Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Accountant	Annually	\$76,620.00	\$80,448.00	\$84,468.00	\$88,692.00	\$93,132.00
	Monthly	\$6,385.00	\$6,704.00	\$7,039.00	\$7,391.00	\$7,761.00
	Biweekly	\$2,946.92	\$3,094.15	\$3,248.77	\$3,411.23	\$3,582.00
	Hourly	\$36.84	\$38.68	\$40.61	\$42.64	\$44.78
Accounting Assistant I	Annually	\$45,060.00	\$47,316.00	\$49,680.00	\$52,164.00	\$54,768.00
	Monthly	\$3,755.00	\$3,943.00	\$4,140.00	\$4,347.00	\$4,564.00
	Biweekly	\$1,733.08	\$1,819.85	\$1,910.77	\$2,006.31	\$2,106.46
	Hourly	\$21.66	\$22.75	\$23.89	\$25.08	\$26.33
Accounting Assistant II	Annually	\$49,704.00	\$52,188.00	\$54,792.00	\$57,528.00	\$60,408.00
	Monthly	\$4,142.00	\$4,349.00	\$4,566.00	\$4,794.00	\$5,034.00
	Biweekly	\$1,911.69	\$2,007.23	\$2,107.38	\$2,212.62	\$2,323.38
	Hourly	\$23.90	\$25.09	\$26.34	\$27.66	\$29.04
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Accounting Supervisor	Annually	\$61,500.00	\$64,572.00	\$67,800.00	\$71,184.00	\$74,748.00
	Monthly	\$5,125.00	\$5,381.00	\$5,650.00	\$5,932.00	\$6,229.00
	Biweekly	\$2,365.38	\$2,483.54	\$2,607.69	\$2,737.85	\$2,874.92
	Hourly	\$29.57	\$31.04	\$32.60	\$34.22	\$35.94
Administrative Assistant	Annually	\$51,396.00	\$53,964.00	\$56,664.00	\$59,496.00	\$62,472.00
	Monthly	\$4,283.00	\$4,497.00	\$4,722.00	\$4,958.00	\$5,206.00
	Biweekly	\$1,976.77	\$2,075.54	\$2,179.38	\$2,288.31	\$2,402.77
	Hourly	\$24.71	\$25.94	\$27.24	\$28.60	\$30.04

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Administrative Specialist	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	
	Biweekly	\$2,922.92	\$3,069.23	\$3,222.92	\$3,384.00	
	Hourly	\$36.54	\$38.37	\$40.29	\$42.30	
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	
	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
Archive Technician	Annually	\$49,296.00	\$51,756.00	\$54,348.00	\$57,060.00	\$59,916.00
	Monthly	\$4,108.00	\$4,313.00	\$4,529.00	\$4,755.00	\$4,993.00
	Biweekly	\$1,896.00	\$1,990.62	\$2,090.31	\$2,194.62	\$2,304.46
	Hourly	\$23.70	\$24.88	\$26.13	\$27.43	\$28.81
Assistant City Manager/Director of Finance	Annually	\$128,028.00	\$134,424.00	\$141,144.00	\$148,200.00	\$155,616.00
	Monthly	\$10,669.00	\$11,202.00	\$11,762.00	\$12,350.00	\$12,968.00
	Biweekly	\$4,924.15	\$5,170.15	\$5,428.62	\$5,700.00	\$5,985.23
	Hourly	\$61.55	\$64.63	\$67.86	\$71.25	\$74.82

Position		Step 1	Step 2	Step 3	Step 4	Step 5
Assistant Director of Community Services	Annually	\$73,188.00	\$76,848.00	\$80,688.00	\$84,720.00	\$88,956.00
	Monthly	\$6,099.00	\$6,404.00	\$6,724.00	\$7,060.00	\$7,413.00
	Biweekly	\$2,814.92	\$2,955.69	\$3,103.38	\$3,258.46	\$3,421.38
,	Hourly	\$35.19	\$36.95	\$38.79	\$40.73	\$42.77
Assistant Engineer	Annually	\$80,868.00	\$84,912.00	\$89,160.00	\$93,612.00	\$98,292.00
	Monthly	\$6,739.00	\$7,076.00	\$7,430.00	\$7,801.00	\$8,191.00
	Biweekly	\$3,110.31	\$3,265.85	\$3,429.23	\$3,600.46	\$3,780.46
	Hourly	\$38.88	\$40.82	\$42.87	\$45.01	\$47.26
Assistant Finance Director	Annually	\$105,072.00	\$110,328.00	\$115,848.00	\$121,644.00	\$127,728.00
	Monthly	\$8,756.00	\$9,194.00	\$9,654.00	\$10,137.00	\$10,644.00
	Biweekly	\$4,041.23	\$4,243.38	\$4,455.69	\$4,678.62	\$4,912.62
	Hourly	\$50.52	\$53.04	\$55.70	\$58.48	\$61.41
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	\$54,540.00	\$57,264.00	\$60,132.00	\$63,144.00	\$66,300.00
	Monthly	\$4,545.00	\$4,772.00	\$5,011.00	\$5,262.00	\$5,525.00
	Biweekly	\$2,097.69	\$2,202.46	\$2,312.77	\$2,428.62	\$2,550.00
	Hourly	\$26.22	\$27.53	\$28.91	\$30.36	\$31.88

