

Attachment #1

A. CLASSIFICATIONS - CIVILIAN MANAGEMENT

2026 SALARIES: 4% increase over 2025 Salaries. (Salaries effective 12/21/2025)

Code												
No.	Class Title	A	B	C	D	E	F	G	H	I	J	K
OFFICE ADMINISTRATION & MANAGEMENT (00)												
0030	Executive Secretary	27.76	28.88	30.01	31.15	32.27	33.39	34.52	35.64	36.76	37.89	39.03
0050	Office Supervisor	27.22	28.33	29.45	30.57	31.68	32.79	33.90	35.02	36.13	37.24	38.33
0070	Office Manager	33.05	34.12	35.19	36.26	37.34	38.41	39.48	40.55	41.62	42.69	43.77
0125	Special Projects Coordinator	29.22	30.21	31.20	32.19	33.18	34.15	35.14	36.13	37.12	38.11	39.08
0139	Streetcar Operations Manager	52.25	54.18	56.13	58.06	60.01	61.95	63.89	65.83	67.78	69.71	71.65
0140	Parking & Mobility Manager	52.25	54.18	56.13	58.06	60.01	61.95	63.89	65.83	67.78	69.71	71.65
0141	Assistant Parking & Mobility Manager	42.38	43.53	44.70	45.85	47.02	48.17	49.33	50.48	51.64	52.81	53.98
0170	Coordinator of Volunteers	24.93	25.71	26.49	27.27	28.05	28.83	29.61	30.39	31.17	31.95	32.75
0205	Management Analyst	35.84	36.95	38.06	39.18	40.29	41.40	42.52	43.63	44.74	45.85	46.99
0760	Marketing Manager	35.78	37.02	38.27	39.53	40.77	42.02	43.26	44.51	45.76	47.01	48.20
PUBLIC SAFETY (01)												
0020	Sexual Assault Kit Initiative Site Coordinator	30.95	31.62	32.29	32.95	33.60	34.27	34.93	35.60	36.25	36.92	37.63
0040	Community Safety Education Specialist	24.93	25.46	25.99	26.52	27.05	27.58	28.11	28.64	29.17	29.70	30.25
0060	Threat Assessment Coordinator	38.79	39.59	40.38	41.18	41.97	42.78	43.57	44.36	45.15	45.95	46.77
0135	Mental Health Coordinator	44.10	45.07	46.05	47.04	48.03	49.00	49.98	50.96	51.95	52.94	53.97
0136	Mental Health Crisis Co-Responder Team Lead	33.35	34.82	36.29	37.75	39.22	40.68	42.15	43.62	45.08	46.55	47.96
0137	Mental Health Crisis Co-Responder	29.30	30.52	31.75	32.98	34.21	35.43	36.66	37.89	39.11	40.34	41.57
0147	Crisis Support Specialist	29.30	30.52	31.75	32.98	34.21	35.43	36.66	37.89	39.11	40.34	41.57
0165	Research & Planning Specialist	29.36	30.35	31.34	32.32	33.30	34.28	35.26	36.24	37.22	38.21	39.20
0145	Research & Planning Supervisor	39.64	41.26	42.87	44.48	46.09	47.69	49.31	50.92	52.53	54.14	55.71
0143	Chief Pilot - Air Support Unit	63.53	64.94	66.34	67.75	69.14	70.54	71.95	73.35	74.74	76.16	77.57
0152	Missing Person Research Specialist	24.85	25.37	25.89	26.41	26.93	27.45	27.97	28.49	29.01	29.52	30.07
0155	Crime Prevention Specialist	24.85	25.75	26.62	27.53	28.43	29.31	30.21	31.10	31.99	32.90	33.75
0160	Crime Analysis Manager	38.19	39.43	40.66	41.90	43.14	44.38	45.61	46.85	48.09	49.33	50.54
0182	Public Safety Grant Coordinator	35.78	36.49	37.21	37.94	38.65	39.36	40.09	40.80	41.52	42.24	42.93
0265	Training Specialist - Academy	28.23	29.39	30.57	31.73	32.90	34.06	35.22	36.40	37.56	38.73	39.93
0245	Administrative Information Manager	39.32	40.94	42.57	44.19	45.81	47.43	49.06	50.68	52.30	53.92	55.53
0250	Administrative Information Coordinator	33.05	33.96	34.86	35.77	36.67	37.58	38.48	39.38	40.29	41.19	42.09
2235	Technical Systems Coordinator	31.25	32.50	33.75	35.00	36.24	37.49	38.74	39.99	41.24	42.48	43.77

