

Salary Schedule

FY2020 SALARY SCHEDULE

Based on the results from the City of Fort Worth's Biannual Benchmark Survey for this year, salary structures for non-exempt, exempt and exempt IT positions will not be adjusted. The City of Fort Worth's salary structures reflect changes in the job market conditions for pay structures and salaries for public and private sector organizations. Employees (exempt and non-exempt non-civil service) will receive adjustments to their pay based on their individual job performance using the City's Pay for Performance Program. Police Civil Service employees will receive increases in accordance with the Police Meet and Confer Agreement. Fire Civil Service employees will receive their increases in accordance with the Fire Collective Bargaining Contract.

I. Non-Exempt Salary Structures (Non-Civil Service)

- No salary structures adjustment needed.

II. Exempt Salary Structures (Non-Civil Service)

- No salary structures adjustment needed.

III. Exempt IT Salary Structures (Non-Civil Service)

- No salary structures adjustment needed.

IV. Sworn Police

- Police Civil Service employees will receive salary increases in accordance with their Meet and Confer Agreement between the City of Fort Worth and the Fort Worth Police Officers Association.

V. Sworn Fire

- Fire Civil Service employees will receive salary increases in accordance with the Collective Bargaining Agreement between the City of Fort Worth and the Fort Worth Professional Firefighters Association.

VI. Temporary, Seasonal and Less Than Part-Time Employees

- Temporary, Seasonal and Less than Part-Time employees will not receive any salary increases.

VII. Council Aides

- Council Aides are eligible to receive a 3% salary increase (effective November 23, 2019).