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Associate Civil Engineer	Annually	\$99,156.00	\$104,112.00	\$109,320.00	\$114,792.00	\$120,528.00
	Monthly	\$8,263.00	\$8,676.00	\$9,110.00	\$9,566.00	\$10,044.00
	Biweekly	\$3,813.69	\$4,004.31	\$4,204.62	\$4,415.08	\$4,635.69
	Hourly	\$47.67	\$50.05	\$52.56	\$55.19	\$57.95
Associate Planner	Annually	\$78,120.00	\$82,032.00	\$86,136.00	\$90,444.00	\$94,968.00
	Monthly	\$6,510.00	\$6,836.00	\$7,178.00	\$7,537.00	\$7,914.00
	Biweekly	\$3,004.62	\$3,155.08	\$3,312.92	\$3,478.62	\$3,652.62
	Hourly	\$37.56	\$39.44	\$41.41	\$43.48	\$45.66
Building Inspector	Annually	\$64,176.00	\$67,380.00	\$70,752.00	\$74,292.00	\$78,012.00
	Monthly	\$5,348.00	\$5,615.00	\$5,896.00	\$6,191.00	\$6,501.00
	Biweekly	\$2,468.31	\$2,591.54	\$2,721.23	\$2,857.38	\$3,000.46
	Hourly	\$30.85	\$32.39	\$34.02	\$35.72	\$37.51
Building Inspector II	Annually	\$65,856.00	\$69,144.00	\$72,600.00	\$76,236.00	\$80,052.00
	Monthly	\$5,488.00	\$5,762.00	\$6,050.00	\$6,353.00	\$6,671.00
	Biweekly	\$2,532.92	\$2,659.38	\$2,792.31	\$2,932.15	\$3,078.92
	Hourly	\$31.66	\$33.24	\$34.90	\$36.65	\$38.49
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Building Official	Annually	\$88,608.00	\$93,036.00	\$97,692.00	\$102,576.00	\$107,700.00
	Monthly	\$7,384.00	\$7,753.00	\$8,141.00	\$8,548.00	\$8,975.00
	Biweekly	\$3,408.00	\$3,578.31	\$3,757.38	\$3,945.23	\$4,142.31
	Hourly	\$42.60	\$44.73	\$46.97	\$49.32	\$51.78

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Chief of Police	Annually	\$144,840.00	\$152,076.00	\$159,684.00	\$167,664.00	\$176,052.00
	Monthly	\$12,070.00	\$12,673.00	\$13,307.00	\$13,972.00	\$14,671.00
	Biweekly	\$5,570.77	\$5,849.08	\$6,141.69	\$6,448.62	\$6,771.23
	Hourly	\$69.64	\$73.11	\$76.77	\$80.61	\$84.64
City Clerk / Human Resource Officer	Annually	\$81,864.00	\$85,956.00	\$90,252.00	\$94,764.00	\$99,504.00
	Monthly	\$6,822.00	\$7,163.00	\$7,521.00	\$7,897.00	\$8,292.00
	Biweekly	\$3,148.62	\$3,306.00	\$3,471.23	\$3,644.77	\$3,827.08
	Hourly	\$39.36	\$41.33	\$43.39	\$45.56	\$47.84
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
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City Engineer	Annually	\$117,804.00	\$123,696.00	\$129,876.00	\$136,368.00	\$143,184.00
	Monthly	\$9,817.00	\$10,308.00	\$10,823.00	\$11,364.00	\$11,932.00
	Biweekly	\$4,530.92	\$4,757.54	\$4,995.23	\$5,244.92	\$5,507.08
	Hourly	\$56.64	\$59.47	\$62.44	\$65.56	\$68.84
City Manager	Annually	\$154,956.00	\$162,708.00	\$170,844.00	\$179,388.00	\$188,352.00
	Monthly	\$12,913.00	\$13,559.00	\$14,237.00	\$14,949.00	\$15,696.00
	Biweekly	\$5,959.85	\$6,258.00	\$6,570.92	\$6,899.54	\$7,244.31
	Hourly	\$74.50	\$78.23	\$82.14	\$86.25	\$90.56

