

Job Classification	Monthly Salary Ranges/Steps					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	\$12,818.27	\$13,458.86	\$14,132.66	\$14,838.59	\$15,580.95	\$73.9515	\$77.6473	\$81.5346	\$85.6073	\$89.8901
City Manager	\$15,331.36	\$16,098.35	\$16,901.77	\$17,748.04	\$18,635.01	\$88.4502	\$92.8751	\$97.5102	\$102.3925	\$107.5097
Community Housing and Development Director	\$11,839.17	\$12,431.55	\$13,052.86	\$13,706.31	\$14,390.82	\$68.3029	\$71.7205	\$75.3050	\$79.0749	\$83.0240
Community Services Director	\$12,075.91	\$12,679.01	\$13,314.24	\$13,979.47	\$14,678.98	\$69.6687	\$73.1481	\$76.8129	\$80.6508	\$84.6864
Electric Utility Director	\$12,564.39	\$13,192.12	\$13,853.07	\$14,546.15	\$15,274.58	\$72.4868	\$76.1084	\$79.9216	\$83.9201	\$88.1226
Finance Director	\$11,722.40	\$12,308.36	\$12,924.32	\$13,569.19	\$14,248.35	\$67.6293	\$71.0098	\$74.5634	\$78.2838	\$82.2020
Fire Chief	\$12,944.67	\$13,592.76	\$14,271.92	\$14,985.35	\$15,735.21	\$74.6808	\$78.4198	\$82.3380	\$86.4540	\$90.7801
Planning and Building Director	\$11,839.17	\$12,431.55	\$13,052.86	\$13,706.31	\$14,390.82	\$68.3029	\$71.7205	\$75.3050	\$79.0749	\$83.0240
Police Chief	\$13,469.57	\$14,143.37	\$14,850.38	\$15,592.74	\$16,372.59	\$77.7091	\$81.5964	\$85.6753	\$89.9581	\$94.4572
Public Works Director	\$12,564.39	\$13,192.12	\$13,853.07	\$14,546.15	\$15,274.58	\$72.4868	\$76.1084	\$79.9216	\$83.9201	\$88.1226
Utilities Director	\$13,878.78	\$14,572.93	\$15,301.36	\$16,067.29	\$16,871.78	\$80.0699	\$84.0746	\$88.2771	\$92.6959	\$97.3372
MID-MGT & PROF EMPS ASSOC. (MMPEA)										
Accountant	\$6,645.87	\$6,984.38	\$7,341.10	\$7,716.03	\$8,109.17	\$38.3416	\$40.2945	\$42.3525	\$44.5155	\$46.7836
Accounting Manager	\$7,870.28	\$8,271.99	\$8,694.05	\$9,137.54	\$9,603.52	\$45.4055	\$47.7230	\$50.1580	\$52.7166	\$55.4049
Accounting Supervisor	\$6,984.38	\$7,341.10	\$7,716.03	\$8,109.17	\$8,522.66	\$40.2945	\$42.3525	\$44.5155	\$46.7836	\$49.1692
Administrative Analyst	\$6,645.87	\$6,984.38	\$7,341.10	\$7,716.03	\$8,109.17	\$38.3416	\$40.2945	\$42.3525	\$44.5155	\$46.7836
Administrative Services Manager	\$7,949.55	\$8,354.48	\$8,780.82	\$9,228.59	\$9,699.93	\$45.8628	\$48.1989	\$50.6586	\$53.2419	\$55.9612
Associate Civil Engineer	\$7,563.91	\$7,949.55	\$8,354.48	\$8,780.82	\$9,228.59	\$43.6380	\$45.8628	\$48.1989	\$50.6586	\$53.2419
Building Official	\$8,780.82	\$9,228.59	\$9,699.93	\$10,194.84	\$10,714.38	\$50.6586	\$53.2419	\$55.9612	\$58.8164	\$61.8137
City Clerk	\$7,716.03	\$8,109.17	\$8,522.66	\$8,957.58	\$9,414.99	\$44.5155	\$46.7836	\$49.1692	\$51.6783	\$54.3172
Deputy Public Works Director	\$9,413.92	\$9,895.97	\$10,398.37	\$10,929.70	\$11,486.73	\$54.3111	\$57.0921	\$59.9906	\$63.0560	\$66.2696
