



Classification and Compensation Allocations by Classification

Classification	Job Title	Grade Range	Salary Plan	Grade
Administrative Assistant	Clerk 2	A11-13	OPE	A12
Administrative Specialist	Clerk 3	B21-23	NUC	B21
			OPE	B21 B22
	Court Clerk	B21-23	OPE	B22
	Court Clerk, Senior	B21-23	OPE	B22
	Departmental Assistant	B21-23	NUC	B22
	Engineer Asst	B21-23	OPE	B22
	Housing Programs Assistant	B21-23	OPE	B23
	Planner Aide	B21-23	OPE	B23
	Program Technician	B21-23	OPE	B21
	Secretary	B21-23	NUC	B21
		OPE	B21 B23	
Building Safety Specialist	Building Inspector 3	B22-24	OPE	B24
	Building Permit Review Tech.	B22-24	OPE	B24
	Code Enforce Officer	B22-24	OPE	B24
	Plans Examiner	B22-24	OPE	B24
Executive Manager	Assistant City Manager	E81-82/E91	NON	E91
	Development Svcs Director	E81-82/E91	NON	E81
	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
	Public Works Director	E81-82/E91	NON	E82
Fire Battalion Chief	Battalion Chief (Operations)	C44-45/C51-52	N56	C52
	Battalion Chief (Training)	C44-45/C51-52	N40	C52
Fire Deputy Chief	Fire Dep Chief Operations	D63	N40	D63
	Fire Dep Chief Prev/Hazmat	D63	N40	D63
Maintenance Assistant	Custodian 1	A11-13	AFS	A12
	Custodian 2	A11-13	AFS	A13
	Police Custodian	A11-13	OPE	A12
	Sec Attendant	A11-13	AFS	A12
Maintenance Coordinator	Maint Tech Crew Chief	B23	AFS	B23
Maintenance Specialist	Bldg Maint Worker	B21-22	AFS	B22
	Infrastructure Systems Specialist	B21-22	AFS	B23
	Maint Tech, Apprentice	B21-22	AFS	B21 B22
	Maint Tech, Journey	B21-22	AFS	B22
	Mechanic Journey	B21-22	AFS	B22
Management Analyst	Accountant	C41-43	OPE	C42
	Admin Aide/Cty Rec	C41-43	NON	C42
	Administrative Coordinator	C41-43	NON	C42
	Assistant Project Manager	C41-43	NON	C43
	Housing Programs Spec	C41-43	OPE	C43
	Human Resources Analyst	C41-43	NON	C41 C43
	Librarian 1	C41-43	OPE	C42
	Mgmt Analyst 1	C41-43	OPE	C42
	Mgmt Analyst 2	C41-43	OPE	C43
	Mgmt Analyst, Senior	C41-43	NON	C43
	Planner 1	C41-43	OPE	C41
	Planner 3	C41-43	OPE	C43
	Public Info & Education Spec	C41-43	OPE	C42
	Management Support Specialist	Admin Specialist-Annexation	B23-24	OPE
Data Management Technician		B23-24	AFS	B23
GIS Technician		B23-24	OPE	B23
Payroll Specialist		B23-24	NUC	B24
Program Technician		B23-24	OPE	B23



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Classification	Job Title	Grade Range	Salary Plan	Grade
Management Support Technician	Accounting Technician	B21-22	OPE	B22
	Ems Accounting Tech	B21-22	OPE	B22
	Infrastructure Systems Technician	B21-22	AFS	B22
	Library Technician 2	B21-22	OPE	B21
Manager/Program Manager	Accounting Manager	D61-62	NON	D61
	Asst City Eng/Asst Eng Mgr	D61-62	NON	D61
	Asst ESD/MWMC Manager	D61-62	NON	D61
	City Engineer	D61-62	NON	D61
	Civil Engineer, Managing	D61-62	NON	D61
	Community Development Mgr.	D61-62	NON	D61
	Community Relations Manager	D61-62	NON	D61
	Network Manager	D61-62	NON	D62
	Traffic Engineer	D61-62	NON	D61
Police Captain	Police Captain	D63	N40	D63
Police Sergeant	Police Sergeant	C44-45/C51-52	N40	C45
Senior Manager/Sr Progr Manager	Community Services Mgr	D63-65/D71-72	NON	D63
	Engineering & Transportation 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
	Asst Public Works Director	D63-65/D71-72	NON	D65
Supervisor/Associate Manager	Associate Community Services 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 Office Supervisor	C44-45/C51-52	NON	C44
Technical Analyst	Civil Engineer	C42-44	OPE	C42 C43 C44
	Database Administrator	C42-44	OPE	C44
	Design & Construction Coord	C42-44	OPE	C44
	GIS Analyst	C42-44	OPE	C43
	GIS Database Administrator	C42-44	OPE	C43
	Network Analyst	C42-44	OPE	C43
	Network Analyst (N/C)	C42-44	OPE	C42
	Programmer Analyst 2	C42-44	OPE	C43
	Programmer Analyst 3	C42-44	OPE	C44
	System Administrator	C42-44	OPE	C44
	Technical Specialist	Construction Inspector 1	B22-24	OPE
Construction Inspector 2		B22-24	OPE	B24
Engineering Technician 3		B22-24	OPE	B23
Engineering Technician 4		B22-24	OPE	B24
Environmental Services Tech 2		B22-24	OPE	B23
Environmental Services Tech Sr		B22-24	OPE	B24
Lib Tech Specialist		B22-24	OPE	B24
Resource Assistant (I.T.)		B22-24	OPE	B24
Survey Party Chief		B22-24	OPE	B24
Surveyor		B22-24	OPE	B24
Traf Sig Electrician		B22-24	AFS	B24
Traffic Maintenance Technician		B22-24	AFS	B23
Traffic Technician 4		B22-24	OPE	B24