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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City Planner	Annually	\$87,960.00	\$92,352.00	\$96,972.00	\$101,820.00	\$106,908.00
	Monthly	\$7,330.00	\$7,696.00	\$8,081.00	\$8,485.00	\$8,909.00
	Biweekly	\$3,383.08	\$3,552.00	\$3,729.69	\$3,916.15	\$4,111.85
	Hourly	\$42.29	\$44.40	\$46.62	\$48.95	\$51.40
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City Treasurer/Accountant	Annually	\$76,620.00	\$80,448.00	\$84,468.00	\$88,692.00	\$93,132.00
	Monthly	\$6,385.00	\$6,704.00	\$7,039.00	\$7,391.00	\$7,761.00
	Biweekly	\$2,946.92	\$3,094.15	\$3,248.77	\$3,411.23	\$3,582.00
	Hourly	\$36.84	\$38.68	\$40.61	\$42.64	\$44.78
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Code Enforcement Official	Annually	\$70,596.00	\$74,124.00	\$77,832.00	\$81,720.00	\$85,800.00
	Monthly	\$5,883.00	\$6,177.00	\$6,486.00	\$6,810.00	\$7,150.00
	Biweekly	\$2,715.23	\$2,850.92	\$2,993.54	\$3,143.08	\$3,300.00
	Hourly	\$33.94	\$35.64	\$37.42	\$39.29	\$41.25
Community Services Manager	Annually	\$62,784.00	\$65,928.00	\$69,228.00	\$72,684.00	\$76,320.00
	Monthly	\$5,232.00	\$5,494.00	\$5,769.00	\$6,057.00	\$6,360.00
	Biweekly	\$2,414.77	\$2,535.69	\$2,662.62	\$2,795.54	\$2,935.38
	Hourly	\$30.19	\$31.70	\$33.28	\$34.94	\$36.69
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Community Services Officer	Annually	\$44,652.00	\$46,884.00	\$49,224.00	\$51,684.00	\$54,264.00
	Monthly	\$3,721.00	\$3,907.00	\$4,102.00	\$4,307.00	\$4,522.00
	Biweekly	\$1,717.38	\$1,803.23	\$1,893.23	\$1,987.85	\$2,087.08
	Hourly	\$21.47	\$22.54	\$23.67	\$24.85	\$26.09

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Community Services Specialist	Annually	\$53,808.00	\$56,496.00	\$59,316.00	\$62,280.00	\$65,400.00
	Monthly	\$4,484.00	\$4,708.00	\$4,943.00	\$5,190.00	
	Biweekly	\$2,069.54	\$2,172.92	\$2,281.38	\$2,395.38	
	Hourly	\$25.87	\$27.16	\$28.52	\$29.94	\$31.44
Development Technician	Annually	\$53,808.00	\$56,496.00	\$59,316.00	\$62,280.00	\$65,400.00
	Monthly	\$4,484.00	\$4,708.00	\$4,943.00	\$5,190.00	\$5,450.00
	Biweekly	\$2,069.54	\$2,172.92	\$2,281.38	\$2,395.38	\$2,515.38
	Hourly	\$25.87	\$27.16	\$28.52	\$29.94	\$31.44
Director of Community Services	Annually	\$115,752.00	\$121,536.00	\$127,608.00	\$133,992.00	\$140,688.00
	Monthly	\$9,646.00	\$10,128.00	\$10,634.00	\$11,166.00	\$11,724.00
	Biweekly	\$4,452.00	\$4,674.46	\$4,908.00	\$5,153.54	\$5,411.08
	Hourly	\$55.65	\$58.43	\$61.35	\$64.42	\$67.64
Director of Development Services	Annually	\$129,252.00	\$135,720.00	\$142,512.00	\$149,640.00	\$157,116.00
	Monthly	\$10,771.00	\$11,310.00	\$11,876.00	\$12,470.00	\$13,093.00
	Biweekly	\$4,971.23	\$5,220.00	\$5,481.23	\$5,755.38	\$6,042.92
	Hourly	\$62.14	\$65.25	\$68.52	\$71.94	\$75.54
Director of Finance	Annually	\$117,804.00	\$123,696.00	\$129,876.00	\$136,368.00	\$143,184.00
	Monthly	\$9,817.00	\$10,308.00	\$10,823.00	\$11,364.00	\$11,932.00
	Biweekly	\$4,530.92	\$4,757.54	\$4,995.23	\$5,244.92	\$5,507.08
	Hourly	\$56.64	\$59.47	\$62.44	\$65.56	\$68.84

