

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 CUST SERVICE MGR	I
ANIMAL PARK RANGER	G
ANIMAL PARK RANGER CORPORAL	I
ANIMAL SERVICES MANAGER	I
ANIMAL WELFARE DIRECTOR	N
APPLICATION SERVICE SUPERVISOR	O
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 4TH YR	625
AQUATIC CENTER FRONT DESK CLRK	C
AQUATICS MANAGER	N
ASSISTANT AQUATICS MANAGER	I
ASSISTANT CITY MANAGER	U
ASSISTANT CIVIC CTR SUPERVISOR	L
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 SUPV	N
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
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	I
COMPUTER SUPPORT SUPERVISOR	J
CONCRETE CARPENTER TRAINEE	E

POSITION	PAY GRADE
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 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	P
ELECTRIC EQUIP. WORKING FRMN	600
ELECTRIC LINE WORKING FOREMAN	600
ELECTRIC METER WORKING FOREMAN	600
ELECTRIC UTILITY DIRECTOR	T
ELECTRICAL INSPECTOR	L
EMERGENCY VEHICLE TECH/MECHAN	I
EMS/SCADA SPECIALIST	N
EMS/SCADA TRAINEE	L

POSITION	PAY GRADE
ENGINEERING CONST INSPECTOR	P
ENGINEERING CONST PROJECT MGR	R
ENGINEERING SUPERVISOR/ADMIN.	S
ENGINEERING SUPPORT SUPERVISOR	M
ENGINEERING TECHNICIAN	J
ENTERPRISE ACCOUNTANT	N
ENVIRONMENTAL SCIENTIST/ENG I	P
ESTIMATOR	M
ESTIMATOR SUPERINTENDENT	O
EXCEPTIONS PROCESS SPECIALIST	I
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
FIREFIGHTER	FD7
FMTN INDIAN CENTER DIRECTOR	L
FOOD SERVICE MANAGER/CHEF	H
GEN SCHEDULER & RESOURCE SPEC	M
GENERAL SERVICES DIRECTOR	P
GENERATION ENGINEER	Q
GENERATION MANAGER	T
GENERATION SUPERINTENDENT	Q
GIS SUPERVISOR	O
GIS TECHNICIAN	J
GOLF COURSE MANAGER	N
GOLF COURSE SUPERINTENDENT	M

POSITION	PAY GRADE
GOLF PROFESSIONAL	J
HEAVY EQUIPMENT OPERATOR	G
HELP DESK ANALYST II	J
HR ASSISTANT	F
HR BUSINESS PARTNER	K
HUMAN RESOURCES DIRECTOR	S
I.C.E. TECHNICIAN-JOURNEYMAN	620
I.T. DIRECTOR	S
INDIAN CENTER AIDE	C
INDIAN CENTER COOK	D
INFRASTRUCTURE SERVICES SUPER	O
INTELLIGENT TRANS SYS TECH I	I
INTELLIGENT TRANS SYS TECH II	K
INTELLIGENT TRANS SYS TECH III	L
JOURNEYMAN LINEMAN	620
JOURNEYMAN METERMAN	620
KENNEL CARE TECHNICIAN	C
LEAD CARPENTER-FINISH	L
LEAD CARPENTER-STRUCTURAL	L
LEAD CUSTODIAN	D
LEAD ELECTRICIAN/HVAC	L
LEAD GIS TECHNICIAN	L
LEAD MECHANIC	I
LEAD PLUMBER	L
LEAD SURVEY PARTY CHIEF	K
LEGAL SECRETARY	H
LIB. MGT. SYS. ADMINISTRATOR	N
LIBRARY ACQUISITIONS TECH	F
LIBRARY ADULT SERVICES COORD	L
LIBRARY DIRECTOR	R
LIBRARY FACILITIES TECHNICIAN	G
LIBRARY PATRON SERVICES SUPER	H
LIBRARY PROGRAM COORDINATOR	J
LIBRARY TECHNICIAN	F

POSITION	PAY GRADE
LIBRARY TECHNICIAN II	G
LIBRARY TEEN SERVICES COORD	J
MAIL CLERK	C
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
METERING COORDINATOR	H
MPO PLANNER	M
MUSEUM DIRECTOR	O
MUSEUM-EXHIBIT DESIGNER	J
NERC CIP SECURITY SPECIALIST	P
NEW SERVICE REPRESENTATIVE	F
OFFICE MANAGER	I
ONLINE SERVICES COORDINATOR	L
OPER MANAGER/ENVIRON COORDINAT	O
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 REC & CUL AFRS DIRECTOR	S
PARKS SUPERINTENDENT	O