Electric Engineer and Operations Manager	\$10,221.62	\$10,732.59	\$11,269.28	\$11,833.81	\$12,424.06	\$58.9709	\$61.9188	\$65.0151	\$68.2720	\$71.6772
Electric Engineer/Deputy Electric Utility Dir	\$9,508.18	\$9,994.52	\$10,502.28	\$11,038.96	\$11,601.36	\$54.8549	\$57.6607	\$60.5901	\$63.6863	\$66.9309
Electric Operations Superintendent	\$9,413.92	\$9,895.97	\$10,398.37	\$10,929.70	\$11,486.73	\$54.3111	\$57.0921	\$59.9906	\$63.0560	\$66.2696
Facility/Events Coordinator II	\$4,644.83	\$4,881.57	\$5,131.16	\$5,392.54	\$5,667.85	\$26.7971	\$28.1629	\$29.6029	\$31.1108	\$32.6991
Finance Manager	\$8,780.82	\$9,228.59	\$9,699.93	\$10,194.84	\$10,714.38	\$50.6586	\$53.2419	\$55.9612	\$58.8164	\$61.8137
Fire Marshal	\$9,504.97	\$9,992.18	\$10,499.05	\$11,035.42	\$11,598.01	\$54.8364	\$57.6472	\$60.5715	\$63.6659	\$66.9116
Fire Training Officer	\$9,504.97	\$9,992.18	\$10,499.05	\$11,035.42	\$11,598.01	\$54.8364	\$57.6472	\$60.5715	\$63.6659	\$66.9116
General Services Superintendent	\$7,949.55	\$8,354.48	\$8,780.82	\$9,228.59	\$9,699.93	\$45.8628	\$48.1989	\$50.6586	\$53.2419	\$55.9612
Housing Administrator	\$8,780.82	\$9,228.59	\$9,699.93	\$10,194.84	\$10,714.38	\$50.6586	\$53.2419	\$55.9612	\$58.8164	\$61.8137
Housing and Economic Development Analyst	\$6,712.29	\$7,055.08	\$7,415.01	\$7,793.15	\$8,190.58	\$38.7247	\$40.7024	\$42.7789	\$44.9605	\$47.2533
Human Resources Manager	\$8,780.82	\$9,228.59	\$9,699.93	\$10,194.84	\$10,714.38	\$50.6586	\$53.2419	\$55.9612	\$58.8164	\$61.8137
IS Coordinator	\$7,793.15	\$8,190.58	\$8,608.36	\$9,047.56	\$9,509.26	\$44.9605	\$47.2533	\$49.6636	\$52.1974	\$54.8611
IT Manager	\$8,780.82	\$9,228.59	\$9,699.93	\$10,194.84	\$10,714.38	\$50.6586	\$53.2419	\$55.9612	\$58.8164	\$61.8137
Park Superintendent	\$7,870.28	\$8,271.99	\$8,694.05	\$9,137.54	\$9,603.52	\$45.4055	\$47.7230	\$50.1580	\$52.7166	\$55.4049
Park Supervisor	\$6,450.91	\$6,779.78	\$7,125.78	\$7,488.93	\$7,870.28	\$37.2168	\$39.1141	\$41.1103	\$43.2053	\$45.4055
Parks and Open Space Manager	\$8,694.05	\$9,137.54	\$9,603.52	\$10,094.14	\$10,608.33	\$50.1580	\$52.7166	\$55.4049	\$58.2354	\$61.2019
Personnel Specialist	\$7,125.78	\$7,488.93	\$7,870.28	\$8,271.99	\$8,694.05	\$41.1103	\$43.2053	\$45.4055	\$47.7230	\$50.1580
Police Lieutenant	\$9,318.17	\$9,794.46	\$10,292.59	\$10,818.04	\$11,369.70	\$53.7587	\$56.5065	\$59.3803	\$62.4117	\$65.5944
Principal Engineer	\$10,020.23	\$10,522.63	\$11,048.60	\$11,600.28	\$12,180.89	\$57.8090	\$60.7075	\$63.7419	\$66.9247	\$70.2744
Project Planner	\$7,170.77	\$7,529.63	\$7,906.70	\$8,301.99	\$8,717.62	\$41.3698	\$43.4402	\$45.6156	\$47.8961	\$50.2940
Public Communication & Com Outreach Coord	\$6,238.79	\$6,556.84	\$6,891.47	\$7,242.68	\$7,604.81	\$35.9930	\$37.8279	\$39.7585	\$41.7847	\$43.8739