Position		Step 1	Step 2	Step 3	Step 4	Step 5
Director of Information Technology	Annually	\$90,780.00	\$95,316.00	\$100,080.00	\$105,084.00	\$110,340.00
	Monthly	\$7,565.00	\$7,943.00	\$8,340.00	\$8,757.00	\$9,195.00
	Biweekly	\$3,491.54	\$3,666.00	\$3,849.23	\$4,041.69	\$4,243.85
•	Hourly	\$43.65	\$45.83	\$48.12	\$50.52	\$53.05
Director of Public Works	Annually	\$115,752.00	\$121,536.00	\$127,608.00	\$133,992.00	\$140,688.00
	Monthly	\$9,646.00	\$10,128.00	\$10,634.00	\$11,166.00	\$11,724.00
	Biweekly	\$4,452.00	\$4,674.46	\$4,908.00	\$5,153.54	\$5,411.08
	Hourly	\$55.65	\$58.43	\$61.35	\$64.42	\$67.64
Engineering Intern	Annually	\$42,012.00	\$44,112.00	\$46,320.00	\$48,636.00	\$51,072.00
	Monthly	\$3,501.00	\$3,676.00	\$3,860.00	\$4,053.00	\$4,256.00
	Biweekly	\$1,616.00	\$1,696.80	\$1,781.64	\$1,870.72	\$1,964.26
	Hourly	\$20.20	\$21.21	\$22.27	\$23.38	\$24.55
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Engineering Specialist	Annually	\$85,524.00	\$89,796.00	\$94,284.00	\$99,000.00	\$103,956.00
	Monthly	\$7,127.00	\$7,483.00	\$7,857.00	\$8,250.00	\$8,663.00
	Biweekly	\$3,289.38	\$3,453.69	\$3,626.31	\$3,807.69	\$3,998.31
	Hourly	\$41.12	\$43.17	\$45.33	\$47.60	\$49.98
Engineering Technician	Annually	\$53,808.00	\$56,496.00	\$59,316.00	\$62,280.00	\$65,400.00
	Monthly	\$4,484.00	\$4,708.00	\$4,943.00	\$5,190.00	\$5,450.00
	Biweekly	\$2,069.54	\$2,172.92	\$2,281.38	\$2,395.38	\$2,515.38
	Hourly	\$25.87	\$27.16	\$28.52	\$29.94	\$31.44

Position		Step 1	Step 2	Step 3	Step 4	Step 5
Executive Assistant to the Chief of Police	Annually	\$54,540.00	\$57,264.00	\$60,132.00	\$63,144.00	\$66,300.00
·	Monthly	\$4,545.00	\$4,772.00	\$5,011.00	\$5,262.00	\$5,525.00
	Biweekly	\$2,097.69	\$2,202.46	\$2,312.77	\$2,428.62	\$2,550.00
	Hourly	\$26.22	\$27.53	\$28.91	\$30.36	\$31.88
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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
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

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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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
Information Technology Analyst	Annually	\$70,680.00	\$74,220.00	\$77,928.00	\$81,828.00	\$85,920.00
	Monthly	\$5,890.00	\$6,185.00	\$6,494.00	\$6,819.00	\$7,160.00
	Biweekly	\$2,718.46	\$2,854.62	\$2,997.23	\$3,147.23	\$3,304.62
	Hourly	\$33.98	\$35.68	\$37.47	\$39.34	\$41.31
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Lab Director	Annually	\$80,580.00	\$84,612.00	\$88,848.00	\$93,288.00	\$97,956.00
	Monthly	\$6,715.00	\$7,051.00	\$7,404.00	\$7,774.00	\$8,163.00
	Biweekly	\$3,099.23	\$3,254.31	\$3,417.23	\$3,588.00	\$3,767.54
	Hourly	\$38.74	\$40.68	\$42.72	\$44.85	\$47.10
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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

