

**EXHIBIT A**

**Supplemental Classification Ranges**

Current Grade	Job/Class Code	Title	Minimum	Midpoint	Maximum (25% above mid)
911	0001	MAIL CLERK	\$15.00	\$16.57	\$20.71
817	0018	COMMUNITY LIAISON AND VOLUNTEER COORDINATOR	\$28.21	\$39.18	\$48.98
911	0022	OFFICE ASSISTANT	\$15.00	\$18.39	\$22.99
912	0031	CLERK TRANSCRIPTIONIST	\$15.00	\$17.08	\$21.35
914	0041	SECRETARY	\$15.05	\$20.00	\$25.01
917	0043	EXECUTIVE ASSISTANT	\$17.50	\$22.68	\$28.35
918	0047	EXECUTIVE ASSISTANT TO CITY MANAGER OR MAYOR (UC)	\$19.15	\$24.90	\$31.13
917	0060	OFFICE SUPERVISOR	\$17.50	\$24.74	\$30.93
815	0065	GRANT WRITER	\$23.31	\$32.42	\$40.53
916	0070	COMMUNITY SAFETY NAVIGATOR	\$16.60	\$21.05	\$26.31
918	0072	CARE COORDINATOR	\$19.15	\$24.90	\$31.13
918	0073	NEIGHBORHOOD AMPLIFIER	\$19.15	\$24.90	\$31.13
817	0075	COMMUNITY SAFETY, HEALTH, AND WELLNESS RESOURCE MANAGER	\$28.21	\$39.18	\$48.98
917	0107	POLICE BACKGROUND INVESTIGATOR	\$17.50	\$24.43	\$30.53
915	0111	POLICE RECORDS SPECIALIST	\$15.60	\$21.06	\$26.32
916	0112	POLICE RECORDS SUPERVISOR	\$16.60	\$22.67	\$28.34
817	0115	POLICE RECORDS SUPERINTENDENT	\$28.21	\$42.20	\$52.75
913	0119	COURT CLERK	\$15.00	\$20.34	\$25.43
915	0120	SENIOR COURT CLERK	\$15.60	\$22.48	\$28.10
915	0121	LITIGATION SUPPORT CLERK	\$15.60	\$21.00	\$26.25
916	0122	LEAD LITIGATION SUPPORT CLERK	\$16.60	\$21.52	\$26.90
917	0123	LITIGATION SUPPORT SUPERVISOR	\$17.50	\$24.52	\$30.65
917	0124	COURT SUPERVISOR	\$17.50	\$24.86	\$31.07
917	0130	LEAD COURT INTERPRETER	\$17.50	\$26.08	\$32.60
916	0134	LEGAL SECRETARY	\$16.60	\$23.49	\$29.36
912	0141	CASHIER	\$15.00	\$18.67	\$23.34
913	0142	SENIOR CASHIER	\$15.00	\$19.16	\$23.95
912	0151	CUSTOMER SERVICE CLERK	\$15.00	\$19.64	\$24.55
914	0152	CUSTOMER SERVICE REPRESENTATIVE	\$15.05	\$18.42	\$23.03
916	0154	CLASS REGISTRATION COORDINATOR	\$16.60	\$24.21	\$30.26
915	0166	AMBULANCE BILLING SPECIALIST I	\$15.60	\$19.94	\$24.93
916	0167	AMBULANCE BILLING SPECIALIST II	\$16.60	\$21.05	\$26.31
917	0168	LEAD AMBULANCE BILLING SPECIALIST	\$17.50	\$22.68	\$28.35
818	0206	CITY CLERK ADMINISTRATOR	\$31.27	\$45.59	\$56.99
819	0207	DEPUTY CITY CLERK	\$34.81	\$48.27	\$60.34
817	0208	CITY RECORDS MANAGER	\$28.21	\$39.18	\$48.98
912	0211	MUNICIPAL INTERN	\$15.00	\$17.08	\$21.35
918	0220	PUBLIC INFORMATION SPECIALIST	\$19.15	\$28.64	\$35.79
816	0221	WATER PUBLIC INFORMATION OFFICER	\$25.58	\$35.55	\$44.44
815	0222	WATER CONSERVATION/INFORMATION SUPERVISOR	\$23.31	\$32.42	\$40.53
815	0223	PUBLIC INFORMATION COORDINATOR	\$23.31	\$33.48	\$41.85
815	0225	COMMUNITY PROMOTIONS & MARKETING MANAGER	\$23.31	\$32.42	\$40.53
915	0230	MANAGEMENT INTERN	\$15.60	\$22.48	\$28.10
915	0231	ADMINISTRATIVE ASSISTANT	\$15.60	\$21.23	\$26.54
815	0233	MANAGEMENT ASSISTANT	\$23.31	\$34.62	\$43.28
817	0234	MANAGEMENT COORDINATOR	\$28.21	\$44.20	\$55.24
815	0236	STAFF ASSISTANT	\$23.31	\$34.62	\$43.28
815	0237	LOGISTICS MANAGEMENT ASSISTANT	\$23.31	\$32.42	\$40.53
818	0240	ASSISTANT TO THE CITY MANAGER (UC)	\$31.27	\$48.93	\$61.17
814	0241	MANAGEMENT ASSISTANT TO CITY MANAGER (UC)	\$22.83	\$32.53	\$40.66
818	0245	ECONOMIC DEVELOPMENT MANAGER (UC)	\$31.27	\$48.76	\$60.95

816	0247	ECONOMIC DEVELOPMENT SPECIALIST (UC)	\$25.58	\$36.71	\$45.89
815	0273	SENIOR EQUAL OPPORTUNITY SPECIALIST	\$23.31	\$34.20	\$42.75
815	0275	BUSINESS ENTERPRISE COMPLIANCE SPECIALIST	\$23.31	\$32.42	\$40.53
818	0280	DEPUTY COURT ADMINISTRATOR	\$31.27	\$43.38	\$54.23
814	0305	SAFETY SPECIALIST	\$22.83	\$32.38	\$40.47
815	0307	SAFETY AND ENVIRONMENTAL COMPLIANCE SPECIALIST	\$23.31	\$34.27	\$42.83
816	0309	SAFETY AND HEALTH LOSS CONTROL SUPERVISOR	\$25.58	\$37.79	\$47.24
815	0310	RISK MANAGEMENT SPECIALIST	\$23.31	\$32.42	\$40.53
817	0312	LIABILITY CLAIMS MANAGER	\$28.21	\$39.18	\$48.98
816	0314	RISK MANAGEMENT CLAIMS ADJUSTER	\$25.58	\$35.55	\$44.44
817	0322	SAFETY & HEALTH/LOSS CONTROL MANAGER	\$28.21	\$45.06	\$56.32
818	0325	RISK MANAGER	\$31.27	\$45.81	\$57.26
816	0328	ENTERPRISE RISK ANALYST	\$25.58	\$35.55	\$44.44
818	0414	INTERGOVERNMENTAL RELATIONS MANAGER	\$31.27	\$44.25	\$55.31
817	0416	INTERGOVERNMENTAL RELATIONS PROGRAM MANAGER (UC)	\$28.21	\$45.06	\$56.32
819	0417	ZONING EXAMINER (UC)	\$34.81	\$48.27	\$60.34
818	0421	INDEPENDENT POLICE AUDITOR (UC)	\$31.27	\$47.11	\$58.89
850	0424	ASSISTANT CITY MANAGER/CHIEF FINANCIAL OFFICER (UC)	\$58.25	\$86.93	\$108.66
850	0429	DEPUTY CITY MANAGER (UC)	\$58.25	\$86.93	\$108.66
820	0432	EXECUTIVE MANAGEMENT ADVISOR TO CM (UC)	\$38.94	\$57.63	\$72.04
825	0433	EXECUTIVE MANAGEMENT PROFESSIONAL (UC)	\$48.60	\$70.45	\$88.06
816	0441	DATA ANALYST	\$25.58	\$36.08	\$45.10
818	0442	RESEARCH ASSISTANT SPECIAL PROJECTS	\$31.27	\$49.71	\$62.14
816	0455	PROJECT MANAGER	\$25.58	\$40.74	\$50.93
819	0458	DEPUTY DIRECTOR OF PLANNING & DEVELOPMENT SERVICES	\$34.81	\$54.26	\$67.82
818	0550	HOUSING FIRST PROGRAM DIRECTOR	\$31.27	\$43.38	\$54.23
817	0560	INNOVATION COORDINATOR	\$28.21	\$42.00	\$52.50
817	0565	INNOVATION TECHNOLOGIST	\$28.21	\$42.00	\$52.50
818	0570	INNOVATION OFFICE ADMINISTRATOR	\$31.27	\$45.29	\$56.62
815	0609	COURT SECTION MANAGER	\$23.31	\$34.56	\$43.20
819	0610	COURT ADMINISTRATOR	\$34.81	\$51.99	\$64.98
918	0612	LAW CLERK	\$19.15	\$25.46	\$31.82
916	0614	PARALEGAL	\$16.60	\$24.21	\$30.26
619	0615	PRINCIPAL ASSISTANT CITY ATTORNEY ASGN: LEAD CIVIL DIVISIO	\$42.88	\$67.53	\$84.41
615	0616	ASSOCIATE PROSECUTING CITY ATTORNEY	\$29.99	\$43.06	\$53.83
616	0617	SENIOR ASSISTANT PROSECUTING CITY ATTORNEY	\$31.49	\$48.91	\$61.14
618	0618	PRINCIPAL ASSISTANT CITY ATTORNEY: CHIEF DEPUTY (+10%)	\$38.29	\$60.34	\$75.43
618	0619	PRINCIPAL ASSISTANT CITY ATTORNEY	\$38.29	\$60.34	\$75.43
618	0620	PRINCIPAL ASSISTANT CITY ATTORNEY: DEPUTY (+5%)	\$38.29	\$60.34	\$75.43
613	0622	ASSISTANT CITY ATTORNEY	\$28.56	\$39.04	\$48.80
616	0623	SENIOR ASSISTANT CITY ATTORNEY	\$31.49	\$48.91	\$61.14
618	0624	PRINCIPAL ASSISTANT PROSECUTING CITY ATTORNEY	\$38.29	\$59.50	\$74.38
917	0626	SENIOR PARALEGAL	\$17.50	\$25.49	\$31.87
613	0640	ASSISTANT PUBLIC DEFENDER	\$28.56	\$39.04	\$48.80
615	0643	ASSOCIATE PUBLIC DEFENDER	\$29.99	\$43.06	\$53.83
616	0644	SUPERVISING PUBLIC DEFENDER	\$31.49	\$48.91	\$61.14
916	0703	INFORMATION TECHNOLOGY ASSOCIATE	\$16.60	\$21.05	\$26.31
915	0708	MASTER STREET ADDRESS GUIDE SCHEDULER	\$15.60	\$20.03	\$25.03
912	0710	DATA CONTROL CLERK	\$15.00	\$17.08	\$21.35
715	0717	IT PROJECT MANAGER	\$25.70	\$36.18	\$45.22
816	0731	GIS PROJECT MANAGER	\$25.58	\$38.54	\$48.17
917	0734	GIS TECHNICIAN	\$17.50	\$30.01	\$37.51
714	0735	GIS PROGRAMMER	\$23.22	\$34.89	\$43.61
714	0736	GIS DATA ANALYST	\$23.22	\$31.92	\$39.90
715	0737	GIS SUPERVISOR	\$25.70	\$39.43	\$49.29