PW Engineering & Operations Manager	\$10,221.62	\$10,732.59	\$11,269.28	\$11,833.81	\$12,424.06	\$58.9709	\$61.9188	\$65.0151	\$68.2720	\$71.6772
PW Operations & Utility Superintendent	\$8,522.66	\$8,957.58	\$9,414.99	\$9,894.90	\$10,399.44	\$49.1692	\$51.6783	\$54.3172	\$57.0859	\$59.9968
Recreation Manager	\$7,196.48	\$7,563.91	\$7,949.55	\$8,354.48	\$8,780.82	\$41.5182	\$43.6380	\$45.8628	\$48.1989	\$50.6586
Recreation Supervisor	\$6,077.05	\$6,386.64	\$6,712.29	\$7,055.08	\$7,415.01	\$35.0599	\$36.8460	\$38.7247	\$40.7024	\$42.7789
Senior Civil Engineer	\$8,868.66	\$9,321.79	\$9,796.34	\$10,296.61	\$10,821.50	\$51.1654	\$53.7796	\$56.5174	\$59.4035	\$62.4318

Job Classifications and Salary Information

<u>Job Classification</u>	<u>Monthly Salary Ranges/Steps</u>						<u>Hourly Equivalents</u>					
Senior Planner	\$8,780.82	\$9,228.59	\$9,699.93	\$10,194.84	\$10,714.38		\$50.6586	\$53.2419	\$55.9612	\$58.8164	\$61.8137	
Streets and Storm Drains Superintendent	\$8,522.66	\$8,957.58	\$9,414.99	\$9,894.90	\$10,399.44		\$49.1692	\$51.6783	\$54.3172	\$57.0859	\$59.9968	
Utility Safety Compliance Coordinator	\$6,712.29	\$7,055.08	\$7,415.01	\$7,793.15	\$8,190.58		\$38.7247	\$40.7024	\$42.7789	\$44.9605	\$47.2533	
Water and Wastewater Operations Supt	\$8,522.66	\$8,957.58	\$9,414.99	\$9,894.90	\$10,399.44		\$49.1692	\$51.6783	\$54.3172	\$57.0859	\$59.9968	
HBG POLICE OFFICERS ASSOC (HPOA)	A step	B step	C step	D step	E step	F step	A step	B step	C step	D step	E step	F step
Police Sergeant	\$7,192.07	\$7,558.99	\$7,944.47	\$8,349.62	\$8,775.50	\$9,214.28	\$41.4927	\$43.6096	\$45.8335	\$48.1709	\$50.6279	\$53.1593
Detective	\$6,256.21	\$6,576.17	\$6,911.42	\$7,264.14	\$7,634.34	\$8,016.06	\$36.0935	\$37.9394	\$39.8736	\$41.9085	\$44.0443	\$46.2465
Police Officer	\$6,072.75	\$6,381.79	\$6,708.30	\$7,050.11	\$7,409.38	\$7,779.85	\$35.0351	\$36.8180	\$38.7018	\$40.6737	\$42.7464	\$44.8838
Police Recruit	\$5,500.74	\$5,781.40	\$6,077.05	\$6,386.64	\$6,712.29	\$7,047.90	\$31.7350	\$33.3542	\$35.0599	\$36.8460	\$38.7247	\$40.6610
Lead Police Dispatcher	\$4,955.48	\$5,208.29	\$5,472.88	\$5,752.47	\$6,040.63	\$6,342.66	\$28.5893	\$30.0478	\$31.5743	\$33.1873	\$34.8498	\$36.5923
Police Dispatcher	\$4,714.46	\$4,955.48	\$5,208.29	\$5,472.88	\$5,752.47	\$6,040.10	\$27.1988	\$28.5893	\$30.0478	\$31.5743	\$33.1873	\$34.8467
Police Records Officer	\$4,685.89	\$4,925.09	\$5,175.32	\$5,439.87	\$5,717.65	\$6,003.53	\$27.0340	\$28.4140	\$29.8576	\$31.3839	\$32.9864	\$34.6358
Police Technician	\$4,118.21	\$4,326.54	\$4,548.11	\$4,779.59	\$5,023.20	\$5,274.36	\$23.7589	\$24.9608	\$26.2391	\$27.5746	\$28.9800	\$30.4290
