

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
ACCOUNTANT	1	\$ 35.3715	MMPEG	EXEMPT
ACCOUNTANT	2	\$ 37.1402	MMPEG	EXEMPT
ACCOUNTANT	3	\$ 38.9971	MMPEG	EXEMPT
ACCOUNTANT	4	\$ 40.9471	MMPEG	EXEMPT
ACCOUNTANT	5	\$ 42.9945	MMPEG	EXEMPT
ACCOUNTING TECHNICIAN	1	\$ 26.6189	MEA	NON-EXEMPT
ACCOUNTING TECHNICIAN	2	\$ 27.9499	MEA	NON-EXEMPT
ACCOUNTING TECHNICIAN	3	\$ 29.3475	MEA	NON-EXEMPT
ACCOUNTING TECHNICIAN	4	\$ 30.8148	MEA	NON-EXEMPT
ACCOUNTING TECHNICIAN	5	\$ 32.3554	MEA	NON-EXEMPT
ADMINISTRATIVE ANALYST	1	\$ 36.5668	UNREP-MGMT	EXEMPT
ADMINISTRATIVE ANALYST	2	\$ 38.3952	UNREP-MGMT	EXEMPT
ADMINISTRATIVE ANALYST	3	\$ 40.3148	UNREP-MGMT	EXEMPT
ADMINISTRATIVE ANALYST	4	\$ 42.3305	UNREP-MGMT	EXEMPT
ADMINISTRATIVE ANALYST	5	\$ 44.4471	UNREP-MGMT	EXEMPT
ADMINISTRATIVE INTERN	1	\$ 19.0823	PST	NON-EXEMPT
ADMINISTRATIVE INTERN	2	\$ 19.5594	PST	NON-EXEMPT
ADMINISTRATIVE INTERN	3	\$ 20.0483	PST	NON-EXEMPT
ADMINISTRATIVE INTERN	4	\$ 20.5496	PST	NON-EXEMPT
ADMINISTRATIVE INTERN	5	\$ 21.0633	PST	NON-EXEMPT
ADMINISTRATIVE SECRETARY	1	\$ 26.7493	MEA	NON-EXEMPT
ADMINISTRATIVE SECRETARY	2	\$ 28.0868	MEA	NON-EXEMPT
ADMINISTRATIVE SECRETARY	3	\$ 29.4911	MEA	NON-EXEMPT
ADMINISTRATIVE SECRETARY	4	\$ 30.9658	MEA	NON-EXEMPT
ADMINISTRATIVE SECRETARY	5	\$ 32.5140	MEA	NON-EXEMPT
ASSISTANT CITY MANAGER	1	\$ 110.8327	UNREP-EXEC	EXEMPT
ASSISTANT CITY MANAGER	2	\$ 116.3743	UNREP-EXEC	EXEMPT
ASSISTANT CITY MANAGER	3	\$ 122.1930	UNREP-EXEC	EXEMPT
ASSISTANT CITY MANAGER	4	\$ 128.3027	UNREP-EXEC	EXEMPT
ASSISTANT CITY MANAGER	5	\$ 134.7178	UNREP-EXEC	EXEMPT
ASSISTANT ENGINEER/LICENSED LAND SURVEYOR	1	\$ 42.1101	MMPEG	EXEMPT
ASSISTANT ENGINEER/LICENSED LAND SURVEYOR	2	\$ 44.2157	MMPEG	EXEMPT
ASSISTANT ENGINEER/LICENSED LAND SURVEYOR	3	\$ 46.4265	MMPEG	EXEMPT
ASSISTANT ENGINEER/LICENSED LAND SURVEYOR	4	\$ 48.7477	MMPEG	EXEMPT
ASSISTANT ENGINEER/LICENSED LAND SURVEYOR	5	\$ 51.1851	MMPEG	EXEMPT
ASSISTANT PARKS & RECREATION SUPERVISOR	1	\$ 26.7481	MEA	NON-EXEMPT
ASSISTANT PARKS & RECREATION SUPERVISOR	2	\$ 28.0854	MEA	NON-EXEMPT
ASSISTANT PARKS & RECREATION SUPERVISOR	3	\$ 29.4897	MEA	NON-EXEMPT
ASSISTANT PARKS & RECREATION SUPERVISOR	4	\$ 30.9642	MEA	NON-EXEMPT
ASSISTANT PARKS & RECREATION SUPERVISOR	5	\$ 32.5124	MEA	NON-EXEMPT
ASSISTANT PLANNER	1	\$ 32.7811	MEA	NON-EXEMPT
ASSISTANT PLANNER	2	\$ 34.4228	MEA	NON-EXEMPT
ASSISTANT PLANNER	3	\$ 36.1604	MEA	NON-EXEMPT
ASSISTANT PLANNER	4	\$ 37.9834	MEA	NON-EXEMPT
ASSISTANT PLANNER	5	\$ 39.8916	MEA	NON-EXEMPT
ASSISTANT TO THE CITY MANAGER	1	\$ 57.3623	UNREP-MGMT	EXEMPT
ASSISTANT TO THE CITY MANAGER	2	\$ 60.2306	UNREP-MGMT	EXEMPT
ASSISTANT TO THE CITY MANAGER	3	\$ 63.2421	UNREP-MGMT	EXEMPT
ASSISTANT TO THE CITY MANAGER	4	\$ 66.4042	UNREP-MGMT	EXEMPT
ASSISTANT TO THE CITY MANAGER	5	\$ 69.7244	UNREP-MGMT	EXEMPT
ASSOCIATE ENGINEER	1	\$ 48.3241	MMPEG	EXEMPT
ASSOCIATE ENGINEER	2	\$ 50.7403	MMPEG	EXEMPT
ASSOCIATE ENGINEER	3	\$ 53.2773	MMPEG	EXEMPT
ASSOCIATE ENGINEER	4	\$ 55.9411	MMPEG	EXEMPT
ASSOCIATE ENGINEER	5	\$ 58.7382	MMPEG	EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
ASSOCIATE PLANNER	1	\$ 38.6452	MEA	NON-EXEMPT
ASSOCIATE PLANNER	2	\$ 40.5774	MEA	NON-EXEMPT
ASSOCIATE PLANNER	3	\$ 42.6064	MEA	NON-EXEMPT
ASSOCIATE PLANNER	4	\$ 44.7366	MEA	NON-EXEMPT
ASSOCIATE PLANNER	5	\$ 46.9735	MEA	NON-EXEMPT
BUILDING INSPECTOR	1	\$ 35.8117	MEA	NON-EXEMPT
BUILDING INSPECTOR	2	\$ 37.6022	MEA	NON-EXEMPT
BUILDING INSPECTOR	3	\$ 39.4824	MEA	NON-EXEMPT
BUILDING INSPECTOR	4	\$ 41.4564	MEA	NON-EXEMPT
BUILDING INSPECTOR	5	\$ 43.5292	MEA	NON-EXEMPT
BUILDING OFFICIAL	1	\$ 67.6583	UNREP-MGMT	EXEMPT
BUILDING OFFICIAL	2	\$ 71.0413	UNREP-MGMT	EXEMPT
BUILDING OFFICIAL	3	\$ 74.5934	UNREP-MGMT	EXEMPT
BUILDING OFFICIAL	4	\$ 78.3231	UNREP-MGMT	EXEMPT
BUILDING OFFICIAL	5	\$ 82.2392	UNREP-MGMT	EXEMPT
BUYER	1	\$ 29.7109	MEA	NON-EXEMPT
BUYER	2	\$ 31.1963	MEA	NON-EXEMPT
BUYER	3	\$ 32.7562	MEA	NON-EXEMPT
BUYER	4	\$ 34.3940	MEA	NON-EXEMPT
BUYER	5	\$ 36.1138	MEA	NON-EXEMPT
CITY ATTORNEY	CONTRACT	\$ 97.2800	CONTRACT	CONTRACT
CITY CLERK	1	\$ 67.1913	UNREP-EXEC	EXEMPT
CITY CLERK	2	\$ 70.5509	UNREP-EXEC	EXEMPT
CITY CLERK	3	\$ 74.0785	UNREP-EXEC	EXEMPT
CITY CLERK	4	\$ 77.7824	UNREP-EXEC	EXEMPT
CITY CLERK	5	\$ 81.6716	UNREP-EXEC	EXEMPT
CITY ENGINEER/DEPUTY DIRECTOR OF ENGINEERING SERVICES	1	\$ 73.7750	UNREP-MGMT	EXEMPT
CITY ENGINEER/DEPUTY DIRECTOR OF ENGINEERING SERVICES	2	\$ 77.4638	UNREP-MGMT	EXEMPT
CITY ENGINEER/DEPUTY DIRECTOR OF ENGINEERING SERVICES	3	\$ 81.3369	UNREP-MGMT	EXEMPT
CITY ENGINEER/DEPUTY DIRECTOR OF ENGINEERING SERVICES	4	\$ 85.4038	UNREP-MGMT	EXEMPT