Code												
No.	Class Title	A	B	C	D	E	F	G	H	I	J	K
2240	Criminalist	34.82	36.25	37.69	39.12	40.56	42.00	43.43	44.87	46.30	47.74	49.15
2245	Forensic Manager	46.77	48.32	49.87	51.42	52.97	54.52	56.07	57.62	59.17	60.70	62.23
2250	Crime Analyst	30.22	31.60	32.97	34.34	35.71	37.09	38.46	39.83	41.20	42.58	43.97
2280	Evidence Technician Supervisor	34.67	35.79	36.90	38.01	39.12	40.24	41.35	42.46	43.58	44.69	45.75
0200	Impound Lot Manager	35.84	36.98	38.13	39.27	40.41	41.56	42.70	43.85	44.99	46.13	47.24

INFORMATION TECHNOLOGY (02)

0215	Network Specialist	27.67	28.57	29.46	30.36	31.25	32.15	33.04	33.94	34.83	35.72	36.66
0225	Microsystems Support Specialist	27.67	28.57	29.46	30.36	31.25	32.15	33.04	33.94	34.83	35.72	36.66
0235	Applications Analyst	36.56	37.99	39.42	40.85	42.29	43.71	45.15	46.58	48.02	49.44	50.85
0240	Network System Administrator	36.56	38.07	39.59	41.11	42.63	44.15	45.67	47.18	48.70	50.22	51.74
0255	Application Development Manager	49.60	51.98	54.37	56.75	59.14	61.53	63.92	66.30	68.69	71.07	73.49
0270	Senior Application Analyst	43.84	45.57	47.30	49.04	50.77	52.50	54.23	55.96	57.71	59.44	61.18
0080	Information Systems Manager	42.81	44.25	45.70	47.14	48.59	50.03	51.48	52.93	54.37	55.82	57.25

FINANCE (03)

0210	Fiscal Specialist	27.12	27.96	28.76	29.59	30.39	31.22	32.02	32.85	33.65	34.48	35.31
0390	Accountant I	30.32	31.45	32.58	33.72	34.85	35.98	37.12	38.25	39.38	40.52	41.69
0395	Grant Accountant	30.32	31.45	32.58	33.72	34.85	35.98	37.12	38.25	39.38	40.52	41.69
0400	Accountant II	34.46	35.66	36.86	38.06	39.26	40.46	41.66	42.86	44.06	45.26	46.50
0410	Accountant III	39.17	40.57	41.97	43.37	44.77	46.17	47.57	48.97	50.37	51.77	53.22
0420	Payroll Analyst	30.11	30.85	31.58	32.32	33.06	33.80	34.54	35.28	36.02	36.75	37.47
0430	Assistant Payroll Manager	35.84	37.33	38.81	40.30	41.79	43.27	44.76	46.25	47.74	49.22	50.72
0440	Grant Assistant	29.36	30.48	31.62	32.75	33.87	35.00	36.12	37.25	38.38	39.50	40.66
0450	Assistant Grant Manager	35.84	36.97	38.11	39.24	40.37	41.51	42.64	43.77	44.91	46.04	47.21
0455	Grant Manager	44.71	45.80	46.89	47.99	49.09	50.18	51.27	52.36	53.46	54.55	55.65

CONVENTION & VISITOR'S BUREAU (04)

