



Classification and Compensation
 Allocations by Job Title
 Effective 7/1/2011

Job Title	Classification	Grade Range	Sal Plan	Grade
Accountant	Management Analyst	C41-C43	OPE	C42
Accounting Manager	Manager/Program Manager	D61-D62	NON	D61
Accounting Technician	Management Support Technician	B21-B22	OPE	B22
Admin Aide/City Recorder	Management Analyst	C41-C43	NON	C42
Admin Specialist-Annexation	Management Support Specialist	B23-B24	OPE	B23
Administrative Assistant	Administrative Assistant	A11-A13	OPE	A12
Administrative Coordinator	Management Analyst	C41-C43	NON	C42
Administrative Specialist	Administrative Specialist	B21-B23	NON	B21
			OPE	B21
				B22
				B23
Assistant City Manager	Executive Manager	E81-82/E91	NON	E91
Assistant Project Manager	Management Analyst	C41-C43	NON	C43
Associate Community Svcs Mgr	Supervisor/Associate Manager	C44-45/C51-52	NON	C52
Associate Project Manager	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Asst Public Works Director	Senior Manager/Program Manager	D63-65/D71-72	NON	D65
Bldg Maint Worker	Maintenance Specialist	B21-B22	AFS	B22
Building Inspector	Code Enforcement Specialist	B22-B24	OPE	B24
		B22-B25	OPE	B24
		B22-B26	OPE	B24
Building Permit Review Tech.	Code Enforcement Specialist	B22-B27	OPE	B24
City Engineer	Manager/Program Manager	D61-D62	NON	D61
City Surveyor	Supervisor/Associate Manager	C44-45/C51-52	NON	C45
Civil Engineer	Technical Analyst	C42-C44	OPE	C42
				C43
				C44
Civil Engineer, Managing	Manager/Program Manager	D61-D62	NON	D61
Civil Engineer, Supervising	Supervisor/Associate Manager	C44-45/C51-52	NON	C52
Code Enforce Officer	Code Enforcement Specialist	B22-B28	OPE	B24
Community Development Mgr.	Manager/Program Manager	D61-D62	NON	D61
Community Relations Manager	Manager/Program Manager	D61-D62	NON	D61
Construction Inspector	Code Enforcement Specialist	B22-B29	OPE	B24
		B22-B30	OPE	B23
		B22-B31	OPE	B24
		B22-B32	OPE	B24
Court Clerk	Administrative Specialist	B21-B23	OPE	B22
Court Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Custodian	Maintenance Assistant	A11-A13	AFS	A12
				A13
			OPE	A12
Data Management Technician	Management Support Specialist	B23-B24	AFS	B23
Database Administrator	Technical Analyst	C42-C44	OPE	C44
Departmental Assistant	Administrative Specialist	B21-B23	NON	B22
			NUC	B22