CITY ENGINEER/DEPUTY DIRECTOR OF ENGINEERING SERVICES	5	\$ 89.6740	UNREP-MGMT	EXEMPT
CITY MANAGER	CONTRACT	\$ 155.4000	CONTRACT	CONTRACT
CITY TRAFFIC ENGINEER	1	\$ 68.7090	MMPEG	EXEMPT
CITY TRAFFIC ENGINEER	2	\$ 72.1445	MMPEG	EXEMPT
CITY TRAFFIC ENGINEER	3	\$ 75.7518	MMPEG	EXEMPT
CITY TRAFFIC ENGINEER	4	\$ 79.5394	MMPEG	EXEMPT
CITY TRAFFIC ENGINEER	5	\$ 83.5164	MMPEG	EXEMPT
CODE COMPLIANCE OFFICER	1	\$ 31.3706	MEA	NON-EXEMPT
CODE COMPLIANCE OFFICER	2	\$ 32.9392	MEA	NON-EXEMPT
CODE COMPLIANCE OFFICER	3	\$ 34.5861	MEA	NON-EXEMPT
CODE COMPLIANCE OFFICER	4	\$ 36.3155	MEA	NON-EXEMPT
CODE COMPLIANCE OFFICER	5	\$ 38.1312	MEA	NON-EXEMPT
COMMUNICATIONS CENTER MANAGER	1	\$ 51.2549	MMPEG	EXEMPT
COMMUNICATIONS CENTER MANAGER	2	\$ 53.8176	MMPEG	EXEMPT
COMMUNICATIONS CENTER MANAGER	3	\$ 56.5085	MMPEG	EXEMPT
COMMUNICATIONS CENTER MANAGER	4	\$ 59.3339	MMPEG	EXEMPT
COMMUNICATIONS CENTER MANAGER	5	\$ 62.3006	MMPEG	EXEMPT
CONFIDENTIAL SECRETARY	1	\$ 28.2861	UNREP-CONF	NON-EXEMPT
CONFIDENTIAL SECRETARY	2	\$ 29.7004	UNREP-CONF	NON-EXEMPT
CONFIDENTIAL SECRETARY	3	\$ 31.1854	UNREP-CONF	NON-EXEMPT
CONFIDENTIAL SECRETARY	4	\$ 32.7447	UNREP-CONF	NON-EXEMPT
CONFIDENTIAL SECRETARY	5	\$ 34.3819	UNREP-CONF	NON-EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
CRIME ANALYST	1	\$ 33.4364	MEA	NON-EXEMPT
CRIME ANALYST	2	\$ 35.1083	MEA	NON-EXEMPT
CRIME ANALYST	3	\$ 36.8635	MEA	NON-EXEMPT
CRIME ANALYST	4	\$ 38.7068	MEA	NON-EXEMPT
CRIME ANALYST	5	\$ 40.6423	MEA	NON-EXEMPT
CRIME LAB MANAGER	1	\$ 53.3200	MMPEG	EXEMPT
CRIME LAB MANAGER	2	\$ 55.9861	MMPEG	EXEMPT
CRIME LAB MANAGER	3	\$ 58.7855	MMPEG	EXEMPT
CRIME LAB MANAGER	4	\$ 61.7248	MMPEG	EXEMPT
CRIME LAB MANAGER	5	\$ 64.8110	MMPEG	EXEMPT
CUSTOMER SERVICE REPRESENTATIVE	1	\$ 21.1034	MEA	NON-EXEMPT
CUSTOMER SERVICE REPRESENTATIVE	2	\$ 22.1585	MEA	NON-EXEMPT
CUSTOMER SERVICE REPRESENTATIVE	3	\$ 23.2664	MEA	NON-EXEMPT
CUSTOMER SERVICE REPRESENTATIVE	4	\$ 24.4296	MEA	NON-EXEMPT
CUSTOMER SERVICE REPRESENTATIVE	5	\$ 25.6511	MEA	NON-EXEMPT
DEPUTY CITY CLERK	1	\$ 41.0160	UNREP-MGMT	EXEMPT
DEPUTY CITY CLERK	2	\$ 43.0669	UNREP-MGMT	EXEMPT
DEPUTY CITY CLERK	3	\$ 45.2203	UNREP-MGMT	EXEMPT
DEPUTY CITY CLERK	4	\$ 47.4812	UNREP-MGMT	EXEMPT
DEPUTY CITY CLERK	5	\$ 49.8554	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR - SPECIAL PROJECTS (6 MONTH ASSIGNMENT)	1	\$ 67.8541	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR - SPECIAL PROJECTS (6 MONTH ASSIGNMENT)	2	\$ 71.2467	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR - SPECIAL PROJECTS (6 MONTH ASSIGNMENT)	3	\$ 74.8091	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR - SPECIAL PROJECTS (6 MONTH ASSIGNMENT)	4	\$ 78.5496	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR - SPECIAL PROJECTS (6 MONTH ASSIGNMENT)	5	\$ 82.4769	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF COMMUNITY DEVELOPMENT	1	\$ 76.8673	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF COMMUNITY DEVELOPMENT	2	\$ 80.7106	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF COMMUNITY DEVELOPMENT	3	\$ 84.7462	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF COMMUNITY DEVELOPMENT	4	\$ 88.9837	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF COMMUNITY DEVELOPMENT	5	\$ 93.4328	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PARKS & RECREATION	1	\$ 68.2537	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PARKS & RECREATION	2	\$ 71.6663	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PARKS & RECREATION	3	\$ 75.2496	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PARKS & RECREATION	4	\$ 79.0121	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PARKS & RECREATION	5	\$ 82.9627	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PUBLIC WORKS	1	\$ 72.6902	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PUBLIC WORKS	2	\$ 76.3245	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PUBLIC WORKS	3	\$ 80.1409	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PUBLIC WORKS	4	\$ 84.1479	UNREP-MGMT	EXEMPT
DEPUTY DIRECTOR OF PUBLIC WORKS	5	\$ 88.3553	UNREP-MGMT	EXEMPT
DEPUTY FIRE MARSHAL	1	\$ 43.5166	MEA	NON-EXEMPT
DEPUTY FIRE MARSHAL	2	\$ 45.6923	MEA	NON-EXEMPT
DEPUTY FIRE MARSHAL	3	\$ 47.9770	MEA	NON-EXEMPT
DEPUTY FIRE MARSHAL	4	\$ 50.3759	MEA	NON-EXEMPT
DEPUTY FIRE MARSHAL	5	\$ 52.8946	MEA	NON-EXEMPT
DIRECTOR OF COMMUNITY DEVELOPMENT	1	\$ 92.6889	UNREP-EXEC	EXEMPT
DIRECTOR OF COMMUNITY DEVELOPMENT	2	\$ 97.3234	UNREP-EXEC	EXEMPT
DIRECTOR OF COMMUNITY DEVELOPMENT	3	\$ 102.1895	UNREP-EXEC	EXEMPT
DIRECTOR OF COMMUNITY DEVELOPMENT	4	\$ 107.2990	UNREP-EXEC	EXEMPT
DIRECTOR OF COMMUNITY DEVELOPMENT	5	\$ 112.6638	UNREP-EXEC	EXEMPT
