

POSITION	PAY GRADE
ACCOUNTING ASSISTANT	J
ACCOUNTING OFFICE MANAGER	K
ACCOUNTING TECHNICIAN II	H
ACCOUNTING TECHNICIAN III	I
ADMIN COORDINATOR - POOLS	G
ADMINISTRATIVE AIDE	G
ADMINISTRATIVE ASSISTANT	I
ADMINISTRATIVE SVCS. DIRECTOR	S
ADULT PROGRAMS MANAGER	N
ADULT SERVICES LIBRARIAN	J
AIRPORT MAINTENANCE WORKER	H
AIRPORT MANAGER	P
ANIMAL CARE & ENRICHMENT COORD	G
ANIMAL CARE CUST SERVICE MGR	I
ANIMAL PARK RANGER	G
ANIMAL SERVICES MANAGER	I
ANIMAL WELFARE DIRECTOR	N
APPRENTICE LINEMAN 1ST YR	640
APPRENTICE LINEMAN 2ND YR	635
APPRENTICE LINEMAN 3RD YR	630
APPRENTICE LINEMAN 4TH YR	625
APPRENTICE METERMAN 1ST YR	640
APPRENTICE METERMAN 2ND YR	635
APPRENTICE METERMAN 3RD YR	630
APPRENTICE METERMAN 4TH YR	625
AQUATIC CENTER FRONT DESK CLRK	C
AQUATICS MANAGER	N
ASSISTANT AQUATICS MANAGER	I
ASSISTANT CITY MANAGER	T
ASSISTANT GPS SURVEYOR	J
ASSISTANT PARKS SUPERINTENDENT	M
ASSOCIATE PLANNER	L
ASSOCIATE PROJECT ENGINEER I	L
ASSOCIATE PROJECT ENGINEER II	M

POSITION	PAY GRADE
ASST GOLF COURSE SUPERINTENDEN	L
AUTOMOTIVE WAREHOUSE CLERK	D
AUTOMOTIVE WRHS CLRK-LEAD	G
BENEFITS & COMPENSATION MGR	O
BUDGET OFFICER	O
BUILDING CONST/MAINT SUPT	O
BUILDING INSPECTOR	L
BUSINESS ANALYST	L
BUYER I	H
BUYER II	J
CARPENTER	G
CARPENTER/CONCRETE WORKER	G
CC EXCEPTIONS PROCESSING ASSOC	F
CHIEF BUILDING INSPECTOR	N
CHIEF CONSTRUCTION INSPECTOR	L
CHIEF PROCUREMENT OFFICER	O
CITY ATTORNEY	S
CITY CLERK	O
CITY ENGINEER	R
CITY MANAGER	W
CIVIC CENTER SUPERVISOR	N
CIVILIAN OPERATIONS SUPERVISOR	M
CLAIMS MANAGER	M
CLASS "A" HELPER	665
CLASS "B" HELPER	670
CLEAN AND BEAUTIFUL SPECIALIST	G
CODE COMPLIANCE CORPORAL	J
CODE COMPLIANCE OFFICER	H
COMMUNITY CENTER MANAGER	N
COMMUNITY DEVELOPMENT DIRECTOR	S
COMMUNITY PROGRAM MANAGER	I
COMMUNITY PROGRAMS ASSISTANT	G
COMMUNITY RELATIONS LIASON	K
COMPUTER SUPPORT SUPERVISOR	J

POSITION	PAY GRADE
ASST ADULT PROGRAM MANAGER	J
CONCRETE CARPENTER TRAINEE	E
CONSTRUCTION INSPECTOR	K
CONTRACTS ADMINISTRATOR	M
CONTROLLER	P
COURT ADMINISTRATOR	L
COURT CLERK I	E
COURT CLERK II	F
COURT CLERK III	G
COURT SECURITY CLERK	G
COURT SERVICES COORDINATOR	H
CSO	G
CSO COURT LIASON	G
CSO TRANSITION TO P/O	G
CUSTODIAL SUPERVISOR	H
CUSTODIAN	C
CUSTOMER ASSOCIATE	F
CUSTOMER CARE CASHIER	E
CUSTOMER CARE MANAGER	O
CUSTOMER CARE SPECIALIST	I
DEPUTY CITY ATTORNEY	P
DEPUTY CITY CLERK	M
DEPUTY ELECTRIC UTILITY DIRECT	U
DEPUTY LIBRARY DIRECTOR	O
DIGGER OPERATOR - LINE DEPT.	625
DIR OF COMM & QUALITY PERFORM	O
EDUCATION COORDINATOR	J
ELECT LINE PATROLLER FACIL LOC	657
ELECT TRANS&PLANNING ENGINEER	Q
ELECTRIC EQUIP. WORKING FRMN	600
ELECTRIC LINE WORKING FOREMAN	600
ELECTRIC METER WORKING FOREMAN	600
ELECTRIC UTILITY DIRECTOR	V
ELECTRICAL ENGINEER	P