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)	\$7,634.34	\$8,023.10	\$8,432.61	\$8,862.87	\$9,314.96		\$31.4602	\$33.0622	\$34.7498	\$36.5228	\$38.3858	
Fire Inspector (40 hr. work week)	\$6,911.43	\$7,264.14	\$7,634.33	\$8,023.09	\$8,432.61		\$39.8736	\$41.9085	\$44.0442	\$46.2871	\$48.6497	
Fire Engineer (56 hr. work week)	\$6,576.17	\$6,911.42	\$7,264.14	\$7,634.34	\$8,023.10		\$27.0996	\$28.4811	\$29.9347	\$31.4602	\$33.0622	
Fire Engineer (40 hr. work week)	\$6,576.17	\$6,911.42	\$7,264.14	\$7,634.34	\$8,023.10		\$37.9394	\$39.8736	\$41.9085	\$44.0443	\$46.2871	
Firefighter (56 hr. work week)	\$6,256.21	\$6,576.17	\$6,911.42	\$7,264.14	\$7,634.34		\$25.7811	\$27.0996	\$28.4811	\$29.9347	\$31.4602	
Firefighter (40 hr. work week)	\$6,256.21	\$6,576.17	\$6,911.42	\$7,264.14	\$7,634.34		\$36.0935	\$37.9394	\$39.8736	\$41.9085	\$44.0443	
IBEW PHYSICAL/FIELD PERSONNEL	A step	B step	C step	D step	E step		A step	B step	C step	D step	E step	
Apprentice Meter Technician	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38		\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945	
Building Inspector I	\$6,386.64	\$6,712.29	\$7,055.08	\$7,415.01	\$7,793.15		\$36.8460	\$38.7247	\$40.7024	\$42.7789	\$44.9605	
Building Inspector II	\$6,779.78	\$7,125.78	\$7,488.93	\$7,870.28	\$8,271.99		\$39.1141	\$41.1103	\$43.2053	\$45.4055	\$47.7230	
Building Inspector Trainee	\$6,386.64						\$36.8460					
Building Maintenance Worker I	\$4,463.79	\$4,691.96	\$4,930.84	\$5,182.58	\$5,446.10		\$25.7526	\$27.0690	\$28.4472	\$29.8995	\$31.4198	
Building Maintenance Worker II	\$4,980.12	\$5,234.00	\$5,500.74	\$5,781.40	\$6,077.05		\$28.7315	\$30.1962	\$31.7350	\$33.3542	\$35.0599	
Bus Driver	\$3,885.33	\$4,081.36	\$4,289.18	\$4,508.78	\$4,738.02		\$22.4154	\$23.5463	\$24.7453	\$26.0122	\$27.3348	
Electric Engineering Technician I	\$6,745.50	\$7,082.93	\$7,437.51	\$7,809.22	\$8,200.22		\$38.9163	\$40.8631	\$42.9087	\$45.0532	\$47.3090	
Electric Engineering Technician II	\$7,090.43	\$7,445.01	\$7,817.79	\$8,208.79	\$8,619.07		\$40.9063	\$42.9520	\$45.1027	\$47.3584	\$49.7254	
Electric Field Coordinator	\$6,745.50	\$7,082.93	\$7,437.51	\$7,809.22	\$8,200.22		\$38.9163	\$40.8631	\$42.9087	\$45.0532	\$47.3090	
Electric Line Foreman	\$8,190.58	\$8,608.36	\$9,047.56	\$9,509.26	\$9,993.45		\$47.2533	\$49.6636	\$52.1974	\$54.8611	\$57.6545	
Electric Lineman	\$7,452.51	\$7,825.29	\$8,216.29	\$8,627.64	\$9,059.34		\$42.9952	\$45.1459	\$47.4017	\$49.7748	\$52.2654	
Electric Lineman Apprentice	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38		\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945	
Electric Materials Technician	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38		\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945	