0500	Vice President-Sales and Services	56.07	58.86	61.66	64.47	67.27	70.08	72.87	75.68	78.48	81.28	84.07
0505	Director of Convention Services	37.28	38.47	39.64	40.82	42.01	43.18	44.37	45.54	46.72	47.90	49.04
0510	Director of Sales	41.33	43.23	45.13	47.03	48.92	50.82	52.72	54.62	56.51	58.42	60.27
0515	Director of Visitor Services	37.28	38.47	39.64	40.82	42.01	43.18	44.37	45.54	46.72	47.90	49.04
0517	Visitor Services Manager	24.36	24.97	25.58	26.21	26.84	27.46	28.07	28.68	29.30	29.91	30.50
0520	Social Media Manager	29.33	30.05	30.76	31.48	32.21	32.93	33.64	34.37	35.09	35.82	36.54
0525	Tourism Sales Manager	33.51	34.55	35.58	36.62	37.66	38.70	39.73	40.77	41.81	42.85	43.86

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
0530	National Sales Manager	33.51	35.06	36.60	38.15	39.69	41.24	42.79	44.32	45.86	47.41	48.99
0535	Senior Sales Manager	35.78	37.30	38.82	40.35	41.87	43.40	44.92	46.45	47.96	49.48	51.04
0540	Vice President-Marketing	50.56	52.66	54.76	56.86	58.96	61.06	63.15	65.25	67.34	69.44	71.54
0545	Director of Marketing-Content Manager	37.04	38.38	39.70	41.02	42.35	43.67	45.00	46.32	47.64	48.97	50.24
0550	Sales Manager	26.99	28.11	29.23	30.36	31.48	32.60	33.74	34.86	35.99	37.12	38.25
0555	Sales and Marketing Coordinator	24.36	25.14	25.93	26.70	27.50	28.27	29.07	29.84	30.64	31.41	32.23
0560	Retail Office Manager	27.76	28.50	29.21	29.93	30.67	31.39	32.12	32.84	33.56	34.29	35.06
0565	Research Analyst	28.23	29.05	29.86	30.68	31.49	32.31	33.12	33.95	34.77	35.58	36.44
0570	Convention Services & Housing Manager	29.33	30.00	30.68	31.36	32.03	32.71	33.38	34.06	34.74	35.41	36.12
0572	Vice President-Operations	49.64	51.38	53.11	54.85	56.62	58.35	60.09	61.84	63.59	65.32	67.10
0575	Accounting Clerk	24.93	25.71	26.49	27.27	28.05	28.83	29.61	30.39	31.17	31.95	32.75
0580	Executive Assistant	26.69	27.53	28.37	29.21	30.06	30.90	31.74	32.58	33.43	34.27	35.06
0585	Director of Communications	29.94	31.31	32.67	34.03	35.38	36.74	38.10	39.46	40.81	42.17	43.50
0590	Director of Research	31.69	33.01	34.33	35.66	36.98	38.30	39.63	40.96	42.29	43.61	44.94
0592	Regional Director of Accounts	51.28	52.95	54.61	56.27	57.94	59.60	61.28	62.94	64.60	66.28	67.90
0596	Senior Tourism Sales Manager	39.73	40.83	41.94	43.05	44.15	45.25	46.35	47.46	48.57	49.67	50.76
0598	Graphic Designer	24.36	25.38	26.40	27.41	28.43	29.42	30.44	31.46	32.48	33.50	34.52

HUMAN RELATIONS (05)

0610	Human Relations Specialist	26.99	27.80	28.64	29.46	30.30	31.13	31.95	32.78	33.60	34.43	35.31
0620	Human Relations Representative I	30.71	31.67	32.62	33.57	34.53	35.48	36.44	37.40	38.34	39.30	40.28
0625	Education & Community Outreach Coordinator	30.95	31.75	32.55	33.35	34.15	34.95	35.76	36.56	37.36	38.16	38.95
0627	Economic Development Program Administrator	29.33	30.73	32.14	33.54	34.94	36.35	37.75	39.16	40.56	41.96	43.41
0630	Human Relations Representative II	34.53	35.65	36.77	37.90	39.03	40.15	41.28	42.40	43.52	44.66	45.79

LIBRARY (06)