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Account Technician	CL5010	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Accountant	PR1010	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Accounting Services Supervisor	PR1021	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Accounts Payable Coordinator	PR3023	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Administrative Assistant	TC5010	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Administrative Services Coordinator	PR1030	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Administrative Services Manager	MG1011	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Administrative Technician	CL5020	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Airport Operations Officer	PS5010	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Airport Project Coordinator	PR5110	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Airport Supervisor	PR1041	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
AMI Administrator	PR2951	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Animal Control Officer	PS5020	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Animal Shelter Technician	ST5010	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Arborist	ST5020	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Architectural Services Manager	MG1031	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Asset Management Specialist	PR5120	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Asst Aviation Director	AD1241	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst City Attorney I	PR1060	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Asst City Attorney II	PR1070	E	615	42.85	89,132	49.28	102,502	55.71	115,872	62.14	129,242	68.56	142,612
Asst City Atty/DFW Airport Atty	PR2800	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Asst City Auditor	AD1021	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst City Manager	EX1011	E	312	72.61	151,038	84.41	175,582	96.21	200,126	108.01	224,669	119.81	249,213
Asst City Secretary	AD1031	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Clerk of the Court	MG1041	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Asst Code Compliance Director	AD1041	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Data Reporting Supervisor	TC5651	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Asst Econ Dev Director	AD1231	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Emergency Management Coordinator	PR5161	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Asst Facilities Superintendent	PR1091	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Asst Field Operations Supervisor	PR1101	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Asst Finance Director	AD1051	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Asst Fire Director	AD1011	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Golf Professional	TC5020	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Asst Historic Site Supervisor	PR2931	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Asst Human Resources Director	AD1061	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst IT Solutions Director	AD1071	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Asst Library Director	AD1081	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Municipal Court Svcs Director	AD1091	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Neighborhood Svcs Director	AD1221	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Park/Recreation Director	AD1101	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Parts/Materials Supervisor	TC5030	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Asst Planning/Development Director	AD1111	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Police Director	AD1121	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Property Management Director	AD1131	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Pub Facilities/Events Director	AD1141	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Public Safety Support Manager	PR1111	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Asst TPW Superintendent	PR1121	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Asst Trans/Public Works Director	AD1151	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Asst Water Director	AD1161	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Asst Water Systems Superintendent	PR1131	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Athletic Coordinator	PR1141	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Audit Manager	MG1061	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Auditor	PR1150	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Auto Body Repairer	ST5030	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Aviation Director	DH1011	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Billing & Accounting Manager	MG1071	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Botanic Garden Superintendent	MG1081	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Budget Analyst I	PR1160	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Budget Analyst II	PR1171	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Budget Manager	MG1091	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Building Code Administrator	MG1101	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Business Develop Coordinator	PR1180	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Business Development Manager	MG1111	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Business Process Analyst I	TC5750	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Business Process Analyst II	PR3000	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
Business Process Manager	MG1731	E	712	42.71	88,840	49.12	102,166	55.53	115,492	61.93	128,818	68.34	142,144
Buyer I	PR1190	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Buyer II	PR5190	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Cable Services Supervisor	PR1200	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Call Center Analyst	PR1210	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Centralized PD Payroll Coordinator	PR1220	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Chemist	PR5010	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Chief Deputy City Marshal	PR1240	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Chief Financial Svcs Officer	DH1021	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Chief Helicopter Pilot	MG1131	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Chief Judge	AP1011	E	400	Set by Agreement									
Chief of Staff	MG1141	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Chief Performance Officer	DH1031	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Chief Prosecutor	PR1250	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
City Attorney	AP1021	E	400	Set by Agreement									
City Auditor	AP1031	E	400	Set by Agreement									
City Forester	PR1261	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
City Manager	AP1041	E	400	Set by Agreement									
City Marshal	AD1171	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
City Secretary	AP1051	E	400	Set by Agreement									
Clerk Of Municipal Court	AD1181	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Code Compliance Director	DH1041	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Code Compliance Officer	PS5030	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Code Compliance Superintendent	MG1151	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Code Compliance Supervisor	PR1281	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Code Compliance Technician	ST5040	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Combination Inspector	TC5040	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Commun/Public Engagement Director	DH1191	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Communication Coordinator	PR1290	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Communication Shift Supervisor	PS5041	N	512	26.84	55,826	30.19	62,804	33.55	69,783	36.90	76,761	40.26	83,739
Communications Specialist	PR1300	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Community Center Aide	ST5050	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Community Center Coordinator	PR1311	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Community Center Supervisor	PR1321	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Community Services Manager	MG1161	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Compliance and Planning Manager	MG1171	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Computer Forensic Examiner	PR1330	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Conservation Specialist	PR1340	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Construction Inspection Supervisor	PR1351	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Construction Inspector I	TC5050	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Construction Inspector II	TC5060	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Construction Manager	MG1181	E	615	42.85	89,132	49.28	102,502	55.71	115,872	62.14	129,242	68.56	142,612
Construction Superintendent	MG1191	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Consumer Health Specialist	TC5070	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Contract Compliance Specialist	PR1360	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Contract Compliance Technician	TC5080	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Contract Services Administrator	MG1201	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Courier	ST5060	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Crime Analyst	PR1370	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Crime Lab Qa Coordinator	PR1380	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Criminal Intelligence Analyst	PR1390	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Cross Connection Tech Supervisor	PR1401	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Cross Connection Technician	ST5070	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Custodian	ST5080	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Customer Service Administrator	MG1211	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Customer Service Info Specialist	CL5030	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Customer Service Manager	MG1221	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Customer Service Rep I	CL5040	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Customer Service Rep II	CL5050	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Customer Service Supervisor	PR1411	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Customer Solutions Analyst	PR1270	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Data Reporting Supervisor	PR1421	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Data Reporting Technician	CL5060	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Database Administrator	PR1430	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Deputy Chief Judge	AP1061	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Deputy Chief of Staff	PR1050	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Deputy City Attorney	AD1191	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Deputy City Marshal	PS5050	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Deputy Court Clerk	PR1441	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Deputy Water Director	DD1011	E	308	56.14	116,772	65.26	135,747	74.39	154,722	83.51	173,698	92.63	192,673
Development Inspection Specialist	TC5090	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Development Inspection Supervisor	PR1451	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Development Project Coordinator	PR1460	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
District Superintendent	MG1231	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Economic Development Director	DH1051	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Economic Development Manager	PR1471	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Economic Development Specialist	PR1480	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Educational Strategy Director	DH1201	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Electronics Technician	TC5100	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Eligibility Specialist	TC5110	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Emergency Management Coordinator	MG1241	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Emergency Management Officer I	PR1490	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Emergency Management Officer II	PR1500	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Emergency Operations Center Technician	TC5760	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Employee Labor Relations Manager	MG1251	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Energy Compliance Analyst	PR5090	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Energy Manager	MG1741	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Engineering Manager	MG1261	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Engineering Technician I	TC5120	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Engineering Technician II	TC5130	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Environmental Program Manager	MG1271	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Environmental Specialist	TC5140	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Environmental Supervisor	PR1511	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Environmental Technician	ST5090	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Equipment Operator	ST5100	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Executive General Manager	MG1752	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Facilities Coordinator	PR5770	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Facilities Planner	TC5150	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Facilities Superintendent	MG1291	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Facilities Supervisor	PR1521	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
FD Protection Specialist	PR1530	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Field Operations Crewleader	ST5110	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Field Operations Superintendent	MG1301	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Field Operations Supervisor	PR1541	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Field Services Representative	ST5120	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Financial Reporting Coordinator	PR1551	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Financial Services Manager	MG1311	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Fire Assistant Chief	1027	E	Y08	68.43	142,341	71.17	148,036	73.91	153,730	76.65	159,425	79.38	165,120
Fire Chief	DH1061	E	311	68.32	142,116	79.43	165,209	90.53	188,303	101.63	211,397	112.74	234,491
Fire Deputy Chief	1532	N	Y07	43.51	90,495	45.25	94,113	46.99	97,731	48.73	101,349	50.46	104,967
Fire Trainee	1026	N	Y17	19.19	39,915								
Firearms Technician	PS5240	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Fleet Analyst	PR5130	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Fleet Coordinator	TC5160	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Fleet Crewleader	ST5130	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Fleet Mechanic I	ST5140	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Fleet Mechanic II	ST5150	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Fleet Superintendent	MG1321	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Fleet Supervisor	PR1561	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Food & Beverage Attendant	CL5070	N	500	10.98	22,840	12.35	25,695	13.73	28,550	15.10	31,405	16.47	34,260
Forensic Division Manager	MG1331	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Forensic Scientist I	PR3050	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Forensic Scientist II	PR1570	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Forensic Scientist III	PR2370	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Forensic Scientist IV	PR3051	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Forensic Supervisor	PR2821	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Garden Center Coordinator	PR2831	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Gardener	ST5160	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Gas Lease Analyst	PR5140	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Gas Well Inspector	TC5170	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Gas Well Manager	MG1341	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Golf Professional	PR1580	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Golf Shop Attendant	CL5080	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Governmental Affairs Liaison	PR1591	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Graduate Engineer	PR1600	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Grants Manager	MG1351	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Grants Specialist	PR1610	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Graphic Artist	TC5180	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Greenhouse Attendant	ST5170	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Ground Transportation Coordinator	PR1620	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Hearing Officer	AP1070	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Helicopter Mechanic	ST5180	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Helicopter Pilot	TC5190	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Historic Site Supervisor	PR2921	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Housing Development Manager	PR1631	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Housing Program Supervisor	PR1641	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Housing Rehabilitation Technician I	TC5200	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Housing Rehabilitation Technician II	TC5210	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
HR Business Partner	PR3040	P	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
HRIS Manager	MG1691	E	712	42.71	88,840	49.12	102,166	55.53	115,492	61.93	128,818	68.34	142,144
HRIS Specialist	PR1650	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Human Relations Administrator	MG1361	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Human Relations Coordinator	PR1660	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Human Relations Investigator	PR1670	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Human Relations Manager	MG1371	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Human Resources Analyst	PR1680	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Human Resources Coordinator	PR1690	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Human Resources Director	DH1071	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Human Resources Manager	MG1381	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Human Services Coordinator	PR1700	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Human Services Manager	MG1391	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Human Services Specialist	TC5220	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Infrastructure QC Specialist	PR1710	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Instrumentation Electrical Supervisor	PR1721	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Instrumentation Electrical Technician	TC5230	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Intoxilyzer Operator	PS5070	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
IT Auditor	PR1730	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
IT Business Planner I	PR1740	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
IT Business Planner II	PR1750	E	709	31.80	66,146	36.57	76,068	41.34	85,989	46.11	95,911	50.88	105,833
IT Business Systems Coordinator	PR1760	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
IT Change Management Analyst	PR2840	E	707	26.28	54,666	30.22	62,866	34.17	71,066	38.11	79,265	42.05	87,465
IT Communications Technician	TC5240	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
IT Help Desk Technician	TC5250	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
IT Information Security Analyst	PR1770	E	709	31.80	66,146	36.57	76,068	41.34	85,989	46.11	95,911	50.88	105,833
IT Operations Specialist	TC5260	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
IT PC Support Specialist	TC5270	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
IT Programmer/Analyst I	TC5670	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
IT Programmer/Analyst II	PR1790	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