Classification and Compensation

Allocations by Job Title

Effective 7/1/2011

Design & Construction Coord	Technical Analyst	C42-C44	OPE	C44
EMS Account Services Supvsr	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Ems Accounting Tech	Management Support Technician	B21-B22	OPE	B22
Engineering & Trans. Manager	Senior Manager/Program Manager	D63-65/D71-72	NON	D71
Engineering Assistant	Administrative Specialist	B21-B23	OPE	B22
Engineering Technician	Technical Specialist	B22-B24	OPE	B23 B24
Environ Svcs Super	Supervisor/Associate Manager	C44-45/C51-52	NON	C45
Environmental Services Tech	Technical Specialist	B22-B24	OPE	B23 B24
Environmental Svcs Mgr	Senior Manager/Program Manager	D63-65/D71-72	NON	D64
Finance Director	Executive Manager	E81-82/E91	NON	E81
Fire Battalion Chief (Ops)	Fire Battalion Chief	C52	N56	C52
Fire Battalion Chief (Train)	Fire Battalion Chief	C52	N40	C52
Fire Dep Chief Prev/Hazmat	Fire Deputy Chief	D63	N40	D63
Fire Deputy Chief - EMS	Fire Deputy Chief	D63	N40	D63
GIS Analyst	Technical Analyst	C42-C44	OPE	C43
GIS Database Administrator	Technical Analyst	C42-C44	OPE	C43
GIS Technician	Technical Specialist	B22-B24	OPE	B23
Housing Programs Assistant	Administrative Specialist	B21-B23	OPE	B23
Housing Programs Specialist	Management Analyst	C41-C43	OPE	C43
Human Resources Analyst	Management Analyst	C41-C43	NON	C41 C43
Human Resources Director	Executive Manager	E81-82/E91	NON	E81
Information Technology Dir.	Executive Manager	E81-82/E91	NON	E81
Infrastructure Systems Spc	Technical Specialist	B22-B24	AFS	B23
Infrastructure Systems Tech	Management Support Technician	B21-B22	AFS	B22
Jail Operations Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C45
Lib Tech Specialist	Technical Specialist	B22-B24	OPE	B24
Librarian	Management Analyst	C41-C43	OPE	C42
Library Director	Executive Manager	E81-82/E91	NON	E81
Library Manager	Senior Manager/Program Manager	D63-65/D71-72	NON	D63
Library Technician	Management Support Technician	B21-B22	OPE	B21
Library Technician II	Management Support Technician	B21-B22	NON	B21
Maint Tech Crew Chief	Maintenance Coordinator	B23	AFS	B23
Maint Tech, Apprentice	Maintenance Specialist	B21-B22	AFS	B21
Maint Tech, Journey	Maintenance Specialist	B21-B22	AFS	B22
Maintenance Mgr	Senior Manager/Program Manager	D63-65/D71-72	NON	D64
Maintenance Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Maintenance Worker	Maintenance Assistant	A11-A13	AFS	A11
Management Analyst	Management Analyst	C41-C43	NON OPE	C43 C42 C43
Mechanic	Maintenance Specialist	B21-B22	AFS	B22
Mechanic, Journey	Maintenance Specialist	B21-B22	AFS	B22
Network Analyst	Technical Analyst	C42-C44	OPE	C42 C43
Network Manager	Manager/Program Manager	D61-D62	NON	D62
Payroll Specialist	Management Support Specialist	B23-B24	NUC	B24
Planner	Management Analyst	C41-C43	OPE	C41
Planner Aide	Administrative Specialist	B21-B23	OPE	B23
Planner, Senior	Management Analyst	C41-C43	OPE	C43
Planning Manager	Senior Manager/Program Manager	D63-65/D71-72	NON	D63



Classification and Compensation

Allocations by Job Title

Effective 7/1/2011

Planning Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C52
Plans Examiner	Code Enforcement Specialist	B22-B33	OPE	B24
		B22-B34	OPE	B24
Police Captain	Police Captain	D63	N40	D63
			NON	D63
Police Chief	Executive Manager	E81-82/E91	NON	E82
Police Officer Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Police Sergeant	Police Sergeant	C44-45/C51-52	N40	C45
			NON	C45
Program Technician	Administrative Specialist	B21-B23	OPE	B21
	Management Support Specialist	B23-B24	OPE	B23
Programmer Analyst	Technical Analyst	C42-C44	OPE	C43
				C44
Public Info & Education Spclst	Management Analyst	C41-C43	OPE	C42
Security Attendant	Maintenance Assistant	A11-A13	AFS	A12
Service Desk Specialist	Technical Specialist	B22-B24	OPE	B24
Services Bureau Manager	Senior Manager/Program Manager	D63-65/D71-72	NON	D63
Survey Party Chief	Technical Specialist	B22-B24	OPE	B24
Surveyor	Technical Specialist	B22-B24	OPE	B24
System Administrator	Technical Analyst	C42-C44	OPE	C44
Technical Services Manager	Senior Manager/Program Manager	D63-65/D71-72	NON	D64
Traffic Engineer	Manager/Program Manager	D61-D62	NON	D61
Traffic Maintenance Technician	Technical Specialist	B22-B24	AFS	B23
Traffic Signal Electrician	Technical Specialist	B22-B24	AFS	B24
Traffic Technician	Technical Specialist	B22-B24	OPE	B24



Classification and Compensation
 Allocations by Classification
 Effective 7/1/2011