0527	Marketing and Communications Specialist	29.33	30.05	30.76	31.48	32.21	32.93	33.64	34.37	35.09	35.82	36.54
0720	Library Specialist	22.95	23.55	24.14	24.73	25.32	25.92	26.51	27.10	27.70	28.29	28.89
0725	Library Technology Specialist	29.33	30.09	30.85	31.61	32.36	33.12	33.88	34.64	35.40	36.16	36.90
0730	Librarian I	29.33	30.09	30.85	31.61	32.36	33.12	33.88	34.64	35.40	36.16	36.90
0740	Librarian II	34.39	35.25	36.12	36.98	37.85	38.72	39.58	40.45	41.31	42.18	43.09
0745	Library Special Projects Manager	33.72	35.09	36.47	37.85	39.23	40.61	41.98	43.37	44.74	46.12	47.54
0750	Librarian III	36.98	38.57	40.16	41.76	43.35	44.94	46.53	48.12	49.71	51.30	52.86
0765	Graphics Specialist	24.85	26.06	27.28	28.53	29.74	30.96	32.20	33.43	34.64	35.87	37.08

LEGAL (07)

Code		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
No.	Class Title											
0810	Legal Investigator	38.19	39.34	40.50	41.65	42.81	43.96	45.12	46.27	47.42	48.58	49.75
PLANNING (08)												
0910	Planner Specialist	26.32	27.51	28.69	29.88	31.06	32.25	33.44	34.62	35.81	36.99	38.18
0915	Construction Specialist	30.95	31.95	32.95	33.95	34.94	35.94	36.94	37.94	38.94	39.94	40.94
0925	City Planner	34.09	35.54	36.98	38.43	39.87	41.32	42.78	44.21	45.66	47.10	48.52
0940	City Planner III	45.43	47.27	49.12	50.95	52.81	54.64	56.47	58.33	60.16	62.02	63.80
ENGINEERING (10)												
1310	Drafting Technician III	28.79	30.00	31.22	32.43	33.63	34.85	36.07	37.27	38.49	39.70	40.92
1320	Right of Way Manager	41.33	42.87	44.40	45.94	47.48	49.00	50.53	52.06	53.60	55.14	56.69
1330	Real Estate Specialist II	33.58	35.06	36.52	37.99	39.46	40.92	42.39	43.86	45.32	46.80	48.21
1345	Professional Land Surveyor	38.03	39.00	39.95	40.91	41.87	42.84	43.79	44.75	45.72	46.68	47.67
1350	Engineering Aide III	29.36	30.56	31.76	32.95	34.13	35.33	36.52	37.71	38.91	40.10	41.31
1360	Engineering Technician I	33.05	33.79	34.53	35.27	36.00	36.74	37.48	38.22	38.96	39.70	40.46
1370	Engineering Technician II	35.84	37.22	38.60	39.99	41.37	42.75	44.14	45.52	46.90	48.29	49.64
1375	Engineering Technician III	38.28	39.90	41.53	43.15	44.77	46.39	48.02	49.64	51.26	52.88	54.48
1380	General Services Manager	42.57	43.56	44.53	45.51	46.50	47.49	48.46	49.44	50.42	51.41	52.43
1390	General Services Division Manager	51.28	52.59	53.93	55.24	56.59	57.90	59.22	60.55	61.87	63.20	64.47
1410	Public Works Specialist	24.93	25.74	26.55	27.36	28.17	28.98	29.80	30.61	31.42	32.23	33.07
1420	Public Works Specialist II	29.94	31.42	32.90	34.36	35.83	37.29	38.76	40.23	41.70	43.16	43.82
1450	Vision Zero Coordinator	35.78	36.49	37.21	37.94	38.65	39.36	40.09	40.80	41.52	42.24	42.93
1460	Civil Engineer I	34.46	35.74	37.02	38.30	39.58	40.86	42.14	43.42	44.70	45.98	47.22
1470	Civil Engineer II	38.28	39.90	41.53	43.15	44.77	46.39	48.02	49.64	51.26	52.88	54.48
1480	Civil Engineer III	45.55	47.38	49.21	51.04	52.87	54.70	56.53	58.36	60.19	62.02	63.90
1490	Civil Engineer IV	49.31	51.85	54.39	56.93	59.47	62.01	64.55	67.09	69.63	72.17	74.68
1495	G.I.S. Analyst	35.84	36.58	37.32	38.05	38.79	39.53	40.27	41.01	41.75	42.48	43.21
SANITATION (11)												
1590	Water Resources Recovery Facility Manager	49.31	51.85	54.39	56.93	59.47	62.01	64.55	67.09	69.63	72.17	74.68
1595	Environmental Quality Control Technician I	30.11	30.89	31.67	32.45	33.23	34.01	34.79	35.57	36.35	37.13	37.86
1600	Environmental Quality Control Technician II	35.84	37.03	38.23	39.43	40.62	41.82	43.01	44.21	45.41	46.60	47.80
1650	Water Resources Recovery Facility Foreman	30.11	31.57	33.04	34.51	35.97	37.44	38.91	40.37	41.84	43.31	44.79
1660	Water Resources Supervisor	38.79	40.50	42.22	43.93	45.64	47.35	49.07	50.77	52.48	54.18	55.85