IT Project Consultant	PR1800	E	711	38.35	79,767	44.10	91,732	49.85	103,697	55.61	115,663	61.36	127,628
IT Services Specialist	TC5280	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
IT Solutions Director	DH1081	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
IT Solutions Manager	MG1401	E	712	42.71	88,840	49.12	102,166	55.53	115,492	61.93	128,818	68.34	142,144
IT Solutions Supervisor	PR1811	E	707	26.28	54,666	30.22	62,866	34.17	71,066	38.11	79,265	42.05	87,465
IT Tech Support Analyst I	TC5620	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
IT Tech Support Analyst II	PR1830	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
Jury Coordinator	TC5300	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Laboratory Supervisor	PR1841	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Land Agent	PR1850	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Landscape Architect	PR2450	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Landscape Architect Manager	PR1871	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Latent Print Examiner	PS5080	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Latent Print Supervisor	PR2851	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Latent Print Technician	PS5090	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Lean Administrator	MG1711	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Lease Manager	MG1421	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Legal Assistant	CL5090	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Librarian	PR5020	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Librarian Manager	MG1431	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Librarian Supervisor	PR1891	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Library Assistant	TC5310	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Library Director	DH1091	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Library Page	CL5100	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Maintenance Worker	ST5190	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Management Analyst I	PR1900	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Management Analyst II	PR1911	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Media Services Specialist	TC5330	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Microbiologist	PR5030	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Municipal Court Clerk	CL5110	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Municipal Court Services Director	DH1101	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Municipal Judge	AP1080	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Natural Resource Technician	ST5500	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Natural Scientist	PR1930	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Natural Scientist Supervisor	PR1941	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Nature Center Manager	MG1441	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Neighborhood Develop Coordinator	PR1950	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Neighborhood Develop Manager	MG1451	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Neighborhood Develop Specialist	PR1960	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Neighborhood Program Coordinator	PR3060	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Neighborhood Services Director	DH1111	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Neighborhood Services Manager	PR2811	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Office Assistant	CL5120	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Park & Recreation Director	DH1121	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Park Planner	PR1860	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Parking Compliance Technician	PS5100	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Parking Operations Manager	PR1971	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Parts Expediter	CL5130	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Parts/Materials Supervisor	PR1981	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Payroll Coordinator	PR3032	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Payroll Supervisor	PR1991	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Payroll Technician	CL5140	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
PeopleSoft Functional Analyst	PR2000	E	707	26.28	54,666	30.22	62,866	34.17	71,066	38.11	79,265	42.05	87,465
PeopleSoft Systems Administrator	PR2010	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Performance Administrator	MG1461	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Performance Analyst	PR2020	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Pesticide Applicator	ST5200	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Planner	PR2030	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Planner-Scheduler	PR2980	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Planning Assistant	TC5350	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Planning Manager	MG1481	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Planning/Development Director	DH1131	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Plans Examiner	TC5360	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Plans Examiner Supervisor	PR2041	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Police Assistant Chief	1006	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Police Chief	DH1141	E	311	68.32	142,116	79.43	165,209	90.53	188,303	101.63	211,397	112.74	234,491
Police Commander	1564	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Police Deputy Chief	1530	E	306	51.45	107,022	59.81	124,414	68.18	141,805	76.54	159,196	84.90	176,587
Police Employment Services Manger	MG1491	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Police Employment Specialist	PR2051	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Police Oversight Administrator	DH1301	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Police Trainee	1000	N	X17	19.25	40,040								
Polygraph Examiner	PS5120	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Process Control Systems Specialist	PR2990	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Professional Engineer	PR2070	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Program Coordinator	PR2861	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Program Support Division Administrator	PR2080	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Project Assistant	TC5640	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Project Controls Specialist II	PR5150	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Property & Casualty Adjuster	PR2230	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Property & Casualty Manager	MG1551	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Property Control Attendant	ST5210	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Property Control Specialist	CL5160	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Property Control Supervisor	PR2111	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Property Management Director	DH1151	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Prosecuting Attorney	PR2120	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Protective Gear Specialist	ST5220	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Public Education Prgm Coordinator	PR2130	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Public Education Specialist	TC5680	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Public Events Attendant	ST5230	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Public Events Coordinator	TC5370	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Public Facilities/Events Director	DH1161	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Public Information Coordinator	CL5170	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Public Information Specialist	CL5180	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Public Safety Communicator I	PS5130	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Public Safety Communicator II	PS5140	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Public Safety Communicator III	PS5250	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Public Safety Communicator IV	PS5760	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Public Safety Support Manager	MG1501	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Purchasing Assistant	TC5770	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Purchasing Manager	MG1511	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Purchasing Supervisor	PR2151	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Quality Control Specialist	PR2160	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Quality Improvement Specialist	CL5290	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Real Property Manager	MG1521	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Records Analyst	PR2170	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Records Manager	MG1531	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Recreation Programmer	TC5690	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Regional Librarian Supervisor	PR2191	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Regional Transportation Coordinator	PR2201	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Registered Architect	PR2210	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Regulatory/Environmental Administrator	MG1541	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Safety Manager	MG1721	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Safety Officer	PR2970	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sales and Events Manager	PR2240	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sales Associate	CL5200	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Security Coordinator	PR2771	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Security Guard	PS5150	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Security Supervisor	PS5231	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Security Systems Technician	TC5380	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Signal Systems Crewleader	ST5480	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Signal Systems Supervisor	PR2891	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Signal Systems Technician I	ST5460	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Signal Systems Technician II	ST5470	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Signs Fabricator	ST5250	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Skilled Trades Technician I	ST5260	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Skilled Trades Technician II	ST5270	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Sports Field Monitor	ST5490	N	500	10.98	22,840	12.35	25,695	13.73	28,550	15.10	31,405	16.47	34,260
Sr Account Technician	CL5210	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Accountant	PR2260	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Administrative Assistant	PR2270	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Sr Administrative Services Manager	MG1561	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Sr Arborist	ST5450	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Sr Assistant City Attorney	PR2280	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Sr Asst City Attny Sect Chief	MG1571	E	617	51.19	106,484	58.87	122,457	66.55	138,429	74.23	154,402	81.91	170,374
Sr Auditor	PR2290	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Auto Body Repairer	ST5280	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Sr Budget Analyst	PR2300	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Sr Business Process Analyst	PR3010	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Sr Buyer	PR2310	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Capital Projects Officer	PR2320	E	617	51.19	106,484	58.87	122,457	66.55	138,429	74.23	154,402	81.91	170,374
Sr Chemist	PR2330	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Code Compliance Officer	PS5160	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Combination Inspector	TC5400	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr Construction Inspector	TC5410	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr Consumer Health Specialist	TC5420	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Sr Contract Compliance Specialist	PR2341	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Crime Analyst	PR2871	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Customer Service Representative	CL5220	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Data Reporting Technician	CL5230	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Deputy City Marshal	PS5171	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Sr Emergency Management Officer	PR2351	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Engineering Technician	TC5430	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Sr Environmental Specialist	PR2360	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Equipment Operator	ST5290	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Facilities Planner	PR2941	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Sr Fld Services Representative	ST5300	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Fleet Mechanic	ST5310	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Food & Beverage Attendant	CL5240	N	501	11.86	24,667	13.34	27,751	14.82	30,834	16.31	33,917	17.79	37,001
Sr Gardener	ST5320	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Sr Graphic Artist	TC5440	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr Human Rel Investigator	PR2391	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Human Resources Analyst	PR2400	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Sr Human Services Specialist	TC5700	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Instrumentation/Elect Technician	TC5451	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr IT Business Planner	PR2420	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Sr IT Communications Technician	TC5460	N	512	26.84	55,826	30.19	62,804	33.55	69,783	36.90	76,761	40.26	83,739
Sr IT Help Desk Technician	TC5470	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr IT Operations Specialist	TC5480	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr IT Programmer/Analyst	PR2430	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Sr IT Solutions Manager	MG1581	E	713	47.41	98,613	54.52	113,405	61.63	128,196	68.74	142,988	75.86	157,780
Sr IT Tech Support Analyst	PR2440	E	709	31.80	66,146	36.57	76,068	41.34	85,989	46.11	95,911	50.88	105,833
Sr IT Telecommunications Technician	TC5500	N	512	26.84	55,826	30.19	62,804	33.55	69,783	36.90	76,761	40.26	83,739
Sr Land Agent	PR2880	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Librarian	PR2461	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Sr Loan Services Representative	TC5510	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Maintenance Worker	ST5330	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Sr Management Analyst	MG1591	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Sr Microbiologist	PR2470	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Municipal Court Clerk	CL5250	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Sr PeopleSoft Systems Administrator	PR2490	E	711	38.35	79,767	44.10	91,732	49.85	103,697	55.61	115,663	61.36	127,628
Sr Planner	PR2501	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Plans Examiner	TC5520	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr Professional Engineer	PR2510	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Sr Project Controls Specialist	PR2521	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Property Control Specialist	CL5260	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Property&Casualty Adjuster	PR2561	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Public Events Manager	PR2531	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Sr Public Safety Communicator	PS5180	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Sr Quality Control Special	PR2961	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Records Analyst	PR2540	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Sr Recreation Programmer	TC5710	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Sales and Events Manager	PR2571	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Sr Skilled Trades Technician	ST5340	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Survey Technician	TC5530	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Utility Rate Analyst	PR2590	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Victim Asst Specialist	PR2600	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Sr Warrant/Identification Technician	PS5190	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Sr Water Dispatch Representative	CL5270	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Sr Water Systems Mechanic	ST5350	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Sr Water Systems Technician	TC5540	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Stagehand	ST5360	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Stagehand Crewleader	ST5371	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Stock Clerk	CL5280	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Survey Superintendent	MG1601	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Survey Technician	TC5550	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Systems Administrator	PR2641	E	709	31.80	66,146	36.57	76,068	41.34	85,989	46.11	95,911	50.88	105,833
Talent Development Specialist	PR5100	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Teen Court Coordinator	TC5721	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
TPW Superintendent	MG1621	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Traffic Control Supervisor	PS5201	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Traffic Control Technician	PS5210	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Traffic Services Worker	ST5380	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Traffic Systems Crewleader	ST5390	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Traffic Systems Supervisor	PR2661	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Traffic Systems Technician I	ST5400	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Traffic Systems Technician II	ST5410	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Training Specialist	PR2670	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Transportation Manager	MG1681	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Transportation/Public Wks Director	DH1171	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Treasury Supervisor	PR2691	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Utility Line Technician	TC5560	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Veterinarian	PR2910	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Veterinary Technician	TC5570	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Victim Assistance Coordinator	PR2711	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Victim Assistance Specialist	PR5040	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Video Producer/Director	PR5050	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Volunteer Coordinator	TC5740	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Warrant/Identification Supervisor	PR2751	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Warrant/Identification Technician	PS5220	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Water Conservation Manager	MG1651	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Water Customer Relations Manager	PR2761	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Water Director	DH1181	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Water Dispatch Representative	CL5300	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Water Quality Manager	MG1661	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Water Systems Mechanic I	ST5430	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Water Systems Mechanic II	ST5440	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Water Systems Sampler	TC5580	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Water Systems Specialist	TC5591	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Water Systems Superintendent	MG1671	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Water Systems Supervisor	PR2781	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Water Systems Technician I	TC5600	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Water Systems Technician II	TC5610	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Web Designer	PR2790	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922