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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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	\$69,480.00	\$72,960.00	\$76,608.00	\$80,436.00	\$84,456.00
	Monthly	\$5,790.00	\$6,080.00	\$6,384.00	\$6,703.00	\$7,038.00
	Biweekly	\$2,672.31	\$2,806.15	\$2,946.46	\$3,093.69	\$3,248.31
	Hourly	\$33.40	\$35.08	\$36.83	\$38.67	\$40.60
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Maintenance Worker I	Annually	\$42,444.00	\$44,568.00	\$46,800.00	\$49,140.00	\$51,600.00
	Monthly	\$3,537.00	\$3,714.00	\$3,900.00	\$4,095.00	\$4,300.00
	Biweekly	\$1,632.46	\$1,714.15	\$1,800.00	\$1,890.00	\$1,984.62
	Hourly	\$20.41	\$21.43	\$22.50	\$23.63	\$24.81
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Maintenance Worker II	Annually	\$46,824.00	\$49,164.00	\$51,624.00	\$54,204.00	\$56,916.00
	Monthly	\$3,902.00	\$4,097.00	\$4,302.00	\$4,517.00	\$4,743.00
	Biweekly	\$1,800.92	\$1,890.92	\$1,985.54	\$2,084.77	\$2,189.08
	Hourly	\$22.51	\$23.64	\$24.82	\$26.06	\$27.36
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

Position		Step 1	Step 2	Step 3	Step 4	Step 5
Office Assistant I	Annually	\$36,588.00	\$38,412.00	\$40,332.00	\$42,348.00	\$44,460.00
	Monthly	\$3,049.00	\$3,201.00	\$3,361.00	\$3,529.00	\$3,705.00
	Biweekly	\$1,407.23	\$1,477.38	\$1,551.23	\$1,628.77	\$1,710.00
	Hourly	\$17.59	\$18.47	\$19.39	\$20.36	\$21.38
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Office Assistant II	Annually	\$40,236.00	\$42,252.00	\$44,364.00	\$46,584.00	\$48,912.00
	Monthly	\$3,353.00	\$3,521.00	\$3,697.00	\$3,882.00	\$4,076.00
	Biweekly	\$1,547.54	\$1,625.08	\$1,706.31	\$1,791.69	\$1,881.23
	Hourly	\$19.34	\$20.31	\$21.33	\$22.40	\$23.52
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	\$38,052.00	\$39,192.00	\$40,368.00	\$41,580.00	\$42,828.00
	Monthly	\$3,171.00	\$3,266.00	\$3,364.00	\$3,465.00	\$3,569.00
	Biweekly	\$1,463.54	\$1,507.38	\$1,552.62	\$1,599.23	\$1,647.23
	Hourly	\$18.29	\$18.84	\$19.41	\$19.99	\$20.59
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Parking Enforcement Officer II	Annually	\$43,932.00	\$46,128.00	\$48,432.00	\$50,856.00	\$53,400.00
	Monthly	\$3,661.00	\$3,844.00	\$4,036.00	\$4,238.00	\$4,450.00
	Biweekly	\$1,689.69	\$1,774.15	\$1,862.77	\$1,956.00	\$2,053.85
	Hourly	\$21.12	\$22.18	\$23.29	\$24.45	\$25.67

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Parks & Facilities Maintenance Superintendent	Annually	\$65,340.00	\$68,604.00	\$72,036.00	\$75,636.00	\$79,416.00
	Monthly	\$5,445.00	\$5,717.00	\$6,003.00	\$6,303.00	\$6,618.00
	Biweekly	\$2,513.08	\$2,638.62	\$2,770.62	\$2,909.08	\$3,054.46
	Hourly	\$31.41	\$32.98	\$34.63	\$36.36	\$38.18
Police Commander	Annually	\$116,112.00	\$121,920.00	\$128,016.00	\$134,412.00	\$141,132.00
	Monthly	\$9,676.00	\$10,160.00	\$10,668.00	\$11,201.00	\$11,761.00
	Biweekly	\$4,465.85	\$4,689.23	\$4,923.69	\$5,169.69	\$5,428.15
	Hourly	\$55.82	\$58.62	\$61.55	\$64.62	\$67.85
Police Dispatcher / Records Technician	Annually	\$51,732.00	\$54,324.00	\$57,036.00	\$59,892.00	\$62,892.00
	Monthly	\$4,311.00	\$4,527.00	\$4,753.00	\$4,991.00	\$5,241.00
	Biweekly	\$1,989.69	\$2,089.38	\$2,193.69	\$2,303.54	\$2,418.92
	Hourly	\$24.87	\$26.12	\$27.42	\$28.79	\$30.24
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Police Lieutenant	Annually	\$103,656.00	\$108,840.00	\$114,276.00	\$119,988.00	\$125,988.00
	Monthly	\$8,638.00	\$9,070.00	\$9,523.00	\$9,999.00	\$10,499.00
	Biweekly	\$3,986.77	\$4,186.15	\$4,395.23	\$4,614.92	\$4,845.69
	Hourly	\$49.84	\$52.33	\$54.94	\$57.69	\$60.57
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Police Officer (80 Hours/Pay Period)	Annually	\$77,592.00	\$81,468.00	\$85,536.00	\$89,808.00	\$94,296.00
	Monthly	\$6,466.00	\$6,789.00	\$7,128.00	\$7,484.00	\$7,858.00
	Biweekly	\$2,984.31	\$3,133.38	\$3,289.85	\$3,454.15	\$3,626.77
	Hourly	\$37.30	\$39.17	\$41.12	\$43.18	\$45.34