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Job Title	Classification	Grade Range	Salary Plan	Grade
Accountant	Management Analyst	C41-43	OPE	C42
Accounting Manager	Manager/Program Manager	D61-62	NON	D61
Accounting Technician	Management Support Technician	B21-22	OPE	B22
Admin Aide/Cty Rec	Management Analyst	C41-43	NON	C42
Admin Specialist-Annexation	Management Support Specialist	B23-24	OPE	B23
Administrative Coordinator	Management Analyst	C41-43	NON	C42
Assistant City Manager	Executive Manager	E81-82/E91	NON	E91
Assistant Project Manager	Management Analyst	C41-43	NON	C43
Associate Community Services Mgr	Supervisor/Associate Manager	C44-45/C51-52	NON	C52
Associate Project Manager	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Asst City Eng/Asst Eng Mgr	Manager/Program Manager	D61-62	NON	D61
Asst ESD/MWMC Manager	Manager/Program Manager	D61-62	NON	D61
Battalion Chief (Operations)	Fire Battalion Chief	C44-45/C51-52	N56	C52
Battalion Chief (Training)	Fire Battalion Chief	C44-45/C51-52	N40	C52
Bldg Maint Worker	Maintenance Specialist	B21-22	AFS	B22
Building Inspector 3	Building Safety Specialist	B22-24	OPE	B24
Building Permit Review Tech.	Building Safety Specialist	B22-24	OPE	B24
City Engineer	Manager/Program Manager	D61-62	NON	D61
City Surveyor	Supervisor/Associate Manager	C44-45/C51-52	NON	C45
Civil Engineer	Technical Analyst	C42-44	OPE	C42 C43 C44
Civil Engineer, Managing	Manager/Program Manager	D61-62	NON	D61
Civil Engineer, Supervising	Supervisor/Associate Manager	C44-45/C51-52	NON	C52
Clerk 2	Administrative Assistant	A11-13	OPE	A12
Clerk 3	Administrative Specialist	B21-23	NUC OPE	B21 B21 B22
Code Enforce Officer	Building Safety Specialist	B22-24	OPE	B24
Community Development Mgr.	Manager/Program Manager	D61-62	NON	D61
Community Relations Manager	Manager/Program Manager	D61-62	NON	D61
Community Services Mgr	Senior Manager/Sr Progr Manager	D63-65/D71-72	NON	D63
Construction Inspector 1	Technical Specialist	B22-24	OPE	B23
Construction Inspector 2	Technical Specialist	B22-24	OPE	B24
Court Clerk	Administrative Specialist	B21-23	OPE	B22
Court Clerk, Senior	Administrative Specialist	B21-23	OPE	B22
Court Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Custodian 1	Maintenance Assistant	A11-13	AFS	A12
Custodian 2	Maintenance Assistant	A11-13	AFS	A13
Data Management Technician	Management Support Specialist	B23-24	AFS	B23
Database Administrator	Technical Analyst	C42-44	OPE	C44
Departmental Assistant	Administrative Specialist	B21-23	NUC	B22
Design & Construction Coord	Technical Analyst	C42-44	OPE	C44
Development Svcs Director	Executive Manager	E81-82/E91	NON	E81
EMS Account Services Supvsr	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Ems Accounting Tech	Management Support Technician	B21-22	OPE	B22
Engineer Asst	Administrative Specialist	B21-23	OPE	B22
Engineering & Transportation Manager	Senior Manager/Sr Progr Manager	D63-65/D71-72	NON	D71
Engineering Technician 3	Technical Specialist	B22-24	OPE	B23
Engineering Technician 4	Technical Specialist	B22-24	OPE	B24
Environ Svcs Super	Supervisor/Associate Manager	C44-45/C51-52	NON	C45
Environmental Services Tech 2	Technical Specialist	B22-24	OPE	B23
Environmental Services Tech Sr	Technical Specialist	B22-24	OPE	B24
Environmental Svcs Mgr	Senior Manager/Sr Progr Manager	D63-65/D71-72	NON	D64
Finance Director	Executive Manager	E81-82/E91	NON	E81
Fire Dep Chief Operations	Fire Deputy Chief	D63	N40	D63
Fire Dep Chief Prev/Hazmat	Fire Deputy Chief	D63	N40	D63
GIS Analyst	Technical Analyst	C42-44	OPE	C43
GIS Database Administrator	Technical Analyst	C42-44	OPE	C43
GIS Technician	Management Support Specialist	B23-24	OPE	B23