POSITION	PAY GRADE
CONCRETE CARPENTER	G
EMS/SCADA SPECIALIST	N
EMS-SCADA ENGINEER	Q
ENGINEERING CONST INSPECTOR	P
ENGINEERING CONST PROJECT MGR	R
ENGINEERING PROJECT SCHEDULER	O
ENGINEERING SUPERVISOR/ADMIN.	S
ENGINEERING SUPPORT SUPERVISOR	M
ENGINEERING TECHNICIAN	J
ENTERPRISE ACCOUNTANT	N
ENVIRONMENTAL SCIENTIST/ENG I	P
ESTIMATOR	M
ESTIMATOR SUPERINTENDENT	O
ESTIMATOR, JUNIOR	L
EXCEPTIONS PROCESS SPECIALIST	I
EXECUTIVE ASSISTANT	K
FACILITIES AIDE	E
FACILITIES TECHNICIAN	F
FACILITIES TECHNICIAN - MUSEUM	F
FACILITIES TECHNICIAN SUPERVIS	K
FINANCIAL ANALYST	M
FIRE BATTALION CHIEF	FD2
FIRE CAPTAIN	FD4
FIRE CHIEF	S
FIRE CHIEF - DEPUTY	R
FIRE ENGINEER	FD6
FIRE LIEUTENANT	FD5
FIRE MARSHAL	N
FIRE SUPPORT SERVICES CHIEF	FH2
FIREFIGHTER	FD7
FMTN INDIAN CENTER DIRECTOR	L
FOOD SERVICE MANAGER/CHEF	H
GEN SCHEDULER & RESOURCE SPEC	N
GENERAL SERVICES DIRECTOR	R

POSITION	PAY GRADE
ELECTRICAL INSPECTOR	L
EMERGENCY VEHICLE TECH/MECHAN	I
GENERATION SUPERINTENDENT	Q
GIS APPLICATION SPECIALIST	L
GIS SUPERVISOR	O
GIS TECHNICIAN	J
GIS TECHNICIAN-TEMPORARY	J
GOLF COURSE MANAGER	N
GOLF COURSE SUPERINTENDENT	M
GOLF PROFESSIONAL	J
HEAVY EQUIPMENT OPERATOR	G
HEAVY TRUCK & EQUIPMENT MECH	H
HELP DESK ANALYST - SENIOR	J
HELP DESK ANALYST II	J
HR ASSISTANT	F
HR BUSINESS PARTNER	K
HUMAN RESOURCES DIRECTOR	S
HYDRAULIC EQUIPMENT TECHNICIAN	N
I.C.E. TECHNICIAN-JOURNEYMAN	620
I.C.E.TECH APPRENTICE 1ST YR	640
I.C.E.TECH APPRENTICE 2ND YR	635
I.T. DIRECTOR	S
I.T. SUPPORT SPECIALIST	J
INDIAN CENTER AIDE	C
INDIAN CENTER ASSISTANT COOK	C
INDIAN CENTER COOK	D
INTELL TRANS SYS TECH II TEMP	K
INTELLIGENT TRANS SYS TECH I	I
INTELLIGENT TRANS SYS TECH II	K
INTELLIGENT TRANS SYS TECH III	N
JOURNEYMAN LINEMAN	620
JOURNEYMAN METERMAN	620
KENNEL CARE TECHNICIAN	C
LEAD CARPENTER-FINISH	L

POSITION	PAY GRADE
GENERATION ENGINEER	Q
GENERATION MANAGER	S
LEAD GIS TECHNICIAN	L
LEAD MECHANIC	I
LEAD PLUMBER	L
LEAD SURVEY PARTY CHIEF	K
LEAD WELDER	I
LEGAL SECRETARY	H
LIB. MGT. SYS. ADMINISTRATOR	N
LIBRARY ADULT SERVICES ASSOC	F
LIBRARY ADULT SERVICES COORD	L
LIBRARY DIRECTOR	R
LIBRARY FACILITIES COORDINATOR	K
LIBRARY PATRON SERVICES SUPER	H
LIBRARY PROGRAM COORDINATOR	J
LIBRARY TECHNICIAN	F
LIBRARY TECHNICIAN II	G
LIBRARY TEEN SERVICES COORD	J
MAIL CLERK	C
MAINT TECH GEN APPRENTICE 1ST	640
MAINT TECH GEN APPRENTICE 2ND	635
MAINTENANCE TECH-CHROM WELDER	620
MAINTENANCE TECH-GENERAL	620
MAINTENANCE TECH-MACHINIST	620
MAINTENANCE TECHNICIAN	I
MATERIALS SPECIALIST	F
MATERIALS TECHNICIAN	E
MECHANIC	H
MECHANICAL TECHNICIAN	G
METER INSTALLER I	665
METER INSTALLER II	657
METER READER I	675
METER READER II	670
METER REPAIRMAN I	668

POSITION	PAY GRADE
LEAD CARPENTER-STRUCTURAL	L
LEAD CUSTODIAN	D
LEAD ELECTRICIAN/HVAC	L
MUSEUM COLLECTIONS MANAGER	J
MUSEUM CURATOR OF EXHIBITS	M
MUSEUM DIRECTOR	O
MUSEUM-EXHIBIT DESIGNER	J
NERC CI SECURITY ANALYST	M
NERC CIP SECURITY SPECIALIST	P
NEW SERVICE REPRESENTATIVE	F
OFFICE MANAGER	I
ONLINE SERVICES COORDINATOR	L
OPER MANAGER/ENVIRON COORDINAT	O
OPERATION TECH TRAINEE I	610
OPERATION TECH TRAINEE II	630
OPERATION TECHNICIAN II	600
OPERATIONS TECHNICIAN I	620
PAINTER/TRAFFIC	G
PARKS FOREMAN MAINTENANCE	J
PARKS MAINT WORKER I	F
PARKS MAINT WORKER II	G
PARKS MAINT WORKER IV	H
PARKS PLANNER	N
PARKS REC & CUL AFRS DIRECTOR	S
PARKS SUPERINTENDENT	O
PATRON SERVICES COORDINATOR	K
PAYROLL ANALYST	L
PC COMMUNICATIONS TECH III	J
PERMIT TECHNICIAN I	G
PERSONNEL SUPERVISOR	N
PLANNING MANAGER	N
PLUMBER	I
PLUMBING/MECHANICAL INSPECTOR	L
POLICE BUS.& ACCRED. ANALYST	N