DIRECTOR OF ENGINEERING SERVICES	1	\$ 91.0800	UNREP-EXEC	EXEMPT
DIRECTOR OF ENGINEERING SERVICES	2	\$ 95.6340	UNREP-EXEC	EXEMPT
DIRECTOR OF ENGINEERING SERVICES	3	\$ 100.4156	UNREP-EXEC	EXEMPT
DIRECTOR OF ENGINEERING SERVICES	4	\$ 105.4364	UNREP-EXEC	EXEMPT
DIRECTOR OF ENGINEERING SERVICES	5	\$ 110.7084	UNREP-EXEC	EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
DIRECTOR OF FINANCE/CITY TREASURER	1	\$ 89.1790	UNREP-EXEC	EXEMPT
DIRECTOR OF FINANCE/CITY TREASURER	2	\$ 93.6379	UNREP-EXEC	EXEMPT
DIRECTOR OF FINANCE/CITY TREASURER	3	\$ 98.3198	UNREP-EXEC	EXEMPT
DIRECTOR OF FINANCE/CITY TREASURER	4	\$ 103.2359	UNREP-EXEC	EXEMPT
DIRECTOR OF FINANCE/CITY TREASURER	5	\$ 108.3976	UNREP-EXEC	EXEMPT
DIRECTOR OF HUMAN RESOURCES	1	\$ 89.1257	UNREP-EXEC	EXEMPT
DIRECTOR OF HUMAN RESOURCES	2	\$ 93.5819	UNREP-EXEC	EXEMPT
DIRECTOR OF HUMAN RESOURCES	3	\$ 98.2612	UNREP-EXEC	EXEMPT
DIRECTOR OF HUMAN RESOURCES	4	\$ 103.1742	UNREP-EXEC	EXEMPT
DIRECTOR OF HUMAN RESOURCES	5	\$ 108.3328	UNREP-EXEC	EXEMPT
DIRECTOR OF INFORMATION TECHNOLOGY	1	\$ 88.4703	UNREP-EXEC	EXEMPT
DIRECTOR OF INFORMATION TECHNOLOGY	2	\$ 92.8936	UNREP-EXEC	EXEMPT
DIRECTOR OF INFORMATION TECHNOLOGY	3	\$ 97.5384	UNREP-EXEC	EXEMPT
DIRECTOR OF INFORMATION TECHNOLOGY	4	\$ 102.4154	UNREP-EXEC	EXEMPT
DIRECTOR OF INFORMATION TECHNOLOGY	5	\$ 107.5361	UNREP-EXEC	EXEMPT
DIRECTOR OF PARKS & RECREATION	1	\$ 88.7329	UNREP-EXEC	EXEMPT
DIRECTOR OF PARKS & RECREATION	2	\$ 93.1695	UNREP-EXEC	EXEMPT
DIRECTOR OF PARKS & RECREATION	3	\$ 97.8281	UNREP-EXEC	EXEMPT
DIRECTOR OF PARKS & RECREATION	4	\$ 102.7194	UNREP-EXEC	EXEMPT
DIRECTOR OF PARKS & RECREATION	5	\$ 107.8554	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS	1	\$ 91.0800	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS	2	\$ 95.6340	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS	3	\$ 100.4156	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS	4	\$ 105.4364	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS	5	\$ 110.7084	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS OPERATIONS	1	\$ 86.2704	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS OPERATIONS	2	\$ 90.5839	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS OPERATIONS	3	\$ 95.1131	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS OPERATIONS	4	\$ 99.8687	UNREP-EXEC	EXEMPT
DIRECTOR OF PUBLIC WORKS OPERATIONS	5	\$ 104.8623	UNREP-EXEC	EXEMPT
EQUIPMENT MECHANIC	1	\$ 30.8294	MEA	NON-EXEMPT
EQUIPMENT MECHANIC	2	\$ 32.3709	MEA	NON-EXEMPT
EQUIPMENT MECHANIC	3	\$ 33.9894	MEA	NON-EXEMPT
EQUIPMENT MECHANIC	4	\$ 35.6889	MEA	NON-EXEMPT
EQUIPMENT MECHANIC	5	\$ 37.4734	MEA	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY ATTORNEY	1	\$ 36.2334	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY ATTORNEY	2	\$ 38.0451	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY ATTORNEY	3	\$ 39.9473	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY ATTORNEY	4	\$ 41.9447	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY ATTORNEY	5	\$ 44.0420	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY MANAGER	1	\$ 36.2334	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY MANAGER	2	\$ 38.0451	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY MANAGER	3	\$ 39.9473	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY MANAGER	4	\$ 41.9447	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE CITY MANAGER	5	\$ 44.0420	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE POLICE CHIEF	1	\$ 36.2334	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE POLICE CHIEF	2	\$ 38.0451	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE POLICE CHIEF	3	\$ 39.9473	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE POLICE CHIEF	4	\$ 41.9447	UNREP-MGMT	NON-EXEMPT
EXECUTIVE ASSISTANT TO THE POLICE CHIEF	5	\$ 44.0420	UNREP-MGMT	NON-EXEMPT
FACILITIES MANAGER	1	\$ 54.6457	MMPEG	EXEMPT
FACILITIES MANAGER	2	\$ 57.3961	MMPEG	EXEMPT
FACILITIES MANAGER	3	\$ 60.2958	MMPEG	EXEMPT
FACILITIES MANAGER	4	\$ 63.3447	MMPEG	EXEMPT
FACILITIES MANAGER	5	\$ 66.5322	MMPEG	EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
FACILITIES TECHNICIAN	1	\$ 25.3401	MEA	NON-EXEMPT
FACILITIES TECHNICIAN	2	\$ 26.6070	MEA	NON-EXEMPT
FACILITIES TECHNICIAN	3	\$ 27.9373	MEA	NON-EXEMPT
FACILITIES TECHNICIAN	4	\$ 29.3342	MEA	NON-EXEMPT
FACILITIES TECHNICIAN	5	\$ 30.8008	MEA	NON-EXEMPT
FINANCIAL OPERATIONS MANAGER	1	\$ 62.3960	UNREP-MGMT	NON-EXEMPT
FINANCIAL OPERATIONS MANAGER	2	\$ 65.5157	UNREP-MGMT	EXEMPT
FINANCIAL OPERATIONS MANAGER	3	\$ 68.7914	UNREP-MGMT	EXEMPT