Classification	Job Title	Grade Range	Sal Plan	Grade
Administrative Assistant	Administrative Assistant	A11-A13	OPE	A12
Administrative Specialist	Administrative Specialist	B21-B23	NON	B21
			OPE	B21
				B22
				B23
	Court Clerk	B21-B23	OPE	B22
	Departmental Assistant	B21-B23	NON	B22
			NUC	B22
	Engineering Assistant	B21-B23	OPE	B22
Housing Programs Assistant	B21-B23	OPE	B23	
Planner Aide	B21-B23	OPE	B23	
Program Technician	B21-B23	OPE	B21	
Code Enforcement Specialist	Building Inspector	B22-B24	OPE	B24
		B22-B25	OPE	B24
		B22-B26	OPE	B24
	Building Permit Review Tech.	B22-B27	OPE	B24
	Code Enforce Officer	B22-B28	OPE	B24
	Construction Inspector	B22-B29	OPE	B24
		B22-B30	OPE	B23
		B22-B31	OPE	B24
		B22-B32	OPE	B24
	Plans Examiner	B22-B33	OPE	B24
B22-B34		OPE	B24	
Executive Manager	Assistant City Manager	E81-82/E91	NON	E91
	Finance Director	E81-82/E91	NON	E81
	Human Resources Director	E81-82/E91	NON	E81
	Information Technology Dir.	E81-82/E91	NON	E81
	Library Director	E81-82/E91	NON	E81
	Police Chief	E81-82/E91	NON	E82
Fire Battalion Chief	Fire Battalion Chief (Ops)	C52	N56	C52
	Fire Battalion Chief (Train)	C52	N40	C52
Fire Deputy Chief	Fire Dep Chief Prev/Hazmat	D63	N40	D63
	Fire Deputy Chief - EMS	D63	N40	D63
Maintenance Assistant	Custodian	A11-A13	AFS	A12
				A13
			OPE	A12
	Maintenance Worker	A11-A13	AFS	A11
Security Attendant	A11-A13	AFS	A12	
Maintenance Coordinator	Maint Tech Crew Chief	B23	AFS	B23
Maintenance Specialist	Bldg Maint Worker	B21-B22	AFS	B22
	Maint Tech, Apprentice	B21-B22	AFS	B21
	Maint Tech, Journey	B21-B22	AFS	B22
	Mechanic	B21-B22	AFS	B22
	Mechanic, Journey	B21-B22	AFS	B22



Classification and Compensation
 Allocations by Classification
 Effective 7/1/2011

Management Analyst	Accountant	C41-C43	OPE	C42
	Admin Aide/City Recorder	C41-C43	NON	C42
	Administrative Coordinator	C41-C43	NON	C42
	Assistant Project Manager	C41-C43	NON	C43
	Housing Programs Specialist	C41-C43	OPE	C43
	Human Resources Analyst	C41-C43	NON	C41 C43
	Librarian	C41-C43	OPE	C42
	Management Analyst	C41-C43	NON	C43
			OPE	C42 C43
	Planner	C41-C43	OPE	C41
	Planner, Senior	C41-C43	OPE	C43
Public Info & Education Spclst	C41-C43	OPE	C42	
Management Support Specialist	Admin Specialist-Annexation	B23-B24	OPE	B23
	Data Management Technician	B23-B24	AFS	B23
	Payroll Specialist	B23-B24	NUC	B24
	Program Technician	B23-B24	OPE	B23
Management Support Technician	Accounting Technician	B21-B22	OPE	B22
	Ems Accounting Tech	B21-B22	OPE	B22
	Infrastructure Systems Tech	B21-B22	AFS	B22
	Library Technician	B21-B22	OPE	B21
	Library Technician II	B21-B22	NON	B21
Manager/Program Manager	Accounting Manager	D61-D62	NON	D61
	City Engineer	D61-D62	NON	D61
	Civil Engineer, Managing	D61-D62	NON	D61
	Community Development Mgr.	D61-D62	NON	D61
	Community Relations Manager	D61-D62	NON	D61
	Network Manager	D61-D62	NON	D62
	Traffic Engineer	D61-D62	NON	D61
Police Captain	Police Captain	D63	N40	D63
			NON	D63
Police Sergeant	Police Sergeant	C44-45/C51-52	N40	C45
			NON	C45
Senior Manager/Program Manager	Asst Public Works Director	D63-65/D71-72	NON	D65
	Engineering & Trans. Manager	D63-65/D71-72	NON	D71
	Environmental Svcs Mgr	D63-65/D71-72	NON	D64
	Library Manager	D63-65/D71-72	NON	D63
	Maintenance Mgr	D63-65/D71-72	NON	D64
	Planning Manager	D63-65/D71-72	NON	D63
	Services Bureau Manager	D63-65/D71-72	NON	D63
	Technical Services Manager	D63-65/D71-72	NON	D64
Supervisor/Associate Manager	Associate Community Svcs Mgr	C44-45/C51-52	NON	C52
	Associate Project Manager	C44-45/C51-52	NON	C44
	City Surveyor	C44-45/C51-52	NON	C45
	Civil Engineer, Supervising	C44-45/C51-52	NON	C52
	Court Supervisor	C44-45/C51-52	NON	C44
	EMS Account Services Supvsr	C44-45/C51-52	NON	C44
	Environ Svcs Super	C44-45/C51-52	NON	C45
	Jail Operations Supervisor	C44-45/C51-52	NON	C45
	Maintenance Supervisor	C44-45/C51-52	NON	C44
	Planning Supervisor	C44-45/C51-52	NON	C52
	Police Officer Supervisor	C44-45/C51-52	NON	C44