POSITION	PAY GRADE
PATRON SERVICES COORDINATOR	K
PAYROLL ANALYST	L
PC COMMUNICATIONS TECH III	J
PERMIT TECHNICIAN I	G
PERSONNEL SUPERVISOR	N
PLUMBER	I
PLUMBING/MECHANICAL INSPECTOR	L
POLICE CHIEF	U
POLICE CORPORAL	PD5
POLICE CRIME SCENE INVESTIGATO	I
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	K
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 II	635
PROGRAMMER/ANALYST	M
PROJECT ENGINEER I	N
PUBLIC RELATIONS & MKT SPECIAL	K
PUBLIC WORKS DIRECTOR	S
PUBLIC WORKS OFFICE MANAGER	I
PURCHASING OFFICER	O
PURCHASING SUPERVISOR	M
RECREATION MANAGER	N
RECREATION PROGRAM SUPERVISOR	J

POSITION	PAY GRADE
RECREATION SPORTS SUPERVISOR	G
REGION II ADMIN ASSISTANT	G
REGISTERED LAND SURVEYOR	O
REGULATORY COMPLIANCE AIDE	G
REGULATORY COMPLIANCE MANAGER	R
RELAY & CONTROL FOREMAN	600
RELAY ENGINEER	Q
RELAY JOURNEYMAN	620
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 HR BUSINESS PARTNER	L
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 LEAD FOREMAN	K
STREETS SUPERINTENDENT	O
STREETS WORKING FOREMAN	I
SUPERINTENDENT OF TECH SERVICE	S
SURVEY PARTY CHIEF	J
SURVEYOR AIDE	G

POSITION	PAY GRADE
SYSTEM CONTROL-TRAINER	Q
SYSTEM OPERATIONS SCHEDULER	N
SYSTEMS OPERATION SUPERVISOR	Q
SYSTEMS OPERATOR - SENIOR	P
T & D MANAGER	Q
T&D MAINT. SUPERINTNENDENT	Q
TECHNICAL SERVICES AIDE	G
TECHNICAL SERVICES COORDINATOR	K
TECHNICAL SERVICES SUPERVISOR	O
TRAFFIC ASSOCIATE ENGINEER I	L
TRAFFIC ENGINEER	P
TRAFFIC SIGN TECH	F
TRAFFIC WORKING FOREMAN	I
TRANSIT MANAGER	M
TRUCK DRIVER	E
UTILITY BUS OPERATIONS ANALYST	L
UTILITY BUSINESS OPERATION MGR	Q
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
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
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
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
OPERATION TECH TRAINEE II	630
APPRENTICE LINEMAN 2ND YR	635
POWER PLANT STOREKEEPER	635
PRODUCTION SPECIALIST II	635
APPRENTICE LINEMAN 1ST YR	640
APPRENTICE METERMAN 1ST YR	640
ELECT LINE PATROLLER FACIL LOC	657
METER INSTALLER II	657
CLASS "A" HELPER	665
METER INSTALLER I	665
CLASS "B" HELPER	670
METER READER II	670
METER READER I	675
AQUATIC CENTER FRONT DESK CLRK	C

POSITION	PAY GRADE
CUSTODIAN	C
INDIAN CENTER AIDE	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
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
WATER TECHNICIAN	E
CC EXCEPTIONS PROCESSING ASSOC	F
COURT CLERK II	F
CUSTOMER ASSOCIATE	F
FACILITIES TECHNICIAN	F
FACILITIES TECHNICIAN - MUSEUM	F
HR ASSISTANT	F
LIBRARY ACQUISITIONS TECH	F
LIBRARY TECHNICIAN	F
MATERIALS SPECIALIST	F
NEW SERVICE REPRESENTATIVE	F
PARKS MAINT WORKER I	F
POLICE RECORDS TECHNICIAN	F
SECRETARY II	F