FINANCIAL OPERATIONS MANAGER	4	\$ 72.2311	UNREP-MGMT	EXEMPT
FINANCIAL OPERATIONS MANAGER	5	\$ 75.8426	UNREP-MGMT	EXEMPT
FIRE BATTALION CHIEF (112 HOURS BI-WEEKLY)	1	\$ 48.2736	PFF	NON-EXEMPT
FIRE BATTALION CHIEF (112 HOURS BI-WEEKLY)	2	\$ 50.6873	PFF	NON-EXEMPT
FIRE BATTALION CHIEF (112 HOURS BI-WEEKLY)	3	\$ 53.2215	PFF	NON-EXEMPT
FIRE BATTALION CHIEF (112 HOURS BI-WEEKLY)	4	\$ 55.8828	PFF	NON-EXEMPT
FIRE BATTALION CHIEF (112 HOURS BI-WEEKLY)	5	\$ 58.6768	PFF	NON-EXEMPT
FIRE BATTALION CHIEF (80 HOURS BI-WEEKLY)	1	\$ 67.4939	PFF	NON-EXEMPT
FIRE BATTALION CHIEF (80 HOURS BI-WEEKLY)	2	\$ 70.8686	PFF	NON-EXEMPT
FIRE BATTALION CHIEF (80 HOURS BI-WEEKLY)	3	\$ 74.4120	PFF	NON-EXEMPT
FIRE BATTALION CHIEF (80 HOURS BI-WEEKLY)	4	\$ 78.1326	PFF	NON-EXEMPT
FIRE BATTALION CHIEF (80 HOURS BI-WEEKLY)	5	\$ 82.0392	PFF	NON-EXEMPT
FIRE CAPTAIN (112 HOUR BI-WEEKLY)	1	\$ 38.2894	PFF	NON-EXEMPT
FIRE CAPTAIN (112 HOUR BI-WEEKLY)	2	\$ 40.2039	PFF	NON-EXEMPT
FIRE CAPTAIN (112 HOUR BI-WEEKLY)	3	\$ 42.2140	PFF	NON-EXEMPT
FIRE CAPTAIN (112 HOUR BI-WEEKLY)	4	\$ 44.3248	PFF	NON-EXEMPT
FIRE CAPTAIN (112 HOUR BI-WEEKLY)	5	\$ 46.5411	PFF	NON-EXEMPT
FIRE CHIEF	1	\$ 99.1627	UNREP-EXEC	EXEMPT
FIRE CHIEF	2	\$ 104.1208	UNREP-EXEC	EXEMPT
FIRE CHIEF	3	\$ 109.3269	UNREP-EXEC	EXEMPT
FIRE CHIEF	4	\$ 114.7932	UNREP-EXEC	EXEMPT
FIRE CHIEF	5	\$ 120.5329	UNREP-EXEC	EXEMPT
FIRE DIVISION CHIEF	1	\$ 75.4182	UNREP-MGMT	EXEMPT
FIRE DIVISION CHIEF	2	\$ 79.1892	UNREP-MGMT	EXEMPT
FIRE DIVISION CHIEF	3	\$ 83.1486	UNREP-MGMT	EXEMPT
FIRE DIVISION CHIEF	4	\$ 87.3061	UNREP-MGMT	EXEMPT
FIRE DIVISION CHIEF	5	\$ 91.6714	UNREP-MGMT	EXEMPT
FIRE ENGINEER	1	\$ 33.2286	PFF	NON-EXEMPT
FIRE ENGINEER	2	\$ 34.8900	PFF	NON-EXEMPT
FIRE ENGINEER	3	\$ 36.6345	PFF	NON-EXEMPT
FIRE ENGINEER	4	\$ 38.4664	PFF	NON-EXEMPT
FIRE ENGINEER	5	\$ 40.3897	PFF	NON-EXEMPT
FIRE INSPECTOR I	1	\$ 32.7810	MEA	NON-EXEMPT
FIRE INSPECTOR I	2	\$ 34.4200	MEA	NON-EXEMPT
FIRE INSPECTOR I	3	\$ 36.1411	MEA	NON-EXEMPT
FIRE INSPECTOR I	4	\$ 37.9481	MEA	NON-EXEMPT
FIRE INSPECTOR I	5	\$ 39.8456	MEA	NON-EXEMPT
FIRE INSPECTOR II	1	\$ 36.0671	MEA	NON-EXEMPT
FIRE INSPECTOR II	2	\$ 37.8704	MEA	NON-EXEMPT
FIRE INSPECTOR II	3	\$ 39.7639	MEA	NON-EXEMPT
FIRE INSPECTOR II	4	\$ 41.7522	MEA	NON-EXEMPT
FIRE INSPECTOR II	5	\$ 43.8397	MEA	NON-EXEMPT
FIRE MARSHALL	1	\$ 65.6687	MMPEG	EXEMPT
FIRE MARSHALL	2	\$ 68.9415	MMPEG	EXEMPT
FIRE MARSHALL	3	\$ 72.3742	MMPEG	EXEMPT
FIRE MARSHALL	4	\$ 75.9880	MMPEG	EXEMPT
FIRE MARSHALL	5	\$ 79.7832	MMPEG	EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
FLEET MANAGER	1	\$ 46.2068	MMPEG	EXEMPT
FLEET MANAGER	2	\$ 48.5172	MMPEG	EXEMPT
FLEET MANAGER	3	\$ 50.9431	MMPEG	EXEMPT
FLEET MANAGER	4	\$ 53.4903	MMPEG	EXEMPT
FLEET MANAGER	5	\$ 56.1648	MMPEG	EXEMPT
FLEET SPECIALIST	1	\$ 22.4191	MEA	NON-EXEMPT
FLEET SPECIALIST	2	\$ 23.5400	MEA	NON-EXEMPT
FLEET SPECIALIST	3	\$ 24.7170	MEA	NON-EXEMPT
FLEET SPECIALIST	4	\$ 25.9529	MEA	NON-EXEMPT
FLEET SPECIALIST	5	\$ 27.2505	MEA	NON-EXEMPT
FORENSIC EVIDENCE TECHNICIAN	1	\$ 34.7725	MEA	NON-EXEMPT
FORENSIC EVIDENCE TECHNICIAN	2	\$ 36.5111	MEA	NON-EXEMPT
FORENSIC EVIDENCE TECHNICIAN	3	\$ 38.3366	MEA	NON-EXEMPT
FORENSIC EVIDENCE TECHNICIAN	4	\$ 40.2535	MEA	NON-EXEMPT
FORENSIC EVIDENCE TECHNICIAN	5	\$ 42.2662	MEA	NON-EXEMPT
FORENSIC LATENT PRINT EXAMINER	1	\$ 41.3875	MEA	NON-EXEMPT
FORENSIC LATENT PRINT EXAMINER	2	\$ 43.4569	MEA	NON-EXEMPT
FORENSIC LATENT PRINT EXAMINER	3	\$ 45.6297	MEA	NON-EXEMPT
FORENSIC LATENT PRINT EXAMINER	4	\$ 47.9112	MEA	NON-EXEMPT
FORENSIC LATENT PRINT EXAMINER	5	\$ 50.3066	MEA	NON-EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST I	1	\$ 36.7865	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST I	2	\$ 38.6257	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST I	3	\$ 40.5570	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST I	4	\$ 42.5849	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST I	5	\$ 44.7142	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST II	1	\$ 40.4651	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST II	2	\$ 42.4883	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST II	3	\$ 44.6127	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST II	4	\$ 46.8435	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS ANALYST II	5	\$ 49.1856	MMPEG	EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN	1	\$ 29.5765	MEA	NON-EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN	2	\$ 31.0553	MEA	NON-EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN	3	\$ 32.6082	MEA	NON-EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN	4	\$ 34.2384	MEA	NON-EXEMPT