Classification and Compensation
 Allocations by Classification
 Effective 7/1/2011

Technical Analyst	Civil Engineer	C42-C44	OPE	C42 C43 C44
	Database Administrator	C42-C44	OPE	C44
	Design & Construction Coord	C42-C44	OPE	C44
	GIS Analyst	C42-C44	OPE	C43
	GIS Database Administrator	C42-C44	OPE	C43
	Network Analyst	C42-C44	OPE	C42 C43
	Programmer Analyst	C42-C44	OPE	C43 C44
	System Administrator	C42-C44	OPE	C44
Technical Specialist	Engineering Technician	B22-B24	OPE	B23 B24
	Environmental Services Tech	B22-B24	OPE	B23 B24
	GIS Technician	B22-B24	OPE	B23
	Infrastructure Systems Spc	B22-B24	AFS	B23
	Lib Tech Specialist	B22-B24	OPE	B24
	Service Desk Specialist	B22-B24	OPE	B24
	Survey Party Chief	B22-B24	OPE	B24
	Surveyor	B22-B24	OPE	B24
	Traffic Maintenance Technician	B22-B24	AFS	B23
	Traffic Signal Electrician	B22-B24	AFS	B24
Traffic Technician	B22-B24	OPE	B24	



AFSCME Pay Scale

Effective 7/1/2011

DBM/ GRADE	1	2	3	4	5	6	7
A11	\$ 10.02 \$ 20,842	\$ 10.52 \$ 21,882	\$ 11.05 \$ 22,984	\$ 11.60 \$ 24,128	\$ 12.18 \$ 25,334	\$ 12.79 \$ 26,603	\$ 13.43 \$ 27,934
A12	\$ 12.19 \$ 25,355	\$ 12.80 \$ 26,624	\$ 13.44 \$ 27,955	\$ 14.11 \$ 29,349	\$ 14.82 \$ 30,826	\$ 15.56 \$ 32,365	\$ 16.33 \$ 33,966
A13	\$ 14.36 \$ 29,869	\$ 15.07 \$ 31,346	\$ 15.83 \$ 32,926	\$ 16.62 \$ 34,570	\$ 17.45 \$ 36,296	\$ 18.32 \$ 38,106	\$ 19.24 \$ 40,019
B21	\$ 16.53 \$ 34,382	\$ 17.35 \$ 36,088	\$ 18.22 \$ 37,898	\$ 19.13 \$ 39,790	\$ 20.09 \$ 41,787	\$ 21.09 \$ 43,867	\$ 22.15 \$ 46,072
B22	\$ 18.69 \$ 38,875	\$ 19.63 \$ 40,830	\$ 20.61 \$ 42,869	\$ 21.64 \$ 45,011	\$ 22.72 \$ 47,258	\$ 23.86 \$ 49,629	\$ 25.05 \$ 52,104
B23	\$ 20.86 \$ 43,389	\$ 21.90 \$ 45,552	\$ 23.00 \$ 47,840	\$ 24.15 \$ 50,232	\$ 25.36 \$ 52,749	\$ 26.63 \$ 55,390	\$ 27.96 \$ 58,157
B24	\$ 23.03 \$ 47,902	\$ 24.18 \$ 50,294	\$ 25.39 \$ 52,811	\$ 26.66 \$ 55,453	\$ 27.99 \$ 58,219	\$ 29.39 \$ 61,131	\$ 30.86 \$ 64,189