*** Job Family Description is located in Job Code**

Assistant Department Director	AD
Appointed Classification	AP
Clerical Classification	CL
Deputy Director	DD
Department Head	DH
Executive Classification	EX
Management Classification	MG
Professional Classification	PR
Public Safety Classification	PS
Service Trades Classification	ST
Technical / Para Professional	TC

**** Quartiles**

Quartiles divide a salary range into four equal parts. Rates shown for each quartile indicate the beginning of that quartile.

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Police Trainee	1000	N	X17	19.25	40,040								
Police Assistant Chief	1006	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Fire Trainee	1026	N	Y17	19.19	39,915								
Fire Assistant Chief	1027	E	Y08	68.43	142,341	71.17	148,036	73.91	153,730	76.65	159,425	79.38	165,120
Police Deputy Chief	1530	E	306	51.45	107,022	59.81	124,414	68.18	141,805	76.54	159,196	84.90	176,587
Fire Deputy Chief	1532	N	Y07	43.51	90,495	45.25	94,113	46.99	97,731	48.73	101,349	50.46	104,967
Police Commander	1564	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Fire Director	AD1011	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst City Auditor	AD1021	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst City Secretary	AD1031	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Code Compliance Director	AD1041	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Finance Director	AD1051	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Asst Human Resources Director	AD1061	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst IT Solutions Director	AD1071	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Asst Library Director	AD1081	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Municipal Court Svcs Director	AD1091	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Park/Recreation Director	AD1101	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Planning/Development Director	AD1111	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Police Director	AD1121	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Property Management Director	AD1131	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Pub Facilities/Events Director	AD1141	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Trans/Public Works Director	AD1151	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Asst Water Director	AD1161	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
City Marshal	AD1171	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Clerk Of Municipal Court	AD1181	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Deputy City Attorney	AD1191	E	307	53.72	111,736	62.45	129,894	71.18	148,051	79.91	166,208	88.64	184,365
Asst Neighborhood Svcs Director	AD1221	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Econ Dev Director	AD1231	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Asst Aviation Director	AD1241	E	305	49.19	102,308	57.18	118,933	65.17	135,558	73.17	152,184	81.16	168,809
Chief Judge	AP1011	E	400	Set by Agreement									
City Attorney	AP1021	E	400	Set by Agreement									
City Auditor	AP1031	E	400	Set by Agreement									
City Manager	AP1041	E	400	Set by Agreement									
City Secretary	AP1051	E	400	Set by Agreement									
Deputy Chief Judge	AP1061	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Hearing Officer	AP1070	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Municipal Judge	AP1080	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Account Technician	CL5010	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Administrative Technician	CL5020	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Customer Service Info Specialist	CL5030	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Customer Service Representative I	CL5040	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Customer Service Representative II	CL5050	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Data Reporting Technician	CL5060	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Food & Beverage Attendant	CL5070	N	500	10.98	22,840	12.35	25,695	13.73	28,550	15.10	31,405	16.47	34,260
Golf Shop Attendant	CL5080	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Legal Assistant	CL5090	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Library Page	CL5100	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Municipal Court Clerk	CL5110	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Office Assistant	CL5120	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Parts Expediter	CL5130	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Payroll Technician	CL5140	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Property Control Specialist	CL5160	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Public Information Coordinator	CL5170	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Public Information Specialist	CL5180	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Sales Associate	CL5200	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Sr Account Technician	CL5210	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Customer Service Representative	CL5220	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Data Reporting Technician	CL5230	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Food & Beverage Attendant	CL5240	N	501	11.86	24,667	13.34	27,751	14.82	30,834	16.31	33,917	17.79	37,001
Sr Municipal Court Clerk	CL5250	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Sr Property Control Specialist	CL5260	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Water Dispatch Representative	CL5270	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Stock Clerk	CL5280	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Quality Improvement Specialist	CL5290	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Water Dispatch Representative	CL5300	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Deputy Water Director	DD1011	E	308	56.14	116,772	65.26	135,747	74.39	154,722	83.51	173,698	92.63	192,673
Aviation Director	DH1011	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Chief Financial Svcs Officer	DH1021	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Chief Performance Officer	DH1031	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Code Compliance Director	DH1041	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Economic Development Director	DH1051	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Fire Chief	DH1061	E	311	68.32	142,116	79.43	165,209	90.53	188,303	101.63	211,397	112.74	234,491
Human Resources Director	DH1071	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
IT Solutions Director	DH1081	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Library Director	DH1091	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Municipal Court Services Director	DH1101	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Neighborhood Services Director	DH1111	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Park & Recreation Director	DH1121	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Planning/Development Director	DH1131	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Police Chief	DH1141	E	311	68.32	142,116	79.43	165,209	90.53	188,303	101.63	211,397	112.74	234,491
Property Management Director	DH1151	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Public Facilities/Events Director	DH1161	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Transportation/Public Wks Director	DH1171	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Water Director	DH1181	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Commun/Public Engagement Director	DH1191	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Educational Strategy Director	DH1201	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Police Oversight Administrator	DH1301	E	309	60.49	125,820	70.32	146,266	80.15	166,712	89.98	187,158	99.81	207,604
Asst City Manager	EX1011	E	312	72.61	151,038	84.41	175,582	96.21	200,126	108.01	224,669	119.81	249,213
Administrative Services Manager	MG1011	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Architectural Services Manager	MG1031	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Asst Clerk of the Court	MG1041	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Audit Manager	MG1061	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Billing & Accounting Manager	MG1071	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Botanic Garden Superintendent	MG1081	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Budget Manager	MG1091	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Building Code Administrator	MG1101	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Business Development Manager	MG1111	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Chief Helicopter Pilot	MG1131	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Chief of Staff	MG1141	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Code Compliance Superintendent	MG1151	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Community Services Manager	MG1161	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Compliance and Planning Manager	MG1171	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Construction Manager	MG1181	E	615	42.85	89,132	49.28	102,502	55.71	115,872	62.14	129,242	68.56	142,612
Construction Superintendent	MG1191	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Contract Services Administrator	MG1201	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Customer Service Administrator	MG1211	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Customer Service Manager	MG1221	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
District Superintendent	MG1231	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Emergency Management Coordinator	MG1241	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Employee Labor Relations Manager	MG1251	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Engineering Manager	MG1261	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Environmental Program Manager	MG1271	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Facilities Superintendent	MG1291	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Field Operations Superintendent	MG1301	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Financial Services Manager	MG1311	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Fleet Superintendent	MG1321	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Forensic Division Manager	MG1331	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Gas Well Manager	MG1341	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Grants Manager	MG1351	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Human Relations Administrator	MG1361	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Human Relations Manager	MG1371	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Human Resources Manager	MG1381	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Human Services Manager	MG1391	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
IT Solutions Manager	MG1401	E	712	42.71	88,840	49.12	102,166	55.53	115,492	61.93	128,818	68.34	142,144
Lease Manager	MG1421	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Librarian Manager	MG1431	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Nature Center Manager	MG1441	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Neighborhood Develop Manager	MG1451	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Performance Administrator	MG1461	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Planning Manager	MG1481	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Police Employment Services Manger	MG1491	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Public Safety Support Manager	MG1501	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Purchasing Manager	MG1511	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Real Property Manager	MG1521	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Records Manager	MG1531	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Regulatory/Environmental Administrator	MG1541	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Property & Casualty Manager	MG1551	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Sr Administrative Services Manager	MG1561	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Sr Asst City Attny Sect Chief	MG1571	E	617	51.19	106,484	58.87	122,457	66.55	138,429	74.23	154,402	81.91	170,374
Sr IT Solutions Manager	MG1581	E	713	47.41	98,613	54.52	113,405	61.63	128,196	68.74	142,988	75.86	157,780
Sr Management Analyst	MG1591	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Survey Superintendent	MG1601	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
TPW Superintendent	MG1621	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Water Conservation Manager	MG1651	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Water Quality Manager	MG1661	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Water Systems Superintendent	MG1671	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Transportation Manager	MG1681	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
HRIS Manager	MG1691	E	712	42.71	88,840	49.12	102,166	55.53	115,492	61.93	128,818	68.34	142,144