POSITION	PAY GRADE
METER REPAIRMAN II	663
METERING COORDINATOR	H
MPO PLANNER	M
POLICE CSI I	J
POLICE CSI II	J
POLICE DEPUTY CHIEF	R
POLICE DOMESTIC VIOLENCE ADVOC	I
POLICE I.S. TECH	J
POLICE INFO SYSTEMS TECH ASST	J
POLICE INFO.SYSTEMS TECH-LEAD	L
POLICE LEAD CRIME SCENE INVEST	PD4
POLICE LIEUTENANT	PD3
POLICE OFFICER - CERTIFIED	PD6
POLICE QUARTERMASTER	H
POLICE RECORDS TECHNICIAN	F
POLICE SERGEANT	PD4
POLICE SUPPORT SVCS. SPEC.	H
POWER PLANT STOREKEEPER	635
POWER PLANT WORKING FOREMAN	600
PRODUCTION SPECIALIST I	660
PRODUCTION SPECIALIST II	640
PROGRAMMER/ANALYST	M
PROJECT ENGINEER I	N
PUBLIC RELATIONS & MKT SPECIAL	K
PUBLIC WORKS DIRECTOR	S
PUBLIC WORKS OFFICE MANAGER	I
RECREATION MANAGER	N
RECREATION PROGRAM SUPERVISOR	J
RECREATION SPORTS SUPERVISOR	G
REGION II ADMIN ASSISTANT	G
REGISTERED LAND SURVEYOR	O
REGULATORY COMPLIANCE AIDE	G
REGULATORY COMPLIANCE MANAGER	R
REGULATORY COMPLIANCE SPECIAL	M

POSITION	PAY GRADE
POLICE CAPTAIN	PD1
POLICE CHIEF	U
POLICE CORPORAL	PD5
POLICE CRIME ANALYST	J
RELAY TECHNICIAN TRAINEE	640
RELAY TRAINEE 4TH YEAR	625
SAFETY AND SECURITY OFFICER	P
SAFETY SPECIALIST	K
SECRETARY I	E
SECRETARY I - CUSTOMER SERVICE	E
SECRETARY II	F
SENIOR CENTER ASSISTANT COOK	C
SENIOR CENTER COORDINATOR	G
SENIOR CENTER FACILITIES AIDE	C
SENIOR CERTIFIED LEGAL ASSIST	M
SENIOR CTR TRANSPORTATION COOR	C
SENIOR ELECTRICAL ENGINEER	Q
SENIOR LEAD MECHANIC	K
SENIOR PLANNER	M
SERVICE WRITER	G
STAFF ACCOUNTANT I	K
STAFF ACCOUNTANT II	M
STREET SWEEPER OPERATOR	E
STREETS LABORER	D
STREETS LABORER - TEMPORARY	D
STREETS LEAD FOREMAN	K
STREETS SUPERINTENDENT	O
STREETS WORKING FOREMAN	I
SUBSTATION MAINTENANCE FOREMAN	600
SUBSTATION MAINTENANCE TECH	620
SUPERINTENDENT OF TECH SERVICE	S
SURVEY PARTY CHIEF	J
SURVEYOR AIDE	G
SYSTEM CONTROL-TRAINER	Q

POSITION	PAY GRADE
RELAY & CONTROL FOREMAN	600
RELAY ENGINEER	Q
RELAY ENGINEER SR	R
RELAY JOURNEYMAN	620
T & D MANAGER	S
T&D CONST. SUPERINTENDENT	Q
T&D MAINT. SUPERINTENDENT	Q
T&D SAFETY INSPECTOR	N
TECH SERVICES SUPERINTENDENT	Q
TECHNICAL SERVICES AIDE	G
TECHNICAL SERVICES COORDINATOR	K
TECHNICAL SERVICES SUPERVISOR	O
TECHNOLOGY COORDINATOR	K
TRAFFIC ASSOCIATE ENGINEER I	L
TRAFFIC ENGINEER	P
TRAFFIC SIGN TECH	F
TRAFFIC WORKING FOREMAN	I
TRANSIT ADMINISTRATOR	M
TRUCK DRIVER	E
UTILITY BUS OPERATIONS ANALYST	L
UTILITY BUSINESS OPERATION MGR	R
VEHICLE ANALYST	I
VEHICLE MAINTENANCE SUPT	M
VETERINARIAN TECHNICIAN	I
VETERINARIAN/ASST SHELTER DIR	N
VOLUNTEER COORDINATOR	I
WAREHOUSE MANAGER-PARKS	H
WAREHOUSE SUPERINTENDENT	M
WATER RESOURCE SPECIALIST	L
WATER TECHNICIAN	E
WATER TREATMENT SPECIALIST	625
WATER/WASTEWATER UTILITIES ADM	R
WELDER	H

POSITION	PAY GRADE
SYSTEM OPERATIONS SCHEDULER	N
SYSTEM OPERATOR TRAINEE	M
SYSTEMS OPERATION SUPERVISOR	Q
SYSTEMS OPERATOR	O
SYSTEMS OPERATOR - SENIOR	P