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
1665	Training Technician Environmental Services	29.46	30.64	31.81	32.99	34.16	35.34	36.51	37.69	38.86	40.04	41.19
1675	Process Control Systems Supervisor	39.94	41.45	42.96	44.48	46.00	47.52	49.03	50.53	52.05	53.57	55.10
1680	Process Control Systems Technician	30.66	31.94	33.23	34.52	35.81	37.10	38.38	39.67	40.96	42.24	43.53
1685	Environmental Quality Control Supervisor	40.74	42.52	44.29	46.07	47.85	49.63	51.41	53.19	54.96	56.74	58.52
1700	Quality Control Manager	49.31	51.85	54.39	56.93	59.47	62.01	64.55	67.09	69.63	72.17	74.68

INSPECTION (12)

1705	Safety Inspector	32.06	33.51	34.95	36.40	37.85	39.29	40.74	42.18	43.63	45.07	46.50
1710	Chief Housing Inspector	37.92	39.74	41.56	43.38	45.20	47.02	48.84	50.66	52.48	54.30	56.12
1730	Chief Building Inspector	36.93	38.85	40.78	42.70	44.63	46.55	48.47	50.40	52.32	54.25	56.15
1750	Chief Electrical Inspector	38.91	40.71	42.50	44.30	46.10	47.90	49.70	51.50	53.30	55.10	56.89
1770	Chief Plumbing Inspector	34.21	36.47	38.74	41.01	43.27	45.54	47.81	50.08	52.34	54.61	56.88
1790	Chief Mechanical Inspector	36.18	38.19	40.20	42.20	44.21	46.22	48.22	50.23	52.24	54.25	56.20
1810	Chief Field Inspector	33.57	35.52	37.47	39.42	41.37	43.32	45.27	47.22	49.17	51.12	53.10
1880	Plan Examiner	35.84	37.19	38.54	39.89	41.25	42.60	43.95	45.30	46.65	48.01	49.39

LABOR SUPERVISION (14)