714	0738	IT DATA ANALYST	\$23.22	\$35.81	\$44.77
919	0742	INFORMATION TECHNOLOGY SPECIALIST	\$21.20	\$27.59	\$34.49
814	0746	IT CONTRACT SPECIALIST	\$22.83	\$34.18	\$42.72
714	0747	QUALITY ASSURANCE AND TRAINING ANALYST	\$23.22	\$31.92	\$39.90
712	0748	INFORMATION TECHNOLOGY ANALYST	\$22.83	\$32.08	\$40.10
714	0750	SYSTEMS ANALYST	\$23.22	\$43.32	\$54.14
716	0751	LEAD QUALITY ASSURANCE AND TRAINING ANALYST	\$28.79	\$39.52	\$49.40

716	0752	LEAD SYSTEMS ANALYST	\$28.79	\$53.63	\$67.04
714	0755	WEB DESIGN ANALYST	\$23.22	\$37.15	\$46.44
715	0757	WEB DEVELOPER	\$25.70	\$36.12	\$45.15
715	0761	INFORMATION TECHNOLOGY SUPERVISOR	\$25.70	\$35.30	\$44.13
716	0762	INFORMATION TECHNOLOGY MANAGER	\$28.79	\$40.50	\$50.63
715	0764	DATABASE ADMINISTRATOR	\$25.70	\$41.87	\$52.33
715	0766	SYSTEMS ADMINISTRATOR	\$25.70	\$47.90	\$59.88
716	0767	LEAD SYSTEMS ADMINISTRATOR	\$28.79	\$53.63	\$67.04
715	0768	NETWORK ENGINEER	\$25.70	\$40.70	\$50.88
715	0769	WEB DEVELOPER SUPERVISOR	\$25.70	\$35.30	\$44.13
714	0770	SOFTWARE ENGINEER	\$23.22	\$41.43	\$51.79
715	0771	SECURITY ADMINISTRATOR	\$25.70	\$39.85	\$49.82
716	0773	LEAD NETWORK ENGINEER	\$28.79	\$45.57	\$56.96
716	0774	LEAD SECURITY ADMINISTRATOR	\$28.79	\$56.04	\$70.05
716	0775	LEAD DATA & BACKUP ADMINISTRATOR	\$28.79	\$56.04	\$70.05
717	0785	INFORMATION TECHNOLOGY ADMINISTRATOR	\$32.60	\$52.13	\$65.16
716	0786	ENTERPRISE RESOURCE PLANNING MANAGER	\$28.79	\$40.50	\$50.63
716	0789	LEAD COMMUNICATIONS ENGINEER	\$28.79	\$45.96	\$57.45
718	0794	DEPUTY DIRECTOR OF INFORMATION TECHNOLOGY	\$36.93	\$50.60	\$63.25
716	0797	INFORMATION TECHNOLOGY BUSINESS RELATIONSHIP MANAGE	\$28.79	\$45.29	\$56.61
914	0802	SENIOR ACCOUNT CLERK	\$15.05	\$21.00	\$26.25
915	0803	ACCOUNT CLERK SUPERVISOR	\$15.60	\$22.09	\$27.61
916	0805	PAYROLL TECHNICIAN	\$16.60	\$21.22	\$26.52
917	0807	SENIOR PAYROLL TECHNICIAN	\$17.50	\$22.68	\$28.35
815	0808	PAYROLL SUPERVISOR	\$23.31	\$32.42	\$40.53
817	0809	PAYROLL MANAGER	\$28.21	\$39.64	\$49.55
916	0811	ACCOUNTING TECHNICIAN	\$16.60	\$23.68	\$29.60
815	0815	SENIOR FINANCIAL ACCOUNTANT	\$23.31	\$34.62	\$43.28
815	0831	TAX AUDIT SUPERVISOR	\$23.31	\$32.42	\$40.53
814	0832	SENIOR ACCOUNTANT	\$22.83	\$35.03	\$43.79
815	0833	SENIOR INTERNAL AUDITOR	\$23.31	\$35.21	\$44.01
816	0834	PRINCIPAL ACCOUNTANT	\$25.58	\$40.88	\$51.10
817	0835	FINANCE MANAGER	\$28.21	\$45.06	\$56.32
814	0837	INTERNAL AUDITOR	\$22.83	\$33.08	\$41.35
814	0838	TAX AUDITOR	\$22.83	\$30.46	\$38.08
818	0840	FINANCE ADMINISTRATOR	\$31.27	\$43.38	\$54.23
818	0844	PENSION & BENEFITS ADMINISTRATOR	\$31.27	\$47.98	\$59.97
916	0851	REVENUE INVESTIGATOR	\$16.60	\$23.60	\$29.50
918	0854	FINANCIAL SERVICES SUPERVISOR	\$19.15	\$28.64	\$35.79
814	0856	BUSINESS ANALYST I	\$22.83	\$35.03	\$43.79
816	0857	BUSINESS ANALYST II	\$25.58	\$35.55	\$44.44
816	0861	LEAD MANAGEMENT ANALYST	\$25.58	\$37.97	\$47.46
816	0863	LEAD MANAGEMENT ANALYST -GRANT	\$25.58	\$37.97	\$47.46
917	0866	MANAGEMENT ANALYST	\$17.50	\$24.22	\$30.28
814	0868	MANAGEMENT ANALYST II	\$22.83	\$32.53	\$40.66
814	0871	BUDGET ANALYST	\$22.83	\$34.21	\$42.76
816	0872	LEAD BUDGET ANALYST	\$25.58	\$35.55	\$44.44

817	0880	DEPARTMENT FINANCE MANAGER	\$28.21	\$45.06	\$56.32
817	0881	PENSION MANAGER	\$28.21	\$41.88	\$52.35
917	0882	PENSION ASSISTANT	\$17.50	\$22.68	\$28.35
816	0884	LEAD PENSION ANALYST	\$25.58	\$38.00	\$47.50
815	0887	FINANCE ANALYST	\$23.31	\$35.69	\$44.62
819	0889	DEPUTY DIRECTOR OF FINANCE	\$34.81	\$48.27	\$60.34
816	0891	FINANCIAL SPECIALIST	\$25.58	\$35.55	\$44.44
819	0892	COMMUNITY SAFETY, HEALTH, & WELLNESS PROGRAM DIRECTO	\$34.81	\$48.27	\$60.34
818	0894	BUDGET ADMINISTRATOR	\$31.27	\$43.59	\$54.49
819	0898	DEPUTY DIRECTOR OF BUDGET & RESEARCH	\$34.81	\$48.27	\$60.34

916	0935	GRAPHIC ARTS SPECIALIST	\$16.60	\$24.21	\$30.26
917	0955	STORES SUPERVISOR	\$17.50	\$26.08	\$32.60
918	0957	SURPLUS, AUCTION, & MATERIALS MANAGEMENT SUPERVISOR	\$19.15	\$27.64	\$34.55
915	0958	SURPLUS, AUCTION, & MATERIALS MANAGEMENT SPECIALIST	\$15.60	\$19.55	\$24.44
913	0961	STOREKEEPER	\$15.00	\$17.90	\$22.38
914	0962	SENIOR STOREKEEPER	\$15.05	\$21.18	\$26.48
916	0963	PARTS SPECIALIST	\$16.60	\$21.39	\$26.74
913	0965	AUTOMOTIVE SERVICE WRITER	\$15.00	\$19.14	\$23.93
815	0971	STORES SUPERINTENDENT	\$23.31	\$37.28	\$46.60
816	0973	SURPLUS, AUCTION, & MATERIALS MANAGEMENT SUPERINTEN	\$25.58	\$35.55	\$44.44
814	0978	CONTRACT OFFICER	\$22.83	\$31.49	\$39.36
916	0979	PCARD COORDINATOR	\$16.60	\$21.05	\$26.31
815	0981	SENIOR CONTRACT OFFICER	\$23.31	\$34.40	\$43.00
816	0984	PRINCIPAL CONTRACT OFFICER	\$25.58	\$36.58	\$45.73
817	0986	PROCUREMENT MANAGER	\$28.21	\$45.06	\$56.32
815	0987	CONTRACT COMPLIANCE OFFICER	\$23.31	\$32.42	\$40.53
919	0989	CONTRACT AND ASSESSMENT SPECIALIST	\$21.20	\$29.99	\$37.49
818	0990	CONTRACT ADMINISTRATOR	\$31.27	\$43.38	\$54.23
819	0998	DEPUTY DIRECTOR OF PROCUREMENT	\$34.81	\$55.51	\$69.39
815	1002	PUBLIC SAFETY EDUCATION SPECIALIST	\$23.31	\$32.42	\$40.53
815	1003	FIRE TRAINING COORDINATOR	\$23.31	\$34.27	\$42.83
916	1010	HUMAN RESOURCES TECHNICIAN	\$16.60	\$24.21	\$30.26
814	1030	HUMAN RESOURCES ANALYST	\$22.83	\$32.14	\$40.17
816	1031	LEAD HUMAN RESOURCES ANALYST	\$25.58	\$37.51	\$46.88
817	1033	HUMAN RESOURCES MANAGER	\$28.21	\$45.06	\$56.32
818	1035	HUMAN RESOURCES ADMINISTRATOR	\$31.27	\$49.89	\$62.36
817	1039	HUMAN RESOURCES INFORMATION SYSTEMS MANAGER	\$28.21	\$45.06	\$56.32
819	1075	DEPUTY DIRECTOR OF HUMAN RESOURCES	\$34.81	\$48.27	\$60.34
914	1421	HOUSING SPECIALIST I	\$15.05	\$18.42	\$23.03
915	1422	HOUSING SPECIALIST II	\$15.60	\$19.55	\$24.44
917	1423	HOUSING SPECIALIST III	\$17.50	\$24.02	\$30.02
918	1429	HOUSING INVESTIGATOR	\$19.15	\$26.54	\$33.18
915	1431	HOUSING SERVICES AGENT	\$15.60	\$19.55	\$24.44
918	1432	HOUSING ASSISTANCE SUPERVISOR	\$19.15	\$24.90	\$31.13
814	1460	RESIDENTIAL REHABILITATION PROJECT COORDINATOR	\$22.83	\$31.01	\$38.76
814	1461	COMMUNITY SERVICES/NEIGHBORHOOD RESOURCE PROJECT C	\$22.83	\$31.52	\$39.40
815	1462	COMMUNITY SERVICES PROJECT SUPERVISOR	\$23.31	\$32.42	\$40.53
815	1463	RESIDENTIAL PROPERTY MANAGER	\$23.31	\$33.90	\$42.37
817	1470	COMMUNITY SERVICES MANAGER	\$28.21	\$39.18	\$48.98
818	1480	COMMUNITY SERVICES ADMINISTRATOR	\$31.27	\$45.59	\$56.99
819	1488	DEPUTY DIRECTOR OF HOUSING AND COMMUNITY DEVELOPME	\$34.81	\$50.73	\$63.41
914	2001	SURVEY TECHNICIAN	\$15.05	\$19.11	\$23.89
916	2002	SURVEY INSTRUMENT TECHNICIAN	\$16.60	\$24.21	\$30.26
917	2003	SURVEY CREW CHIEF	\$17.50	\$26.08	\$32.60