POSITION	PAY GRADE
TRAFFIC SIGN TECH	F
FIRE BATTALION CHIEF	FD2
FIRE CAPTAIN	FD4
FIRE LIEUTENANT	FD5
FIRE ENGINEER	FD6
FIREFIGHTER	FD7
ADMIN COORDINATOR - POOLS	G
ADMINISTRATIVE AIDE	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
COURT CLERK III	G
COURT SECURITY CLERK	G
CSO	G
CSO COURT LIASON	G
CSO TRANSITION TO P/O	G
HEAVY EQUIPMENT OPERATOR	G
LIBRARY FACILITIES TECHNICIAN	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 COORIDINATOR	G
SERVICE WRITER	G
SURVEYOR AIDE	G
TECHNICAL SERVICES AIDE	G
ACCOUNTING TECHNICIAN II	H

POSITION	PAY GRADE
AIRPORT MAINTENANCE WORKER	H
BUYER I	H
CODE COMPLIANCE OFFICER	H
COURT SERVICES COORDINATOR	H
CUSTODIAL SUPERVISOR	H
FOOD SERVICE MANAGER/CHEF	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
ANIMAL CARE CUST SERVICE MGR	I
ANIMAL PARK RANGER CORPORAL	I
ANIMAL SERVICES MANAGER	I
ASSISTANT AQUATICS MANAGER	I
COMMUNITY PROGRAM MANAGER	I
COMMUNITY RELATIONS LIASON	I
CUSTOMER CARE SPECIALIST	I
EMERGENCY VEHICLE TECH/MECHAN	I
EXCEPTIONS PROCESS SPECIALIST	I
INTELLIGENT TRANS SYS TECH I	I
LEAD MECHANIC	I
MAINTENANCE TECHNICIAN	I
OFFICE MANAGER	I
PLUMBER	I
POLICE CRIME SCENE INVESTIGATO	I
POLICE DOMESTIC VIOLENCE ADVOC	I

POSITION	PAY GRADE
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
BUYER II	J
CODE COMPLIANCE CORPORAL	J
COMPUTER SUPPORT SUPERVISOR	J
EDUCATION COORDINATOR	J
ENGINEERING TECHNICIAN	J
GIS TECHNICIAN	J
GOLF PROFESSIONAL	J
HELP DESK ANALYST II	J
LIBRARY PROGRAM COORDINATOR	J
LIBRARY TEEN SERVICES COORD	J
MUSEUM-EXHIBIT DESIGNER	J
PARKS FOREMAN MAINTENANCE	J
PC COMMUNICATIONS TECH III	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
CONSTRUCTION INSPECTOR	K
FACILITIES TECHNICIAN SUPERVIS	K
HR BUSINESS PARTNER	K
INTELLIGENT TRANS SYS TECH II	K

POSITION	PAY GRADE
LEAD SURVEY PARTY CHIEF	K
PATRON SERVICES COORDINATOR	K
POLICE INFO.SYSTEMS TECH-LEAD	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
ASSISTANT CIVIC CTR SUPERVISOR	L
ASSOCIATE PLANNER	L
ASSOCIATE PROJECT ENGINEER I	L
ASST GOLF COURSE SUPERINTENDEN	L
BUILDING INSPECTOR	L
BUSINESS ANALYST	L
CHIEF CONSTRUCTION INSPECTOR	L
COURT ADMINISTRATOR	L
ELECTRICAL INSPECTOR	L
EMS/SCADA TRAINEE	L
FMTN INDIAN CENTER DIRECTOR	L
INTELLIGENT TRANS SYS TECH III	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
SENIOR HR BUSINESS PARTNER	L
TRAFFIC ASSOCIATE ENGINEER I	L
UTILITY BUS OPERATIONS ANALYST	L
WATER RESOURCE SPECIALIST	L

POSITION	PAY GRADE
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
GEN SCHEDULER & RESOURCE SPEC	M
GOLF COURSE SUPERINTENDENT	M
MPO PLANNER	M
PROGRAMMER/ANALYST	M
PURCHASING SUPERVISOR	M
SENIOR CERTIFIED LEGAL ASSIST	M
SENIOR PLANNER	M
STAFF ACCOUNTANT II	M
TRANSIT MANAGER	M
VEHICLE MAINTENANCE SUPT	M
WAREHOUSE SUPERINTENDENT	M
ADULT PROGRAMS MANAGER	N
ANIMAL WELFARE DIRECTOR	N
AQUATICS MANAGER	N
BUILDING CONST/MAINT SUPV	N
CHIEF BUILDING INSPECTOR	N
CIVIC CENTER SUPERVISOR	N
COMMUNITY CENTER MANAGER	N
EMS/SCADA SPECIALIST	N
ENTERPRISE ACCOUNTANT	N
FIRE MARSHAL	N
GOLF COURSE MANAGER	N
LIB. MGT. SYS. ADMINISTRATOR	N
PERSONNEL SUPERVISOR	N