Electric Technician (Electrical)	\$7,716.03	\$8,109.17	\$8,522.66	\$8,957.58	\$9,414.99		\$44.5155	\$46.7836	\$49.1692	\$51.6783	\$54.3172	
Engineering Technician	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38		\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945	
Equipment Mechanic	\$6,260.23	\$6,580.53	\$6,915.82	\$7,268.25	\$7,638.90		\$36.1167	\$37.9646	\$39.8990	\$41.9322	\$44.0706	
Equipment Mechanic II	\$6,847.26	\$7,196.48	\$7,563.91	\$7,949.55	\$8,354.48		\$39.5034	\$41.5182	\$43.6380	\$45.8628	\$48.1989	
Equipment Operator	\$5,259.71	\$5,528.59	\$5,804.96	\$6,095.26	\$6,400.56		\$30.3445	\$31.8957	\$33.4902	\$35.1650	\$36.9263	
Equipment Service Writer/Mechanic	\$7,196.48	\$7,563.91	\$7,949.55	\$8,354.48	\$8,780.82		\$41.5182	\$43.6380	\$45.8628	\$48.1989	\$50.6586	
Equipment Services Supervisor	\$7,526.42	\$7,902.42	\$8,297.70	\$8,712.26	\$9,148.25		\$43.4217	\$45.5909	\$47.8714	\$50.2631	\$52.7784	
Facilities Worker	\$4,081.36	\$4,289.18	\$4,508.78	\$4,738.02	\$4,980.12		\$23.5463	\$24.7453	\$26.0122	\$27.3348	\$28.7315	
Fleet Mechanic	\$6,260.23	\$6,580.53	\$6,915.82	\$7,268.25	\$7,638.90		\$36.1167	\$37.9646	\$39.8990	\$41.9322	\$44.0706	
GIS Specialist	\$6,418.77	\$6,740.14	\$7,077.58	\$7,431.08	\$7,802.80		\$37.0314	\$38.8854	\$40.8322	\$42.8716	\$45.0161	
Industrial Electrician	\$7,055.08	\$7,415.01	\$7,793.15	\$8,190.58	\$8,608.36		\$40.7024	\$42.7789	\$44.9605	\$47.2533	\$49.6636	

Job Classifications and Salary Information

<u>Job Classification</u>	<u>Monthly Salary Ranges/Steps</u>					<u>Hourly Equivalents</u>				
Industrial Machinist	\$6,450.91	\$6,779.78	\$7,125.78	\$7,488.93	\$7,870.28	\$37.2168	\$39.1141	\$41.1103	\$43.2053	\$45.4055
Industrial Mechanic	\$6,291.30	\$6,606.24	\$6,936.18	\$7,283.25	\$7,647.47	\$36.2960	\$38.1129	\$40.0164	\$42.0188	\$44.1200
Instrumentation Technician	\$7,055.08	\$7,415.01	\$7,793.15	\$8,190.58	\$8,608.36	\$40.7024	\$42.7789	\$44.9605	\$47.2533	\$49.6636
IS Network Technician	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38	\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945
IT Systems Engineering Specialist	\$6,323.00	\$6,639.15	\$6,971.11	\$7,319.66	\$7,685.65	\$36.4788	\$38.3028	\$40.2179	\$42.2288	\$44.3403
Laboratory Technician I	\$5,234.00	\$5,500.74	\$5,781.40	\$6,077.05	\$6,386.64	\$30.1962	\$31.7350	\$33.3542	\$35.0599	\$36.8460
Laboratory Technician II	\$5,781.40	\$6,077.05	\$6,386.64	\$6,712.29	\$7,055.08	\$33.3542	\$35.0599	\$36.8460	\$38.7247	\$40.7024
Laboratory Technician III	\$6,386.64	\$6,712.29	\$7,055.08	\$7,415.01	\$7,793.15	\$36.8460	\$38.7247	\$40.7024	\$42.7789	\$44.9605
Lead Electric Technician	\$8,190.58	\$8,608.36	\$9,047.56	\$9,509.26	\$9,993.45	\$47.2533	\$49.6636	\$52.1974	\$54.8611	\$57.6545