* 5% between steps
 * Market tied to step 4 (midpoint)



SEIU / Non-Union Confidential Pay Scale

Effective 7/1/2011

DBM/ GRADE	1	2	3	4	5	6	7	8	9	10	11
A11	\$9.33 \$19,406	\$9.79 \$20,363	\$10.26 \$21,341	\$10.73 \$22,318	\$11.19 \$23,275	\$11.66 \$24,253	\$12.13 \$25,230	\$12.59 \$26,187	\$13.06 \$27,165	\$13.53 \$28,142	\$13.99 \$29,099
A12	\$11.34 \$23,587	\$11.91 \$24,773	\$12.48 \$25,958	\$13.05 \$27,144	\$13.61 \$28,309	\$14.18 \$29,494	\$14.75 \$30,680	\$15.31 \$31,845	\$15.88 \$33,030	\$16.45 \$34,216	\$17.02 \$35,402
A13	\$13.36 \$27,789	\$14.03 \$29,182	\$14.70 \$30,576	\$15.36 \$31,949	\$16.03 \$33,342	\$16.70 \$34,736	\$17.37 \$36,130	\$18.04 \$37,523	\$18.70 \$38,896	\$19.37 \$40,290	\$20.04 \$41,683
B21	\$15.38 \$31,990	\$16.15 \$33,592	\$16.92 \$35,194	\$17.69 \$36,795	\$18.46 \$38,397	\$19.23 \$39,998	\$20.00 \$41,600	\$20.77 \$43,202	\$21.54 \$44,803	\$22.31 \$46,405	\$23.08 \$48,006
B22	\$17.40 \$36,192	\$18.27 \$38,002	\$19.14 \$39,811	\$20.01 \$41,621	\$20.88 \$43,430	\$21.75 \$45,240	\$22.62 \$47,050	\$23.49 \$48,859	\$24.36 \$50,669	\$25.23 \$52,478	\$26.10 \$54,288
B23	\$19.42 \$40,394	\$20.40 \$42,432	\$21.37 \$44,450	\$22.34 \$46,467	\$23.31 \$48,485	\$24.28 \$50,502	\$25.25 \$52,520	\$26.22 \$54,538	\$27.19 \$56,555	\$28.16 \$58,573	\$29.14 \$60,611
B24	\$21.45 \$44,616	\$22.52 \$46,842	\$23.59 \$49,067	\$24.67 \$51,314	\$25.74 \$53,539	\$26.81 \$55,765	\$27.88 \$57,990	\$28.95 \$60,216	\$30.03 \$62,462	\$31.10 \$64,688	\$32.17 \$66,914
B31	\$21.45 \$44,616	\$22.52 \$46,842	\$23.59 \$49,067	\$24.67 \$51,314	\$25.74 \$53,539	\$26.81 \$55,765	\$27.88 \$57,990	\$28.95 \$60,216	\$30.03 \$62,462	\$31.10 \$64,688	\$32.17 \$66,914
B25	\$23.46 \$48,797	\$24.64 \$51,251	\$25.81 \$53,685	\$26.98 \$56,118	\$28.16 \$58,573	\$29.33 \$61,006	\$30.50 \$63,440	\$31.68 \$65,894	\$32.85 \$68,328	\$34.02 \$70,762	\$35.20 \$73,216
B32	\$23.46 \$48,797	\$24.64 \$51,251	\$25.81 \$53,685	\$26.98 \$56,118	\$28.16 \$58,573	\$29.33 \$61,006	\$30.50 \$63,440	\$31.68 \$65,894	\$32.85 \$68,328	\$34.02 \$70,762	\$35.20 \$73,216
C41	\$21.02 \$43,722	\$22.07 \$45,906	\$23.12 \$48,090	\$24.17 \$50,274	\$25.22 \$52,458	\$26.27 \$54,642	\$27.32 \$56,826	\$28.37 \$59,010	\$29.42 \$61,194	\$30.47 \$63,378	\$31.52 \$65,562
C42	\$22.65 \$47,112	\$23.78 \$49,462	\$24.91 \$51,813	\$26.05 \$54,184	\$27.18 \$56,534	\$28.31 \$58,885	\$29.44 \$61,235	\$30.57 \$63,586	\$31.71 \$65,957	\$32.84 \$68,307	\$33.97 \$70,658
C43	\$24.27 \$50,482	\$25.49 \$53,019	\$26.70 \$55,536	\$27.91 \$58,053	\$29.13 \$60,590	\$30.34 \$63,107	\$31.55 \$65,624	\$32.77 \$68,162	\$33.98 \$70,678	\$35.19 \$73,195	\$36.41 \$75,733
C44	\$25.90 \$53,872	\$27.20 \$56,576	\$28.49 \$59,259	\$29.79 \$61,963	\$31.08 \$64,646	\$32.38 \$67,350	\$33.68 \$70,054	\$34.97 \$72,738	\$36.27 \$75,442	\$37.56 \$78,125	\$38.86 \$80,829