GEOGRAPHIC INFORMATION SYSTEMS TECHNICIAN	5	\$ 35.9504	MEA	NON-EXEMPT
HOUSING MANAGER	1	\$ 56.2476	MMPEG	EXEMPT
HOUSING MANAGER	2	\$ 59.0599	MMPEG	EXEMPT
HOUSING MANAGER	3	\$ 62.0129	MMPEG	EXEMPT
HOUSING MANAGER	4	\$ 65.1136	MMPEG	EXEMPT
HOUSING MANAGER	5	\$ 68.3691	MMPEG	EXEMPT
HOUSING SPECIALIST	1	\$ 36.4307	MMPEG	EXEMPT
HOUSING SPECIALIST	2	\$ 38.2522	MMPEG	EXEMPT
HOUSING SPECIALIST	3	\$ 40.1649	MMPEG	EXEMPT
HOUSING SPECIALIST	4	\$ 42.1731	MMPEG	EXEMPT
HOUSING SPECIALIST	5	\$ 44.2818	MMPEG	EXEMPT
HUMAN RESOURCES ANALYST	1	\$ 43.0829	UNREP-MGMT	EXEMPT
HUMAN RESOURCES ANALYST	2	\$ 45.2371	UNREP-MGMT	EXEMPT
HUMAN RESOURCES ANALYST	3	\$ 47.4990	UNREP-MGMT	EXEMPT
HUMAN RESOURCES ANALYST	4	\$ 49.8739	UNREP-MGMT	EXEMPT
HUMAN RESOURCES ANALYST	5	\$ 52.3676	UNREP-MGMT	EXEMPT
HUMAN RESOURCES MANAGER	1	\$ 58.0365	UNREP-MGMT	EXEMPT
HUMAN RESOURCES MANAGER	2	\$ 60.9383	UNREP-MGMT	EXEMPT
HUMAN RESOURCES MANAGER	3	\$ 63.9852	UNREP-MGMT	EXEMPT
HUMAN RESOURCES MANAGER	4	\$ 67.1845	UNREP-MGMT	EXEMPT
HUMAN RESOURCES MANAGER	5	\$ 70.5437	UNREP-MGMT	EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
INFORMATION TECHNOLOGY ANALYST	1	\$ 42.8941	UNREP-MGMT	EXEMPT
INFORMATION TECHNOLOGY ANALYST	2	\$ 45.0387	UNREP-MGMT	EXEMPT
INFORMATION TECHNOLOGY ANALYST	3	\$ 47.2908	UNREP-MGMT	EXEMPT
INFORMATION TECHNOLOGY ANALYST	4	\$ 49.6554	UNREP-MGMT	EXEMPT
INFORMATION TECHNOLOGY ANALYST	5	\$ 52.1380	UNREP-MGMT	EXEMPT
INFORMATION TECHNOLOGY SPECIALIST	1	\$ 32.1550	UNREP-MGMT	NON-EXEMPT
INFORMATION TECHNOLOGY SPECIALIST	2	\$ 33.7627	UNREP-MGMT	NON-EXEMPT
INFORMATION TECHNOLOGY SPECIALIST	3	\$ 35.4510	UNREP-MGMT	NON-EXEMPT
INFORMATION TECHNOLOGY SPECIALIST	4	\$ 37.2234	UNREP-MGMT	NON-EXEMPT
INFORMATION TECHNOLOGY SPECIALIST	5	\$ 39.0845	UNREP-MGMT	NON-EXEMPT
JUNIOR ENGINEER	1	\$ 37.3331	MMPEG	EXEMPT
JUNIOR ENGINEER	2	\$ 39.1997	MMPEG	EXEMPT
JUNIOR ENGINEER	3	\$ 41.1597	MMPEG	EXEMPT
JUNIOR ENGINEER	4	\$ 43.2178	MMPEG	EXEMPT
JUNIOR ENGINEER	5	\$ 45.3786	MMPEG	EXEMPT
JUNIOR PLANNER	1	\$ 30.5682	MEA	NON-EXEMPT
JUNIOR PLANNER	2	\$ 32.0967	MEA	NON-EXEMPT
JUNIOR PLANNER	3	\$ 33.7014	MEA	NON-EXEMPT
JUNIOR PLANNER	4	\$ 35.3866	MEA	NON-EXEMPT
JUNIOR PLANNER	5	\$ 37.1558	MEA	NON-EXEMPT
LEAD EQUIPMENT MECHANIC	1	\$ 33.5788	MEA	NON-EXEMPT
LEAD EQUIPMENT MECHANIC	2	\$ 35.2577	MEA	NON-EXEMPT
LEAD EQUIPMENT MECHANIC	3	\$ 37.0207	MEA	NON-EXEMPT
LEAD EQUIPMENT MECHANIC	4	\$ 38.8717	MEA	NON-EXEMPT
LEAD EQUIPMENT MECHANIC	5	\$ 40.8154	MEA	NON-EXEMPT
LEAD FACILITIES TECHNICIAN	1	\$ 30.4571	MEA	NON-EXEMPT
LEAD FACILITIES TECHNICIAN	2	\$ 31.9799	MEA	NON-EXEMPT
LEAD FACILITIES TECHNICIAN	3	\$ 33.5788	MEA	NON-EXEMPT
LEAD FACILITIES TECHNICIAN	4	\$ 35.2578	MEA	NON-EXEMPT
LEAD FACILITIES TECHNICIAN	5	\$ 37.0207	MEA	NON-EXEMPT
MAINTENANCE SUPERVISOR	1	\$ 37.2321	MMPEG	EXEMPT
MAINTENANCE SUPERVISOR	2	\$ 39.0937	MMPEG	EXEMPT
MAINTENANCE SUPERVISOR	3	\$ 41.0484	MMPEG	EXEMPT
MAINTENANCE SUPERVISOR	4	\$ 43.1008	MMPEG	EXEMPT
MAINTENANCE SUPERVISOR	5	\$ 45.2558	MMPEG	EXEMPT
MANAGEMENT ANALYST	1	\$ 38.4281	MMPEG	EXEMPT
MANAGEMENT ANALYST	2	\$ 40.3495	MMPEG	EXEMPT
MANAGEMENT ANALYST	3	\$ 42.3670	MMPEG	EXEMPT
MANAGEMENT ANALYST	4	\$ 44.4855	MMPEG	EXEMPT
MANAGEMENT ANALYST	5	\$ 46.7098	MMPEG	EXEMPT
MANAGEMENT ANALYST (HR/CM)	1	\$ 41.5286	UNREP-MGMT	EXEMPT
MANAGEMENT ANALYST (HR/CM)	2	\$ 43.6051	UNREP-MGMT	EXEMPT
MANAGEMENT ANALYST (HR/CM)	3	\$ 45.7854	UNREP-MGMT	EXEMPT
MANAGEMENT ANALYST (HR/CM)	4	\$ 48.0746	UNREP-MGMT	EXEMPT
MANAGEMENT ANALYST (HR/CM)	5	\$ 50.4784	UNREP-MGMT	EXEMPT
MANAGEMENT ASSISTANT	1	\$ 33.2786	MMPEG	EXEMPT
MANAGEMENT ASSISTANT	2	\$ 34.9424	MMPEG	EXEMPT
MANAGEMENT ASSISTANT	3	\$ 36.6894	MMPEG	EXEMPT
MANAGEMENT ASSISTANT	4	\$ 38.5241	MMPEG	EXEMPT
MANAGEMENT ASSISTANT	5	\$ 40.4504	MMPEG	EXEMPT
MARKETING AND ENGAGEMENT MANAGER	1	\$ 62.3960	UNREP-MGMT	EXEMPT
MARKETING AND ENGAGEMENT MANAGER	2	\$ 65.5157	UNREP-MGMT	EXEMPT
MARKETING AND ENGAGEMENT MANAGER	3	\$ 68.7914	UNREP-MGMT	EXEMPT
MARKETING AND ENGAGEMENT MANAGER	4	\$ 72.2311	UNREP-MGMT	EXEMPT
MARKETING AND ENGAGEMENT MANAGER	5	\$ 75.8426	UNREP-MGMT	EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
NETWORK ADMINISTRATOR	1	\$ 49.4933	UNREP-MGMT	EXEMPT
NETWORK ADMINISTRATOR	2	\$ 51.9678	UNREP-MGMT	EXEMPT
NETWORK ADMINISTRATOR	3	\$ 54.5663	UNREP-MGMT	EXEMPT
NETWORK ADMINISTRATOR	4	\$ 57.2947	UNREP-MGMT	EXEMPT
NETWORK ADMINISTRATOR	5	\$ 60.1594	UNREP-MGMT	EXEMPT
OPERATIONS MANAGER	1	\$ 54.6460	MMPEG	EXEMPT
OPERATIONS MANAGER	2	\$ 57.3783	MMPEG	EXEMPT
OPERATIONS MANAGER	3	\$ 60.2472	MMPEG	EXEMPT
OPERATIONS MANAGER	4	\$ 63.2595	MMPEG	EXEMPT
OPERATIONS MANAGER	5	\$ 66.4224	MMPEG	EXEMPT
