

**NON-UNION PAY GRADES
FYE 23**

GRADE/POSITION	STEP	HOURLY	ANNUAL
N28	1	18.56	38,606.36
Recreation Food & Beverage Manager	2	19.31	40,169.74
	3	20.09	41,796.82
	4	20.91	43,489.68
	5	21.76	45,250.40
	6	22.64	47,083.14
	7	23.55	48,989.98
	8	24.51	50,974.30
	9	25.50	53,038.18
	10	26.10	54,284.88
	11	26.71	55,557.84
N29	1	20.02	41,648.36
Administrative Technician III	2	20.83	43,334.98
COC Program Technician	3	21.68	45,090.50
Human Resources Coordinator	4	22.56	46,916.74
Outreach Housing Liason	5	23.47	48,817.08
	6	24.42	50,794.12
	7	25.41	52,850.46
	8	26.44	54,991.56
	9	27.51	57,218.72
	10	28.16	58,562.92
	11	28.82	59,936.76
N30	1	21.50	44,712.98
	2	22.37	46,524.40
	3	23.27	48,408.10
	4	24.22	50,369.02
	5	25.20	52,408.46
	6	26.22	54,531.88
	7	27.28	56,739.80
	8	28.38	59,037.68
	9	29.53	61,429.16
	10	30.23	62,872.68
	11	30.94	64,347.40
N31	1	22.97	47,778.38
Administrative Technician IV	2	23.90	49,713.04
Crime Analyst I	3	24.87	51,725.96
Municipal Court Officer	4	25.88	53,821.56
Police Employment Technician	5	26.92	56,000.88
Recreation Coordinator	6	28.01	58,269.38
Rehabilitation Technician	7	29.15	60,628.88
	8	30.33	63,084.84
	9	31.56	65,639.60

**NON-UNION PAY GRADES
FYE 23**

GRADE/POSITION	STEP	HOURLY	ANNUAL
N31	10	32.30	67,181.66
(cont)	11	33.06	68,757.00
N32	1	24.43	50,820.64
Employment Technician	2	25.42	52,879.32
GIS Utilities Technician	3	26.45	55,020.42
Household Hazardous Waste Coord.	4	27.52	57,248.36
Legal Administrative Technician	5	28.64	59,567.56
Meter Services Supervisor	6	29.80	61,980.36
Multimedia Specialist	7	31.01	64,490.40
Municipal Accountant I	8	32.26	67,102.36
Pollution Prevention Specialist	9	33.57	69,818.84
Program Coordinator	10	34.36	71,459.96
	11	35.16	73,135.92
N33	1	25.91	53,885.00
Assistant Golf Professional II*	2	26.96	56,067.70
Budget Technician	3	28.05	58,338.28
Deputy City Clerk	4	29.18	60,701.16
Executive Secretary to City Manager	5	30.37	63,159.20
Management Analyst	6	31.60	65,717.86
Municipal Accountant II	7	32.87	68,379.48
	8	34.21	71,148.22
	9	35.59	74,030.32
	10	36.43	75,769.98
	11	37.28	77,546.30
N34	1	27.38	56,949.62
ADA Technician	2	28.49	59,256.34
Animal Welfare Supervisor	3	29.64	61,655.88
Benefits Administrator	4	30.84	64,153.18
Chief Deputy Court Clerk*	5	32.09	66,751.36
Code Compliance Supervisor*	6	33.39	69,455.36
Communications Supervisor	7	34.74	72,267.52
Compensation Analyst	8	36.15	75,195.38
COC Program Supervisor	9	37.62	78,240.76
Cross Connection Program Coord.	10	38.50	80,078.70
Engineering Assistant	11	39.40	81,956.94
Environmental Services Assistant			
Forester			
GIS Analyst I			
Golf Course Maintenance Supervisor*			
Park Planner I			
Pavement Maintenance Coordinator			
Permit Services Supervisor*			

**NON-UNION PAY GRADES
FYE 23**

GRADE/POSITION	STEP	HOURLY	ANNUAL
N34 (cont)			
Planner I*			
Police Public Information Officer			
Police Records Supervisor			
Procurement Analyst			
Recreation Supervisor			
Sewer Maintenance Specialist			
Systems Support Technician			
Water Maintenance Specialist			
Water Plant Specialist*			
N35	1	29.58	61,536.28
Building Inspector	2	30.78	64,028.12
Crime Analyst II	3	32.03	66,620.84
Forensic Technician	4	33.33	69,319.64
GIS Analyst II	5	34.68	72,126.60
Lab Manager*	6	36.08	75,047.96
Police Standards Administrator*	7	37.54	78,086.84
Rehabilitation Specialist	8	39.06	81,250.00
Staff Engineer*	9	40.64	84,540.30
Utility Coordinator	10	41.60	86,527.74
	11	42.58	88,556.52
N36	1	32.52	67,642.90
Emergency Management Coordinator*	2	33.84	70,383.04
GIS Utilities Analyst	3	35.21	73,233.16
Parks Supervisor*	4	36.63	76,199.24
Planner II*	5	38.12	79,284.92
Plans Examiner*	6	39.66	82,496.44
Police Database Manager	7	41.27	85,837.70
Safety Manager*	8	42.94	89,313.64
Subdivision Development Coordinator*	9	44.68	92,931.28
Training & Development Manager*	10	45.73	95,114.76
Transit Planner & Grants Specialist*	11	46.80	97,345.04
N37	1	35.46	73,750.56
Business Systems Analyst*	2	36.89	76,737.70
Fleet Support Supervisor*	3	38.39	79,845.48
Public Works Supervisor*	4	39.94	83,078.58
Retail Marketing Coordinator*	5	41.56	86,444.02
Stormwater Program Specialist	6	43.24	89,945.18
Treasury Support Supervisor	7	44.99	93,587.26
Utility Billing Supervisor*	8	46.82	97,377.80
Web & App Developer*	9	48.71	101,321.22
	10	49.86	103,703.08