POSITION	PAY GRADE
WELDER-FABRICATOR	H
WORK ORDER SPECIALIST	I
YOUTH SERVICES COORDINATOR	L
YOUTH SERVICES LIBRARIAN	J
ZONING COMPLIANCE OIL&GAS INSP	J

POSITION	PAY GRADE
ELECTRIC EQUIP. WORKING FRMN	600
ELECTRIC LINE WORKING FOREMAN	600
ELECTRIC METER WORKING FOREMAN	600
OPERATION TECHNICIAN II	600
POWER PLANT WORKING FOREMAN	600
RELAY & CONTROL FOREMAN	600
SUBSTATION MAINTENANCE FOREMAN	600
OPERATION TECH TRAINEE I	610
I.C.E. TECHNICIAN-JOURNEYMAN	620
JOURNEYMAN LINEMAN	620
JOURNEYMAN METERMAN	620
MAINTENANCE TECH-CHROM WELDER	620
MAINTENANCE TECH-GENERAL	620
MAINTENANCE TECH-MACHINIST	620
OPERATIONS TECHNICIAN I	620
RELAY JOURNEYMAN	620
SUBSTATION MAINTENANCE TECH	620
APPRENTICE LINEMAN 4TH YR	625
APPRENTICE METERMAN 4TH YR	625
DIGGER OPERATOR - LINE DEPT.	625
RELAY TRAINEE 4TH YEAR	625
WATER TREATMENT SPECIALIST	625
APPRENTICE LINEMAN 3RD YR	630
APPRENTICE METERMAN 3RD YR	630
OPERATION TECH TRAINEE II	630
APPRENTICE LINEMAN 2ND YR	635
APPRENTICE METERMAN 2ND YR	635
I.C.E.TECH APPRENTICE 2ND YR	635
MAINT TECH GEN APPRENTICE 2ND	635
POWER PLANT STOREKEEPER	635
APPRENTICE LINEMAN 1ST YR	640
APPRENTICE METERMAN 1ST YR	640
I.C.E.TECH APPRENTICE 1ST YR	640
MAINT TECH GEN APPRENTICE 1ST	640

POSITION	PAY GRADE
RELAY TECHNICIAN TRAINEE	640
ELECT LINE PATROLLER FACIL LOC	657
METER INSTALLER II	657
PRODUCTION SPECIALIST I	660
METER REPAIRMAN II	663
CLASS "A" HELPER	665
METER INSTALLER I	665
METER REPAIRMAN I	668
CLASS "B" HELPER	670
METER READER II	670
METER READER I	675
AQUATIC CENTER FRONT DESK CLRK	C
CUSTODIAN	C
INDIAN CENTER AIDE	C
INDIAN CENTER ASSISTANT COOK	C
KENNEL CARE TECHNICIAN	C
MAIL CLERK	C
SENIOR CENTER ASSISTANT COOK	C
SENIOR CENTER FACILITIES AIDE	C
SENIOR CTR TRANSPORTATION COOR	C
AUTOMOTIVE WAREHOUSE CLERK	D
INDIAN CENTER COOK	D
LEAD CUSTODIAN	D
STREETS LABORER	D
STREETS LABORER - TEMPORARY	D
CONCRETE CARPENTER TRAINEE	E
COURT CLERK I	E
CUSTOMER CARE CASHIER	E
FACILITIES AIDE	E
MATERIALS TECHNICIAN	E
SECRETARY I	E
SECRETARY I - CUSTOMER SERVICE	E
STREET SWEEPER OPERATOR	E
TRUCK DRIVER	E

POSITION	PAY GRADE
PRODUCTION SPECIALIST II	640
CC EXCEPTIONS PROCESSING ASSOC	F
COURT CLERK II	F
CUSTOMER ASSOCIATE	F
FACILITIES TECHNICIAN	F
FACILITIES TECHNICIAN - MUSEUM	F
HR ASSISTANT	F
LIBRARY ADULT SERVICES ASSOC	F
LIBRARY TECHNICIAN	F
MATERIALS SPECIALIST	F
NEW SERVICE REPRESENTATIVE	F
PARKS MAINT WORKER I	F
POLICE RECORDS TECHNICIAN	F
SECRETARY II	F
TRAFFIC SIGN TECH	F
FIRE BATTALION CHIEF	FD2
FIRE CAPTAIN	FD4
FIRE LIEUTENANT	FD5
FIRE ENGINEER	FD6
FIREFIGHTER	FD7
FIRE SUPPORT SERVICES CHIEF	FH2
ADMIN COORDINATOR - POOLS	G
ADMINISTRATIVE AIDE	G
ANIMAL CARE & ENRICHMENT COORD	G
ANIMAL PARK RANGER	G
AUTOMOTIVE WRHS CLRK-LEAD	G
CARPENTER	G
CARPENTER/CONCRETE WORKER	G
CLEAN AND BEAUTIFUL SPECIALIST	G
COMMUNITY PROGRAMS ASSISTANT	G
CONCRETE CARPENTER	G
COURT CLERK III	G
COURT SECURITY CLERK	G
CSO	G