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Lean Administrator	MG1711	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Safety Manager	MG1721	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Business Process Manager	MG1731	E	712	42.71	88,840	49.12	102,166	55.53	115,492	61.93	128,818	68.34	142,144
Energy Manager	MG1741	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Executive General Manager	MG1752	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Accountant	PR1010	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Accounting Services Supervisor	PR1021	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Administrative Services Coordinator	PR1030	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Airport Supervisor	PR1041	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Deputy Chief of Staff	PR1050	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Asst City Attorney I	PR1060	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Asst City Attorney II	PR1070	E	615	42.85	89,132	49.28	102,502	55.71	115,872	62.14	129,242	68.56	142,612
Asst Facilities Superintendent	PR1091	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Asst Field Operations Supervisor	PR1101	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Asst Public Safety Support Manager	PR1111	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Asst TPW Superintendent	PR1121	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Asst Water Systems Superintendent	PR1131	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Athletic Coordinator	PR1141	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Auditor	PR1150	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Budget Analyst I	PR1160	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Budget Analyst II	PR1171	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Business Develop Coordinator	PR1180	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Buyer I	PR1190	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Cable Services Supervisor	PR1200	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Call Center Analyst	PR1210	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Centralized PD Payroll Coordinator	PR1220	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Chief Deputy City Marshal	PR1240	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Chief Prosecutor	PR1250	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
City Forester	PR1261	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Customer Solutions Analyst	PR1270	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Code Compliance Supervisor	PR1281	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Communication Coordinator	PR1290	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Communications Specialist	PR1300	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Community Center Coordinator	PR1311	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Community Center Supervisor	PR1321	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Computer Forensic Examiner	PR1330	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Conservation Specialist	PR1340	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Construction Inspection Supervisor	PR1351	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Contract Compliance Specialist	PR1360	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Crime Analyst	PR1370	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Crime Lab Qa Coordinator	PR1380	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Criminal Intelligence Analyst	PR1390	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Cross Connection Tech Supervisor	PR1401	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Customer Service Supervisor	PR1411	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Data Reporting Supervisor	PR1421	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Database Administrator	PR1430	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Deputy Court Clerk	PR1441	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Development Inspection Supervisor	PR1451	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Development Project Coordinator	PR1460	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Economic Development Manager	PR1471	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Economic Development Specialist	PR1480	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Emergency Management Officer I	PR1490	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Emergency Management Officer II	PR1500	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Environmental Supervisor	PR1511	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Facilities Supervisor	PR1521	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
FD Protection Specialist	PR1530	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Field Operations Supervisor	PR1541	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Financial Reporting Coordinator	PR1551	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Fleet Supervisor	PR1561	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Forensic Scientist II	PR1570	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Golf Professional	PR1580	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Governmental Affairs Liaison	PR1591	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Graduate Engineer	PR1600	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Grants Specialist	PR1610	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Ground Transportation Coordinator	PR1620	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Housing Development Manager	PR1631	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Housing Program Supervisor	PR1641	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
HRIS Specialist	PR1650	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Human Relations Coordinator	PR1660	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Human Relations Investigator	PR1670	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Human Resources Analyst	PR1680	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Human Resources Coordinator	PR1690	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Human Services Coordinator	PR1700	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Infrastructure QC Specialist	PR1710	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Instrumentation Electrical Supervisor	PR1721	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
IT Auditor	PR1730	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
IT Business Planner I	PR1740	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
IT Business Planner II	PR1750	E	709	31.80	66,146	36.57	76,068	41.34	85,989	46.11	95,911	50.88	105,833
IT Business Systems Coordinator	PR1760	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
IT Information Security Analyst	PR1770	E	709	31.80	66,146	36.57	76,068	41.34	85,989	46.11	95,911	50.88	105,833
IT Programmer/Analyst II	PR1790	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
IT Project Consultant	PR1800	E	711	38.35	79,767	44.10	91,732	49.85	103,697	55.61	115,663	61.36	127,628
IT Solutions Supervisor	PR1811	E	707	26.28	54,666	30.22	62,866	34.17	71,066	38.11	79,265	42.05	87,465
IT Tech Support Analyst II	PR1830	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
Laboratory Supervisor	PR1841	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Land Agent	PR1850	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Park Planner	PR1860	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Landscape Architect Manager	PR1871	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Librarian Supervisor	PR1891	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Management Analyst I	PR1900	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Management Analyst II	PR1911	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Natural Scientist	PR1930	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Natural Scientist Supervisor	PR1941	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Neighborhood Develop Coordinator	PR1950	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Neighborhood Develop Specialist	PR1960	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Parking Operations Manager	PR1971	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Parts/Materials Supervisor	PR1981	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Payroll Supervisor	PR1991	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
PeopleSoft Functional Analyst	PR2000	E	707	26.28	54,666	30.22	62,866	34.17	71,066	38.11	79,265	42.05	87,465
PeopleSoft Systems Administrator	PR2010	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Performance Analyst	PR2020	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Planner	PR2030	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Plans Examiner Supervisor	PR2041	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Police Employment Specialist	PR2051	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Professional Engineer	PR2070	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Program Support Division Administrator	PR2080	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Property Control Supervisor	PR2111	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Prosecuting Attorney	PR2120	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Public Education Prgm Coordinator	PR2130	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Purchasing Supervisor	PR2151	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Quality Control Specialist	PR2160	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Records Analyst	PR2170	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Regional Librarian Supervisor	PR2191	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Regional Transportation Coordinator	PR2201	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Registered Architect	PR2210	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Property & Casualty Adjuster	PR2230	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sales and Events Manager	PR2240	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Accountant	PR2260	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Administrative Assistant	PR2270	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Sr Assistant City Attorney	PR2280	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Sr Auditor	PR2290	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Budget Analyst	PR2300	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Sr Buyer	PR2310	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Capital Projects Officer	PR2320	E	617	51.19	106,484	58.87	122,457	66.55	138,429	74.23	154,402	81.91	170,374
Sr Chemist	PR2330	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Contract Compliance Specialist	PR2341	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Emergency Management Officer	PR2351	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Environmental Specialist	PR2360	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Forensic Scientist III	PR2370	E	610	27.47	57,137	31.59	65,707	35.7105	74277.9	39.831	82848.4	43.9514	91418.9
Sr Human Rel Investigator	PR2391	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Human Resources Analyst	PR2400	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr IT Business Planner	PR2420	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Sr IT Programmer/Analyst	PR2430	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Sr IT Tech Support Analyst	PR2440	E	709	31.80	66,146	36.57	76,068	41.34	85,989	46.11	95,911	50.88	105,833
Landscape Architect	PR2450	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Librarian	PR2461	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Sr Microbiologist	PR2470	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr PeopleSoft Systems Administrator	PR2490	E	711	38.35	79,767	44.10	91,732	49.85	103,697	55.61	115,663	61.36	127,628
Sr Planner	PR2501	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Professional Engineer	PR2510	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Sr Project Controls Specialist	PR2521	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Public Events Manager	PR2531	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Sr Records Analyst	PR2540	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Sr Property&Casualty Adjuster	PR2561	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Sales and Events Manager	PR2571	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Sr Utility Rate Analyst	PR2590	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Victim Asst Specialist	PR2600	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Systems Administrator	PR2641	E	709	31.80	66,146	36.57	76,068	41.34	85,989	46.11	95,911	50.88	105,833