816	2005	LAND SURVEYOR	\$25.58	\$35.55	\$44.44
916	2006	ENGINEERING TECHNICIAN	\$16.60	\$24.21	\$30.26
917	2007	SENIOR ENGINEERING TECHNICIAN	\$17.50	\$26.08	\$32.60
912	2010	TECHNOLOGICAL INTERN	\$15.00	\$17.34	\$21.67
918	2011	ENGINEERING ASSOCIATE	\$19.15	\$28.64	\$35.79
815	2012	SENIOR ENGINEERING ASSOCIATE	\$23.31	\$32.42	\$40.53
816	2013	CIVIL ENGINEER	\$25.58	\$40.10	\$50.13
817	2014	ENGINEERING MANAGER	\$28.21	\$45.06	\$56.32
816	2015	ENGINEERING PROJECT MANAGER	\$25.58	\$40.88	\$51.10
816	2018	MECHANICAL ENGINEER	\$25.58	\$40.88	\$51.10
816	2020	ELECTRICAL ENGINEER	\$25.58	\$40.88	\$51.10

816	2022	WATER CONTROL SYSTEMS ENGINEER	\$25.58	\$36.55	\$45.69
817	2023	WATER CONTROL SYSTEMS MANAGER	\$28.21	\$41.37	\$51.72
714	2025	SYSTEMS ENGINEER	\$23.22	\$43.32	\$54.14
816	2028	COMMUNICATIONS ENGINEER	\$25.58	\$40.88	\$51.10
817	2031	CITY SURVEYOR	\$28.21	\$39.18	\$48.98
918	2035	ENGINEERING RECORDS & INFORMATION SUPERVISOR	\$19.15	\$27.24	\$34.05
815	2040	HYDROLOGIST	\$23.31	\$37.06	\$46.32
816	2041	LEAD HYDROLOGIST	\$25.58	\$40.63	\$50.79
817	2045	CHIEF HYDROLOGIST	\$28.21	\$42.04	\$52.55
817	2066	ENERGY MANAGER	\$28.21	\$39.18	\$48.98
816	2068	ENVIRONMENTAL PROJECT COORDINATOR	\$25.58	\$36.93	\$46.17
817	2070	ENVIRONMENTAL MANAGER	\$28.21	\$45.06	\$56.32
816	2103	LANDSCAPE ARCHITECT	\$25.58	\$35.55	\$44.44
918	2111	FACILITIES PROJECT COORDINATOR	\$19.15	\$26.34	\$32.93
816	2119	ARCHITECT	\$25.58	\$37.93	\$47.41
817	2122	ARCHITECT MANAGER	\$28.21	\$43.84	\$54.80
818	2123	ARCHITECTURE & ENGINEERING ADMINISTRATOR	\$31.27	\$49.89	\$62.36
917	2153	PROPERTY AGENT	\$17.50	\$26.08	\$32.60
814	2154	SENIOR PROPERTY AGENT	\$22.83	\$35.03	\$43.79
816	2156	REAL ESTATE PROGRAM SUPERVISOR	\$25.58	\$36.94	\$46.18
815	2160	PROPERTY MANAGER	\$23.31	\$37.28	\$46.60
919	2240	COMMUNICATIONS TECHNICIAN	\$21.20	\$27.59	\$34.49
918	2250	ELECTRONICS TECHNICIAN	\$19.15	\$28.64	\$35.79
919	2251	ELECTRONICS TECHNICIAN SUPERVISOR	\$21.20	\$29.71	\$37.14
916	2261	ELECTRONICS BENCH TECHNICIAN	\$16.60	\$24.21	\$30.26
815	2267	WATER CONTROL SYSTEMS SUPERVISOR	\$23.31	\$34.24	\$42.79
913	2271	EMERGENCY 911 OPERATOR: ASSIGNMENT TRAINER (+5%)	\$15.00	\$17.69	\$22.11
918	2276	TELEPHONE SYSTEM TECHNICIAN	\$19.15	\$28.64	\$35.79
817	2277	TELEPHONE SERVICES COORDINATOR	\$28.21	\$45.06	\$56.32
915	2500	CONSTRUCTION WORKER	\$16.60	\$21.05	\$26.31
916	2501	ENGINEERING PERMIT & CODE INSPECTOR	\$16.60	\$24.21	\$30.26
917	2502	CONSTRUCTION INSPECTOR	\$17.50	\$26.08	\$32.60
918	2503	LEAD CONSTRUCTION INSPECTOR	\$19.15	\$28.64	\$35.79
917	2506	CONSTRUCTION MATERIALS INSPECTOR	\$17.50	\$22.68	\$28.35
918	2507	LEAD CONSTRUCTION MATERIALS INSPECTOR	\$19.15	\$24.90	\$31.13
917	2510	HOUSING QUALITY STANDARDS INSPECTOR	\$17.50	\$24.02	\$30.02
815	2511	HOUSING QUALITY STANDARDS SUPERVISOR	\$23.31	\$34.59	\$43.24
919	2518	CONSTRUCTION INSPECTION SUPERVISOR	\$21.20	\$31.12	\$38.90
918	2551	BUILDING INSPECTOR	\$19.15	\$25.87	\$32.33
917	2553	BUILDING INSPECTOR I	\$17.50	\$22.68	\$28.35
918	2554	BUILDING INSPECTOR II	\$19.15	\$24.90	\$31.13
919	2555	BUILDING INSPECTOR III	\$21.20	\$27.59	\$34.49
920	2556	BUILDING INSPECTOR IV	\$22.96	\$30.43	\$38.04

816	2557	BUILDING INSPECTION SUPERVISOR	\$25.58	\$35.55	\$44.44
917	2568	CROSS CONNECTION CONTROL SPECIALIST	\$17.50	\$23.81	\$29.77
918	2570	CODE INSPECTOR	\$19.15	\$28.31	\$35.39
816	2575	INSPECTION SUPERVISOR	\$25.58	\$35.55	\$44.44
816	2577	BUILDING INSPECTION MANAGER	\$25.58	\$36.32	\$45.41
918	2580	BUILDING PERMIT SPECIALIST	\$19.15	\$26.52	\$33.15
816	2581	BUILDING PLANS EXAMINER	\$25.58	\$35.55	\$44.44
815	2586	FIRE PROTECTION PLANS EXAMINER	\$23.31	\$34.27	\$42.83
817	2594	DEVELOPMENT SERVICES/NEIGHBORHOOD RESOURCES SECTION	\$28.21	\$39.18	\$48.98
818	2596	DEVELOPMENT SERVICES ADMINISTRATOR	\$31.27	\$43.38	\$54.23
818	2598	BUILDING OFFICIAL	\$31.27	\$46.07	\$57.59
916	2610	PLANNING TECHNICIAN	\$16.60	\$28.00	\$35.00
814	2612	PLANNER	\$22.83	\$31.39	\$39.23
815	2613	LEAD PLANNER	\$23.31	\$36.44	\$45.55
816	2615	PRINCIPAL PLANNER	\$25.58	\$47.28	\$59.10
817	2616	HISTORIC PRESERVATION PRINCIPAL PLANNER	\$28.21	\$39.18	\$48.98
818	2617	PLANNING ADMINISTRATOR	\$31.27	\$48.76	\$60.95
917	2702	PARKING SERVICES SUPERVISOR	\$17.50	\$24.97	\$31.21