POSITION	PAY GRADE
WATER TECHNICIAN	E
HEAVY EQUIPMENT OPERATOR	G
LIBRARY TECHNICIAN II	G
MECHANICAL TECHNICIAN	G
PAINTER/TRAFFIC	G
PARKS MAINT WORKER II	G
PERMIT TECHNICIAN I	G
RECREATION SPORTS SUPERVISOR	G
REGION II ADMIN ASSISTANT	G
REGULATORY COMPLIANCE AIDE	G
SENIOR CENTER COORDINATOR	G
SERVICE WRITER	G
SURVEYOR AIDE	G
TECHNICAL SERVICES AIDE	G
ACCOUNTING TECHNICIAN II	H
AIRPORT MAINTENANCE WORKER	H
BUYER I	H
CODE COMPLIANCE OFFICER	H
COURT SERVICES COORDINATOR	H
CUSTODIAL SUPERVISOR	H
FOOD SERVICE MANAGER/CHEF	H
HEAVY TRUCK & EQUIPMENT MECH	H
LEGAL SECRETARY	H
LIBRARY PATRON SERVICES SUPER	H
MECHANIC	H
METERING COORDINATOR	H
PARKS MAINT WORKER IV	H
POLICE QUARTERMASTER	H
POLICE SUPPORT SVCS. SPEC.	H
WAREHOUSE MANAGER-PARKS	H
WELDER	H
WELDER-FABRICATOR	H
ACCOUNTING TECHNICIAN III	I
ADMINISTRATIVE ASSISTANT	I

POSITION	PAY GRADE
CSO COURT LIASON	G
CSO TRANSITION TO P/O	G
ASSISTANT AQUATICS MANAGER	I
COMMUNITY PROGRAM MANAGER	I
CUSTOMER CARE SPECIALIST	I
EMERGENCY VEHICLE TECH/MECHAN	I
EXCEPTIONS PROCESS SPECIALIST	I
INTELLIGENT TRANS SYS TECH I	I
LEAD MECHANIC	I
LEAD WELDER	I
MAINTENANCE TECHNICIAN	I
OFFICE MANAGER	I
PLUMBER	I
POLICE DOMESTIC VIOLENCE ADVOC	I
PUBLIC WORKS OFFICE MANAGER	I
STREETS WORKING FOREMAN	I
TRAFFIC WORKING FOREMAN	I
VEHICLE ANALYST	I
VETERINARIAN TECHNICIAN	I
VOLUNTEER COORDINATOR	I
WORK ORDER SPECIALIST	I
ACCOUNTING ASSISTANT	J
ADULT SERVICES LIBRARIAN	J
ASSISTANT GPS SURVEYOR	J
ASST ADULT PROGRAM MANAGER	J
BUYER II	J
CODE COMPLIANCE CORPORAL	J
COMPUTER SUPPORT SUPERVISOR	J
EDUCATION COORDINATOR	J
ENGINEERING TECHNICIAN	J
GIS TECHNICIAN	J
GIS TECHNICIAN-TEMPORARY	J
GOLF PROFESSIONAL	J
HELP DESK ANALYST - SENIOR	J

POSITION	PAY GRADE
ANIMAL CARE CUST SERVICE MGR	I
ANIMAL SERVICES MANAGER	I
LIBRARY TEEN SERVICES COORD	J
MUSEUM COLLECTIONS MANAGER	J
MUSEUM-EXHIBIT DESIGNER	J
PARKS FOREMAN MAINTENANCE	J
PC COMMUNICATIONS TECH III	J
POLICE CRIME ANALYST	J
POLICE CSI I	J
POLICE CSI II	J
POLICE I.S. TECH	J
POLICE INFO SYSTEMS TECH ASST	J
RECREATION PROGRAM SUPERVISOR	J
SURVEY PARTY CHIEF	J
YOUTH SERVICES LIBRARIAN	J
ZONING COMPLIANCE OIL&GAS INSP	J
ACCOUNTING OFFICE MANAGER	K
COMMUNITY RELATIONS LIASON	K
CONSTRUCTION INSPECTOR	K
EXECUTIVE ASSISTANT	K
FACILITIES TECHNICIAN SUPERVIS	K
HR BUSINESS PARTNER	K
INTELL TRANS SYS TECH II TEMP	K
INTELLIGENT TRANS SYS TECH II	K
LEAD SURVEY PARTY CHIEF	K
LIBRARY FACILITIES COORDINATOR	K
PATRON SERVICES COORDINATOR	K
PUBLIC RELATIONS & MKT SPECIAL	K
SAFETY SPECIALIST	K
SENIOR LEAD MECHANIC	K
STAFF ACCOUNTANT I	K
STREETS LEAD FOREMAN	K
TECHNICAL SERVICES COORDINATOR	K
TECHNOLOGY COORDINATOR	K

POSITION	PAY GRADE
HELP DESK ANALYST II	J
I.T. SUPPORT SPECIALIST	J
LIBRARY PROGRAM COORDINATOR	J
BUILDING INSPECTOR	L
BUSINESS ANALYST	L
CHIEF CONSTRUCTION INSPECTOR	L
COURT ADMINISTRATOR	L
ELECTRICAL INSPECTOR	L
ESTIMATOR, JUNIOR	L
FMTN INDIAN CENTER DIRECTOR	L
GIS APPLICATION SPECIALIST	L
LEAD CARPENTER-FINISH	L
LEAD CARPENTER-STRUCTURAL	L
LEAD ELECTRICIAN/HVAC	L
LEAD GIS TECHNICIAN	L
LEAD PLUMBER	L
LIBRARY ADULT SERVICES COORD	L
ONLINE SERVICES COORDINATOR	L
PAYROLL ANALYST	L
PLUMBING/MECHANICAL INSPECTOR	L
POLICE INFO.SYSTEMS TECH-LEAD	L
TRAFFIC ASSOCIATE ENGINEER I	L
UTILITY BUS OPERATIONS ANALYST	L
WATER RESOURCE SPECIALIST	L
YOUTH SERVICES COORDINATOR	L
ASSISTANT PARKS SUPERINTENDENT	M
ASSOCIATE PROJECT ENGINEER II	M
CIVILIAN OPERATIONS SUPERVISOR	M
CLAIMS MANAGER	M
CONTRACTS ADMINISTRATOR	M
DEPUTY CITY CLERK	M
ENGINEERING SUPPORT SUPERVISOR	M
ESTIMATOR	M
FINANCIAL ANALYST	M