Maintenance Custodian	\$4,289.18	\$4,508.78	\$4,738.02	\$4,980.12	\$5,234.00	\$24.7453	\$26.0122	\$27.3348	\$28.7315	\$30.1962
Maintenance Electrician	\$7,019.73	\$7,371.09	\$7,739.59	\$8,126.31	\$8,532.30	\$40.4984	\$42.5255	\$44.6515	\$46.8825	\$49.2248
Maintenance Worker	\$3,307.94	\$3,473.98	\$3,647.52	\$3,829.63	\$4,021.37	\$19.0843	\$20.0422	\$21.0434	\$22.0940	\$23.2002
Meter Reader I	\$4,463.79	\$4,691.96	\$4,930.84	\$5,182.58	\$5,446.10	\$25.7526	\$27.0690	\$28.4472	\$29.8995	\$31.4198
Meter Reader II	\$4,980.12	\$5,234.00	\$5,500.74	\$5,781.40	\$6,077.05	\$28.7315	\$30.1962	\$31.7350	\$33.3542	\$35.0599
Meter Technician	\$7,452.51	\$7,825.29	\$8,216.29	\$8,627.64	\$9,059.34	\$42.9952	\$45.1459	\$47.4017	\$49.7748	\$52.2654
Operator In Training	\$5,392.54	\$5,667.85	\$5,957.08	\$6,260.23	\$6,580.53	\$31.1108	\$32.6991	\$34.3677	\$36.1167	\$37.9646
Parks and Facilities Aide	\$2,788.40	\$2,928.73	\$3,074.41	\$3,228.67	\$3,389.35	\$16.0869	\$16.8965	\$17.7370	\$18.6269	\$19.5540
Parks Caretaker I	\$4,463.79	\$4,691.96	\$4,930.84	\$5,182.58	\$5,446.10	\$25.7526	\$27.0690	\$28.4472	\$29.8995	\$31.4198
Parks Caretaker II	\$4,881.57	\$5,131.16	\$5,392.54	\$5,667.85	\$5,957.08	\$28.1629	\$29.6029	\$31.1108	\$32.6991	\$34.3677
Parks Maintenance Foreman	\$5,500.74	\$5,781.40	\$6,077.05	\$6,386.64	\$6,712.29	\$31.7350	\$33.3542	\$35.0599	\$36.8460	\$38.7247
Public Works Field Technician	\$6,386.64	\$6,712.29	\$7,055.08	\$7,415.01	\$7,793.15	\$36.8460	\$38.7247	\$40.7024	\$42.7789	\$44.9605
Public Works Inspector	\$6,386.64	\$6,712.29	\$7,055.08	\$7,415.01	\$7,793.15	\$36.8460	\$38.7247	\$40.7024	\$42.7789	\$44.9605
Public Works Materials Technician	\$5,286.49	\$5,556.44	\$5,839.24	\$6,137.04	\$6,450.91	\$30.4990	\$32.0564	\$33.6879	\$35.4060	\$37.2168
Senior Building Inspector	\$7,870.28	\$8,271.99	\$8,694.05	\$9,137.54	\$9,603.52	\$45.4055	\$47.7230	\$50.1580	\$52.7166	\$55.4049
Senior Electric Engineering Technician	\$7,444.95	\$7,817.26	\$8,208.68	\$8,619.23	\$9,050.02	\$42.9517	\$45.0996	\$47.3578	\$49.7263	\$52.2117
Senior Public Works Inspector	\$7,870.28	\$8,271.99	\$8,694.05	\$9,137.54	\$9,603.52	\$45.4055	\$47.7230	\$50.1580	\$52.7166	\$55.4049
Sewer Plant Operator I	\$4,553.77	\$4,786.23	\$5,029.40	\$5,286.49	\$5,556.44	\$26.2718	\$27.6129	\$29.0158	\$30.4990	\$32.0564
Sewer Plant Operator II	\$5,208.29	\$5,472.88	\$5,752.47	\$6,040.63	\$6,342.72	\$30.0478	\$31.5743	\$33.1873	\$34.8498	\$36.5926
Sewer Plant Operator III	\$5,752.47	\$6,040.63	\$6,342.72	\$6,659.80	\$6,992.95	\$33.1873	\$34.8498	\$36.5926	\$38.4219	\$40.3439
Storekeeper	\$5,286.49	\$5,556.44	\$5,839.24	\$6,137.04	\$6,450.91	\$30.4990	\$32.0564	\$33.6879	\$35.4060	\$37.2168