818	2706	PARKWISE PROGRAM ADMINISTRATOR	\$31.27	\$47.76	\$59.70
917	2712	TRANSPORTATION ELIGIBILITY SPECIALIST	\$17.50	\$23.88	\$29.85
915	2718	PARKING SERVICES AGENT	\$15.60	\$19.55	\$24.44
916	2719	PARKING SERVICES AGENT	\$16.60	\$21.05	\$26.31
816	2730	TRANSIT SERVICES COORDINATOR	\$25.58	\$35.55	\$44.44
817	2731	TRANSIT SERVICES MANAGER	\$28.21	\$42.35	\$52.94
916	2732	TRAFFIC CONTROL TECHNICIAN	\$16.60	\$22.01	\$27.51
917	2733	LEAD TRAFFIC CONTROL TECHNICIAN	\$17.50	\$23.71	\$29.64
918	2736	TRAFFIC ENGINEERING TECHNICIAN SUPERVISOR	\$19.15	\$28.64	\$35.79
916	2742	TRAFFIC ENGINEERING TECHNICIAN	\$16.60	\$24.21	\$30.26
817	2745	TRAFFIC ENGINEERING MANAGER	\$28.21	\$41.69	\$52.11
816	2755	TRANSPORTATION PUBLIC INFORMATION OFFICER	\$25.58	\$36.26	\$45.33
817	2759	SENIOR PROJECT MANAGER	\$28.21	\$44.90	\$56.13
818	2760	TRANSPORTATION ADMINISTRATOR	\$31.27	\$43.96	\$54.95
817	2765	SMART MOBILITY PROGRAM MANAGER	\$28.21	\$40.81	\$51.01
817	2770	TRAFFIC ENGINEERING SAFETY MANAGER	\$28.21	\$40.81	\$51.02
816	2790	TRANSPORTATION PROGRAM COORDINATOR	\$25.58	\$35.55	\$44.44
819	2792	DEPUTY DIRECTOR OF TRANSPORTATION	\$34.81	\$50.64	\$63.30
916	3051	TRADE SPECIALIST	\$16.60	\$22.50	\$28.13
916	3059	PARKS EQUIPMENT MECHANIC	\$16.60	\$23.32	\$29.15
914	3060	PARKS EQUIPMENT OPERATOR	\$15.05	\$18.42	\$23.03
912	3062	GROUNDSKEEPER	\$15.00	\$19.13	\$23.91
917	3063	PARKS MAINTENANCE COORDINATOR	\$17.50	\$26.08	\$32.60
917	3064	LEAD PARKS EQUIPMENT MECHANIC	\$17.50	\$25.13	\$31.41
815	3081	PARKS AREA SUPERVISOR	\$23.31	\$32.42	\$40.53
915	3305	SWIMMING POOL SUPERVISOR	\$15.60	\$21.41	\$26.76
916	3307	AQUATICS COORDINATOR	\$16.60	\$23.05	\$28.81
814	3309	PARKS EVENT COORDINATOR	\$22.83	\$30.46	\$38.08
913	3312	RECREATION ASSISTANT	\$15.00	\$17.69	\$22.11
916	3314	RECREATION SPECIALIST	\$16.60	\$21.96	\$27.45
916	3321	RECREATION PROGRAM COORDINATOR	\$16.60	\$24.21	\$30.26
815	3325	RECREATION SUPERVISOR	\$23.31	\$32.69	\$40.86
917	3326	RECREATION INCLUSION COORDINATOR	\$17.50	\$22.68	\$28.35
815	3327	THERAPEUTIC RECREATION SUPERVISOR	\$23.31	\$32.40	\$40.53
817	3330	AQUATICS PROGRAM MANAGER	\$28.21	\$39.18	\$48.98
917	3334	PROFESSIONAL STANDARDS ADMINISTRATIVE SPECIALIST	\$17.50	\$24.43	\$30.53

816	3340	PARKS & RECREATION SUPERINTENDENT	\$25.58	\$36.35	\$45.44
817	3345	PARKS AND RECREATION PROGRAM MANAGER	\$28.21	\$39.18	\$48.98
818	3350	PARKS & RECREATION ADMINISTRATOR	\$31.27	\$44.36	\$55.45
815	3425	PUBLIC INFORMATION OFFICER	\$23.31	\$37.28	\$46.60
819	3485	DEPUTY DIRECTOR OF PARKS & RECREATION	\$34.81	\$49.36	\$61.70
914	4000	UTILITY ACCOUNT RELATIONS SPECIALIST I	\$15.05	\$18.64	\$23.31
916	4001	UTILITY ACCOUNT RELATIONS SPECIALIST II	\$16.60	\$21.05	\$26.31
918	4002	UTILITY ACCOUNT RELATIONS SPECIALIST III	\$19.15	\$24.90	\$31.13
919	4003	UTILITY ACCOUNT SUPERVISOR	\$21.20	\$29.05	\$36.32
914	4004	WATER COMMUNICATIONS OPERATOR	\$15.05	\$18.42	\$23.03
916	4009	METER SERVICE REPRESENTATIVE	\$16.60	\$23.09	\$28.86
815	4015	ENVIRONMENTAL SCIENTIST	\$23.31	\$35.27	\$44.09
917	4016	WATER QUALITY ANALYST	\$17.50	\$26.08	\$32.60
814	4018	CHEMIST	\$22.83	\$32.65	\$40.82
815	4019	CHEMIST SUPERVISOR	\$23.31	\$36.86	\$46.08
817	4020	WATER QUALITY LABORATORY SUPERVISOR	\$28.21	\$39.18	\$48.98
915	4022	UTILITY SERVICE WORKER	\$15.60	\$22.17	\$27.71
916	4023	SENIOR UTILITY SERVICE WORKER	\$16.60	\$24.21	\$30.26
917	4024	LEAD UTILITY SERVICE WORKER	\$17.50	\$25.72	\$32.15
916	4026	WATER SERVICE LOCATOR	\$16.60	\$21.05	\$26.31

919	4027	CORROSION CONTROL SUPERVISOR	\$21.20	\$31.73	\$39.66
917	4028	CORROSION CONTROL TECHNICIAN	\$17.50	\$23.81	\$29.77
919	4029	WATER OPERATIONS SUPERVISOR	\$21.20	\$28.30	\$35.38
920	4032	PLANNER SCHEDULER	\$22.96	\$32.86	\$41.08
920	4034	COMMUNICATIONS MAINTENANCE SCHEDULER	\$22.96	\$32.68	\$40.85
915	4035	APPRENTICE WATER METER REPAIRER	\$15.60	\$19.55	\$24.44
916	4036	WATER METER REPAIRER	\$16.60	\$24.21	\$30.26
917	4037	LEAD WATER METER REPAIRER	\$17.50	\$26.08	\$32.60
919	4040	WATER SERVICES SUPERVISOR	\$21.20	\$31.73	\$39.66
915	4041	UTILITY SERVICE TECHNICIAN I	\$15.60	\$19.55	\$24.44
916	4042	UTILITY SERVICE TECHNICIAN II	\$16.60	\$21.05	\$26.31
917	4043	UTILITY SERVICE TECHNICIAN III	\$17.50	\$22.68	\$28.35
918	4044	UTILITY SERVICE TECHNICIAN LD	\$19.15	\$24.90	\$31.13
917	4047	DISINFECTION TECHNICIAN	\$17.50	\$24.68	\$30.84
917	4053	WATER SYSTEM OPERATOR	\$17.50	\$25.95	\$32.43
920	4055	WATER PLANT SUPERVISOR	\$22.96	\$34.99	\$43.74
916	4062	WATER TREATMENT PLANT OPERATOR	\$16.60	\$24.21	\$30.26
817	4067	WATER PROGRAM SUPERINTENDENT	\$28.21	\$42.59	\$53.24
815	4068	ASSISTANT WATER OPERATIONS SUPERINTENDENT	\$23.31	\$35.47	\$44.33
817	4069	WATER OPERATIONS SUPERINTENDENT	\$28.21	\$42.59	\$53.24
916	4090	WELL MAINTENANCE MECHANIC	\$16.60	\$23.79	\$29.73
917	4092	LEAD WELL MAINTENANCE MECHANIC	\$17.50	\$26.08	\$32.60
918	4098	WATER PARTS SUPERVISOR	\$19.15	\$28.46	\$35.58
818	4186	WATER ADMINISTRATOR	\$31.27	\$45.85	\$57.32
819	4188	DEPUTY DIRECTOR OF WATER	\$34.81	\$54.98	\$68.72
815	5010	ENVIRONMENTAL SERVICES SUPERVISOR	\$23.31	\$32.58	\$40.72
818	5035	FACILITIES ADMINISTRATOR	\$31.27	\$43.38	\$54.23
819	5038	DEPUTY DIRECTOR OF GENERAL SERVICES	\$34.81	\$48.27	\$60.34
912	5151	ENVIRONMENTAL SERVICES WORKER	\$15.00	\$17.08	\$21.35
914	5153	SENIOR ENVIRONMENTAL SERVICES WORKER	\$15.05	\$18.42	\$23.03
915	5155	HOUSEHOLD HAZARDOUS WASTE TECHNICIAN	\$15.60	\$20.17	\$25.21
916	5156	LEAD HOUSEHOLD HAZARDOUS WASTE TECHNICIAN	\$16.60	\$21.72	\$27.14
916	5158	ENVIRONMENTAL SERVICES EQUIPMENT OPERATOR	\$18.38	\$22.98	\$27.57
916	5160	UTILITY SERVICE REPRESENTATIVE	\$16.60	\$21.05	\$26.31

917	5161	ENVIRONMENTAL INSPECTOR	\$17.50	\$23.56	\$29.45
814	5162	ENVIRONMENTAL SERVICES INSPECTION SUPERVISOR	\$22.83	\$30.46	\$38.08
815	5164	RECYCLING COORDINATOR	\$23.31	\$32.58	\$40.72
918	5165	ENVIRONMENTAL SERVICES INSPECTOR	\$19.15	\$24.90	\$31.13
917	5167	ENVIRONMENTAL SERVICES ACCOUNTS REPRESENTATIVE	\$17.50	\$22.68	\$28.35
814	5168	ENVIRONMENTAL SERVICES ACCOUNT REP SUPERVISOR	\$22.83	\$33.41	\$41.77
817	5170	ENVIRONMENTAL SERVICES SUPERINTENDENT	\$28.21	\$40.89	\$51.11
818	5190	ENVIRONMENTAL SERVICES ADMINISTRATOR	\$31.27	\$45.27	\$56.59
819	5195	DEPUTY DIRECTOR OF ENVIRONMENTAL SERVICES	\$34.81	\$50.37	\$62.97
914	5201	STREET MAINTENANCE WORKER I	\$15.05	\$20.23	\$25.28
915	5202	STREET MAINTENANCE WORKER II	\$15.60	\$21.00	\$26.25
917	5203	STREET MAINTENANCE CREW LEADER	\$17.50	\$26.08	\$32.60
917	5212	STREETS INSPECTION & COMPLIANCE SPECIALIST	\$17.50	\$26.08	\$32.60
815	5225	STREET MAINTENANCE SUPERVISOR	\$23.31	\$32.42	\$40.53
817	5230	TRANSPORTATION SUPERINTENDENT	\$28.21	\$39.18	\$48.98
912	5301	FLEET SERVICES ATTENDANT	\$15.00	\$17.51	\$21.89
914	5303	SENIOR FLEET SERVICES TECHNICIAN	\$15.05	\$21.18	\$26.48
916	5304	LEAD FLEET SERVICES TECHNICIAN	\$16.60	\$24.21	\$30.26
917	5312	AUTOMOTIVE MECHANIC	\$17.50	\$24.54	\$30.67
918	5313	LEAD AUTOMOTIVE MECHANIC	\$19.15	\$24.90	\$31.13