POSITION	PAY GRADE
ASSOCIATE PLANNER	L
ASSOCIATE PROJECT ENGINEER I	L
ASST GOLF COURSE SUPERINTENDEN	L
PROGRAMMER/ANALYST	M
REGULATORY COMPLIANCE SPECIAL	M
SENIOR CERTIFIED LEGAL ASSIST	M
SENIOR PLANNER	M
STAFF ACCOUNTANT II	M
SYSTEM OPERATOR TRAINEE	M
TRANSIT ADMINISTRATOR	M
VEHICLE MAINTENANCE SUPT	M
WAREHOUSE SUPERINTENDENT	M
ADULT PROGRAMS MANAGER	N
ANIMAL WELFARE DIRECTOR	N
AQUATICS MANAGER	N
CHIEF BUILDING INSPECTOR	N
CIVIC CENTER SUPERVISOR	N
COMMUNITY CENTER MANAGER	N
EMS/SCADA SPECIALIST	N
ENTERPRISE ACCOUNTANT	N
FIRE MARSHAL	N
GEN SCHEDULER & RESOURCE SPEC	N
GOLF COURSE MANAGER	N
HYDRAULIC EQUIPMENT TECHNICIAN	N
INTELLIGENT TRANS SYS TECH III	N
LIB. MGT. SYS. ADMINISTRATOR	N
PARKS PLANNER	N
PERSONNEL SUPERVISOR	N
PLANNING MANAGER	N
POLICE BUS.& ACCRED. ANALYST	N
PROJECT ENGINEER I	N
RECREATION MANAGER	N
SYSTEM OPERATIONS SCHEDULER	N
T&D SAFETY INSPECTOR	N

POSITION	PAY GRADE
GOLF COURSE SUPERINTENDENT	M
MPO PLANNER	M
MUSEUM CURATOR OF EXHIBITS	M
NERC CI SECURITY ANALYST	M
BUILDING CONST/MAINT SUPT	O
CHIEF PROCUREMENT OFFICER	O
CITY CLERK	O
CUSTOMER CARE MANAGER	O
DEPUTY LIBRARY DIRECTOR	O
DIR OF COMM & QUALITY PERFORM	O
ENGINEERING PROJECT SCHEDULER	O
ESTIMATOR SUPERINTENDENT	O
GIS SUPERVISOR	O
MUSEUM DIRECTOR	O
OPER MANAGER/ENVIRON COORDINAT	O
PARKS SUPERINTENDENT	O
REGISTERED LAND SURVEYOR	O
STREETS SUPERINTENDENT	O
SYSTEMS OPERATOR	O
TECHNICAL SERVICES SUPERVISOR	O
AIRPORT MANAGER	P
CONTROLLER	P
DEPUTY CITY ATTORNEY	P
ELECTRICAL ENGINEER	P
ENGINEERING CONST INSPECTOR	P
ENVIRONMENTAL SCIENTIST/ENG I	P
NERC CIP SECURITY SPECIALIST	P
SAFETY AND SECURITY OFFICER	P
SYSTEMS OPERATOR - SENIOR	P
TRAFFIC ENGINEER	P
POLICE CAPTAIN	PD1
POLICE LIEUTENANT	PD3
POLICE LEAD CRIME SCENE INVEST	PD4
POLICE SERGEANT	PD4

POSITION	PAY GRADE
VETERINARIAN/ASST SHELTER DIR	N
BENEFITS & COMPENSATION MGR	O
BUDGET OFFICER	O
GENERATION SUPERINTENDENT	Q
RELAY ENGINEER	Q
SENIOR ELECTRICAL ENGINEER	Q
SYSTEM CONTROL-TRAINER	Q
SYSTEMS OPERATION SUPERVISOR	Q
T&D CONST. SUPERINTENDENT	Q
T&D MAINT. SUPERINTENDENT	Q
TECH SERVICES SUPERINTENDENT	Q
CITY ENGINEER	R
ENGINEERING CONST PROJECT MGR	R
FIRE CHIEF - DEPUTY	R
GENERAL SERVICES DIRECTOR	R
LIBRARY DIRECTOR	R
POLICE DEPUTY CHIEF	R
REGULATORY COMPLIANCE MANAGER	R
RELAY ENGINEER SR	R
UTILITY BUSINESS OPERATION MGR	R
WATER/WASTEWATER UTILITIES ADM	R
ADMINISTRATIVE SVCS. DIRECTOR	S
CITY ATTORNEY	S
COMMUNITY DEVELOPMENT DIRECTOR	S
ENGINEERING SUPERVISOR/ADMIN.	S
FIRE CHIEF	S
GENERATION MANAGER	S
HUMAN RESOURCES DIRECTOR	S
I.T. DIRECTOR	S
PARKS REC & CUL AFRS DIRECTOR	S
PUBLIC WORKS DIRECTOR	S
SUPERINTENDENT OF TECH SERVICE	S
T & D MANAGER	S
ASSISTANT CITY MANAGER	T