Supervisor/Lead Person-Heavy Maintenance	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38	\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945
Supervisor/Lead Person-Streets and Traffic	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38	\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945
Utility Conservation Analyst	\$6,712.29	\$7,055.08	\$7,415.01	\$7,793.15	\$8,190.58	\$38.7247	\$40.7024	\$42.7789	\$44.9605	\$47.2533
Utility Maintenance Foreman	\$5,500.74	\$5,781.40	\$6,077.05	\$6,386.64	\$6,712.29	\$31.7350	\$33.3542	\$35.0599	\$36.8460	\$38.7247
Utility Operator	\$7,055.08	\$7,415.01	\$7,793.15	\$8,190.58	\$8,608.36	\$40.7024	\$42.7789	\$44.9605	\$47.2533	\$49.6636
Utility Service Worker I	\$4,375.95	\$4,598.76	\$4,833.36	\$5,079.74	\$5,338.98	\$25.2459	\$26.5313	\$27.8848	\$29.3062	\$30.8018
Utility Technician	\$5,500.74	\$5,781.40	\$6,077.05	\$6,386.64	\$6,712.29	\$31.7350	\$33.3542	\$35.0599	\$36.8460	\$38.7247
Utility Worker I	\$4,463.79	\$4,691.96	\$4,930.84	\$5,182.58	\$5,446.10	\$25.7526	\$27.0690	\$28.4472	\$29.8995	\$31.4198
Utility Worker II	\$4,980.12	\$5,234.00	\$5,500.74	\$5,781.40	\$6,077.05	\$28.7315	\$30.1962	\$31.7350	\$33.3542	\$35.0599
Utility Worker/Street Sweeper	\$5,131.16	\$5,392.54	\$5,667.85	\$5,957.08	\$6,260.23	\$29.6029	\$31.1108	\$32.6991	\$34.3677	\$36.1167
Villa Maintenance Worker	\$2,844.10	\$2,986.57	\$3,135.47	\$3,291.87	\$3,456.84	\$16.4083	\$17.2302	\$18.0893	\$18.9916	\$19.9433
Wastewater Foreman	\$7,793.15	\$8,190.58	\$8,608.36	\$9,047.56	\$9,509.26	\$44.9605	\$47.2533	\$49.6636	\$52.1974	\$54.8611
Water Foreman	\$7,793.15	\$8,190.58	\$8,608.36	\$9,047.56	\$9,509.26	\$44.9605	\$47.2533	\$49.6636	\$52.1974	\$54.8611
Water Systems Mechanic	\$5,131.16	\$5,392.54	\$5,667.85	\$5,957.08	\$6,260.23	\$29.6029	\$31.1108	\$32.6991	\$34.3677	\$36.1167
Water Treatment Operator II	\$5,392.54	\$5,667.85	\$5,957.08	\$6,260.23	\$6,580.53	\$31.1108	\$32.6991	\$34.3677	\$36.1167	\$37.9646
Water Treatment Operator III	\$5,957.08	\$6,260.23	\$6,580.53	\$6,915.82	\$7,268.25	\$34.3677	\$36.1167	\$37.9646	\$39.8990	\$41.9322

IBEW ADMINISTRATIVE PERSONNEL	A step	B step	C step	D step	E step	A step	B step	C step	D step	E step
Accounting Assistant	\$5,182.58	\$5,446.10	\$5,724.62	\$6,015.99	\$6,323.44	\$29.8995	\$31.4198	\$33.0267	\$34.7077	\$36.4814

<u>Job Classification</u>	<u>Monthly Salary Ranges/Steps</u>					<u>Hourly Equivalents</u>				
Accounting Clerk I	\$4,040.66	\$4,247.40	\$4,463.79	\$4,691.96	\$4,930.84	\$23.3115	\$24.5042	\$25.7526	\$27.0690	\$28.4472
Accounting Clerk II	\$4,463.79	\$4,691.96	\$4,930.84	\$5,182.58	\$5,446.10	\$25.7526	\$27.0690	\$28.4472	\$29.8995	\$31.4198