918	5322	SENIOR HEAVY EQUIPMENT MECHANIC	\$19.15	\$28.64	\$35.79
915	5336	FLEET CONTROL SPECIALIST	\$15.60	\$22.48	\$28.10
915	5338	FLEET EQUIPMENT MECHANIC	\$15.60	\$22.48	\$28.10
814	5340	FLEET SERVICES SUPERVISOR	\$22.83	\$31.00	\$38.75
814	5343	FLEET EQUIPMENT SPECIALIST	\$22.83	\$30.46	\$38.08
817	5346	FLEET MAINTENANCE SUPERINTENDENT	\$28.21	\$42.24	\$52.80
818	5348	FLEET ADMINISTRATOR	\$31.27	\$43.38	\$54.23
913	5712	SENIOR TRADES HELPER	\$15.00	\$18.91	\$23.64
916	5715	CONSTRUCTION MAINTENANCE WORKER	\$16.60	\$21.05	\$26.31
915	5716	BUILDING MAINTENANCE WORKER	\$15.60	\$19.83	\$24.79
918	5720	HOUSING TECHNICIAN SUPERVISOR	\$19.15	\$26.57	\$33.21
917	5723	HOUSING TECHNICIAN	\$17.50	\$25.58	\$31.98
917	5724	PEST CONTROL SPECIALIST	\$17.50	\$22.68	\$28.35
918	5730	FUEL STATION MECHANIC	\$19.15	\$25.64	\$32.06
916	5731	MAINTENANCE MECHANIC	\$16.60	\$24.21	\$30.26
917	5732	LEAD MAINTENANCE MECHANIC	\$17.50	\$26.08	\$32.60
919	5739	CARPENTRY SUPERVISOR	\$21.20	\$30.57	\$38.21
917	5740	CARPENTER	\$17.50	\$24.52	\$30.65
917	5741	CEMENT MASON	\$17.50	\$22.68	\$28.35
917	5742	LOCKSMITH	\$17.50	\$22.68	\$28.35
918	5743	PLUMBER	\$19.15	\$24.90	\$31.13
916	5744	ROOFER	\$16.60	\$21.05	\$26.31
918	5746	LEAD SIGN FABRICATOR	\$19.15	\$24.90	\$31.13
917	5747	SIGN FABRICATOR	\$17.50	\$22.68	\$28.35
916	5748	PAINTER	\$16.60	\$21.05	\$26.31
918	5755	ELECTRICIAN	\$19.15	\$25.39	\$31.74
919	5757	ELECTRICAL SUPERVISOR	\$21.20	\$29.71	\$37.14
917	5772	WELDER	\$17.50	\$23.80	\$29.77
917	5780	PHYSICAL PLANT OPERATOR	\$17.50	\$23.36	\$29.20
918	5785	HVAC TECHNICIAN	\$19.15	\$24.93	\$31.17
919	5787	HVAC-R SUPERVISOR	\$21.20	\$28.22	\$35.27
919	5803	PLUMBING SUPERVISOR	\$21.20	\$30.18	\$37.73
916	5806	ASSET MANAGEMENT PLANNING TECHNICIAN	\$16.60	\$22.31	\$27.89



817	5810	FACILITIES MANAGEMENT SUPERINTENDENT	\$28.21	\$39.18	\$48.98
920	5812	FIRE IMPAIRMENT SPECIALIST	\$22.96	\$31.61	\$39.51
915	6003	EQUIPMENT OPERATOR	\$15.60	\$22.17	\$27.71
916	6004	HEAVY EQUIPMENT OPERATOR	\$16.60	\$23.26	\$29.08
917	6005	EQUIPMENT OPERATION SPECIALIST	\$17.50	\$24.27	\$30.33
912	6101	CUSTODIAN	\$15.00	\$17.08	\$21.35
915	6102	LEAD CUSTODIAN	\$15.60	\$19.97	\$24.96
917	6105	CUSTODIAL SERVICES SUPERVISOR	\$17.50	\$24.63	\$30.79
918	6205	COMMUNITY SERVICE OFFICER SUPERVISOR	\$19.15	\$25.84	\$32.30
917	6300	POLICE EVIDENCE EXAMINATION SPECIALIST	\$17.50	\$22.68	\$28.35
916	6301	POLICE EVIDENCE TECHNICIAN	\$16.60	\$21.05	\$26.31
918	6302	POLICE EVIDENCE SUPERVISOR	\$19.15	\$24.90	\$31.13
816	6303	POLICE EVIDENCE SUPERINTENDENT	\$25.58	\$35.55	\$44.44
915	6304	PUBLIC SAFETY SERVICE OPERATOR	\$15.60	\$19.55	\$24.44
916	6305	COMMUNITY SERVICE OFFICER	\$16.60	\$23.49	\$29.36
920	6309	PUBLIC SAFETY COMMUNICATIONS SUPERVISOR	\$22.96	\$30.43	\$38.04
916	6310	PUBLIC SAFETY DISPATCHER: ASSIGNMENT TRAINER (+5%)	\$16.60	\$21.05	\$26.31
918	6320	REGIONAL INTELLIGENCE ANALYST	\$19.15	\$24.90	\$31.13
814	6321	CRIMINALIST	\$22.83	\$30.46	\$38.08
815	6322	CRIMINALIST - GRANT	\$23.31	\$32.42	\$40.53
815	6323	CRIMINALIST II	\$23.31	\$32.42	\$40.53
816	6324	CRIMINALIST III	\$25.58	\$35.55	\$44.44
817	6327	DNA TECHNICAL LEADER	\$28.21	\$44.55	\$55.68

817	6328	CRIME LABORATORY COORDINATOR	\$28.21	\$43.14	\$53.92
818	6329	CRIME LABORATORY SUPERINTENDENT	\$31.27	\$43.75	\$54.69
916	6330	PUBLIC SAFETY COMMUNICATIONS SPECIALIST I	\$16.60	\$21.05	\$26.31
917	6331	PUBLIC SAFETY COMMUNICATIONS SPECIALIST II	\$17.50	\$22.68	\$28.35
919	6332	PUBLIC SAFETY COMMUNICATIONS SPECIALIST III	\$21.20	\$27.59	\$34.49
918	6333	FINANCIAL INVESTIGATOR	\$19.15	\$28.01	\$35.02
917	6337	POLICE CRIME & INTELLIGENCE ANALYST I	\$17.50	\$22.68	\$28.35
918	6338	POLICE CRIME & INTELLIGENCE ANALYST II	\$19.15	\$24.90	\$31.13
919	6339	POLICE CRIME & INTELLIGENCE ANALYST III	\$21.20	\$27.59	\$34.49
919	6340	AIRCRAFT MECHANIC	\$21.20	\$29.82	\$37.28
918	6344	REGIONAL EMERGENCY RESPONSE PLANNER (UC)	\$19.15	\$25.32	\$31.65
917	6345	AFIS SUPERVISOR	\$17.50	\$26.08	\$32.60
815	6346	CRIME ANALYST SUPERVISOR	\$23.31	\$33.66	\$42.08
817	6347	CRIME ANALYST SUPERINTENDENT	\$28.21	\$41.61	\$52.01
916	6348	AFIS TECHNICIAN	\$16.60	\$21.53	\$26.91
917	6350	CRIME SCENE SPECIALIST	\$17.50	\$22.68	\$28.35
919	6351	CRIME SCENE SPECIALIST SUPERVISOR	\$21.20	\$30.07	\$37.59
817	6353	POLICE IDENTIFICATION SUPERINTENDENT	\$28.21	\$42.59	\$53.24
918	6355	LEAD CRIME SCENE SPECIALIST	\$19.15	\$24.90	\$31.13
817	6356	POLICE PSYCHOLOGIST	\$28.21	\$45.06	\$56.32
819	6360	FORENSICS ADMINISTRATOR	\$34.81	\$51.75	\$64.68
819	6363	DEPUTY DIRECTOR OF PUBLIC SAFETY COMMUNICATIONS	\$34.81	\$55.51	\$69.39
818	6364	PUBLIC SAFETY COMMUNICATIONS ADMINISTRATOR	\$31.27	\$49.89	\$62.36
816	6366	PUBLIC SAFETY COMMUNICATIONS COORDINATOR	\$25.58	\$36.62	\$45.78
915	6367	PUBLIC SAFETY COMMUNICATION SPECIALIST I - TRAINEE	\$15.60	\$19.55	\$24.44
916	6368	PUBLIC SAFETY COMMUNICATION SPECIALIST II - TRAINEE	\$16.60	\$21.05	\$26.31
918	6386	ASSOCIATE ANALYST	\$19.15	\$25.27	\$31.59
814	6387	ANALYST	\$22.83	\$32.53	\$40.66
815	6388	LEAD ANALYST	\$23.31	\$32.42	\$40.53
816	6389	ANALYSIS SUPERVISOR	\$25.58	\$36.92	\$46.14
817	6390	ANALYSIS SUPERINTENDENT	\$28.21	\$42.59	\$53.24

818	6391	ANALYSIS ADMINISTRATOR	\$31.27	\$44.55	\$55.68
818	6474	FIRE CODE ADMINISTRATOR	\$31.27	\$51.19	\$63.99
816	6476	EMERGENCY MANAGEMENT COORDINATOR	\$25.58	\$36.15	\$45.18
817	6477	EMERGENCY MANAGER	\$28.21	\$39.84	\$49.80
815	6478	COMMUNITY SERVICES OUTREACH COORDINATOR	\$23.31	\$32.42	\$40.53
817	6479	COMMUNITY RISK REDUCTION MANAGER	\$28.21	\$39.18	\$48.98
917	6481	FIRE EQUIPMENT SPECIALIST	\$17.50	\$22.68	\$28.35
917	6487	COMMUNITY SERVICES OUTREACH SPECIALIST	\$17.50	\$22.68	\$28.35
818	6491	STRATEGIC COMMUNICATIONS ADMINISTRATOR	\$31.27	\$43.38	\$54.23
817	6520	CRIME LABORATORY QUALITY ASSURANCE COORDINATOR	\$28.21	\$39.18	\$48.98

As of 5/17/2022

\* Pay grade will continue to be used to determine promotions, laterals, and demotions.

