	Hourly	\$40.41	\$42.43	\$44.56	\$46.78	\$49.12
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Senior Police Dispatcher/Records Technician	Annually	\$58,368.00	\$61,284.00	\$64,344.00	\$67,560.00	\$70,944.00
	Monthly	\$4,864.00	\$5,107.00	\$5,362.00	\$5,630.00	\$5,912.00
	Biweekly	\$2,244.92	\$2,357.08	\$2,474.77	\$2,598.46	\$2,728.62
	Hourly	\$28.06	\$29.46	\$30.94	\$32.48	\$34.11
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Senior Police Services Assistant	Annually	\$47,628.00	\$50,004.00	\$52,500.00	\$55,128.00	\$57,888.00
	Monthly	\$3,969.00	\$4,167.00	\$4,375.00	\$4,594.00	\$4,824.00
	Biweekly	\$1,831.85	\$1,923.23	\$2,019.23	\$2,120.31	\$2,226.46
	Hourly	\$22.90	\$24.04	\$25.24	\$26.50	\$27.83
Swim Instructor	Annually	\$36,396.00	\$37,488.00	\$38,616.00	\$39,780.00	\$40,968.00
	Monthly	\$3,033.00	\$3,124.00	\$3,218.00	\$3,315.00	\$3,414.00
	Biweekly	\$1,400.00	\$1,442.00	\$1,485.26	\$1,529.82	\$1,575.71
	Hourly	\$17.50	\$18.03	\$18.57	\$19.12	\$19.70
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Traffic Maintenance Worker	Annually	\$48,564.00	\$50,988.00	\$53,532.00	\$56,208.00	\$59,016.00
	Monthly	\$4,047.00	\$4,249.00	\$4,461.00	\$4,684.00	\$4,918.00
	Biweekly	\$1,867.85	\$1,961.08	\$2,058.92	\$2,161.85	\$2,269.85
	Hourly	\$23.35	\$24.51	\$25.74	\$27.02	\$28.37

Position		Step 1	Step 2	Step 3	Step 4	Step 5
Utility Services Specialist	Annually	\$63,012.00	\$66,168.00	\$69,480.00	\$72,960.00	\$76,608.00
	Monthly	\$5,251.00	\$5,514.00	\$5,790.00	\$6,080.00	\$6,384.00
	Biweekly	\$2,423.54	\$2,544.92	\$2,672.31	\$2,806.15	\$2,946.46
	Hourly	\$30.29	\$31.81	\$33.40	\$35.08	\$36.83
Water Meter Technician	Annually	\$46,356.00	\$48,672.00	\$51,108.00	\$53,664.00	\$56,352.00
	Monthly	\$3,863.00	\$4,056.00	\$4,259.00	\$4,472.00	\$4,696.00
	Biweekly	\$1,782.92	\$1,872.00	\$1,965.69	\$2,064.00	\$2,167.38
	Hourly	\$22.29	\$23.40	\$24.57	\$25.80	\$27.09
Water Reclamation Facility Chief Plant Operator	Annually	\$98,796.00	\$103,740.00	\$108,924.00	\$114,372.00	\$120,096.00
	Monthly	\$8,233.00	\$8,645.00	\$9,077.00	\$9,531.00	\$10,008.00
	Biweekly	\$3,799.85	\$3,990.00	\$4,189.38	\$4,398.92	\$4,619.08
	Hourly	\$47.50	\$49.88	\$52.37	\$54.99	\$57.74
					•	
Water Reclamation Facility Operator I	Annually	\$57,864.00	\$60,756.00	\$63,792.00	\$66,984.00	\$70,332.00
	Monthly	\$4,822.00	\$5,063.00	\$5,316.00	\$5,582.00	\$5,861.00
	Biweekly	\$2,225.54	\$2,336.77	\$2,453.54	\$2,576.31	\$2,705.08
	Hourly	\$27.82	\$29.21	\$30.67	\$32.20	\$33.81
Water Reclamation Facility Operator II	Annually	\$63,132.00	\$66,288.00	\$69,600.00	\$73,080.00	\$76,728.00
	Monthly	\$5,261.00	\$5,524.00	\$5,800.00	\$6,090.00	\$6,394.00
	Biweekly	\$2,428.15	\$2,549.54	\$2,676.92	\$2,810.77	\$2,951.08
	Hourly	\$30.35	\$31.87	\$33.46	\$35.14	\$36.89

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Water Reclamation Facility Operator III	Annually	\$75,072.00	\$78,828.00	\$82,764.00	\$86,904.00	\$91,248.00
	Monthly	\$6,256.00	\$6,569.00	\$6,897.00	\$7,242.00	\$7,604.00
	Biweekly	\$2,887.38	\$3,031.85	\$3,183.23	\$3,342.46	\$3,509.54
	Hourly	\$36.09	\$37.90	\$39.79	\$41.78	\$43.87
Water Reclamation Facility Operator IV	Annually	\$82,572.00	\$86,700.00	\$91,032.00	\$95,580.00	\$100,356.00
	Monthly	\$6,881.00	\$7,225.00	\$7,586.00	\$7,965.00	\$8,363.00
	Biweekly	\$3,175.85	\$3,334.62	\$3,501.23	\$3,676.15	\$3,859.85
	Hourly	\$39.70	\$41.68	\$43.77	\$45.95	\$48.25

M. Cleve Morris, City Manager

Date