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Police Officer (84 Hours/Pay Period)	Annually	\$81,473.00	\$85,543.00	\$89,815.00	\$94,300.00	\$99,013.00
	Monthly	\$6,789.00	\$7,129.00	\$7,485.00	\$7,858.00	\$8,251.00
	Biweekly	\$3,133.58	\$3,290.12	\$3,454.40	\$3,626.93	
	Hourly	\$37.30	\$39.17	\$41.12	\$43.18	\$45.34
Police Property/Evidence Analyst	Annually	\$52,920.00	\$55,560.00	\$58,344.00	\$61,260.00	\$64,320.00
	Monthly	\$4,410.00	\$4,630.00	\$4,862.00	\$5,105.00	\$5,360.00
	Biweekly	\$2,035.38	\$2,136.92	\$2,244.00	\$2,356.15	\$2,473.85
	Hourly	\$25.44	\$26.71	\$28.05	\$29.45	\$30.92
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Police Property/Evidence Officer	Annually	\$45,480.00	\$47,748.00	\$50,136.00	\$52,644.00	\$55,272.00
	Monthly	\$3,790.00	\$3,979.00	\$4,178.00	\$4,387.00	\$4,606.00
	Biweekly	\$1,749.23	\$1,836.46	\$1,928.31	\$2,024.77	\$2,125.85
	Hourly	\$21.87	\$22.96	\$24.10	\$25.31	\$26.57
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Police Sergeant (80 Hours/Pay Period)	Annually	\$92,292.00	\$96,912.00	\$101,760.00	\$106,848.00	\$112,188.00
	Monthly	\$7,691.00	\$8,076.00	\$8,480.00	\$8,904.00	\$9,349.00
	Biweekly	\$3,549.69	\$3,727.38	\$3,913.85	\$4,109.54	\$4,314.92
	Hourly	\$44.37	\$46.59	\$48.92	\$51.37	\$53.94
Police Sergeant (84 Hours/Pay Period)	Annually	\$96,908.00	\$101,760.00	\$106,850.00	\$112,193.00	\$117,800.00
	Monthly	\$8,076.00	\$8,480.00	\$8,904.00	\$9,349.00	\$9,817.00
	Biweekly	\$3,727.25	\$3,913.83	\$4,109.62	\$4,315.10	\$4,530.76
F	Hourly	\$44.37	\$46.59	\$48.92	\$51.37	\$53.94

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Police Services Assistant	Annually	\$42,900.00	\$45,048.00	\$47,304.00	\$49,668.00	\$52,152.00
	Monthly	\$3,575.00	\$3,754.00	\$3,942.00	\$4,139.00	\$4,346.00
	Biweekly	\$1,650.00	\$1,732.62	\$1,819.38	\$1,910.31	\$2,005.85
	Hourly	\$20.63	\$21.66	\$22.74	\$23.88	\$25.07
Police Support Services Supervisor	Annually	\$64,980.00	\$68,232.00	\$71,640.00	\$75,216.00	\$78,972.00
	Monthly	\$5,415.00	\$5,686.00	\$5,970.00	\$6,268.00	\$6,581.00
	Biweekly	\$2,499.23	\$2,624.31	\$2,755.38	\$2,892.92	\$3,037.38
	Hourly	\$31.24	\$32.80	\$34.44	\$36.16	\$37.97
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
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Public Works Operations Manager	Annually	\$89,196.00	\$93,660.00	\$98,340.00	\$103,260.00	\$108,420.00
	Monthly	\$7,433.00	\$7,805.00	\$8,195.00	\$8,605.00	\$9,035.00
	Biweekly	\$3,430.62	\$3,602.31	\$3,782.31	\$3,971.54	\$4,170.00
	Hourly	\$42.88	\$45.03	\$47.28	\$49.65	\$52.13