POSITION	PAY GRADE
POLICE CORPORAL	PD5
POLICE OFFICER - CERTIFIED	PD6
ELECT TRANS&PLANNING ENGINEER	Q
EMS-SCADA ENGINEER	Q
GENERATION ENGINEER	Q

POSITION	PAY GRADE
DEPUTY ELECTRIC UTILITY DIRECT	U
POLICE CHIEF	U
ELECTRIC UTILITY DIRECTOR	V
CITY MANAGER	W

SALARY RANGE			
<i>Grade</i>	Minimum	MPP*	Maximum
<i>A</i>			
<i>B</i>	\$ 22,672.9027	\$ 27,878.6726	\$ 34,637.0294
<i>C</i>	\$ 23,708.2435	\$ 29,040.2486	\$ 36,115.5725
<i>D</i>	\$ 27,228.4022	\$ 33,475.4534	\$ 41,501.0419
<i>E</i>	\$ 28,574.1331	\$ 35,059.4400	\$ 43,507.4390
<i>F</i>	\$ 30,023.6102	\$ 36,854.5258	\$ 45,830.5910
<i>G</i>	\$ 31,680.1555	\$ 38,966.5786	\$ 48,365.0544
<i>H</i>	\$ 33,647.3030	\$ 41,395.3862	\$ 51,321.9283
<i>I</i>	\$ 35,924.8406	\$ 44,141.1610	\$ 54,806.8685
<i>J</i>	\$ 38,513.1926	\$ 47,308.9219	\$ 58,714.0070
<i>K</i>	\$ 41,515.4688	\$ 51,005.1734	\$ 63,360.3110
<i>L</i>	\$ 44,932.0934	\$ 55,229.0669	\$ 68,534.8934
<i>M</i>	\$ 48,866.1763	\$ 59,981.0266	\$ 74,448.4291
<i>N</i>	\$ 53,421.4637	\$ 65,578.0195	\$ 81,418.0973
<i>O</i>	\$ 58,597.9555	\$ 72,019.6214	\$ 89,338.0301
<i>P</i>	\$ 64,913.3222	\$ 79,728.4550	\$ 98,947.6051
<i>Q</i>	\$ 74,023.8970	\$ 90,922.0166	\$ 112,781.4979
<i>R</i>	\$ 83,134.6838	\$ 102,115.7904	\$ 126,720.8342
<i>S</i>	\$ 88,725.0998	\$ 108,979.8029	\$ 135,274.4890
<i>T</i>	\$ 95,144.0006	\$ 116,899.9478	\$ 145,095.1632
<i>U</i>	\$ 102,598.2422	\$ 126,087.1123	\$ 156,394.5926
<i>V</i>	\$ 111,087.6125	\$ 136,541.5085	\$ 169,488.8957
<i>W</i>	\$ 120,922.9258	\$ 148,685.7590	\$ 184,484.3645

HOURLY RANGE		
Minimum	MPP*	Maximum
\$10.9004	\$13.4032	\$16.6524
\$11.3982	\$13.9617	\$17.3633
\$13.0906	\$16.0940	\$19.9524
\$13.7376	\$16.8555	\$20.9170
\$14.4344	\$17.7185	\$22.0339
\$15.2308	\$18.7339	\$23.2524
\$16.1766	\$19.9016	\$24.6740
\$17.2716	\$21.2217	\$26.3495
\$18.5160	\$22.7447	\$28.2279
\$19.9594	\$24.5217	\$30.4617
\$21.6020	\$26.5524	\$32.9495
\$23.4934	\$28.8370	\$35.7925
\$25.6834	\$31.5279	\$39.1433
\$28.1721	\$34.6248	\$42.9510
\$31.2083	\$38.3310	\$47.5710
\$35.5884	\$43.7125	\$54.2219
\$39.9686	\$49.0941	\$60.9235
\$42.6563	\$52.3941	\$65.0358
\$45.7423	\$56.2019	\$69.7573
\$49.3261	\$60.6188	\$75.1897
\$53.4075	\$65.6450	\$81.4850
\$58.1360	\$71.4835	\$88.6944

7/1/17 - 6/30/18

2% COLA Adjustment

I.B.E.W. PAY PLAN

GRADE	CMP	RATE
U-1	600	\$44.8019
U-4	620	\$40.7245
U-5	625	\$36.6508
U-6	630	\$34.6178
U-7	605	\$33.8798
U-8	635	\$32.5767
U-9	640	\$30.5443
U-10	610	\$28.0768
U-11	657	\$22.8990
U-12	660	\$22.2739
U-13	663	\$21.1772
U-14	665	\$20.8174
U-15	668	\$19.2815
U-16	670	\$18.9581
U-17	675	\$15.3967
U-18	676	\$15.0162

Shaded areas are not in use

7/1/17 - 6/30/18

POLICE PAY PLAN

Job Title	Pay Grade	Status	Minimum	MPP	Maximum
Police Chief	U	EXEMPT	\$49,326.1	\$60,618.8	\$75,189.7
			\$102,598.23	\$126,087.12	\$156,394.49
Police Deputy Chief	R	EXEMPT	\$39,968.6	\$49,094.1	\$60,923.5
			\$83,134.59	\$102,115.78	\$126,720.72