SEIU / Non-Union Confidential Pay Scale

Effective 7/1/2011

DBM/ GRADE	1	2	3	4	5	6	7	8	9	10	11
C51	\$25.90	\$27.20	\$28.49	\$29.79	\$31.08	\$32.38	\$33.68	\$34.97	\$36.27	\$37.56	\$38.86
	\$53,872	\$56,576	\$59,259	\$61,963	\$64,646	\$67,350	\$70,054	\$72,738	\$75,442	\$78,125	\$80,829
C45	\$27.54	\$28.91	\$30.29	\$31.67	\$33.04	\$34.42	\$35.80	\$37.17	\$38.55	\$39.93	\$41.30
	\$57,283	\$60,133	\$63,003	\$65,874	\$68,723	\$71,594	\$74,464	\$77,314	\$80,184	\$83,054	\$85,904
C52	\$27.54	\$28.91	\$30.29	\$31.67	\$33.04	\$34.42	\$35.80	\$37.17	\$38.55	\$39.93	\$41.30
	\$57,283	\$60,133	\$63,003	\$65,874	\$68,723	\$71,594	\$74,464	\$77,314	\$80,184	\$83,054	\$85,904

* Equal dollar amount between steps. 50% overall pay spread.

* Step 1 - Underfill step. Steps 10 & 11 - Pay for performance.

* Market tied to step 6 (midpoint).



Non-Union Protective Services Pay Scale Effective 1/1/2011

DBM/ GRADE	1	2	3	4	5	
C45	\$82,576 \$39.70	\$86,320 \$41.50	\$90,064 \$43.30	\$93,808 \$45.10	\$97,573 \$46.91	(Sergeant)
C52 (40 hr)	\$82,576 \$39.70	\$86,320 \$41.50	\$90,064 \$43.30	\$93,808 \$45.10	\$97,573 \$46.91	(Batt Chief - Training)
C52 (56 hr)	\$82,584 \$28.36	\$86,312 \$29.64	\$90,068 \$30.93	\$93,796 \$32.21	\$97,581 \$33.51	(Batt Chief - Operations)
D63	\$92,810 \$44.62	\$97,032 \$46.65	\$101,254 \$48.68	\$105,477 \$50.71	\$109,699 \$52.74	(Dep Fire Chief & Police Capt)

- * Equal dollar amount between steps. 18% overall pay spread.
- * Market tied to step 3 (midpoint).
- * 40 hour annual rate based on 2080 hours
- * 56 hour annual rate based on 2912 hours