**NON-UNION PAY GRADES
FYE 23**

GRADE/POSITION	STEP	HOURLY	ANNUAL
N37 (cont)	11	51.03	106,134.60
N38	1	38.39	79,858.22
Animal Welfare Center Manager*	2	39.95	83,092.36
Assistant City Attorney I*	3	41.57	86,457.80
Budget Manager*	4	43.25	89,958.96
Chief Communications Officer	5	45.00	93,602.08
Chief Diversity & Equity Officer*	6	46.82	97,392.88
Construction Manager*	7	48.72	101,337.08
I.T. Network & Infrastructure Engineer	8	50.69	105,441.44
Municipal Accountant III*	9	52.75	109,712.20
Systems Administrator*	10	53.99	112,290.10
Traffic Management Center Engineer*	11	55.25	114,922.86
Utilities Supervisor*			
N39	1	41.34	85,987.20
CDBG/Grants Manager	2	43.01	89,469.38
Communications Systems Manager	3	44.76	93,093.52
Development Services Manager *	4	46.57	96,864.04
Environmental Sustainability Coord.*	5	48.46	100,786.92
Facility Maintenance Superintendent*	6	50.42	104,867.88
Park Development Manager*	7	52.46	109,115.24
Parks & Recreation Superintendent*	8	54.58	113,534.46
Planning Services Manager*	9	56.79	118,132.82
Shelter Veterinarian*	10	58.13	120,908.84
	11	59.49	123,744.40
N40	1	44.28	92,094.86
Assistant City Attorney II*	2	46.07	95,824.04
GIS Services Manager*	3	47.94	99,705.58
I.T. Manager*	4	49.88	103,743.38
Recreation Manager*	5	51.90	107,944.98
Subdivision Development Manager*	6	54.00	112,316.36
	7	56.19	116,865.06
	8	58.46	121,598.88
	9	60.83	126,523.80
	10	62.26	129,496.90
	11	63.72	132,532.92
N41	1	47.21	98,201.48
Capital Projects Engineer*	2	49.12	102,178.70
Chief Accountant*	3	51.11	106,316.86
Development Engineer*	4	53.18	110,622.72

**NON-UNION PAY GRADES
FYE 23**

GRADE/POSITION	STEP	HOURLY	ANNUAL
N41 (cont)			
Fleet Program Manager*	5	55.34	115,103.30
I.T. Manager NIS*	6	57.58	119,765.10
Line Maintenance Division Manager*	7	59.91	124,615.66
Solid Waste Division Manager*	8	62.34	129,662.26
Stormwater Program Manager*	9	64.86	134,913.74
Streets Program Manager*	10	66.39	138,083.92
Traffic Engineer*	11	67.94	141,322.48
Transit & Parking Manager*			
Water Treatment Plant Manager*			
Water Reclamation Plant Manager*			
N42			
	1	50.16	104,331.50
Assistant City Attorney III*	2	52.19	108,556.76
Capital Projects Manager*	3	54.30	112,953.62
	4	56.50	117,527.54
	5	58.79	122,287.88
	6	61.17	127,240.36
	7	63.65	132,393.04
	8	66.23	137,755.54
	9	68.91	143,334.36
	10	70.53	146,702.92
	11	72.18	150,142.72
N43			
	1	53.10	110,438.12
Deputy Police Chief*	2	55.25	114,911.42
Transportation Engineer*	3	57.48	119,564.90
Utilities Engineer*	4	59.81	124,408.18
	5	62.23	129,446.20
	6	64.75	134,688.84
	7	67.38	140,143.64
	8	70.11	145,818.92
	9	72.94	151,725.34
	10	74.66	155,290.20
	11	76.41	158,932.28
N44			
	1	56.03	116,546.04
City Engineer*	2	58.30	121,266.34
Deputy Fire Chief*	3	60.66	126,177.22
	4	63.12	131,287.52
	5	65.68	136,604.52
	6	68.33	142,136.28
	7	71.10	147,893.46
	8	73.98	153,883.34

**NON-UNION PAY GRADES
FYE 23**

GRADE/POSITION	STEP	HOURLY	ANNUAL
N44 (cont)	9	76.98	160,115.28
	10	78.79	163,878.26
	11	80.63	167,720.54
D41	1	46.87	97,496.62
Court Administrator/Clerk*	2	48.77	101,445.24
	3	50.75	105,553.76
	4	52.80	109,828.68
	5	54.94	114,276.50
	6	57.17	118,904.50
	7	59.48	123,719.96
	8	61.89	128,730.68
	9	64.40	133,944.72
	10	65.91	137,091.76
	11	67.46	140,306.92
D43	1	51.39	106,888.34
City Clerk*	2	53.47	111,217.34
	3	55.64	115,722.36
	4	57.89	120,408.60
	5	60.23	125,285.42
	6	62.67	130,359.84
	7	65.21	135,638.62
	8	66.83	139,012.64
	9	70.60	146,848.00
	10	72.26	150,299.50
	11	73.95	153,824.06
D44	1	53.65	111,585.24
Director of Human Resources*	2	55.82	116,104.04
	3	58.08	120,805.88
	4	60.43	125,699.08
	5	62.88	130,790.14
	6	65.43	136,087.12
	7	68.08	141,598.08
	8	70.83	147,332.64
	9	73.70	153,300.42
	10	75.43	156,902.20
	11	77.20	160,581.72
D45	1	57.03	118,618.24
Director of Finance*	2	59.34	123,422.00
Director of Information Technology*	3	61.74	128,421.28