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Traffic Systems Supervisor	PR2661	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Training Specialist	PR2670	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Treasury Supervisor	PR2691	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Victim Assistance Coordinator	PR2711	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Warrant/Identification Supervisor	PR2751	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Water Customer Relations Manager	PR2761	E	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Security Coordinator-ON PML	PR2771	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Water Systems Supervisor	PR2781	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Web Designer	PR2790	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Asst City Atty/DFW Airport Atty	PR2800	E	616	46.84	97,424	53.86	112,037	60.89	126,651	67.92	141,264	74.94	155,878
Neighborhood Services Manager	PR2811	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Forensic Supervisor	PR2821	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
Garden Center Coordinator	PR2831	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
IT Change Management Analyst	PR2840	E	707	26.28	54,666	30.22	62,866	34.17	71,066	38.11	79,265	42.05	87,465
Latent Print Supervisor	PR2851	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Program Coordinator	PR2861	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Crime Analyst	PR2871	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Sr Land Agent	PR2880	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Signal Systems Supervisor	PR2891	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Veterinarian	PR2910	E	613	35.87	74,609	41.25	85,800	46.63	96,991	52.01	108,183	57.39	119,374
Historic Site Supervisor	PR2921	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Asst Historic Site Supervisor	PR2931	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Sr Facilities Planner	PR2941	E	612	32.82	68,260	37.74	78,499	42.66	88,738	47.58	98,977	52.51	109,216
AMI Administrator	PR2951	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Sr Quality Control Special	PR2961	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Safety Officer	PR2970	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Planner-Scheduler	PR2980	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Process Control Systems Specialist	PR2990	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Business Process Analyst II	PR3000	E	708	28.91	60,132	33.25	69,152	37.58	78,172	41.92	87,192	46.26	96,212
Sr Business Process Analyst	PR3010	E	710	34.98	72,760	40.23	83,674	45.48	94,588	50.72	105,502	55.97	116,416
Accounts Payable Coordinator	PR3023	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Payroll Coordinator	PR3032	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
HR Business Partner	PR3040	P	614	39.21	81,548	45.09	93,780	50.97	106,013	56.85	118,245	62.73	130,477
Forensic Scientist I	PR3050	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Forensic Scientist IV	PR3051	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Neighborhood Program Coordinator	PR3060	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Chemist	PR5010	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Librarian	PR5020	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Microbiologist	PR5030	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Victim Assistance Specialist	PR5040	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Video Producer/Director	PR5050	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Energy Compliance Analyst	PR5090	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Talent Development Specialist	PR5100	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Airport Project Coordinator	PR5110	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Asset Management Specialist	PR5120	E	608	22.99	47,826	26.44	55,000	29.89	62,174	33.34	69,348	36.79	76,522
Fleet Analyst	PR5130	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Gas Lease Analyst	PR5140	E	610	27.47	57,137	31.59	65,707	35.71	74,278	39.83	82,848	43.95	91,419
Project Controls Specialist II	PR5150	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Asst Emergency Management Coordinator	PR5161	E	611	30.02	62,451	34.53	71,819	39.03	81,187	43.54	90,554	48.04	99,922
Buyer II	PR5190	E	609	25.13	52,275	28.90	60,116	32.67	67,957	36.44	75,798	40.21	83,640
Facilities Coordinator	PR5770	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Airport Operations Officer	PS5010	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Animal Control Officer	PS5020	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Code Compliance Officer	PS5030	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Communication Shift Supervisor	PS5041	N	512	26.84	55,826	30.19	62,804	33.55	69,783	36.90	76,761	40.26	83,739
Deputy City Marshal	PS5050	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Intoxilyzer Operator	PS5070	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Latent Print Examiner	PS5080	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Latent Print Technician	PS5090	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Parking Compliance Technician	PS5100	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Polygraph Examiner	PS5120	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Public Safety Communicator I	PS5130	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Public Safety Communicator II	PS5140	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Security Guard	PS5150	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Sr Code Compliance Officer	PS5160	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Deputy City Marshal	PS5171	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Sr Public Safety Communicator	PS5180	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Sr Warrant/Identification Technician	PS5190	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Traffic Control Supervisor	PS5201	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Traffic Control Technician	PS5210	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Warrant/Identification Technician	PS5220	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Security Supervisor	PS5231	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Firearms Technician	PS5240	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Public Safety Communicator III	PS5250	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Public Safety Communicator IV	PS5760	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Animal Shelter Technician	ST5010	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Arborist	ST5020	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Auto Body Repairer	ST5030	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Code Compliance Technician	ST5040	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Community Center Aide	ST5050	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Courier	ST5060	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Cross Connection Technician	ST5070	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Custodian	ST5080	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Environmental Technician	ST5090	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Equipment Operator	ST5100	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Field Operations Crewleader	ST5110	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Field Services Representative	ST5120	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Fleet Crewleader	ST5130	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Fleet Mechanic I	ST5140	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Fleet Mechanic II	ST5150	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Gardener	ST5160	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Greenhouse Attendant	ST5170	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Helicopter Mechanic	ST5180	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Maintenance Worker	ST5190	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Pesticide Applicator	ST5200	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Property Control Attendant	ST5210	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Protective Gear Specialist	ST5220	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Public Events Attendant	ST5230	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Signs Fabricator	ST5250	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Skilled Trades Technician I	ST5260	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Skilled Trades Technician II	ST5270	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Sr Auto Body Repairer	ST5280	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Sr Equipment Operator	ST5290	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Fld Services Representative	ST5300	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Fleet Mechanic	ST5310	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Gardener	ST5320	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Sr Maintenance Worker	ST5330	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Sr Skilled Trades Technician	ST5340	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Water Systems Mechanic	ST5350	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Stagehand	ST5360	N	505	15.97	33,211	17.96	37,362	19.96	41,514	21.95	45,665	23.95	49,816
Stagehand Crewleader	ST5371	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Traffic Services Worker	ST5380	N	502	12.77	26,571	14.37	29,892	15.97	33,214	17.57	36,535	19.16	39,857
Traffic Systems Crewleader	ST5390	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Traffic Systems Technician I	ST5400	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Traffic Systems Technician II	ST5410	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Water Systems Mechanic I	ST5430	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Water Systems Mechanic II	ST5440	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Sr Arborist	ST5450	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Signal Systems Technician I	ST5460	N	504	14.82	30,831	16.68	34,685	18.53	38,539	20.38	42,393	22.23	46,247
Signal Systems Technician II	ST5470	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Signal Systems Crewleader	ST5480	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Sports Field Monitor	ST5490	N	500	10.98	22,840	12.35	25,695	13.73	28,550	15.10	31,405	16.47	34,260
Natural Resource Technician	ST5500	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Administrative Assistant	TC5010	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Asst Golf Professional	TC5020	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Asst Parts/Materials Supervisor	TC5030	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Combination Inspector	TC5040	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Construction Inspector I	TC5050	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Construction Inspector II	TC5060	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Consumer Health Specialist	TC5070	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Contract Compliance Technician	TC5080	N	503	13.76	28,622	15.48	32,200	17.20	35,778	18.92	39,355	20.64	42,933
Development Inspection Specialist	TC5090	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Electronics Technician	TC5100	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Eligibility Specialist	TC5110	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Engineering Technician I	TC5120	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Engineering Technician II	TC5130	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Environmental Specialist	TC5140	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Facilities Planner	TC5150	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Fleet Coordinator	TC5160	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Gas Well Inspector	TC5170	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Graphic Artist	TC5180	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Helicopter Pilot	TC5190	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Housing Rehabilitation Technician I	TC5200	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Housing Rehabilitation Technician II	TC5210	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Human Services Specialist	TC5220	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Instrumentation Electrical Technician	TC5230	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
IT Communications Technician	TC5240	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
IT Help Desk Technician	TC5250	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
IT Operations Specialist	TC5260	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
IT PC Support Specialist	TC5270	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
IT Services Specialist	TC5280	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Jury Coordinator	TC5300	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Library Assistant	TC5310	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Media Services Specialist	TC5330	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Planning Assistant	TC5350	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Plans Examiner	TC5360	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Public Events Coordinator	TC5370	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Security Systems Technician	TC5380	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Sr Combination Inspector	TC5400	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr Construction Inspector	TC5410	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr Consumer Health Specialist	TC5420	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Sr Engineering Technician	TC5430	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Sr Graphic Artist	TC5440	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr Instrumentation/Elect Tech	TC5451	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr IT Communications Technician	TC5460	N	512	26.84	55,826	30.19	62,804	33.55	69,783	36.90	76,761	40.26	83,739
Sr IT Help Desk Technician	TC5470	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr IT Operations Specialist	TC5480	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr IT Telecommunications Technician	TC5500	N	512	26.84	55,826	30.19	62,804	33.55	69,783	36.90	76,761	40.26	83,739
Sr Loan Services Representative	TC5510	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Plans Examiner	TC5520	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Sr Survey Technician	TC5530	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Water Systems Technician	TC5540	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Survey Technician	TC5550	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Utility Line Technician	TC5560	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Veterinary Technician	TC5570	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
Water Systems Sampler	TC5580	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Water Systems Specialist	TC5591	N	513	28.94	60,201	32.56	67,727	36.18	75,252	39.80	82,777	43.41	90,302
Water Systems Technician I	TC5600	N	506	17.20	35,774	19.35	40,246	21.50	44,718	23.65	49,190	25.80	53,662
Water Systems Technician II	TC5610	N	507	18.53	38,536	20.84	43,353	23.16	48,170	25.47	52,987	27.79	57,804
IT Tech Support Analyst I	TC5620	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Project Assistant	TC5640	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Asst Data Reporting Supervisor	TC5651	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
IT Programmer/Analyst I	TC5670	N	511	24.94	51,883	28.06	58,368	31.18	64,854	34.30	71,339	37.42	77,825
Public Education Specialist	TC5680	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Recreation Programmer	TC5690	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Sr Human Services Specialist	TC5700	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Sr Recreation Programmer	TC5710	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Teen Court Coordinator	TC5721	N	508	19.96	41,510	22.45	46,699	24.95	51,888	27.44	57,076	29.94	62,265
Volunteer Coordinator	TC5740	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071
Business Process Analyst I	TC5750	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Emergency Operations Center Technician	TC5760	N	510	23.16	48,165	26.05	54,186	28.95	60,207	31.84	66,227	34.73	72,248
Purchasing Assistant	TC5770	N	509	21.50	44,714	24.18	50,303	26.87	55,893	29.56	61,482	32.25	67,071