Accounting Technician	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38	\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945
Administrative Specialist	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38	\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945
Assistant Planner	\$5,234.00	\$5,500.74	\$5,781.40	\$6,077.05	\$6,386.64	\$30.1962	\$31.7350	\$33.3542	\$35.0599	\$36.8460
Community Development Technician	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38	\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945
Department Secretary	\$4,930.84	\$5,182.58	\$5,446.10	\$5,724.62	\$6,015.99	\$28.4472	\$29.8995	\$31.4198	\$33.0267	\$34.7077
Junior Account Clerk	\$3,120.48	\$3,276.87	\$3,440.77	\$3,612.17	\$3,793.20	\$18.0027	\$18.9050	\$19.8506	\$20.8394	\$21.8839
Office Aide	\$2,885.88	\$3,030.49	\$3,181.54	\$3,340.08	\$3,507.19	\$16.6493	\$17.4836	\$18.3550	\$19.2697	\$20.2338
Office Assistant I	\$3,647.52	\$3,829.63	\$4,021.37	\$4,225.98	\$4,441.29	\$21.0434	\$22.0940	\$23.2002	\$24.3806	\$25.6229
Office Assistant II	\$4,332.03	\$4,553.77	\$4,786.23	\$5,029.40	\$5,287.56	\$24.9925	\$26.2718	\$27.6129	\$29.0158	\$30.5052
Payroll Specialist	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38	\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945
Purchasing Specialist	\$5,724.62	\$6,015.99	\$6,323.44	\$6,645.87	\$6,984.38	\$33.0267	\$34.7077	\$36.4814	\$38.3416	\$40.2945
Records Management Technician	\$4,930.84	\$5,182.58	\$5,446.10	\$5,724.62	\$6,015.99	\$28.4472	\$29.8995	\$31.4198	\$33.0267	\$34.7077
Recreation Coordinator I	\$3,737.50	\$3,923.89	\$4,122.07	\$4,332.03	\$4,553.77	\$21.5625	\$22.6378	\$23.7812	\$24.9925	\$26.2718
Recreation Coordinator II	\$4,122.07	\$4,332.03	\$4,553.77	\$4,786.23	\$5,029.40	\$23.7812	\$24.9925	\$26.2718	\$27.6129	\$29.0158
Senior Accounting Clerk	\$4,930.84	\$5,182.58	\$5,446.10	\$5,724.62	\$6,015.99	\$28.4472	\$29.8995	\$31.4198	\$33.0267	\$34.7077
Senior Office Assistant	\$4,930.84	\$5,182.58	\$5,446.10	\$5,724.62	\$6,015.99	\$28.4472	\$29.8995	\$31.4198	\$33.0267	\$34.7077
Storekeeper/Records Technician	\$5,286.49	\$5,556.44	\$5,839.24	\$6,137.04	\$6,450.91	\$30.4990	\$32.0564	\$33.6879	\$35.4060	\$37.2168

PART-TIME/TEMPORARY/SEASONAL POSITIONS

- Temporary/Seasonal Maintenance Wrker - \$15/hr.
- Lifeguard/Swim Instructor - \$11-\$13.50/hr.
- Head Lifeguard - \$14-\$16.50/hr.
- Pool Manager - \$17-\$20.50/hr.
- Recreation Leader I - \$10.50-\$11.50/hr.
- Recreation Leader II - \$11.75-\$12.75/hr.
- Recreation Leader III - \$13-20/hr.
- Reserve Police Officer-A step of Officer
- Reserve Firefighter-A step of Engineer
- Code Enforcement Officer - \$31.44-\$40.29/hr.
- Parking Enforcement Officer - \$19.54-\$24.99/hr.