PARAMEDIC FIREFIGHTER	1	\$ 31.6379	PFF	NON-EXEMPT
PARAMEDIC FIREFIGHTER	2	\$ 33.2198	PFF	NON-EXEMPT
PARAMEDIC FIREFIGHTER	3	\$ 34.8808	PFF	NON-EXEMPT
PARAMEDIC FIREFIGHTER	4	\$ 36.6248	PFF	NON-EXEMPT
PARAMEDIC FIREFIGHTER	5	\$ 38.4561	PFF	NON-EXEMPT
PARKING ENFORCEMENT OFFICER	1	\$ 25.5959	MEA	NON-EXEMPT
PARKING ENFORCEMENT OFFICER	2	\$ 26.8752	MEA	NON-EXEMPT
PARKING ENFORCEMENT OFFICER	3	\$ 28.2290	MEA	NON-EXEMPT
PARKING ENFORCEMENT OFFICER	4	\$ 29.6469	MEA	NON-EXEMPT
PARKING ENFORCEMENT OFFICER	5	\$ 31.1287	MEA	NON-EXEMPT
PARKS & RECREATION MANAGER	1	\$ 56.4177	UNREP-MGMT	EXEMPT
PARKS & RECREATION MANAGER	2	\$ 59.2386	UNREP-MGMT	EXEMPT
PARKS & RECREATION MANAGER	3	\$ 62.2006	UNREP-MGMT	EXEMPT
PARKS & RECREATION MANAGER	4	\$ 65.3104	UNREP-MGMT	EXEMPT
PARKS & RECREATION MANAGER	5	\$ 68.5762	UNREP-MGMT	EXEMPT
PARKS & RECREATION SUPERVISOR	1	\$ 34.2586	MEA	NON-EXEMPT
PARKS & RECREATION SUPERVISOR	2	\$ 35.9715	MEA	NON-EXEMPT
PARKS & RECREATION SUPERVISOR	3	\$ 37.7701	MEA	NON-EXEMPT
PARKS & RECREATION SUPERVISOR	4	\$ 39.6587	MEA	NON-EXEMPT
PARKS & RECREATION SUPERVISOR	5	\$ 41.6415	MEA	NON-EXEMPT
PLANS EXAMINER	1	\$ 39.5002	MEA	NON-EXEMPT
PLANS EXAMINER	2	\$ 41.4751	MEA	NON-EXEMPT
PLANS EXAMINER	3	\$ 43.5489	MEA	NON-EXEMPT
PLANS EXAMINER	4	\$ 45.7263	MEA	NON-EXEMPT
PLANS EXAMINER	5	\$ 48.0127	MEA	NON-EXEMPT
POLICE CAPTAIN	1	\$ 84.8631	POA-MG	EXEMPT
POLICE CAPTAIN	2	\$ 89.0882	POA-MG	EXEMPT
POLICE CAPTAIN	3	\$ 93.5246	POA-MG	EXEMPT
POLICE CAPTAIN	4	\$ 98.1828	POA-MG	EXEMPT
POLICE CAPTAIN	5	\$ 103.0740	POA-MG	EXEMPT
POLICE CHIEF	1	\$ 121.4200	UNREP-EXEC	EXEMPT
POLICE CHIEF	2	\$ 127.4910	UNREP-EXEC	EXEMPT
POLICE CHIEF	3	\$ 133.8656	UNREP-EXEC	EXEMPT
POLICE CHIEF	4	\$ 140.5588	UNREP-EXEC	EXEMPT
POLICE CHIEF	5	\$ 147.5867	UNREP-EXEC	EXEMPT
POLICE CORPORAL	1	\$ 48.0884	POA	NON-EXEMPT
POLICE CORPORAL	2	\$ 50.4929	POA	NON-EXEMPT
POLICE CORPORAL	3	\$ 53.0175	POA	NON-EXEMPT
POLICE CORPORAL	4	\$ 55.6684	POA	NON-EXEMPT
POLICE CORPORAL	5	\$ 58.4519	POA	NON-EXEMPT
POLICE DISPATCHER I	1	\$ 30.4573	MEA	NON-EXEMPT
POLICE DISPATCHER I	2	\$ 31.9802	MEA	NON-EXEMPT
POLICE DISPATCHER I	3	\$ 33.5791	MEA	NON-EXEMPT
POLICE DISPATCHER I	4	\$ 35.2581	MEA	NON-EXEMPT
POLICE DISPATCHER I	5	\$ 37.0211	MEA	NON-EXEMPT



**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
POLICE DISPATCHER II	1	\$ 35.2852	MEA	NON-EXEMPT
POLICE DISPATCHER II	2	\$ 37.0495	MEA	NON-EXEMPT
POLICE DISPATCHER II	3	\$ 38.9019	MEA	NON-EXEMPT
POLICE DISPATCHER II	4	\$ 40.8470	MEA	NON-EXEMPT
POLICE DISPATCHER II	5	\$ 42.8893	MEA	NON-EXEMPT
POLICE LIEUTENANT	1	\$ 73.9662	POA-MG	EXEMPT
POLICE LIEUTENANT	2	\$ 77.6464	POA-MG	EXEMPT
POLICE LIEUTENANT	3	\$ 81.5108	POA-MG	EXEMPT
POLICE LIEUTENANT	4	\$ 85.5683	POA-MG	EXEMPT
POLICE LIEUTENANT	5	\$ 89.8287	POA-MG	EXEMPT
POLICE OFFICER	1	\$ 45.7813	POA	NON-EXEMPT
POLICE OFFICER	2	\$ 48.0704	POA	NON-EXEMPT
POLICE OFFICER	3	\$ 50.4740	POA	NON-EXEMPT
POLICE OFFICER	4	\$ 52.9977	POA	NON-EXEMPT
POLICE OFFICER	5	\$ 55.6476	POA	NON-EXEMPT
POLICE RECORDS MANAGER	1	\$ 47.2129	MMPEG	EXEMPT
POLICE RECORDS MANAGER	2	\$ 49.5735	MMPEG	EXEMPT
POLICE RECORDS MANAGER	3	\$ 52.0523	MMPEG	EXEMPT
POLICE RECORDS MANAGER	4	\$ 54.6549	MMPEG	EXEMPT
POLICE RECORDS MANAGER	5	\$ 57.3876	MMPEG	EXEMPT
POLICE RECORDS SPECIALIST	1	\$ 21.4596	MEA	NON-EXEMPT
POLICE RECORDS SPECIALIST	2	\$ 22.5326	MEA	NON-EXEMPT
POLICE RECORDS SPECIALIST	3	\$ 23.6592	MEA	NON-EXEMPT
POLICE RECORDS SPECIALIST	4	\$ 24.8422	MEA	NON-EXEMPT
POLICE RECORDS SPECIALIST	5	\$ 26.0843	MEA	NON-EXEMPT
POLICE RECORDS SUPERVISOR	1	\$ 28.6876	MEA	NON-EXEMPT
POLICE RECORDS SUPERVISOR	2	\$ 30.1221	MEA	NON-EXEMPT
POLICE RECORDS SUPERVISOR	3	\$ 31.6281	MEA	NON-EXEMPT
POLICE RECORDS SUPERVISOR	4	\$ 33.2095	MEA	NON-EXEMPT
POLICE RECORDS SUPERVISOR	5	\$ 34.8700	MEA	NON-EXEMPT
POLICE RECRUIT	1	\$ 35.7977	UNREP-GEN	EXEMPT
POLICE RECRUIT	2	\$ 37.5876	UNREP-GEN	EXEMPT
POLICE RECRUIT	3	\$ 39.4669	UNREP-GEN	EXEMPT
POLICE RECRUIT	4	\$ 41.4403	UNREP-GEN	EXEMPT
POLICE RECRUIT	5	\$ 43.5124	UNREP-GEN	EXEMPT
POLICE SERGEANT	1	\$ 55.5631	POA	NON-EXEMPT
POLICE SERGEANT	2	\$ 58.3413	POA	NON-EXEMPT
POLICE SERGEANT	3	\$ 61.2584	POA	NON-EXEMPT
POLICE SERGEANT	4	\$ 64.3212	POA	NON-EXEMPT
POLICE SERGEANT	5	\$ 67.5373	POA	NON-EXEMPT
POLICE SERVICES OFFICER I	1	\$ 28.7174	MEA	NON-EXEMPT
POLICE SERVICES OFFICER I	2	\$ 30.1534	MEA	NON-EXEMPT
POLICE SERVICES OFFICER I	3	\$ 31.6610	MEA	NON-EXEMPT
POLICE SERVICES OFFICER I	4	\$ 33.2442	MEA	NON-EXEMPT
POLICE SERVICES OFFICER I	5	\$ 34.9062	MEA	NON-EXEMPT
POLICE SERVICES OFFICER II	1	\$ 30.1637	MEA	NON-EXEMPT