City of Tucson FY 2023

Effective: June 19, 2022

Schedule A

Elected and Mayor / Council Appointed Officials and Employees (UC-Unclassified)

Class Title	Hourly	Salary*	Effective Date
0400 Mayor (Elected)	\$0.00	\$3,500.00	12/06/1999
0401 Council Member (Elected)	\$0.00	\$2,000.00	12/06/1999
0403 MC Personal Staff Member (UC)	\$19.24 - \$42.73	\$40,019.20 - \$88,878.40	12/23/2018
0404 MC Assistant (UC)	\$15.00- \$20.10	\$24,960.00- \$ 41,808.00	12/23/2018
0405 CMO Exempt Appointee	\$22.83 - \$45.52	\$47,486.40 - \$94,681.60	12/23/2018
0409 City Clerk (UC)	\$74.52	\$155,000.00	02/02/2022
0430 City Manager (UC)	\$117.44	\$244,275.20	05/23/2021
0625 City Attorney (UC)	\$117.79	\$245,000.00	03/09/2022
0629 Limited Special City Magistrate (UC)	\$33.49	\$69,659.20	01/1/2014
0630 City Magistrate (UC)	\$66.37	\$138,049.60	05/03/2022
0633 Presiding Magistrate (UC)	\$73.01	\$151,854.56	05/03/2022
0634 Senior Special Magistrate (UC)	\$57.44	\$119,467.05	6/28/2021
0635 Special Magistrate (UC)	\$125.00*	\$125.00*	01/1/2012
0635H Special Magistrate (UC) HOURLY	\$53.10	\$110,439.68	05/03/2022
0636 Special Magistrate - Alternative to Jail (UC)	\$250.00	\$250.00	01/1/2012

*\*Mayor & Council Member salaries are stated monthly in accordance with Tucson AZ, Code of Ordinances, Part I Charter, Chapter V, §8-9. Special Magistrates are compensated per session worked.*

*The hourly rate is the official rate of pay; all other rates are for informational purposes only.*

City of Tucson FY 2023

Effective: June 19, 2022

**Schedule B-1**

**EXEMPT**

<b>GRADE</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
814	A	47,486.40	63,356.80	79,206.40
	H	<b>22.83</b>	<b>30.46</b>	<b>38.08</b>
815	A	48,484.80	67,433.60	86,361.60
	H	<b>23.31</b>	<b>32.42</b>	<b>41.52</b>
816	A	53,206.40	73,944.00	94,681.60
	H	<b>25.58</b>	<b>35.55</b>	<b>45.52</b>
817	A	58,676.80	81,494.40	104,291.20
	H	<b>28.21</b>	<b>39.18</b>	<b>50.14</b>
818	A	65,041.60	90,230.40	115,419.20
	H	<b>31.27</b>	<b>43.38</b>	<b>55.49</b>
819	A	72,404.80	100,401.60	128,377.60
	H	<b>34.81</b>	<b>48.27</b>	<b>61.72</b>
820	A	80,995.20	112,236.80	143,457.60
	H	<b>38.94</b>	<b>53.96</b>	<b>68.97</b>
825	A	101,088	146,536.00	191,984.00
	H	<b>48.6</b>	<b>70.45</b>	<b>92.3</b>
850	A	121,160.00	180,814.40	240,468.80
	H	<b>58.25</b>	<b>86.93</b>	<b>115.61</b>

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Schedule B-2

NON- EXEMPT

GRADE		Minimum	Midpoint	Maximum
911	A	31,200.00	34,465.60	37,731.20
	H	<b>15.00</b>	<b>16.57</b>	<b>18.14</b>
912	A	31,200.00	35,526.40	39,832.00
	H	<b>15.00</b>	<b>17.08</b>	<b>19.15</b>
913	A	31,200.00	36,795.20	42,369.60
	H	<b>15.00</b>	<b>17.69</b>	<b>20.37</b>
914	A	31,304.00	38,313.60	45,323.20
	H	<b>15.05</b>	<b>18.42</b>	<b>21.79</b>
915	A	32,448.00	40,664.00	48,859.20
	H	<b>15.60</b>	<b>19.55</b>	<b>23.49</b>
916	A	34,528.00	43,784.00	53,040.00
	H	<b>16.60</b>	<b>21.05</b>	<b>25.50</b>
917	A	36,400.00	47,174.40	57,948.80
	H	<b>17.50</b>	<b>22.68</b>	<b>27.86</b>
918	A	39,832.00	51,792.00	63,731.20
	H	<b>19.15</b>	<b>24.90</b>	<b>30.64</b>
919	A	44,096.00	57,376.80	70,657.60
	H	<b>21.20</b>	<b>27.59</b>	<b>33.97</b>
920	A	47,756.80	63,294.40	78,811.20
	H	<b>22.96</b>	<b>30.43</b>	<b>37.89</b>

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**Schedule C-1**

**Fire-80 HR (Non-Exempt)**

	<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
<b>Recruit</b>	<b>400H</b>		\$35,900.80										
			\$17.26										
FF	<b>401H</b>												
	Annually	\$48,526.40	\$50,079.24	\$51,681.78	\$53,335.60	\$55,042.34	\$56,803.69	\$58,621.41	\$60,497.29	\$62,433.21	\$64,431.07	\$66,492.87	\$68,620.64
	Monthly	\$4,043.87	\$4,173.27	\$4,306.82	\$4,444.63	\$4,586.86	\$4,733.64	\$4,885.12	\$5,041.44	\$5,202.77	\$5,369.26	\$5,541.07	\$5,718.39
	Bi-Weekly	\$1,866.40	\$1,926.12	\$1,987.76	\$2,051.37	\$2,117.01	\$2,184.76	\$2,254.67	\$2,326.82	\$2,401.28	\$2,478.12	\$2,557.42	\$2,639.26
	Hourly	\$23.33	\$24.08	\$24.85	\$25.64	\$26.46	\$27.31	\$28.18	\$29.09	\$30.02	\$30.98	\$31.97	\$32.99
FF	<b>403H</b>												
Specialty	Annually	\$50,960.00	\$52,590.72	\$54,273.62	\$56,010.38	\$57,802.71	\$59,652.40	\$61,561.27	\$63,531.24	\$65,564.23	\$67,662.29	\$69,827.48	\$72,061.96
	Monthly	\$4,246.67	\$4,382.56	\$4,522.80	\$4,667.53	\$4,816.89	\$4,971.03	\$5,130.11	\$5,294.27	\$5,463.69	\$5,638.52	\$5,818.96	\$6,005.16
	Bi-Weekly	\$1,960.00	\$2,022.72	\$2,087.45	\$2,154.25	\$2,223.18	\$2,294.32	\$2,367.74	\$2,443.51	\$2,521.70	\$2,602.40	\$2,685.67	\$2,771.61
	Hourly	\$24.50	\$25.28	\$26.09	\$26.93	\$27.79	\$28.68	\$29.60	\$30.54	\$31.52	\$32.53	\$33.57	\$34.65
ENG/PM/INSP	<b>404H</b>												
	Annually	\$66,622.40	\$68,621.07	\$70,679.70	\$72,800.10	\$74,984.10	\$77,233.62	\$79,550.63	\$81,937.15				
	Monthly	\$5,551.87	\$5,718.42	\$5,889.98	\$6,066.67	\$6,248.67	\$6,436.14	\$6,629.22	\$6,828.10				
	Bi-Weekly	\$2,562.40	\$2,639.27	\$2,718.45	\$2,800.00	\$2,884.00	\$2,970.52	\$3,059.64	\$3,151.43				
	Hourly	\$32.03	\$32.99	\$33.98	\$35.00	\$36.05	\$37.13	\$38.25	\$39.39				
ENG/PM/INSP	<b>405H</b>												
Specialty	Annually	\$69,950.40	\$72,048.91	\$74,210.38	\$76,436.69	\$78,729.79	\$81,091.69	\$83,524.44	\$86,030.17				
	Monthly	\$5,829.20	\$6,004.08	\$6,184.20	\$6,369.72	\$6,560.82	\$6,757.64	\$6,960.37	\$7,169.18				
	Bi-Weekly	\$2,690.40	\$2,771.02	\$2,772.02	\$2,773.02	\$2,774.02	\$2,775.02	\$2,776.02	\$2,777.02				
	Hourly	\$33.63	\$34.64	\$35.68	\$36.75	\$37.85	\$38.99	\$40.16	\$41.36				
CAPT/80HR	<b>408H</b>												
	Annually	\$87,734.40	\$90,366.43	\$93,077.42	\$95,869.75	\$98,745.84	\$101,708.22	\$104,759.46	\$107,902.25				
	Monthly	\$7,311.20	\$7,530.54	\$7,756.45	\$7,989.15	\$8,228.82	\$8,475.68	\$8,729.96	\$8,991.85				
	Bi-Weekly	\$3,374.40	\$3,475.63	\$3,579.90	\$3,687.30	\$3,797.92	\$3,911.85	\$4,029.21	\$4,150.09				
	Hourly	\$42.18	\$43.45	\$44.75	\$46.09	\$47.47	\$48.90	\$50.37	\$51.88				