Job Title/Rank	Pay Grade	Status	Minimum	MPP	Maximum
Captain	PD1	EXEMPT	\$ 40.8365	\$ 47.4466	\$ 53.0187
			\$84,939.90	\$98,688.98	\$110,278.86
Commander	PD2	EXEMPT	\$ 38.5138	\$ 44.7478	\$ 50.0030
			\$80,108.72	\$93,075.44	\$103,963.17
Lieutenant	PD3	EXEMPT	\$ 36.6911	\$ 42.6300	\$ 47.6366
			\$76,317.57	\$88,670.36	\$99,084.02
Sergeant	PD4	HOURLY	\$ 29.9972	\$ 34.8526	\$ 38.9454
			\$62,394.22	\$72,492.61	\$81,006.50
Corporal	PD5	HOURLY	\$ 28.1264	\$ 32.6792	\$ 36.5171
			\$58,502.92	\$67,972.67	\$75,955.62
Police Officer	PD6	HOURLY	\$ 22.7179	\$ 27.3189	\$ 31.2908
			\$47,253.23	\$56,823.24	\$65,084.96

Scheduled work hours for Captains, Lieutenants, Sergeants, Corporals and Police Officers - 40 Hours per Week

Officer's anniversary date will be changed to reflect their date of promotion.

CADET OFFICER PAY	
GRADE/ STEP	Entry/ 1
PD7	\$45,015.61
Hourly Rate	\$21.6421

7/1/17 - 6/30/18
2% COLA Adjustment

FIRE PAY PLAN

Job Title	Pay Grade	Minimum	MPP	Maximum
Fire Chief	S	\$88,725.10	\$108,979.80	\$135,274.49
		\$42,6563	\$52,3941	\$65,0358
Fire Chief - Deputy	R	\$83,134.68	\$102,115.79	\$126,720.83
		\$39,9686	\$49,0941	\$60,9235
Admin. Fire Support Services	O	\$58,597.96	\$72,019.69	\$89,338.03
		\$28,1721	\$34,6249	\$42,9510
Fire Marshal	N	\$53,421.46	\$65,578.04	\$81,418.05
		\$25,6834	\$31,5279	\$39,1433

Job Title/Rank	Pay Grade	Status	Minimum	MPP	Maximum
Battalion Chief	FH2	EXEMPT	\$ 32.9113	\$ 39.5766	\$ 45.3301
Battalion Chief	FD2	EXEMPT	\$ 24.8387	\$ 29.8692	\$ 34.2114
			\$68,455.55	\$82,319.35	\$94,286.66

Fire Fighter- CADET	Annual Hours	Pay Grade	Rate
	2080 Annually	FH8	18.6299
	2756 Annually	FD8	12.899

Job Title	Pay Grade	1	2	3	4	5	6	7	8	9	10	11	12
Rank		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Fire Fighter		\$38,048.79	\$39,380.70	\$40,758.71	\$42,185.63	\$43,662.03	\$45,190.16	\$46,319.39	\$47,477.85	\$48,664.42	\$49,881.08	\$51,128.09	\$52,406.59
2080 Annually	FH7	\$19,9255	\$20,6231	\$21,3446	\$22,0919	\$22,8651	\$23,6652	\$24,2566	\$24,8633	\$25,4847	\$26,1220	\$26,7748	\$27,4444
2756 Annually	FD7	\$13,8058	\$14,2891	\$14,7891	\$15,3068	\$15,8425	\$16,3970	\$16,8067	\$17,2271	\$17,6576	\$18,0991	\$18,5516	\$19,0155

Rank		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Engineer		\$45,844.31	\$47,449.74	\$49,110.55	\$50,829.27	\$52,608.42	\$54,449.15	\$55,810.57	\$57,205.45	\$58,635.75	\$60,101.46	\$61,604.29	\$63,144.78
2080 Annually	FH6	\$24,0078	\$24,8486	\$25,7183	\$26,6185	\$27,5501	\$28,5142	\$29,2271	\$29,9575	\$30,7064	\$31,4740	\$32,2610	\$33,0677
2756 Annually	FD6	\$16,6344	\$17,2169	\$17,8195	\$18,4431	\$19,0887	\$19,7566	\$20,2506	\$20,7567	\$21,2757	\$21,8075	\$22,3528	\$22,9118

Rank		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Lieutenant		\$47,956.30	\$49,821.20	\$51,565.22	\$53,370.52	\$55,237.66	\$57,170.87	\$58,600.61	\$60,065.48	\$61,567.46	\$63,105.99	\$64,684.15	\$66,301.39
2080 Annually	FH5	\$25,2081	\$26,0905	\$27,0038	\$27,9491	\$28,9269	\$29,9393	\$30,6881	\$31,4553	\$32,2417	\$33,0474	\$33,8740	\$34,7208
2756 Annually	FD5	\$17,4007	\$18,0774	\$18,7102	\$19,3652	\$20,0427	\$20,7441	\$21,2629	\$21,7944	\$22,3394	\$22,8977	\$23,4703	\$24,0571

Rank		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12
Captain		\$51,023.23	\$52,808.86	\$54,656.61	\$56,570.70	\$58,550.29	\$60,599.88	\$62,113.95	\$63,667.09	\$65,259.03	\$66,890.88	\$68,562.94	\$70,277.16
2080 Annually	FH4	\$26,7199	\$27,6552	\$28,6228	\$29,6250	\$30,6617	\$31,7351	\$32,5280	\$33,3414	\$34,1750	\$35,0295	\$35,9052	\$36,8028
2756 Annually	FD4	\$18,5135	\$19,1614	\$19,8319	\$20,5264	\$21,2447	\$21,9883	\$22,5377	\$23,1013	\$23,6789	\$24,2710	\$24,8777	\$25,4997