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Job Title	Classification	Grade Range	Salary Plan	Grade
Housing Programs Assistant	Administrative Specialist	B21-23	OPE	B23
Housing Programs Spec	Management Analyst	C41-43	OPE	C43
Human Resources Analyst	Management Analyst	C41-43	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 Specialist	Maintenance Specialist	B21-22	AFS	B23
Infrastructure Systems Technician	Management Support Technician	B21-22	AFS	B22
Jail Operations Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C45
Lib Tech Specialist	Technical Specialist	B22-24	OPE	B24
Librarian 1	Management Analyst	C41-43	OPE	C42
Library Director	Executive Manager	E81-82/E91	NON	E81
Library Manager	Senior Manager/Sr Progr Manager	D63-65/D71-72	NON	D63
Library Technician 2	Management Support Technician	B21-22	OPE	B21
Maint Tech Crew Chief	Maintenance Coordinator	B23	AFS	B23
Maint Tech, Apprentice	Maintenance Specialist	B21-22	AFS	B21 B22
Maint Tech, Journey	Maintenance Specialist	B21-22	AFS	B22
Maintenance Mgr	Senior Manager/Sr Progr Manager	D63-65/D71-72	NON	D64
Maintenance Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Mechanic Journey	Maintenance Specialist	B21-22	AFS	B22
Mgmt Analyst 1	Management Analyst	C41-43	OPE	C42
Mgmt Analyst 2	Management Analyst	C41-43	OPE	C43
Mgmt Analyst, Senior	Management Analyst	C41-43	NON	C43
Network Analyst	Technical Analyst	C42-44	OPE	C43
Network Analyst (N/C)	Technical Analyst	C42-44	OPE	C42
Network Manager	Manager/Program Manager	D61-62	NON	D62
Payroll Specialist	Management Support Specialist	B23-24	NUC	B24
Planner 1	Management Analyst	C41-43	OPE	C41
Planner 3	Management Analyst	C41-43	OPE	C43
Planner Aide	Administrative Specialist	B21-23	OPE	B23
Planning Manager	Senior Manager/Sr Progr Manager	D63-65/D71-72	NON	D63
Planning Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C52
Plans Examiner	Building Safety Specialist	B22-24	OPE	B24
Police Captain	Police Captain	D63	N40	D63
Police Chief	Executive Manager	E81-82/E91	NON	E82
Police Custodian	Maintenance Assistant	A11-13	OPE	A12
Police Office Supervisor	Supervisor/Associate Manager	C44-45/C51-52	NON	C44
Police Sergeant	Police Sergeant	C44-45/C51-52	N40	C45
Program Technician	Administrative Specialist	B21-23	OPE	B21
	Management Support Specialist	B23-24	OPE	B23
Programmer Analyst 2	Technical Analyst	C42-44	OPE	C43
Programmer Analyst 3	Technical Analyst	C42-44	OPE	C44
Public Info & Education Spec	Management Analyst	C41-43	OPE	C42
Public Works Director	Executive Manager	E81-82/E91	NON	E82
Resource Assistant (I.T.)	Technical Specialist	B22-24	OPE	B24
Sec Attendant	Maintenance Assistant	A11-13	AFS	A12
Secretary	Administrative Specialist	B21-23	NUC	B21
			OPE	B21 B23
Services Bureau Manager	Senior Manager/Sr Progr Manager	D63-65/D71-72	NON	D63
Survey Party Chief	Technical Specialist	B22-24	OPE	B24
Surveyor	Technical Specialist	B22-24	OPE	B24
System Administrator	Technical Analyst	C42-44	OPE	C44
Technical Services Manager	Senior Manager/Sr Progr Manager	D63-65/D71-72	NON	D64
Traf Sig Electrician	Technical Specialist	B22-24	AFS	B24
Traffic Engineer	Manager/Program Manager	D61-62	NON	D61
Traffic Maintenance Technician	Technical Specialist	B22-24	AFS	B23
Traffic Technician 4	Technical Specialist	B22-24	OPE	B24
Asst Public Works Director	Senior Manager/Sr Progr Manager	D63-65/D71-72	NON	D65