*** Job Family Description is located in Job Code**

Assistant Department Director	AD
Appointed Classification	AP
Clerical Classification	CL
Deputy Director	DD
Department Head	DH
Executive Classification	EX
Management Classification	MG
Professional Classification	PR
Public Safety Classification	PS
Service Trades Classification	ST
Technical / Para Professional	TC

**** Quartiles**

Quartiles divide a salary range into four equal parts. Rates shown for each quartile indicate the beginning of that quartile. □

Job Title	Job Code	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
Athletics Program Assistant	PT5100	N	n/a	12.50									
Fire Cadet	PT5150	N	n/a	9.98									
Fire Rehab Aide	PT5500	N	500	10.98									
Golf Cart Attendant	PT5360	N	n/a	8.00									
Head Lifeguard	PT5160	N	n/a	12.00									
Intern	PT5400	N	n/a	Varies									
Lifeguard	PT5200	N	n/a	11.00									
Natural Scientist Assistant	PT5340	N	n/a										
Police Cadet	PT5230	N	n/a	9.98									
Police Reserve (volunteer)	PT5240	N	n/a										
Pool Attendant	PT5250	N	n/a	8.25									
Pool/Lifeguard Manager	PT5260	N	n/a	13.50									
Recreation Assistant	PT5390	N	n/a										
Recreation Instructor	PT5380	N	n/a										
Site Supervisor	PT5370	N	n/a	12.00									
Video Technician	PT5350	N	n/a										

Mayor, Council and Council Aide

Job Title	Job Code*	FLSA Status	Grade	Minimum Quartile 1**		Quartile 2**		Midpoint Quartile 3**		Quartile 4**		Maximum	
				\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual	\$/hr	Annual
City Council Member	MC1011	E			25,000								
Council Aide	MC1021	E		30.60*									
Mayor	MC1031	E			29,000								
Mayor Pro Tem	MC1041	E			25,000								

*Effective 11/23/2019 (3% Increase for Council Aide ONLY)

RANK Grade/Job Code	Years from Commission	Step	56 Hour Schedule						
			Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
FIREFIGHTER Y01/1032	Start	1	2,161	4,682	56,183	19.29	25.65	28.94	9.65
	1	2	2,268	4,913	58,958	20.25	25.65	30.37	10.12
	2	3	2,381	5,159	61,908	21.26	25.65	31.89	10.63
	3	4	2,500	5,418	65,011	22.33	25.65	33.49	11.16
	4	5	2,704	5,858	70,300	24.14	25.65	36.21	12.07
	5	6	2,838	6,150	73,796	25.34	26.61	38.01	12.67
	6	7	2,838	6,150	73,796	25.34	26.61	38.01	12.67
	7	8	2,838	6,150	73,796	25.34	26.61	38.01	12.67
	8	9	2,838	6,150	73,796	25.34	26.61	38.01	12.67
	9	10	2,922	6,330	75,959	26.08	27.39	39.13	13.04
	14	11	3,004	6,508	78,101	26.82	28.16	40.23	13.41

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
2,161	4,682	56,183	27.01	35.91	40.52	13.51
2,268	4,913	58,958	28.34	35.91	42.52	14.17
2,381	5,159	61,908	29.76	35.91	44.64	14.88
2,500	5,418	65,011	31.26	35.91	46.88	15.63
2,704	5,858	70,300	33.80	35.91	50.70	16.90
2,838	6,150	73,796	35.48	37.25	53.22	17.74
2,838	6,150	73,796	35.48	37.25	53.22	17.74
2,838	6,150	73,796	35.48	37.25	53.22	17.74
2,838	6,150	73,796	35.48	37.25	53.22	17.74
2,922	6,330	75,959	36.52	38.34	54.78	18.26
3,004	6,508	78,101	37.55	39.43	56.32	18.77

ENGINEER Y02/1031	Start	1								
			1	2	3	4	5	6	7	8
ENGINEER Y02/1031	2	3	2,873	6,224	74,691	25.65	29.00	38.47	12.82	
	3	4	3,016	6,536	78,428	26.93	29.00	40.40	13.47	
	4	5	3,107	6,732	80,789	27.74	29.13	41.62	13.87	
	5	6	3,107	6,732	80,789	27.74	29.13	41.62	13.87	
	6	7	3,107	6,732	80,789	27.74	29.13	41.62	13.87	
	7	8	3,107	6,732	80,789	27.74	29.13	41.62	13.87	
	8	9	3,107	6,732	80,789	27.74	29.13	41.62	13.87	
	9	10	3,198	6,929	83,149	28.55	29.98	42.83	14.28	
	14	11	3,288	7,124	85,487	29.36	30.82	44.04	14.68	

2,873	6,224	74,691	35.91	40.61	53.86	17.95
3,016	6,536	78,428	37.71	40.61	56.56	18.85
3,107	6,732	80,789	38.84	40.78	58.26	19.42
3,107	6,732	80,789	38.84	40.78	58.26	19.42
3,107	6,732	80,789	38.84	40.78	58.26	19.42
3,107	6,732	80,789	38.84	40.78	58.26	19.42
3,107	6,732	80,789	38.84	40.78	58.26	19.42
3,198	6,929	83,149	39.98	41.97	59.96	19.99
3,288	7,124	85,487	41.10	43.15	61.65	20.55