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**City of Tucson FY 2023**

**Effective June 19, 2022**

**FIRE-SUPPRESSION (NON-EXEMPT)**

**Schedule C-2**

	<b>Grade</b>	<b>Step 1</b>	<b>Step 2</b>	<b>Step 3</b>	<b>Step 4</b>	<b>Step 5</b>	<b>Step 6</b>	<b>Step 7</b>	<b>Step 8</b>	<b>Step 9</b>	<b>Step 10</b>	<b>Step 11</b>	<b>Step 12</b>
<b>FF</b>	<b>401S</b>												
	Annually	\$48,527.70	\$50,080.59	\$51,683.17	\$53,337.03	\$55,043.81	\$56,805.21	\$58,622.98	\$60,498.92	\$62,434.88	\$64,432.80	\$66,494.65	\$68,622.48
	Monthly	\$4,043.98	\$4,173.38	\$4,306.93	\$4,444.75	\$4,586.98	\$4,733.77	\$4,885.25	\$5,041.58	\$5,202.91	\$5,369.40	\$5,541.22	\$5,718.54
	Bi-Weekly	\$1,866.45	\$1,926.18	\$1,987.81	\$2,051.42	\$2,117.07	\$2,184.82	\$2,254.73	\$2,326.88	\$2,401.34	\$2,478.18	\$2,557.49	\$2,639.33
	LVPO	\$24.35	\$25.12	\$25.93	\$26.76	\$27.61	\$28.50	\$29.41	\$30.35	\$31.32	\$32.32	\$33.36	\$34.43
	Hourly	\$16.23	\$16.75	\$17.29	\$17.84	\$18.41	\$19.00	\$19.61	\$20.23	\$20.88	\$21.55	\$22.24	\$22.95
<b>FF</b>	<b>403S</b>												
<b>Specialty</b>	Annually	\$50,954.09	\$52,584.62	\$54,267.32	\$56,003.88	\$57,796.00	\$59,645.47	\$61,554.13	\$63,523.86	\$65,556.62	\$67,654.44	\$69,819.38	\$72,053.60
	Monthly	\$4,246.17	\$4,382.05	\$4,522.28	\$4,666.99	\$4,816.33	\$4,970.46	\$5,129.51	\$5,293.66	\$5,463.05	\$5,637.87	\$5,818.28	\$6,004.47
	Bi-Weekly	\$1,959.77	\$2,022.49	\$2,087.20	\$2,154.00	\$2,222.92	\$2,294.06	\$2,367.47	\$2,443.23	\$2,521.41	\$2,602.09	\$2,685.36	\$2,771.29
	LVPO	\$25.56	\$26.38	\$27.22	\$28.10	\$28.99	\$29.92	\$30.88	\$31.87	\$32.89	\$33.94	\$35.03	\$36.15
	Hourly	\$17.04	\$17.59	\$18.15	\$18.73	\$19.33	\$19.95	\$20.59	\$21.25	\$21.93	\$22.63	\$23.35	\$24.10
<b>ENG/PM</b>	<b>404S</b>												
	Annually	\$66,617.20	\$68,615.72	\$70,674.19	\$72,794.41	\$74,978.25	\$77,227.59	\$79,544.42	\$81,930.75				
	Monthly	\$5,551.43	\$5,717.98	\$5,889.52	\$6,066.20	\$6,248.19	\$6,435.63	\$6,628.70	\$6,827.56				
	Bi-Weekly	\$2,562.20	\$2,639.07	\$2,718.24	\$2,799.79	\$2,883.78	\$2,970.29	\$3,059.40	\$3,151.18				
	LVPO	\$33.42	\$34.42	\$35.46	\$36.52	\$37.61	\$38.74	\$39.91	\$41.10				
	Hourly	\$22.28	\$22.95	\$23.64	\$24.35	\$25.08	\$25.83	\$26.60	\$27.40				
<b>ENG/PM</b>	<b>405S</b>												
<b>Specialty</b>	Annually	\$69,948.06	\$72,046.50	\$74,207.90	\$76,434.13	\$78,727.16	\$81,088.97	\$83,521.64	\$86,027.29				
	Monthly	\$5,829.01	\$6,003.88	\$6,183.99	\$6,369.51	\$6,560.60	\$6,757.41	\$6,960.14	\$7,168.94				
	Bi-Weekly	\$2,690.31	\$2,771.02	\$2,854.15	\$2,939.77	\$3,027.97	\$3,118.81	\$3,212.37	\$3,308.74				
	LVPO	\$35.09	\$36.14	\$37.23	\$38.34	\$39.50	\$40.68	\$41.90	\$43.16				
	Hourly	\$23.39	\$24.10	\$24.82	\$25.56	\$26.33	\$27.12	\$27.93	\$28.77				

<b>CAPT</b>	<b>406S</b>								
	Annually	\$78,338.00	\$80,688.14	\$83,108.78	\$85,602.05	\$88,170.11	\$90,815.21	\$93,539.67	\$96,345.86
	Monthly	\$6,528.17	\$6,724.01	\$6,925.73	\$7,133.50	\$7,347.51	\$7,567.93	\$7,794.97	\$8,028.82
	Bi-Weekly	\$3,013.00	\$3,103.39	\$3,196.49	\$3,292.39	\$3,391.16	\$3,492.89	\$3,597.68	\$3,705.61
	LVPO	\$39.30	\$40.48	\$41.69	\$42.94	\$44.23	\$45.56	\$46.93	\$48.33
	Hourly	\$26.20	\$26.99	\$27.80	\$28.63	\$29.49	\$30.37	\$31.28	\$32.22
<b>CAPT</b>	<b>407S</b>								
<b>Specialty</b>	Annually	\$82,254.90	\$84,722.55	\$87,264.22	\$89,882.15	\$92,578.61	\$95,355.97	\$98,216.65	\$101,163.15
	Monthly	\$6,854.58	\$7,060.21	\$7,272.02	\$7,490.18	\$7,714.88	\$7,946.33	\$8,184.72	\$8,430.26
	Bi-Weekly	\$3,163.65	\$3,258.56	\$3,356.32	\$3,457.01	\$3,560.72	\$3,667.54	\$3,777.56	\$3,890.89
	LVPO	\$41.27	\$42.50	\$43.78	\$45.09	\$46.44	\$47.84	\$49.27	\$50.75
	Hourly	\$27.51	\$28.34	\$29.19	\$30.06	\$30.96	\$31.89	\$32.85	\$33.83

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*City of Tucson FY2023*

*Effective: June 19, 2022*



Schedule C-3

**FIRE (EXEMPT)**

<b>GRADE</b>	<b>Minimum Hourly Rate</b>	<b>Annual Minimum Salary</b>	<b>Midpoint Hourly Rate</b>	<b>Annual Midpoint Salary</b>	<b>Maximum Hourly Rate</b>	<b>Annual Maximum Salary</b>
420S	29.69	86,457.28	33.62	97,901.44	37.54	109,316.48
420H	40.94	85,155.20	46.41	96,532.80	51.88	107,910.40
421	42.93	89,294.40	51.66	107,452.80	60.38	125,590.40
422	44.66	92,892.80	56.74	118,019.20	68.82	143,145.60

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City of Tucson FY 2023

Effective June 19, 2022

Schedule D

**INFORMATION TECHNOLOGY  
(EXEMPT)**

<b>GRADE</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>	
712	A	47,486.40	59,467.20	71,427.20	
	<b>H</b>	<b>22.83</b>	<b>28.59</b>	<b>34.34</b>	
714	A	48,297.60	66,393.60	84,489.60	
	<b>H</b>	<b>23.22</b>	<b>31.92</b>	<b>40.62</b>	
715	A	53,456.00	73,424.00	93,932.00	
	<b>H</b>	<b>25.7</b>	<b>35.3</b>	<b>44.9</b>	
716	A	59,883.20	82,201.60	104,499.20	
	<b>H</b>	<b>28.79</b>	<b>39.52</b>	<b>50.24</b>	
717	A	67,808.00	92,996.80	118,185.60	
	<b>H</b>	<b>32.6</b>	<b>44.71</b>	<b>56.82</b>	
718	A	76,814.40	105,248.00	133,681.60	
	<b>H</b>	<b>36.93</b>	<b>50.6</b>	<b>64.27</b>	

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City of Tucson FY 2023

Effective: June 19, 2022

**Schedule E**

**LEGAL  
(EXEMPT)**

<b>GRADE</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
613	A	59,404.80	70,616.00	81,806.40
	<b>H</b>	<b>28.56</b>	<b>33.95</b>	<b>39.33</b>
615	A	62,379.20	81,348.80	100,318.40
	<b>H</b>	<b>29.99</b>	<b>39.11</b>	<b>48.23</b>
616	A	65,499.20	88,462.40	111,425.60
	<b>H</b>	<b>31.49</b>	<b>42.53</b>	<b>53.57</b>
618	A	79,643.20	109,137.60	138,611.20
	<b>H</b>	<b>38.29</b>	<b>52.47</b>	<b>66.64</b>
619	A	89,190.40	122,137.60	155,064.00
	<b>H</b>	<b>42.88</b>	<b>58.72</b>	<b>74.55</b>

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**NON-PERMANENT CLASSIFICATIONS**

(NON-EXEMPT)

**CLASS**

<b>CODE</b>	<b>CLASS TITLE (Alpha Order)</b>	<b>GRADE</b>	<b>HOURLY RATE</b>
3306	Aquatics Program Supervisor (NonPerm)	1022	\$17.36 - \$26.04
3310	Bus Driver (NonPerm)	1008	\$16.50 - \$24.75
2256	Camera Operator (NonPerm)	1029	\$15.00 - \$22.50
3401	Center Attendant (NonPerm)	1008	\$15.00 - \$22.50
3319	Class Instructor Art In Reality (NonPerm)	1008	\$20.00 - \$30.00
3316	Class Instructor Fine Arts (NonPerm)	1008	\$20.00 - \$30.00
3318	Class Instructor Health & Fitness (NonPerm)	1008	\$20.00 - \$30.00
3317	Class Instructor Sports & Movement (NonPerm)	1008	\$20.00 - \$30.00
0016	Community Outreach Representative	1029	\$15.00 - \$22.50
0203	Election Specialist (NonPerm)	1043	\$18.22 - \$25.04
0201	Election Technician (NonPerm)	1022	\$15.00 - \$22.50
0015	General Laborer (NonPerm)	1022	\$15.00 - \$22.50
1403	General Maintenance Trainee/Worker (NonPerm)	1008	\$15.00 - \$22.50
0011	General Office Worker (NonPerm)	1008	\$15.00 - \$22.50
3302	Lifeguard (NonPerm)	1008	\$15.00 - \$22.50
3315	Parks Event Worker (NonPerm)	1022	\$15.00 - \$22.50
6371	Police Officer Non-Perm (NonPerm)	1045	\$20.99 - \$29.39
3323	Program Coordinator (NonPerm)	1019	\$16.54 - \$24.81
3311	Recreation Worker (NonPerm)	1008	\$15.00 - \$22.50
0202	Senior Election Technician (NonPerm)	1027	\$15.75 - \$23.63
3313	Senior Recreation Worker (NonPerm)	1017	\$15.75 - \$23.63
3021	Short Order Cook (NonPerm)	1010	\$15.00 - \$22.50
3304	Swimming Pool Supervisor (NonPerm)	1019	\$16.54 - \$24.81
3303	WSI/Senior Lifeguard (NonPerm)	1017	\$15.75 - \$23.63
3324	Kitchen Manager	1017	\$15.75 - \$23.63