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Public Works Superintendent	Annually	\$77,832.00	\$81,720.00	\$85,800.00	\$90,096.00	\$94,596.00
	Monthly	\$6,486.00	\$6,810.00	\$7,150.00	\$7,508.00	\$7,883.00
	Biweekly	\$2,993.54	\$3,143.08	\$3,300.00	\$3,465.23	\$3,638.31
	Hourly	\$37.42	\$39.29	\$41.25	\$43.32	\$45.48
Recreation Coordinator	Annually	\$47,724.00	\$50,112.00	\$52,620.00	\$55,248.00	\$58,008.00
	Monthly	\$3,977.00	\$4,176.00	\$4,385.00	\$4,604.00	\$4,834.00
	Biweekly	\$1,835.54	\$1,927.38	\$2,023.85	\$2,124.92	\$2,231.08
	Hourly	\$22.94	\$24.09	\$25.30	\$26.56	\$27.89
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Recreation Coordinator II	Annually	\$52,140.00	\$54,744.00	\$57,480.00	\$60,360.00	\$63,384.00
	Monthly	\$4,345.00	\$4,562.00	\$4,790.00	\$5,030.00	\$5,282.00
	Biweekly	\$2,005.38	\$2,105.54	\$2,210.77	\$2,321.54	\$2,437.85
	Hourly	\$25.07	\$26.32	\$27.64	\$29.02	\$30.47
Recreation Superintendent	Annually	\$73,188.00	\$76,848.00	\$80,688.00	\$84,720.00	\$88,956.00
	Monthly	\$6,099.00	\$6,404.00	\$6,724.00	\$7,060.00	\$7,413.00
	Biweekly	\$2,814.92	\$2,955.69	\$3,103.38	\$3,258.46	\$3,421.38
	Hourly	\$35.19	\$36.95	\$38.79	\$40.73	\$42.77
Recreation Supervisor	Annually	\$62,784.00	\$65,928.00	\$69,228.00	\$72,684.00	\$76,320.00
	Monthly	\$5,232.00	\$5,494.00	\$5,769.00	\$6,057.00	\$6,360.00
	Biweekly	\$2,414.77	\$2,535.69	\$2,662.62	\$2,795.54	\$2,935.38
	Hourly	\$30.19	\$31.70	\$33.28	\$34.94	\$36.69

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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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	\$109,272.00	\$114,732.00	\$120,468.00	\$126,492.00	\$132,816.00
	Monthly	\$9,106.00	\$9,561.00	\$10,039.00	\$10,541.00	\$11,068.00
	Biweekly	\$4,202.77	\$4,412.77	\$4,633.38	\$4,865.08	\$5,108.31
	Hourly	\$52.54	\$55.16	\$57.92	\$60.81	\$63.86
Senior Maintenance Mechanic	Annually	\$76,764.00	\$80,604.00	\$84,636.00	\$88,872.00	\$93,312.00
	Monthly	\$6,397.00	\$6,717.00	\$7,053.00	\$7,406.00	\$7,776.00
	Biweekly	\$2,952.46	\$3,100.15	\$3,255.23	\$3,418.15	\$3,588.92
	Hourly	\$36.91	\$38.75	\$40.69	\$42.73	\$44.86
Senior Maintenance Worker	Annually	\$53,700.00	\$56,388.00	\$59,208.00	\$62,172.00	\$65,280.00
	Monthly	\$4,475.00	\$4,699.00	\$4,934.00	\$5,181.00	\$5,440.00
	Biweekly	\$2,065.38	\$2,168.77	\$2,277.23	\$2,391.23	\$2,510.77
	Hourly	\$25.82	\$27.11	\$28.47	\$29.89	\$31.39
Senior Management Analyst	Annually	\$84,900.00	\$89,148.00	\$93,600.00	\$98,280.00	\$103,188.00
	Monthly	\$7,075.00	\$7,429.00	\$7,800.00	\$8,190.00	\$8,599.00
	Biweekly	\$3,265.38	\$3,428.77	\$3,600.00	\$3,780.00	\$3,968.77
	Hourly	\$40.82	\$42.86	\$45.00	\$47.25	\$49.61