POSITION	PAY GRADE
PROJECT ENGINEER I	N
RECREATION MANAGER	N
SYSTEM OPERATIONS SCHEDULER	N
VETERINARIAN/ASST SHELTER DIR	N
APPLICATION SERVICE SUPERVISOR	O
BENEFITS & COMPENSATION MGR	O
BUDGET OFFICER	O
CITY CLERK	O
CUSTOMER CARE MANAGER	O
DEPUTY LIBRARY DIRECTOR	O
DIR OF COMM & QUALITY PERFORM	O
ESTIMATOR SUPERINTENDENT	O
GIS SUPERVISOR	O
INFRASTRUCTURE SERVICES SUPER	O
MUSEUM DIRECTOR	O
OPER MANAGER/ENVIRON COORDINAT	O
PARKS SUPERINTENDENT	O
PURCHASING OFFICER	O
REGISTERED LAND SURVEYOR	O
STREETS SUPERINTENDENT	O
TECHNICAL SERVICES SUPERVISOR	O
AIRPORT MANAGER	P
CONTROLLER	P
DEPUTY CITY ATTORNEY	P
ELECT TRANS&PLANNING ENGINEER	P
ENGINEERING CONST INSPECTOR	P
ENVIRONMENTAL SCIENTIST/ENG I	P
GENERAL SERVICES DIRECTOR	P
NERC CIP SECURITY SPECIALIST	P
SAFETY AND SECURITY OFFICER	P
SYSTEMS OPERATOR - SENIOR	P
TRAFFIC ENGINEER	P
POLICE LIEUTENANT	PD3
POLICE LEAD CRIME SCENE INVEST	PD4

POSITION	PAY GRADE
POLICE SERGEANT	PD4
POLICE CORPORAL	PD5
POLICE OFFICER - CERTIFIED	PD6
GENERATION ENGINEER	Q
GENERATION SUPERINTENDENT	Q
RELAY ENGINEER	Q
SENIOR ELECTRICAL ENGINEER	Q
SYSTEM CONTROL-TRAINER	Q
SYSTEMS OPERATION SUPERVISOR	Q
T & D MANAGER	Q
T&D MAINT. SUPERINTENDENT	Q
UTILITY BUSINESS OPERATION MGR	Q
CITY ENGINEER	R
ENGINEERING CONST PROJECT MGR	R
FIRE CHIEF - DEPUTY	R
LIBRARY DIRECTOR	R
POLICE DEPUTY CHIEF	R
REGULATORY COMPLIANCE MANAGER	R
WATER/WASTEWATER UTILITIES ADM	R
ADMINISTRATIVE SVCS. DIRECTOR	S
CITY ATTORNEY	S
COMMUNITY DEVELOPMENT DIRECTOR	S
ENGINEERING SUPERVISOR/ADMIN.	S
FIRE CHIEF	S
HUMAN RESOURCES DIRECTOR	S
I.T. DIRECTOR	S
PARKS REC & CUL AFRS DIRECTOR	S
PUBLIC WORKS DIRECTOR	S
SUPERINTENDENT OF TECH SERVICE	S
ELECTRIC UTILITY DIRECTOR	T
GENERATION MANAGER	T
ASSISTANT CITY MANAGER	U
POLICE CHIEF	U
CITY MANAGER	W