POLICE SERVICES OFFICER II	2	\$ 31.6718	MEA	NON-EXEMPT
POLICE SERVICES OFFICER II	3	\$ 33.2555	MEA	NON-EXEMPT
POLICE SERVICES OFFICER II	4	\$ 34.9183	MEA	NON-EXEMPT
POLICE SERVICES OFFICER II	5	\$ 36.6642	MEA	NON-EXEMPT
PRINCIPAL CIVIL ENGINEER	1	\$ 65.5275	MMPEG	EXEMPT
PRINCIPAL CIVIL ENGINEER	2	\$ 68.8038	MMPEG	EXEMPT
PRINCIPAL CIVIL ENGINEER	3	\$ 72.2440	MMPEG	EXEMPT
PRINCIPAL CIVIL ENGINEER	4	\$ 75.8562	MMPEG	EXEMPT
PRINCIPAL CIVIL ENGINEER	5	\$ 79.6490	MMPEG	EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
PRINCIPAL FISCAL ANALYST	1	\$ 51.9615	UNREP-MGMT	EXEMPT
PRINCIPAL FISCAL ANALYST	2	\$ 54.5596	UNREP-MGMT	EXEMPT
PRINCIPAL FISCAL ANALYST	3	\$ 57.2876	UNREP-MGMT	EXEMPT
PRINCIPAL FISCAL ANALYST	4	\$ 60.1519	UNREP-MGMT	EXEMPT
PRINCIPAL FISCAL ANALYST	5	\$ 63.1595	UNREP-MGMT	EXEMPT
PROJECT ASSISTANT	1	\$ 32.3013	MEA	NON-EXEMPT
PROJECT ASSISTANT	2	\$ 33.9164	MEA	NON-EXEMPT
PROJECT ASSISTANT	3	\$ 35.6123	MEA	NON-EXEMPT
PROJECT ASSISTANT	4	\$ 37.3929	MEA	NON-EXEMPT
PROJECT ASSISTANT	5	\$ 39.2625	MEA	NON-EXEMPT
PROPERTY CLERK	1	\$ 23.5491	MEA	NON-EXEMPT
PROPERTY CLERK	2	\$ 24.7265	MEA	NON-EXEMPT
PROPERTY CLERK	3	\$ 25.9628	MEA	NON-EXEMPT
PROPERTY CLERK	4	\$ 27.2609	MEA	NON-EXEMPT
PROPERTY CLERK	5	\$ 28.6240	MEA	NON-EXEMPT
PUBLIC SAFETY AIDE	1	\$ 17.6111	PST	NON-EXEMPT
PUBLIC SAFETY AIDE	2	\$ 18.0515	PST	NON-EXEMPT
PUBLIC SAFETY AIDE	3	\$ 18.5027	PST	NON-EXEMPT
PUBLIC SAFETY AIDE	4	\$ 18.9653	PST	NON-EXEMPT
PUBLIC SAFETY AIDE	5	\$ 19.4394	PST	NON-EXEMPT
PUBLIC SAFETY COMMUNICATIONS OPERATOR	1	\$ 23.4318	MEA	NON-EXEMPT
PUBLIC SAFETY COMMUNICATIONS OPERATOR	2	\$ 24.6034	MEA	NON-EXEMPT
PUBLIC SAFETY COMMUNICATIONS OPERATOR	3	\$ 25.8336	MEA	NON-EXEMPT
PUBLIC SAFETY COMMUNICATIONS OPERATOR	4	\$ 27.1254	MEA	NON-EXEMPT
PUBLIC SAFETY COMMUNICATIONS OPERATOR	5	\$ 28.4816	MEA	NON-EXEMPT
PUBLIC WORKS CREW LEADER	1	\$ 30.0114	MEA	NON-EXEMPT
PUBLIC WORKS CREW LEADER	2	\$ 31.5120	MEA	NON-EXEMPT
PUBLIC WORKS CREW LEADER	3	\$ 33.0876	MEA	NON-EXEMPT
PUBLIC WORKS CREW LEADER	4	\$ 34.7420	MEA	NON-EXEMPT
PUBLIC WORKS CREW LEADER	5	\$ 36.4792	MEA	NON-EXEMPT
PUBLIC WORKS EQUIPMENT OPERATOR	1	\$ 28.4380	MEA	NON-EXEMPT
PUBLIC WORKS EQUIPMENT OPERATOR	2	\$ 29.8598	MEA	NON-EXEMPT
PUBLIC WORKS EQUIPMENT OPERATOR	3	\$ 31.3529	MEA	NON-EXEMPT
PUBLIC WORKS EQUIPMENT OPERATOR	4	\$ 32.9204	MEA	NON-EXEMPT
PUBLIC WORKS EQUIPMENT OPERATOR	5	\$ 34.5666	MEA	NON-EXEMPT
PUBLIC WORKS INSPECTOR	1	\$ 35.2785	MEA	NON-EXEMPT
PUBLIC WORKS INSPECTOR	2	\$ 37.0425	MEA	NON-EXEMPT
PUBLIC WORKS INSPECTOR	3	\$ 38.8948	MEA	NON-EXEMPT
PUBLIC WORKS INSPECTOR	4	\$ 40.8394	MEA	NON-EXEMPT
PUBLIC WORKS INSPECTOR	5	\$ 42.8815	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER I	1	\$ 20.8878	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER I	2	\$ 21.9322	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER I	3	\$ 23.0287	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER I	4	\$ 24.1803	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER I	5	\$ 25.3893	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER II	1	\$ 23.0386	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER II	2	\$ 24.1906	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER II	3	\$ 25.4001	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER II	4	\$ 26.6701	MEA	NON-EXEMPT
PUBLIC WORKS MAINTENANCE WORKER II	5	\$ 28.0036	MEA	NON-EXEMPT
PURCHASING AGENT	1	\$ 44.2305	MMPEG	EXEMPT
PURCHASING AGENT	2	\$ 46.4420	MMPEG	EXEMPT
PURCHASING AGENT	3	\$ 48.7640	MMPEG	EXEMPT
PURCHASING AGENT	4	\$ 51.2021	MMPEG	EXEMPT
PURCHASING AGENT	5	\$ 53.7623	MMPEG	EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
RECREATION SPECIALIST I	1	\$ 17.6111	PST	NON-EXEMPT
RECREATION SPECIALIST I	2	\$ 18.0515	PST	NON-EXEMPT
RECREATION SPECIALIST I	3	\$ 18.5027	PST	NON-EXEMPT
RECREATION SPECIALIST I	4	\$ 18.9653	PST	NON-EXEMPT
RECREATION SPECIALIST I	5	\$ 19.4394	PST	NON-EXEMPT
RECREATION SPECIALIST II	1	\$ 19.8925	PST	NON-EXEMPT
RECREATION SPECIALIST II	2	\$ 20.3898	PST	NON-EXEMPT
RECREATION SPECIALIST II	3	\$ 20.8996	PST	NON-EXEMPT
RECREATION SPECIALIST II	4	\$ 21.4220	PST	NON-EXEMPT
RECREATION SPECIALIST II	5	\$ 21.9576	PST	NON-EXEMPT
RECREATION SPECIALIST III	1	\$ 22.4830	PST	NON-EXEMPT
RECREATION SPECIALIST III	2	\$ 23.0451	PST	NON-EXEMPT
RECREATION SPECIALIST III	3	\$ 23.6212	PST	NON-EXEMPT
RECREATION SPECIALIST III	4	\$ 24.2117	PST	NON-EXEMPT
RECREATION SPECIALIST III	5	\$ 24.8170	PST	NON-EXEMPT
RECREATION SPECIALIST IV	1	\$ 25.4040	PST	NON-EXEMPT
RECREATION SPECIALIST IV	2	\$ 26.0391	PST	NON-EXEMPT
RECREATION SPECIALIST IV	3	\$ 26.6901	PST	NON-EXEMPT