LIEUTENANT Y03/1030	Start	1								
			1	2	3	4	5	6	7	8
LIEUTENANT Y03/1030	4	5	3,248	7,038	84,460	29.00	32.33	43.51	14.50	
	5	6	3,410	7,388	88,656	30.45	32.33	45.67	15.22	
	6	7	3,410	7,388	88,656	30.45	32.33	45.67	15.22	
	7	8	3,410	7,388	88,656	30.45	32.33	45.67	15.22	
	8	9	3,410	7,388	88,656	30.45	32.33	45.67	15.22	
	9	10	3,509	7,603	91,234	31.33	32.90	47.00	15.67	
	14	11	3,608	7,818	93,812	32.22	33.83	48.32	16.11	

3,248	7,038	84,460	40.61	45.26	60.91	20.30
3,410	7,388	88,656	42.62	45.26	63.93	21.31
3,410	7,388	88,656	42.62	45.26	63.93	21.31
3,410	7,388	88,656	42.62	45.26	63.93	21.31
3,410	7,388	88,656	42.62	45.26	63.93	21.31
3,509	7,603	91,234	43.86	46.06	65.79	21.93
3,608	7,818	93,812	45.10	47.36	67.65	22.55

NOTES:

Across the Board Increases (ATBs) Pay Raise Percentage

FY 2018-2019	2.00%	Effective Period Beginning July 6, 2019 (PPB 15)
FY 2019-2020	3.00%	Effective First Pay Period of FY 2019-2020
FY 2020-2021	4.00%	Effective First Pay Period of FY 2020-2021
FY 2021-2022	4.00%	Effective First Pay Period of FY 2021-2022

Start = Upon graduation from training academy; Step 1 = 1st anniversary of Commission Date; Step 2 = 2nd anniversary of Commission Date, etc.

Assistant Chiefs and Deputy Chiefs are not on a Step Plan. The Fire Chief determines the pay amount anywhere between the minimum and maximum of the Pay Range

Assistant Chief and Deputy Chief salary range changes contingent upon changes to General Employee Structures.

Rate calculations:

40 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

56 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

Step Hourly Rate: The hourly rate of a step in a pay schedule (56 or 40 hour).
Step Hourly OT: The overtime (OT) rate which is 1.5x the Step Hourly Rate.
Step HOF: The holiday overtime rate for Fire ranks paid at 1/2 of the Step Hourly Rate for persons working on a City recognized Holiday.

RANK Grade/Job Code	Years from Commission	Step	56 Hour Schedule						
			Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
CAPTAIN Y04/1029	Start	1							
	1	2							
	2	3							
	3	4							
	4	5							
	5	6							
	6	7	3,621	7,845	94,140	32.33	36.94	48.49	16.16
	7	8	3,801	8,237	98,838	33.94	36.94	50.91	16.97
	8	9	3,801	8,237	98,838	33.94	36.94	50.91	16.97
	9	10	3,912	8,477	101,723	34.93	36.94	52.40	17.47
14	11	4,023	8,716	104,586	35.92	37.71	53.87	17.96	
BATTALION CHIEF Y05/1028	Start	1							
	1	2							
	2	3							
	3	4							
	4	5							
	5	6							
	6	7							
	7	8							
	8	9	4,137	8,963	107,558	36.94	43.51	55.40	18.47
	9	10	4,471	9,686	116,233	39.92	43.51	59.87	19.96
14	11	4,597	9,959	119,511	41.04	43.51	61.56	20.52	
DEPUTY CHIEF Y07/1532	Minimum		4,873	10,558	126,693	43.51	48.88	65.26	21.75
	Maximum		5,652	12,246	146,954	50.46	52.99	75.70	25.23
ASSISTANT CHIEF Y08/1027	Minimum								
	Maximum								
TRAINEES Y17/1026		1	1,535	3,326	39,915	13.71		20.56	6.85

40 Hour Schedule						
Per Pay Period	Monthly	Annual	Step Hourly Rate	Acting Rate	Step Hourly OT	Step HOF
3,621	7,845	94,140	45.26	51.71	67.89	22.63
3,801	8,237	98,838	47.52	51.71	71.28	23.76
3,801	8,237	98,838	47.52	51.71	71.28	23.76
3,912	8,477	101,723	48.91	51.71	73.36	24.45
4,023	8,716	104,586	50.28	52.80	75.42	25.14
4,137	8,963	107,558	51.71	60.91	77.57	25.86
4,471	9,686	116,233	55.88	60.91	83.82	27.94
4,597	9,959	119,511	57.46	60.91	86.19	28.73
4,873	10,558	126,693	60.91	68.43	91.37	30.46
5,652	12,246	146,954	70.65	74.18	105.98	35.33
5,475	11,862	142,341	68.43			
6,351	13,760	165,120	79.38			
1,535	3,326	39,915	19.19		28.78	9.59

NOTES:

Across the Board Increases (ATBs) Pay Raise Percentage

FY 2018-2019	2.00%	Effective Period Beginning July 6, 2019 (PPB 15)
FY 2019-2020	3.00%	Effective First Pay Period of FY 2019-2020
FY 2020-2021	4.00%	Effective First Pay Period of FY 2020-2021
FY 2021-2022	4.00%	Effective First Pay Period of FY 2021-2022

Start = Upon graduation from training academy; Step 1 = 1st anniversary of Commission Date; Step 2 = 2nd anniversary of Commission Date, etc.

Assistant Chiefs and Deputy Chiefs are not on a Step Plan. The Fire Chief determines the pay amount anywhere between the minimum and maximum of the Pay Range

Assistant Chief and Deputy Chief salary range changes contingent upon changes to General Employee Structures.

Rate calculations:

40 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

56 hour schedule: Per Pay Period, Monthly and Annual rates are approximations.

Step Hourly Rate: The hourly rate of a step in a pay schedule (56 or 40 hour).
Step Hourly OT: The overtime (OT) rate which is 1.5x the Step Hourly Rate.
Step HOF: The holiday overtime rate for Fire ranks paid at 1/2 of the Step Hourly Rate for persons working on a City recognized Holiday.

FY 2019/2020

Key	Title	Base Pay Step 1	1st Year 2	2nd Year 3	3rd Year 4	4th Year 5	6th Year 6	8th Year 7	10th Year 8	12th Year 9	14th Year 10	16th Year 11
		Base Pay	Base+1	Base+2	Base+3	Base+4	Base+5	Base+6	Base+7	Base+8	Base+9	Base+10
X03	Police Officer	29.51	30.98	32.53	34.15	35.86	36.75	37.67	38.61	39.57	41.55	43.70
						4th Year 5	6th Year 6	8th Year 7	10th Year 8	12th Year 9	14th Year 10	16th Year 11
X04	Police Corporal 4 Years					Base Pay 39.58	Base+1 40.57	Base+2 41.58	Base+3 42.62	Base+4 43.69	Base+5 45.88	Base+6 48.24
							7th Year 6	8th Year 7	10th Year 8	12th Year 9	14th Year 10	16th Year 11
X07	Police Sergeant 7 Years						Base Pay 44.74	Base+1 45.85	Base+2 46.99	Base+3 48.17	Base+4 50.58	Base+5 53.16
									10th Year 8	12th Year 9	14th Year 10	16th Year 11
X08	Police Lieutenant 10 Years								Base Pay 51.78	Base+1 53.07	Base+2 55.73	Base+3 58.60
										13th Year 9	14th Year 10	16th Year 11
X09	Police Captain 13 Years									Base Pay 58.54	Base+1 61.47	Base+2 64.60

1. NOTES

Across the Board (ATB) Pay Raise Percentages:

FY2019/2020 3.10% Effective the first full pay period after October 1, 2019