Non-Union General Services Pay Scale Effective 1/1/2011

DBM/ GRADE	1	2	3	4	5	6	7	8	9	10	11
A11	\$9.33 \$19,406	\$9.79 \$20,363	\$10.26 \$21,341	\$10.73 \$22,318	\$11.19 \$23,275	\$11.66 \$24,253	\$12.13 \$25,230	\$12.59 \$26,187	\$13.06 \$27,165	\$13.53 \$28,142	\$13.99 \$29,099
A12	\$11.34 \$23,587	\$11.91 \$24,773	\$12.48 \$25,958	\$13.05 \$27,144	\$13.61 \$28,309	\$14.18 \$29,494	\$14.75 \$30,680	\$15.31 \$31,845	\$15.88 \$33,030	\$16.45 \$34,216	\$17.02 \$35,402
A13	\$13.36 \$27,789	\$14.03 \$29,182	\$14.70 \$30,576	\$15.36 \$31,949	\$16.03 \$33,342	\$16.70 \$34,736	\$17.37 \$36,130	\$18.04 \$37,523	\$18.70 \$38,896	\$19.37 \$40,290	\$20.04 \$41,683
B21	\$15.38 \$31,990	\$16.15 \$33,592	\$16.92 \$35,194	\$17.69 \$36,795	\$18.46 \$38,397	\$19.23 \$39,998	\$20.00 \$41,600	\$20.77 \$43,202	\$21.54 \$44,803	\$22.31 \$46,405	\$23.08 \$48,006
B22	\$17.40 \$36,192	\$18.27 \$38,002	\$19.14 \$39,811	\$20.01 \$41,621	\$20.88 \$43,430	\$21.75 \$45,240	\$22.62 \$47,050	\$23.49 \$48,859	\$24.36 \$50,669	\$25.23 \$52,478	\$26.10 \$54,288
B23	\$19.42 \$40,394	\$20.40 \$42,432	\$21.37 \$44,450	\$22.34 \$46,467	\$23.31 \$48,485	\$24.28 \$50,502	\$25.25 \$52,520	\$26.22 \$54,538	\$27.19 \$56,555	\$28.16 \$58,573	\$29.14 \$60,611
B24	\$21.45 \$44,616	\$22.52 \$46,842	\$23.59 \$49,067	\$24.67 \$51,314	\$25.74 \$53,539	\$26.81 \$55,765	\$27.88 \$57,990	\$28.95 \$60,216	\$30.03 \$62,462	\$31.10 \$64,688	\$32.17 \$66,914
B31	\$21.45 \$44,616	\$22.52 \$46,842	\$23.59 \$49,067	\$24.67 \$51,314	\$25.74 \$53,539	\$26.81 \$55,765	\$27.88 \$57,990	\$28.95 \$60,216	\$30.03 \$62,462	\$31.10 \$64,688	\$32.17 \$66,914
B25	\$23.46 \$48,797	\$24.64 \$51,251	\$25.81 \$53,685	\$26.98 \$56,118	\$28.16 \$58,573	\$29.33 \$61,006	\$30.50 \$63,440	\$31.68 \$65,894	\$32.85 \$68,328	\$34.02 \$70,762	\$35.20 \$73,216
B32	\$23.46 \$48,797	\$24.64 \$51,251	\$25.81 \$53,685	\$26.98 \$56,118	\$28.16 \$58,573	\$29.33 \$61,006	\$30.50 \$63,440	\$31.68 \$65,894	\$32.85 \$68,328	\$34.02 \$70,762	\$35.20 \$73,216
C41	\$21.02 \$43,722	\$22.07 \$45,906	\$23.12 \$48,090	\$24.17 \$50,274	\$25.22 \$52,458	\$26.27 \$54,642	\$27.32 \$56,826	\$28.37 \$59,010	\$29.42 \$61,194	\$30.47 \$63,378	\$31.52 \$65,562
C42	\$22.65 \$47,112	\$23.78 \$49,462	\$24.91 \$51,813	\$26.05 \$54,184	\$27.18 \$56,534	\$28.31 \$58,885	\$29.44 \$61,235	\$30.57 \$63,586	\$31.71 \$65,957	\$32.84 \$68,307	\$33.97 \$70,658
C43	\$24.27 \$50,482	\$25.49 \$53,019	\$26.70 \$55,536	\$27.91 \$58,053	\$29.13 \$60,590	\$30.34 \$63,107	\$31.55 \$65,624	\$32.77 \$68,162	\$33.98 \$70,678	\$35.19 \$73,195	\$36.41 \$75,733
C44	\$25.90 \$53,872	\$27.20 \$56,576	\$28.49 \$59,259	\$29.79 \$61,963	\$31.08 \$64,646	\$32.38 \$67,350	\$33.68 \$70,054	\$34.97 \$72,738	\$36.27 \$75,442	\$37.56 \$78,125	\$38.86 \$80,829