2050	Contract Admin Manager	49.29	51.49	53.70	55.90	58.12	60.33	62.54	64.74	66.94	69.15	71.36
0175	Fleet & Facilities Coordinator	28.45	29.86	31.29	32.71	34.13	35.56	36.98	38.41	39.83	41.26	42.65
0180	Utility Maintenance Scheduler & Coordinator	31.61	33.19	34.77	36.35	37.93	39.50	41.08	42.66	44.24	45.82	47.39
2100	City Maintenance Foreman I	30.36	31.23	32.10	32.98	33.85	34.73	35.60	36.47	37.35	38.22	39.07
2110	City Maintenance Foreman II	33.37	34.65	35.93	37.21	38.49	39.77	41.05	42.33	43.61	44.89	46.13
2120	City Maintenance Foreman III	37.18	38.91	40.63	42.36	44.09	45.81	47.54	49.26	50.99	52.72	54.49
2130	City Maintenance Supervisor*	41.27	43.34	45.41	47.47	49.54	51.60	53.67	55.74	57.81	59.88	61.90
2140	City Maintenance Superintendent	45.69	47.98	50.26	52.54	54.82	57.13	59.40	61.68	63.97	66.25	68.55
2150	Utility Field Coordinator	29.17	30.12	31.06	32.00	32.95	33.89	34.84	35.78	36.72	37.67	38.56
2160	Senior Utility Field Coordinator	33.49	34.58	35.67	36.76	37.86	38.95	40.04	41.13	42.22	43.32	44.38
2170	Stationary Engineer II	29.93	31.21	32.46	33.72	34.98	36.23	37.49	38.75	40.01	41.27	42.53
2180	Automotive Repair Foreman	31.56	33.13	34.72	36.30	37.88	39.46	41.03	42.61	44.19	45.77	47.35
2190	Fleet Services Manager	47.37	48.83	50.28	51.74	53.20	54.65	56.11	57.56	59.02	60.48	61.96
2255	Quality Assurance Supervisor	42.57	43.50	44.45	45.39	46.32	47.26	48.19	49.14	50.08	51.00	51.95
2260	Traffic Signal Supervisor I	32.58	34.01	35.41	36.83	38.24	39.66	41.06	42.48	43.90	45.30	46.75
2270	Traffic Signal Supervisor II	37.26	39.12	40.99	42.86	44.72	46.58	48.45	50.32	52.18	54.05	55.87
2320	Greenhouse Foreman	31.69	32.66	33.62	34.60	35.58	36.56	37.52	38.50	39.47	40.45	41.39

PARKS & RECREATION (16)

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
2350	Forester	37.36	39.15	40.93	42.72	44.51	46.30	48.09	49.88	51.67	53.46	55.26
2410	Golf Course Superintendent	31.64	32.85	34.06	35.28	36.48	37.70	38.91	40.12	41.33	42.55	43.70
2415	Contractual Services Coordinator	29.46	30.88	32.29	33.71	35.12	36.54	37.95	39.36	40.78	42.19	43.59
0130	Public Events Administrative Assistant	33.05	33.72	34.38	35.05	35.71	36.38	37.04	37.71	38.38	39.04	39.67
0100	Public Events Coordinator	34.11	35.19	36.28	37.36	38.44	39.52	40.60	41.68	42.76	43.85	44.95
2430	Parks & Recreation Planner I	30.95	31.87	32.78	33.70	34.61	35.53	36.44	37.36	38.27	39.19	40.14
2440	Parks & Recreation Planner II	36.98	38.46	39.94	41.41	42.89	44.37	45.84	47.32	48.80	50.27	51.73
2450	Parks & Recreation Planner III	36.49	38.26	40.03	41.81	43.58	45.35	47.12	48.89	50.67	52.44	54.19
2500	Recreation Coordinator	29.46	30.88	32.29	33.71	35.12	36.54	37.95	39.36	40.78	42.19	43.59
2510	Recreation Supervisor	37.28	38.90	40.51	42.12	43.73	45.35	46.97	48.58	50.19	51.80	53.44
2520	Sports Complex Manager	37.28	39.15	41.01	42.87	44.73	46.59	48.45	50.32	52.18	54.04	56.27
2530	Recreation Manager	45.06	47.60	50.14	52.68	55.21	57.75	60.29	62.83	65.36	67.90	70.45
2540	Golf Manager	45.58	47.68	49.78	51.89	53.99	56.09	58.19	60.29	62.39	64.49	66.63
2550	Park Maintenance Manager	46.84	49.06	51.27	53.49	55.70	57.92	60.13	62.35	64.56	66.78	68.99
2560	Golf Professional	24.93	25.85	26.78	27.71	28.63	29.56	30.48	31.41	32.33	33.26	34.23
2565	Senior Golf Professional	30.11	31.29	32.48	33.66	34.85	36.04	37.22	38.41	39.59	40.78	42.00
2575	Project Manager	36.98	38.38	39.77	41.16	42.56	43.95	45.34	46.74	48.13	49.52	50.91

STEP PROGRESSION:

Step	Requirement
"A"	Initial hire
"B"	6 months at "A"
"C"	6 months at "B"
"D"	1 year at "C"
"E"	1 year at "D"
"F"	1 year at "E"
"G"	1 year at "F"
"H"	1 year at "G"
"I"	1 year at "H"
"J"	1 year at "I"
"K"	1 year at "J"

Actual pay for employees in this group is calculated from the hourly rate and rounded to the closest penny.