Grade	SALARY RANGE			HOURLY RANGE		
	Minimum	MPP*	Maximum	Minimum	MPP*	Maximum
A						
B	\$ 22,228.3360	\$ 27,332.0320	\$ 33,957.8720	\$ 10.9004	\$ 13.4032	\$ 16.6524
C	\$ 23,243.3760	\$ 28,470.8320	\$ 35,407.4240	\$ 11.3982	\$ 13.9617	\$ 17.3633
D	\$ 26,694.5120	\$ 32,819.0720	\$ 40,687.2960	\$ 13.0906	\$ 16.0940	\$ 19.9524
E	\$ 28,013.8560	\$ 34,372.0000	\$ 42,654.3520	\$ 13.7376	\$ 16.8555	\$ 20.9170
F	\$ 29,434.9120	\$ 36,131.8880	\$ 44,931.9520	\$ 14.4344	\$ 17.7185	\$ 22.0339
G	\$ 31,058.9760	\$ 38,202.5280	\$ 47,416.7200	\$ 15.2308	\$ 18.7339	\$ 23.2524
H	\$ 32,987.5520	\$ 40,583.7120	\$ 50,315.6160	\$ 16.1766	\$ 19.9016	\$ 24.6740
I	\$ 35,220.4320	\$ 43,275.6480	\$ 53,732.2240	\$ 17.2716	\$ 21.2217	\$ 26.3495
J	\$ 37,758.0320	\$ 46,381.2960	\$ 57,562.7520	\$ 18.5160	\$ 22.7447	\$ 28.2279
K	\$ 40,701.4400	\$ 50,005.0720	\$ 62,117.9520	\$ 19.9594	\$ 24.5217	\$ 30.4617
L	\$ 44,051.0720	\$ 54,146.1440	\$ 67,191.0720	\$ 21.6020	\$ 26.5524	\$ 32.9495
M	\$ 47,908.0160	\$ 58,804.9280	\$ 72,988.6560	\$ 23.4934	\$ 28.8370	\$ 35.7925
N	\$ 52,373.9840	\$ 64,292.1760	\$ 79,821.6640	\$ 25.6834	\$ 31.5279	\$ 39.1433
O	\$ 57,448.9760	\$ 70,607.4720	\$ 87,586.3040	\$ 28.1721	\$ 34.6248	\$ 42.9510
P	\$ 63,640.5120	\$ 78,165.1520	\$ 97,007.4560	\$ 31.2083	\$ 38.3310	\$ 47.5710
Q	\$ 72,572.4480	\$ 89,139.2320	\$110,570.0960	\$ 35.5884	\$ 43.7125	\$ 54.2219
R	\$ 81,504.5920	\$100,113.5200	\$124,236.1120	\$ 39.9686	\$ 49.0941	\$ 60.9235
S	\$ 86,985.3920	\$106,842.9440	\$132,622.0480	\$ 42.6563	\$ 52.3941	\$ 65.0358
T	\$ 93,278.4320	\$114,607.7920	\$142,250.1600	\$ 45.7423	\$ 56.2019	\$ 69.7573
U	\$100,586.5120	\$123,614.8160	\$153,328.0320	\$ 49.3261	\$ 60.6188	\$ 75.1897
V	\$108,909.4240	\$133,864.2240	\$166,165.5840	\$ 53.4075	\$ 65.6450	\$ 81.4850
W	\$118,551.8880	\$145,770.3520	\$180,867.0240	\$ 58.1360	\$ 71.4835	\$ 88.6944

Upon receiving a satisfactory employee evaluation employees will receive a 2% raise

* Market Policy Position

I.B.E.W. PAY PLAN

GRADE	CMP	RATE
U-1	600	\$43.9234
U-4	620	\$39.9260
U-5	625	\$35.9322
U-6	630	\$33.9390
U-7	605	\$33.2155
U-8	635	\$31.9379
U-9	640	\$29.9454
U-10	610	\$27.5263
U-11	657	\$22.4500
U-12	660	\$21.8372
U-13	663	\$20.7621
U-14	665	\$20.4092
U-15	668	\$18.9034
U-16	670	\$18.5864
U-17	675	\$15.0948
U-18	676	\$14.7218

Shaded areas are not in use

POLICE PAY PLAN

Job Title	Pay Grade	Status	Minimum	MPP	Maximum
Police Chief	U	EXEMPT	\$48,358.9	\$59,430.2	\$73,715.4
			\$100,586.50	\$123,614.82	\$153,327.93
Police Deputy Chief	R	EXEMPT	\$39,184.9	\$48,131.5	\$59,728.9
			\$81,504.50	\$100,113.51	\$124,236.00

Job Title/Rank	Pay Grade	Status	Minimum	MPP	Maximum
Captain	PD1	EXEMPT	\$ 40,035.8	\$ 46,516.3	\$ 51,979.1
			\$83,274.41	\$96,753.90	\$108,116.53
Commander	PD2	EXEMPT	\$ 37,758.6	\$ 43,870.4	\$ 49,022.5
			\$78,537.96	\$91,250.43	\$101,924.68
Lieutenant	PD3	EXEMPT	\$ 35,971.7	\$ 41,794.1	\$ 46,702.5
			\$74,821.15	\$86,931.73	\$97,141.20
Sergeant	PD4	HOURLY	\$ 29,409.0	\$ 34,169.2	\$ 38,181.8
			\$61,170.81	\$71,071.19	\$79,418.14
Corporal	PD5	HOURLY	\$ 27,574.9	\$ 32,038.4	\$ 35,801.1
			\$57,355.80	\$66,639.87	\$74,466.29
Police Officer	PD6	HOURLY	\$ 22,272.4	\$ 26,783.2	\$ 30,677.3
			\$46,326.69	\$55,709.06	\$63,808.78