Non-Union General Services Pay Scale

Effective 1/1/2011

DBM/ GRADE	1	2	3	4	5	6	7	8	9	10	11
C51	\$25.90	\$27.20	\$28.49	\$29.79	\$31.08	\$32.38	\$33.68	\$34.97	\$36.27	\$37.56	\$38.86
	\$53,872	\$56,576	\$59,259	\$61,963	\$64,646	\$67,350	\$70,054	\$72,738	\$75,442	\$78,125	\$80,829
C45	\$27.54	\$28.91	\$30.29	\$31.67	\$33.04	\$34.42	\$35.80	\$37.17	\$38.55	\$39.93	\$41.30
	\$57,283	\$60,133	\$63,003	\$65,874	\$68,723	\$71,594	\$74,464	\$77,314	\$80,184	\$83,054	\$85,904
C52	\$27.54	\$28.91	\$30.29	\$31.67	\$33.04	\$34.42	\$35.80	\$37.17	\$38.55	\$39.93	\$41.30
	\$57,283	\$60,133	\$63,003	\$65,874	\$68,723	\$71,594	\$74,464	\$77,314	\$80,184	\$83,054	\$85,904
D61	\$30.79	\$32.33	\$33.87	\$35.41	\$36.95	\$38.49	\$40.03	\$41.57	\$43.11	\$44.65	\$46.19
	\$64,043	\$67,246	\$70,450	\$73,653	\$76,856	\$80,059	\$83,262	\$86,466	\$89,669	\$92,872	\$96,075
D62	\$32.42	\$34.05	\$35.67	\$37.29	\$38.91	\$40.53	\$42.15	\$43.77	\$45.39	\$47.01	\$48.64
	\$67,434	\$70,824	\$74,194	\$77,563	\$80,933	\$84,302	\$87,672	\$91,042	\$94,411	\$97,781	\$101,171
D63	\$34.05	\$35.75	\$37.45	\$39.16	\$40.86	\$42.56	\$44.26	\$45.96	\$47.67	\$49.37	\$51.07
	\$70,824	\$74,360	\$77,896	\$81,453	\$84,989	\$88,525	\$92,061	\$95,597	\$99,154	\$102,690	\$106,226
D64	\$36.09	\$37.89	\$39.70	\$41.50	\$43.31	\$45.11	\$46.91	\$48.72	\$50.52	\$52.33	\$54.13
	\$75,067	\$78,811	\$82,576	\$86,320	\$90,085	\$93,829	\$97,573	\$101,338	\$105,082	\$108,846	\$112,590
D71	\$36.09	\$37.89	\$39.70	\$41.50	\$43.31	\$45.11	\$46.91	\$48.72	\$50.52	\$52.33	\$54.13
	\$75,067	\$78,811	\$82,576	\$86,320	\$90,085	\$93,829	\$97,573	\$101,338	\$105,082	\$108,846	\$112,590
D65	\$38.53	\$40.45	\$42.38	\$44.31	\$46.23	\$48.16	\$50.09	\$52.01	\$53.94	\$55.87	\$57.79
	\$80,142	\$84,136	\$88,150	\$92,165	\$96,158	\$100,173	\$104,187	\$108,181	\$112,195	\$116,210	\$120,203
D72	\$38.53	\$40.45	\$42.38	\$44.31	\$46.23	\$48.16	\$50.09	\$52.01	\$53.94	\$55.87	\$57.79
	\$80,142	\$84,136	\$88,150	\$92,165	\$96,158	\$100,173	\$104,187	\$108,181	\$112,195	\$116,210	\$120,203
E81	\$40.57	\$42.60	\$44.62	\$46.65	\$48.68	\$50.71	\$52.74	\$54.77	\$56.80	\$58.82	\$60.85
	\$84,386	\$88,608	\$92,810	\$97,032	\$101,254	\$105,477	\$109,699	\$113,922	\$118,144	\$122,346	\$126,568
E82	\$42.19	\$44.30	\$46.41	\$48.52	\$50.63	\$52.74	\$54.85	\$56.96	\$59.07	\$61.18	\$63.29
	\$87,755	\$92,144	\$96,533	\$100,922	\$105,310	\$109,699	\$114,088	\$118,477	\$122,866	\$127,254	\$131,643
E91	\$45.46	\$47.73	\$50.00	\$52.27	\$54.55	\$56.82	\$59.09	\$61.37	\$63.64	\$65.91	\$68.18
	\$94,557	\$99,278	\$104,000	\$108,722	\$113,464	\$118,186	\$122,907	\$127,650	\$132,371	\$137,093	\$141,814

* Equal dollar amount between steps. 50% overall pay spread.
 * Step 1 - Underfill step. Steps 10 & 11 - Pay for performance.
 * Market tied to step 6 (midpoint).