RECREATION SPECIALIST IV	4	\$ 27.3573	PST	NON-EXEMPT
RECREATION SPECIALIST IV	5	\$ 28.0412	PST	NON-EXEMPT
RECREATION SPECIALIST V	1	\$ 28.7194	PST	NON-EXEMPT
RECREATION SPECIALIST V	2	\$ 29.4374	PST	NON-EXEMPT
RECREATION SPECIALIST V	3	\$ 30.1732	PST	NON-EXEMPT
RECREATION SPECIALIST V	4	\$ 30.9276	PST	NON-EXEMPT
RECREATION SPECIALIST V	5	\$ 31.7008	PST	NON-EXEMPT
SECRETARY	1	\$ 20.4866	MEA	NON-EXEMPT
SECRETARY	2	\$ 21.5110	MEA	NON-EXEMPT
SECRETARY	3	\$ 22.5867	MEA	NON-EXEMPT
SECRETARY	4	\$ 23.7158	MEA	NON-EXEMPT
SECRETARY	5	\$ 24.9016	MEA	NON-EXEMPT
SENIOR ACCOUNTANT	1	\$ 49.2019	MMPEG	EXEMPT
SENIOR ACCOUNTANT	2	\$ 51.6620	MMPEG	EXEMPT
SENIOR ACCOUNTANT	3	\$ 54.2451	MMPEG	EXEMPT
SENIOR ACCOUNTANT	4	\$ 56.9572	MMPEG	EXEMPT
SENIOR ACCOUNTANT	5	\$ 59.8052	MMPEG	EXEMPT
SENIOR ACCOUNTING TECHNICIAN	1	\$ 32.3146	UNREP-MGMT	NON-EXEMPT
SENIOR ACCOUNTING TECHNICIAN	2	\$ 33.9304	UNREP-MGMT	NON-EXEMPT
SENIOR ACCOUNTING TECHNICIAN	3	\$ 35.6269	UNREP-MGMT	NON-EXEMPT
SENIOR ACCOUNTING TECHNICIAN	4	\$ 37.4083	UNREP-MGMT	NON-EXEMPT
SENIOR ACCOUNTING TECHNICIAN	5	\$ 39.2785	UNREP-MGMT	NON-EXEMPT
SENIOR BUILDING INSPECTOR	1	\$ 36.8747	MEA	NON-EXEMPT
SENIOR BUILDING INSPECTOR	2	\$ 38.7184	MEA	NON-EXEMPT
SENIOR BUILDING INSPECTOR	3	\$ 40.6543	MEA	NON-EXEMPT
SENIOR BUILDING INSPECTOR	4	\$ 42.6871	MEA	NON-EXEMPT
SENIOR BUILDING INSPECTOR	5	\$ 44.8215	MEA	NON-EXEMPT
SENIOR BUYER	1	\$ 32.7811	MEA	NON-EXEMPT
SENIOR BUYER	2	\$ 34.4228	MEA	NON-EXEMPT
SENIOR BUYER	3	\$ 36.1604	MEA	NON-EXEMPT
SENIOR BUYER	4	\$ 37.9834	MEA	NON-EXEMPT
SENIOR BUYER	5	\$ 39.8916	MEA	NON-EXEMPT
SENIOR ENGINEER TECHNICIAN	1	\$ 38.3565	MEA	NON-EXEMPT
SENIOR ENGINEER TECHNICIAN	2	\$ 40.2743	MEA	NON-EXEMPT
SENIOR ENGINEER TECHNICIAN	3	\$ 42.2881	MEA	NON-EXEMPT
SENIOR ENGINEER TECHNICIAN	4	\$ 44.4025	MEA	NON-EXEMPT
SENIOR ENGINEER TECHNICIAN	5	\$ 46.6226	MEA	NON-EXEMPT

**COMPENSATION PLAN**  
EFFECTIVE 6/22/24 (PPE 7/5/24)

DESCRIPTION	STEP	HOURLY RATE	BARGAINING GROUP	FLSA
SENIOR HUMAN RESOURCES ANALYST	1	\$ 54.7513	UNREP-MGMT	EXEMPT
SENIOR HUMAN RESOURCES ANALYST	2	\$ 57.4888	UNREP-MGMT	EXEMPT
SENIOR HUMAN RESOURCES ANALYST	3	\$ 60.3634	UNREP-MGMT	EXEMPT
SENIOR HUMAN RESOURCES ANALYST	4	\$ 63.3815	UNREP-MGMT	EXEMPT
SENIOR HUMAN RESOURCES ANALYST	5	\$ 66.5507	UNREP-MGMT	EXEMPT
SENIOR MANAGEMENT ANALYST	1	\$ 46.2351	MMPEG	EXEMPT
SENIOR MANAGEMENT ANALYST	2	\$ 48.5468	MMPEG	EXEMPT
SENIOR MANAGEMENT ANALYST	3	\$ 50.9742	MMPEG	EXEMPT
SENIOR MANAGEMENT ANALYST	4	\$ 53.5227	MMPEG	EXEMPT
SENIOR MANAGEMENT ANALYST	5	\$ 56.1990	MMPEG	EXEMPT
SENIOR MANAGEMENT ANALYST (CM/FINANCE)	1	\$ 49.5333	UNREP-MGMT	NON-EXEMPT
SENIOR MANAGEMENT ANALYST (CM/FINANCE)	2	\$ 52.0100	UNREP-MGMT	NON-EXEMPT
SENIOR MANAGEMENT ANALYST (CM/FINANCE)	3	\$ 54.6105	UNREP-MGMT	NON-EXEMPT
SENIOR MANAGEMENT ANALYST (CM/FINANCE)	4	\$ 57.3410	UNREP-MGMT	NON-EXEMPT
SENIOR MANAGEMENT ANALYST (CM/FINANCE)	5	\$ 60.2081	UNREP-MGMT	NON-EXEMPT
SENIOR PLANNER	1	\$ 49.8067	MMPEG	EXEMPT
SENIOR PLANNER	2	\$ 52.2971	MMPEG	EXEMPT
SENIOR PLANNER	3	\$ 54.9119	MMPEG	EXEMPT
SENIOR PLANNER	4	\$ 57.6574	MMPEG	EXEMPT
SENIOR PLANNER	5	\$ 60.5404	MMPEG	EXEMPT
SENIOR MAINTENANCE WORKER	1	\$ 28.8194	MEA	NON-EXEMPT
SENIOR MAINTENANCE WORKER	2	\$ 30.2605	MEA	NON-EXEMPT
SENIOR MAINTENANCE WORKER	3	\$ 31.7734	MEA	NON-EXEMPT
SENIOR MAINTENANCE WORKER	4	\$ 33.3621	MEA	NON-EXEMPT
SENIOR MAINTENANCE WORKER	5	\$ 35.0302	MEA	NON-EXEMPT
SUPERVISING BUILDING INSPECTOR	1	\$ 39.5042	MEA	NON-EXEMPT
SUPERVISING BUILDING INSPECTOR	2	\$ 41.4793	MEA	NON-EXEMPT
SUPERVISING BUILDING INSPECTOR	3	\$ 43.5533	MEA	NON-EXEMPT
SUPERVISING BUILDING INSPECTOR	4	\$ 45.7310	MEA	NON-EXEMPT
SUPERVISING BUILDING INSPECTOR	5	\$ 48.0176	MEA	NON-EXEMPT
SUPERVISING ENGINEERING TECHNICIAN	1	\$ 42.2156	MEA	NON-EXEMPT
SUPERVISING ENGINEERING TECHNICIAN	2	\$ 44.3371	MEA	NON-EXEMPT
SUPERVISING ENGINEERING TECHNICIAN	3	\$ 46.5758	MEA	NON-EXEMPT
SUPERVISING ENGINEERING TECHNICIAN	4	\$ 48.9211	MEA	NON-EXEMPT
SUPERVISING ENGINEERING TECHNICIAN	5	\$ 51.3836	MEA	NON-EXEMPT
SUPERVISING POLICE DISPATCHER	1	\$ 42.1139	MEA	NON-EXEMPT
SUPERVISING POLICE DISPATCHER	2	\$ 44.2195	MEA	NON-EXEMPT
SUPERVISING POLICE DISPATCHER	3	\$ 46.4305	MEA	NON-EXEMPT
SUPERVISING POLICE DISPATCHER	4	\$ 48.7521	MEA	NON-EXEMPT
SUPERVISING POLICE DISPATCHER	5	\$ 51.1896	MEA	NON-EXEMPT
WEED ABATEMENT INSPECTOR	1	\$ 29.2098	PST	NON-EXEMPT
WEED ABATEMENT INSPECTOR	2	\$ 29.9400	PST	NON-EXEMPT
WEED ABATEMENT INSPECTOR	3	\$ 30.6884	PST	NON-EXEMPT
WEED ABATEMENT INSPECTOR	4	\$ 31.4557	PST	NON-EXEMPT
WEED ABATEMENT INSPECTOR	5	\$ 32.2422	PST	NON-EXEMPT