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Senior Police Dispatcher/Records Technician	Annually	\$58,944.00	\$61,896.00	\$64,992.00	\$68,244.00	\$71,652.00
	Monthly	\$4,912.00	\$5,158.00	\$5,416.00	\$5,687.00	\$5,971.00
	Biweekly	\$2,267.08	\$2,380.62	\$2,499.69	\$2,624.77	\$2,755.85
	Hourly	\$28.34	\$29.76	\$31.25	\$32.81	\$34.45
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Senior Police Services Assistant	Annually	\$48,108.00	\$50,508.00	\$53,028.00	\$55,680.00	\$58,464.00
	Monthly	\$4,009.00	\$4,209.00	\$4,419.00	\$4,640.00	\$4,872.00
	Biweekly	\$1,850.31	\$1,942.62	\$2,039.54	\$2,141.54	\$2,248.62
	Hourly	\$23.13	\$24.28	\$25.49	\$26.77	\$28.11
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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
Traffic Maintenance Worker	Annually	\$49,032.00	\$51,480.00	\$54,060.00	\$56,760.00	\$59,604.00
	Monthly	\$4,086.00	\$4,290.00	\$4,505.00	\$4,730.00	\$4,967.00
	Biweekly	\$1,885.85	\$1,980.00	\$2,079.23	\$2,183.08	\$2,292.46
	Hourly	\$23.57	\$24.75	\$25.99	\$27.29	\$28.66
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Utility Services Specialist	Annually	\$63,660.00	\$66,840.00	\$70,188.00	\$73,692.00	\$77,376.00
	Monthly	\$5,305.00	\$5,570.00	\$5,849.00	\$6,141.00	\$6,448.00
	Biweekly	\$2,448.46	\$2,570.77	\$2,699.54	\$2,834.31	\$2,976.00
	Hourly	\$30.61	\$32.14	\$33.74	\$35.43	\$37.20

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Water Meter Technician	Annually	\$46,824.00	\$49,164.00	\$51,624.00	\$54,204.00	\$56,916.00
	Monthly	\$3,902.00	\$4,097.00	\$4,302.00	\$4,517.00	\$4,743.00
	Biweekly	\$1,800.92	\$1,890.92	\$1,985.54	\$2,084.77	\$2,189.08
	Hourly	\$22.51	\$23.64	\$24.82	\$26.06	\$27.36
Water Reclamation Facility Chief Plant Operator	Annually	\$104,796.00	\$110,040.00	\$115,548.00	\$121,320.00	\$127,392.00
	Monthly	\$8,733.00	\$9,170.00	\$9,629.00	\$10,110.00	\$10,616.00
	Biweekly	\$4,030.62	\$4,232.31	\$4,444.15	\$4,666.15	\$4,899.69
	Hourly	\$50.38	\$52.90	\$55.55	\$58.33	\$61.25
Water Reclamation Facility Operator I	Annually	\$58,440.00	\$61,368.00	\$64,440.00	\$67,656.00	\$71,040.00
	Monthly	\$4,870.00	\$5,114.00	\$5,370.00	\$5,638.00	\$5,920.00
	Biweekly	\$2,247.69	\$2,360.31	\$2,478.46	\$2,602.15	\$2,732.31
	Hourly	\$28.10	\$29.50	\$30.98	\$32.53	\$34.15
Water Reclamation Facility Operator II	Annually	\$63,744.00	\$66,936.00	\$70,284.00	\$73,800.00	\$77,496.00
	Monthly	\$5,312.00	\$5,578.00	\$5,857.00	\$6,150.00	\$6,458.00
	Biweekly	\$2,451.69	\$2,574.46	\$2,703.23	\$2,838.46	\$2,980.62
	Hourly	\$30.65	\$32.18	\$33.79	\$35.48	\$37.26
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Water Reclamation Facility Operator III	Annually	\$75,816.00	\$79,608.00	\$83,592.00	\$87,768.00	\$92,160.00
	Monthly	\$6,318.00	\$6,634.00	\$6,966.00	\$7,314.00	\$7,680.00
	Biweekly	\$2,916.00	\$3,061.85	\$3,215.08	\$3,375.69	\$3,544.62
	Hourly	\$36.45	\$38.27	\$40.19	\$42.20	\$44.31

Position		Step 1	Step 2	Step 3	Step 4	Step 5
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Water Reclamation Facility Operator IV	Annually	\$83,400.00	\$87,564.00	\$91,944.00	\$96,540.00	\$101,364.00
	Monthly	\$6,950.00	\$7,297.00	\$7,662.00	\$8,045.00	\$8,447.00
	Biweekly	\$3,207.69	\$3,367.85	\$3,536.31	\$3,713.08	\$3,898.62
	Hourly	\$40.10	\$42.10	\$44.20	\$46.41	\$48.73

M. Cleve Morris, City Manager

Date