**Schedule G-1**

**POLICE  
(NON-EXEMPT)**

<b>Title</b>	<b>GRADE</b>	<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
<b>Police Officer</b>	<b>302 A</b>	54,516.80	65,603.20	76,689.60
	<b>H</b>	<b>26.21</b>	<b>31.54</b>	<b>36.87</b>
<b>Police Officer Assignment</b>	<b>303 A</b>	57,242.64	68,883.36	80,524.08
	<b>H</b>	<b>27.52</b>	<b>33.12</b>	<b>38.71</b>
<b>Police Detective</b>	<b>304 A</b>	59,968.48	72,163.52	84,358.56
	<b>H</b>	<b>28.83</b>	<b>34.69</b>	<b>40.56</b>
<b>Police Detective: Assignment</b>	<b>305 A</b>	62,966.90	75,771.70	88,576.49
	<b>H</b>	<b>30.27</b>	<b>36.43</b>	<b>42.58</b>
<b>Police Sergeant</b>	<b>306 A</b>	79,655.68	83,470.40	90,521.60
	<b>H</b>	<b>38.30</b>	<b>40.13</b>	<b>43.52</b>
<b>Police Sergeant: Assignment</b>	<b>307 A</b>	83,638.46	87,643.92	95,047.68
	<b>H</b>	<b>40.21</b>	<b>42.14</b>	<b>45.70</b>
	<b>351 A</b>	<b>39,561.60</b>	<b>47,964.80</b>	<b>56,368.00</b>
	<b>H</b>	<b>19.02</b>	<b>21.94</b>	<b>27.10</b>

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**Schedule G-2**

**POLICE  
(EXEMPT)**

<b>GRADE</b>		<b>Minimum</b>	<b>Midpoint</b>	<b>Maximum</b>
320	A	106,059.20	114,432.20	122,803.20
	<b>H</b>	<b>50.99</b>	<b>55.02</b>	<b>59.04</b>
321	A	117,249.00	130,512.00	144,248.00
	<b>H</b>	<b>56.37</b>	<b>62.75</b>	<b>69.35</b>
322	A	120,803.85	146,955.50	164,147.00
	<b>H</b>	<b>58.08</b>	<b>70.65</b>	<b>78.92</b>
323*	A	122,928.00	144,164.80	165,380.00
	<b>H</b>	<b>59.10</b>	<b>69.31</b>	<b>79.51</b>

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**Skill Based  
Utilities Technicians (Non-Exempt)**

Tier A	Apprentice Level Hiring Rate	Apprentice Level Maximum
Annual	\$ \$31,990.40	\$37,419.20
Hourly	<b>\$15.38</b>	<b>\$17.99</b>

Tier C	Craft Level Hiring Rate	Craft Level Maximum
Annual	\$35,380.80	\$51,833.60
Hourly	<b>\$17.01</b>	<b>\$24.92</b>

Tier J	Journey Level Hiring Rate	Journey Level Maximum
Annual	\$49,795.20	\$60,299.20
Hourly	<b>\$23.94</b>	<b>\$28.99</b>

Skill Levels	Per Hour Increase
5	\$0.37
6	\$0.36
7	\$0.42
ADEQ D1	\$0.48

Skill Levels	Per Hour Increase
1	\$0.49
2	\$0.99
3	\$0.36
4	\$0.42
5	\$1.58
6	\$0.48
7	\$0.42
8	\$0.92
9	\$0.82
10	\$0.45

Skill Levels	Per Hour Increase
1	\$0.40
2	\$0.41
3	\$0.43
4	\$0.46
5	\$0.52
6	\$0.50
7	\$0.54
8	\$0.44
9	\$0.37

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**Skill Based  
Emergency Vehicle Technician (6482)**

Tier 1	Minimum	Maximum
Annual	\$40,393.60	\$54,308.80
Hourly	\$19.42	\$26.11

Skill Levels	Per Hour Increase
T4 Brakes	\$0.80
T5 Suspension & Steering	\$0.80
T6 Electrical/Electronic	\$0.80
A5 Brakes	\$0.80
F1 Maintenance, Inspection & Test	\$0.80
F5 Aerial Fire Apparatus	\$1.00
E0 Maintenance, Inspection & Test	\$0.80

Tier 4	Minimum	Maximum
Annual	\$65,249.60	\$72,838.20
Hourly	\$31.37	\$35.04

Skill Levels	Per Hour Increase
T3 Drive Train	\$0.45
A7 Heating & Air Conditioning	\$0.45
A1 Engine Repair	\$0.45
F2 Design & Performance	\$0.45
E1 Design & Performance	\$0.45

Tier 2	Minimum	Maximum
Annual	\$52,457.60	\$62,961.60
Hourly	\$25.22	\$30.27

Skill Levels	Per Hour Increase
T2 Diesel Engines	\$0.65
T8 Preventive Maintenance Inspection	\$0.65
A4 Suspension & Steering	\$0.65
A9 Light Duty Diesel Engines	\$0.65
F3 Fire Pumps & Accessories	\$0.65
F6 Allison Automatic Transmission	\$0.65

Tier 5	Minimum	Maximum
Annual	\$69,929.60	\$77,272.00
Hourly	\$33.62	\$37.15

Skill Levels	Per Hour Increase
A8 Engine Performance	\$0.40
A3 Manual Drivetrain & Axes	\$0.40
A2 Automatic Transmission/Transaxle	\$0.40
E2 Electrical Systems	\$0.40
E4 Cab, Chassis & Powertrain	\$0.40

Tier 3	Minimum	Maximum
Annual	\$60,569.60	\$68,016.00
Hourly	\$29.12	\$32.70

Skill Levels	Per Hour Increase
T1 Gasoline Engines	\$0.45
T7 Heating, Ventilation & Air Conditioning	\$0.45
A6 Electrical/Electronic Systems	\$0.45
F4 Electrical Systems	\$0.45
E3 Heating, Ventilation & Air Conditioning	\$0.45

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**Schedule H-3**

**Skill Based  
Emergency Vehicle Technician Supervisor (6484)**

<b>Tier 1</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$47,486.40	\$63,377.60
Hourly	<b>\$22.83</b>	<b>\$30.47</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T4 Brakes	\$0.80
T5 Suspension & Steering	\$0.80
T6 Electrical/Electronic	\$0.80
A5 Brakes	\$0.80
F1 Maintenance, Inspection & Testing	\$0.80
F5 Aerial Fire Apparatus	\$1.00
E0 Maintenance, Inspection & Testing	\$0.80
M1 Management Level	\$0.80

<b>Tier 4</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$75,670.40	\$83,803.20
Hourly	<b>\$36.38</b>	<b>\$40.29</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
F2 Design & Performance	\$0.45
E1 Design & Performance	\$0.45
T3 Drive Train	\$0.45
A7 Heating & Conditioning	\$0.45
A1 Engine Repair	\$0.45

<b>Tier 2</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$61,214.40	\$73,777.60
Hourly	<b>\$29.43</b>	<b>\$35.47</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T2 Diesel Engines	\$0.65
T8 Preventive Maintenance Inspection	\$0.65
A4 Suspension & Steering	\$0.65
A9 Light Duty Diesel Engines	\$0.65
F3 Fire Pumps & Accessories	\$0.65
F6 Allison Automatic Transmission	\$0.65
M1 Management Level	\$0.80

<b>Tier 5</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$80,350.40	\$88,171.20
Hourly	<b>\$38.63</b>	<b>\$42.39</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
A3 Manual Drivetrain & Axes	\$0.40
A2 Automatic Transmission/Transaxle	\$0.40
E2 Electrical Systems	\$0.40
E4 Cab, Chassis & Powertrain	\$0.40
A8 Engine Performance	\$0.40

<b>Tier 3</b>	<b>Minimum</b>	<b>Maximum</b>
Annual	\$70,990.40	\$78,894.40
Hourly	<b>\$34.13</b>	<b>\$37.93</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T1 Gasoline Engines	\$0.45
T7 Heating, Ventilation & Air Conditioning	\$0.45
A6 Electrical/Electronic Systems	\$0.45
F4 Electrical Systems	\$0.45
E3 Heating, Ventilation & Air Conditioning	\$0.45

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**Skill Based  
Emergency Vehicle Technician Superintendent (5330)**

<b>Tier 1</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	\$55,556.80	\$78,894.40
<b>Hourly</b>	<b>\$26.71</b>	<b>\$37.93</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T4 Brakes	\$0.80
T5 Suspension & Steering	\$0.80
T6 Electrical/Electronic	\$0.80
A5 Brakes	\$0.80
F1 Maintenance, Inspection & Testing	\$0.80
F5 Aerial Fire Apparatus	\$1.00
E0 Maintenance, Inspection & Testing	\$0.80
M1 Management Level	\$0.80
CAFM Certification	\$3.40

<b>Tier 4</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	\$90,812.80	\$99,632.00
<b>Hourly</b>	<b>\$43.66</b>	<b>\$47.90</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T3 Drive Train	\$0.45
A7 Heating & Conditioning	\$0.45
A1 Engine Repair	\$0.45
F2 Design & Performance	\$0.45
E1 Design & Performance	\$0.45

<b>Tier 2</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	\$ 76,356.80	\$89,606.40
<b>Hourly</b>	<b>\$ 36.71</b>	<b>\$43.08</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T2 Diesel Engines	\$0.65
T8 Preventive Maintenance Inspection	\$0.65
A4 Suspension & Steering	\$0.65
A9 Light Duty Diesel Engines	\$0.65
F3 Fire Pumps & Accessories	\$0.65
F6 Allison Automatic Transmission	\$0.65
M2 Management Level	\$0.80

<b>Tier 5</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	\$95,492.80	\$104,000.00
<b>Hourly</b>	<b>\$45.91</b>	<b>\$50.00</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
A8 Engine Performance	\$0.40
A3 Manual Drivetrain & Axles	\$0.40
A2 Automatic Transmission/Transaxle	\$0.40
E2 Electrical Systems	\$0.40
E4 Cab, Chassis & Powertrain	\$0.40

<b>Tier 3</b>	<b>Minimum</b>	<b>Maximum</b>
<b>Annual</b>	\$86,132.80	\$94,744.00
<b>Hourly</b>	<b>\$41.41</b>	<b>\$45.55</b>

<b>Skill Levels</b>	<b>Per Hour Increase</b>
T1 Gasoline Engines	\$0.45
T7 Heating, Ventilation & Air Conditioning	\$0.45
A6 Electrical/Electronic Systems	\$0.45
F4 Electrical Systems	\$0.45
E3 Heating, Ventilation & Air Conditioning	\$0.45

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