

Language and scale approved by Mayor & Council on

2.5 Step Increments			Step	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
			Years	1	1	1	1	1	2	2	2	2	2	3	3	3	3	3
% Bwn Grades	Grade	Position Score	Position															
107%	18		Director of Administration, Director of Planning, Director of Public Works, Director of Utilities	41.41	42.45	43.51	44.60	45.72	46.86	48.03	49.23	50.46	51.72	53.01	54.34	55.70	57.09	58.52
107%	17		Deputy Director of Finance, Deputy Director of Planning, Deputy Director of Public Works, Deputy Director of Utilities	38.70	39.67	40.66	41.68	42.72	43.79	44.88	46.00	47.15	48.33	49.54	50.78	52.05	53.35	54.68
105%	16	230	Accountant II, Lead Utility Operator, Principal Planner II, Program Manager II, PW Field Supervisor, HR Finance Coordinator II	36.17	37.07	38.00	38.95	39.92	40.92	41.94	42.99	44.06	45.16	46.29	47.45	48.64	49.86	51.11
105%	15	220	Senior Utility Operator , Senior Utility Specialist	34.45	35.31	36.19	37.09	38.02	38.97	39.94	40.94	41.96	43.01	44.09	45.19	46.32	47.48	48.67
105%	14	210	Program Manager I, Utility Operator II, Utility Specialist II, Senior Mechanic	32.81	33.63	34.47	35.33	36.21	37.12	38.05	39.00	39.98	40.98	42.00	43.05	44.13	45.23	46.36
105%	13	200	Reserved	31.25	32.03	32.83	33.65	34.49	35.35	36.23	37.14	38.07	39.02	40.00	41.00	42.03	43.08	44.16
105%	12	190	Accountant I, Mechanic II, Principal Planner I , Senior Maintenance Specialist, Senior PW Specialist, HR Finance Coordinator I	29.76	30.50	31.26	32.04	32.84	33.66	34.50	35.36	36.24	37.15	38.08	39.03	40.01	41.01	42.04
105%	11	180	Utility Operator I, Police Records Manager, Utility Billing Specialist II	28.34	29.05	29.78	30.52	31.28	32.06	32.86	33.68	34.52	35.38	36.26	37.17	38.10	39.05	40.03
105%	10	170	Utility Specialist I	26.99	27.66	28.35	29.06	29.79	30.53	31.29	32.07	32.87	33.69	34.53	35.39	36.27	37.18	38.11
105%	9	160	Maintenance Specialist II, Mechanic I, Police Admin Specialist II, PW Specialist II, Utility Billing Specialist I	25.70	26.34	27.00	27.68	28.37	29.08	29.81	30.56	31.32	32.10	32.90	33.72	34.56	35.42	36.31
105%	8	150	Code Enforcement Officer II	24.48	25.09	25.72	26.36	27.02	27.70	28.39	29.10	29.83	30.58	31.34	32.12	32.92	33.74	34.58
105%	7	140	Utility Operator Trainee	23.31	23.89	24.49	25.10	25.73	26.37	27.03	27.71	28.40	29.11	29.84	30.59	31.35	32.13	32.93
105%	6	130	Code Enforcement Officer I, Customer Support Specialist II, Maintenance Specialist I, Police Admin Specialist, PW Specialist I	22.20	22.76	23.33	23.91	24.51	25.12	25.75	26.39	27.05	27.73	28.42	29.13	29.86	30.61	31.38
105%	5	120	Reserved	21.14	21.67	22.21	22.77	23.34	23.92	24.52	25.13	25.76	26.40	27.06	27.74	28.43	29.14	29.87
105%	4	110	Reserved	20.13	20.63	21.15	21.68	22.22	22.78	23.35	23.93	24.53	25.14	25.77	26.41	27.07	27.75	28.44
105%	3	100	Reserved	19.17	19.65	20.14	20.64	21.16	21.69	22.23	22.79	23.36	23.94	24.54	25.15	25.78	26.42	27.08
105%	2	90	Customer Support Specialist I	18.26	18.72	19.19	19.67	20.16	20.66	21.18	21.71	22.25	22.81	23.38	23.96	24.56	25.17	25.80
	1	80	Public Works Laborer, Temporary Part-Time Seasonal	17.39	17.82	18.27	18.73	19.20	19.68	20.17	20.67	21.19	21.72	22.26	22.82	23.39	23.97	24.57

3% Cost of Living Adjustment (COLA) effective July

Pay rate is based on Hourly Rate by Grade & Step.