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	\$44,132.95
Hourly Rate	\$21.2178

FIRE PAY PLAN

Job Title	Pay Grade	Minimum	MPP	Maximum
Fire Chief	S	\$86,985.39	\$106,842.94	\$132,622.05
		\$41,8199	\$51,3668	\$63,7606
Fire Chief - Deputy	R	\$81,504.59	\$100,113.52	\$124,236.11
		\$39,1849	\$48,1315	\$59,7289
Admin. Fire Support Services	O	\$57,448.98	\$70,607.54	\$87,586.30
		\$27,6197	\$33,9459	\$42,1088
Fire Marshal	N	\$52,373.98	\$64,292.20	\$79,821.61
		\$25,1798	\$30,9097	\$38,3758

Job Title/Rank	Pay Grade	Status	Minimum	MPP	Maximum
Battalion Chief	FH2	EXEMPT	\$ 32,2660	\$ 38,8006	\$ 44,4413
Battalion Chief	FD2	EXEMPT	\$ 24,3517	\$ 29,2835	\$ 33,5406
			\$67,113.29	\$80,705.33	\$92,437.89

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		\$37,302.74	\$38,608.53	\$39,959.52	\$41,358.47	\$42,805.92	\$44,304.08	\$45,411.16	\$46,546.91	\$47,710.22	\$48,903.02	\$50,125.58	\$51,379.01
2080 Annually	FH7	\$19,5348	\$20,2187	\$20,9261	\$21,6587	\$22,4168	\$23,2012	\$23,7810	\$24,3758	\$24,9850	\$25,6098	\$26,2498	\$26,9063
2756 Annually	FD7	\$13,5351	\$14,0089	\$14,4991	\$15,0067	\$15,5319	\$16,0755	\$16,4772	\$16,8893	\$17,3114	\$17,7442	\$18,1878	\$18,6426

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		\$44,945.40	\$46,519.35	\$48,147.60	\$49,832.61	\$51,576.89	\$53,381.52	\$54,716.25	\$56,083.77	\$57,486.03	\$58,923.00	\$60,396.36	\$61,906.65
2080 Annually	FH6	\$23,5371	\$24,3614	\$25,2140	\$26,0966	\$27,0099	\$27,9551	\$28,6540	\$29,3701	\$30,1043	\$30,8569	\$31,6284	\$32,4193
2756 Annually	FD6	\$16,3082	\$16,8793	\$17,4701	\$18,0815	\$18,7144	\$19,3692	\$19,8535	\$20,3497	\$20,8585	\$21,3799	\$21,9145	\$22,4625

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	Exempt	\$47,015.98	\$48,844.31	\$50,554.13	\$52,324.04	\$54,154.57	\$56,049.87	\$57,451.58	\$58,887.73	\$60,360.26	\$61,868.62	\$63,415.84	\$65,001.36
2080 Annually	FH5	\$24,7138	\$25,5789	\$26,4743	\$27,4011	\$28,3597	\$29,3523	\$30,0864	\$30,8385	\$31,6095	\$32,3994	\$33,2098	\$34,0400
2756 Annually	FD5	\$17,0595	\$17,7229	\$18,3433	\$18,9855	\$19,6497	\$20,3374	\$20,8460	\$21,3671	\$21,9014	\$22,4487	\$23,0101	\$23,5854

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	Exempt	\$50,022.78	\$51,773.39	\$53,584.91	\$55,461.47	\$57,402.24	\$59,411.64	\$60,896.02	\$62,418.71	\$63,979.44	\$65,579.30	\$67,218.56	\$68,899.17
2080 Annually	FH4	\$26,1960	\$27,1129	\$28,0616	\$29,0441	\$30,0605	\$31,1128	\$31,8902	\$32,6876	\$33,5049	\$34,3426	\$35,2012	\$36,0812
2756 Annually	FD4	\$18,1505	\$18,7857	\$19,4430	\$20,1239	\$20,8281	\$21,5572	\$22,0958	\$22,6483	\$23,2146	\$23,7951	\$24,3899	\$24,9997

Shaded areas indicate bargaining unit positions.