AFSCME Pay Scale

Effective 1/1/2011

DBM/ GRADE	1	2	3	4	5	6	7
A11	\$ 9.87 \$ 20,530	\$ 10.37 \$ 21,570	\$ 10.89 \$ 22,651	\$ 11.43 \$ 23,774	\$ 12.00 \$ 24,960	\$ 12.60 \$ 26,208	\$ 13.23 \$ 27,518
A12	\$ 12.01 \$ 24,981	\$ 12.61 \$ 26,229	\$ 13.24 \$ 27,539	\$ 13.90 \$ 28,912	\$ 14.60 \$ 30,368	\$ 15.32 \$ 31,866	\$ 16.09 \$ 33,467
A13	\$ 14.14 \$ 29,411	\$ 14.85 \$ 30,888	\$ 15.59 \$ 32,427	\$ 16.37 \$ 34,050	\$ 17.19 \$ 35,755	\$ 18.05 \$ 37,544	\$ 18.95 \$ 39,416
B21	\$ 16.28 \$ 33,862	\$ 17.10 \$ 35,568	\$ 17.95 \$ 37,336	\$ 18.85 \$ 39,208	\$ 19.79 \$ 41,163	\$ 20.78 \$ 43,222	\$ 21.82 \$ 45,386
B22	\$ 18.42 \$ 38,314	\$ 19.34 \$ 40,227	\$ 20.30 \$ 42,224	\$ 21.32 \$ 44,346	\$ 22.39 \$ 46,571	\$ 23.51 \$ 48,901	\$ 24.68 \$ 51,334
B23	\$ 20.55 \$ 42,744	\$ 21.58 \$ 44,886	\$ 22.66 \$ 47,133	\$ 23.79 \$ 49,483	\$ 24.98 \$ 51,958	\$ 26.23 \$ 54,558	\$ 27.54 \$ 57,283
B24	\$ 22.69 \$ 47,195	\$ 23.83 \$ 49,566	\$ 25.02 \$ 52,042	\$ 26.27 \$ 54,642	\$ 27.58 \$ 57,366	\$ 28.96 \$ 60,237	\$ 30.41 \$ 63,253

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



SEIU / Non-Union Confidential Pay Plan

Effective 1/1/2011

DBM/ GRADE	1	2	3	4	5	6	7	8	9	10	11
A11	\$9.19 \$19,115	\$9.65 \$20,072	\$10.11 \$21,029	\$10.57 \$21,986	\$11.03 \$22,942	\$11.49 \$23,899	\$11.95 \$24,856	\$12.41 \$25,813	\$12.87 \$26,770	\$13.33 \$27,726	\$13.79 \$28,683
A12	\$11.18 \$23,254	\$11.73 \$24,398	\$12.29 \$25,563	\$12.85 \$26,728	\$13.41 \$27,893	\$13.97 \$29,058	\$14.53 \$30,222	\$15.09 \$31,387	\$15.65 \$32,552	\$16.21 \$33,717	\$16.76 \$34,861
A13	\$13.16 \$27,373	\$13.82 \$28,746	\$14.48 \$30,118	\$15.13 \$31,470	\$15.79 \$32,843	\$16.45 \$34,216	\$17.11 \$35,589	\$17.77 \$36,962	\$18.42 \$38,314	\$19.08 \$39,686	\$19.74 \$41,059
B21	\$15.15 \$31,512	\$15.91 \$33,093	\$16.67 \$34,674	\$17.42 \$36,234	\$18.18 \$37,814	\$18.94 \$39,395	\$19.70 \$40,976	\$20.46 \$42,557	\$21.21 \$44,117	\$21.97 \$45,698	\$22.73 \$47,278
B22	\$17.14 \$35,651	\$17.99 \$37,419	\$18.85 \$39,208	\$19.71 \$40,997	\$20.56 \$42,765	\$21.42 \$44,554	\$22.28 \$46,342	\$23.13 \$48,110	\$23.99 \$49,899	\$24.85 \$51,688	\$25.70 \$53,456
B23	\$19.14 \$39,811	\$20.09 \$41,787	\$21.05 \$43,784	\$22.01 \$45,781	\$22.96 \$47,757	\$23.92 \$49,754	\$24.88 \$51,750	\$25.83 \$53,726	\$26.79 \$55,723	\$27.75 \$57,720	\$28.70 \$59,696
B24	\$21.13 \$43,950	\$22.18 \$46,134	\$23.24 \$48,339	\$24.30 \$50,544	\$25.35 \$52,728	\$26.41 \$54,933	\$27.47 \$57,138	\$28.52 \$59,322	\$29.58 \$61,526	\$30.64 \$63,731	\$31.69 \$65,915
B31	\$21.13 \$43,950	\$22.18 \$46,134	\$23.24 \$48,339	\$24.30 \$50,544	\$25.35 \$52,728	\$26.41 \$54,933	\$27.47 \$57,138	\$28.52 \$59,322	\$29.58 \$61,526	\$30.64 \$63,731	\$31.69 \$65,915
B25	\$23.11 \$48,069	\$24.27 \$50,482	\$25.42 \$52,874	\$26.58 \$55,286	\$27.73 \$57,678	\$28.89 \$60,091	\$30.05 \$62,504	\$31.20 \$64,896	\$32.36 \$67,309	\$33.51 \$69,701	\$34.67 \$72,114
B32	\$23.11 \$48,069	\$24.27 \$50,482	\$25.42 \$52,874	\$26.58 \$55,286	\$27.73 \$57,678	\$28.89 \$60,091	\$30.05 \$62,504	\$31.20 \$64,896	\$32.36 \$67,309	\$33.51 \$69,701	\$34.67 \$72,114
C41	\$20.70 \$43,056	\$21.74 \$45,219	\$22.77 \$47,362	\$23.81 \$49,525	\$24.84 \$51,667	\$25.88 \$53,830	\$26.92 \$55,994	\$27.95 \$58,136	\$28.99 \$60,299	\$30.02 \$62,442	\$31.06 \$64,605
C42	\$22.31 \$46,405	\$23.43 \$48,734	\$24.54 \$51,043	\$25.66 \$53,373	\$26.77 \$55,682	\$27.89 \$58,011	\$29.01 \$60,341	\$30.12 \$62,650	\$31.24 \$64,979	\$32.35 \$67,288	\$33.47 \$69,618
C43	\$23.90 \$49,712	\$25.10 \$52,208	\$26.29 \$54,683	\$27.49 \$57,179	\$28.68 \$59,654	\$29.88 \$62,150	\$31.08 \$64,646	\$32.27 \$67,122	\$33.47 \$69,618	\$34.66 \$72,093	\$35.86 \$74,589
C44	\$25.51 \$53,061	\$26.79 \$55,723	\$28.06 \$58,365	\$29.34 \$61,027	\$30.61 \$63,669	\$31.89 \$66,331	\$33.17 \$68,994	\$34.44 \$71,635	\$35.72 \$74,298	\$36.99 \$76,939	\$38.27 \$79,602



SEIU / Non-Union Confidential Pay Plan Effective 1/1/2011

DBM/ GRADE	1	2	3	4	5	6	7	8	9	10	11
C51	\$25.51 \$53,061	\$26.79 \$55,723	\$28.06 \$58,365	\$29.34 \$61,027	\$30.61 \$63,669	\$31.89 \$66,331	\$33.17 \$68,994	\$34.44 \$71,635	\$35.72 \$74,298	\$36.99 \$76,939	\$38.27 \$79,602
C45	\$27.12 \$56,410	\$28.48 \$59,238	\$29.83 \$62,046	\$31.19 \$64,875	\$32.54 \$67,683	\$33.90 \$70,512	\$35.26 \$73,341	\$36.61 \$76,149	\$37.97 \$78,978	\$39.32 \$81,786	\$40.68 \$84,614
C52	\$27.12 \$56,410	\$28.48 \$59,238	\$29.83 \$62,046	\$31.19 \$64,875	\$32.54 \$67,683	\$33.90 \$70,512	\$35.26 \$73,341	\$36.61 \$76,149	\$37.97 \$78,978	\$39.32 \$81,786	\$40.68 \$84,614

- * 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).