Attachment #2

A. CLASSIFICATIONS - CIVILIAN MANAGEMENT**2027 SALARIES: 3% increase over 2025 Salaries. (Salaries effective 12/20/2026)**

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
OFFICE ADMINISTRATION & MANAGEMENT (00)												
0030	Executive Secretary	28.59	29.75	30.91	32.08	33.24	34.39	35.56	36.71	37.86	39.03	40.20
0050	Office Supervisor	28.04	29.18	30.33	31.49	32.63	33.77	34.92	36.07	37.21	38.36	39.48
0070	Office Manager	34.04	35.14	36.25	37.35	38.46	39.56	40.66	41.77	42.87	43.97	45.08
0125	Special Projects Coordinator	30.10	31.12	32.14	33.16	34.18	35.17	36.19	37.21	38.23	39.25	40.25
0139	Streetcar Operations Manager	53.82	55.81	57.81	59.80	61.81	63.81	65.81	67.80	69.81	71.80	73.80
0140	Parking & Mobility Manager	53.82	55.81	57.81	59.80	61.81	63.81	65.81	67.80	69.81	71.80	73.80
0141	Assistant Parking & Mobility Manager	43.65	44.84	46.04	47.23	48.43	49.62	50.81	51.99	53.19	54.39	55.60
0170	Coordinator of Volunteers	25.68	26.48	27.28	28.09	28.89	29.69	30.50	31.30	32.11	32.91	33.73
0205	Management Analyst	36.92	38.06	39.20	40.36	41.50	42.64	43.80	44.94	46.08	47.23	48.40
0760	Marketing Manager	36.85	38.13	39.42	40.72	41.99	43.28	44.56	45.85	47.13	48.42	49.65
PUBLIC SAFETY (01)												
0020	Sexual Assault Kit Initiative Site Coordinator	31.88	32.57	33.26	33.94	34.61	35.30	35.98	36.67	37.34	38.03	38.76
0040	Community Safety Education Specialist	25.68	26.22	26.77	27.32	27.86	28.41	28.95	29.50	30.05	30.59	31.16
0060	Threat Assessment Coordinator	39.95	40.78	41.59	42.42	43.23	44.06	44.88	45.69	46.50	47.33	48.17
0135	Mental Health Coordinator	45.42	46.42	47.43	48.45	49.47	50.47	51.48	52.49	53.51	54.53	55.59
0136	Mental Health Crisis Co-Responder Team Lead	34.35	35.86	37.38	38.88	40.40	41.90	43.41	44.93	46.43	47.95	49.40
0137	Mental Health Crisis Co-Responder	30.18	31.44	32.70	33.97	35.24	36.49	37.76	39.03	40.28	41.55	42.82
0147	Crisis Support Specialist	30.18	31.44	32.70	33.97	35.24	36.49	37.76	39.03	40.28	41.55	42.82
0165	Research & Planning Specialist	30.24	31.26	32.28	33.29	34.30	35.31	36.32	37.33	38.34	39.36	40.38
0145	Research & Planning Supervisor	40.83	42.50	44.16	45.81	47.47	49.12	50.79	52.45	54.11	55.76	57.38
0143	Chief Pilot - Air Support Unit	65.44	66.89	68.33	69.78	71.21	72.66	74.11	75.55	76.98	78.44	79.90
0152	Missing Person Research Specialist	25.60	26.13	26.67	27.20	27.74	28.27	28.81	29.34	29.88	30.41	30.97
0155	Crime Prevention Specialist	25.60	26.52	27.42	28.36	29.28	30.19	31.12	32.03	32.95	33.89	34.76
0160	Crime Analysis Manager	39.34	40.61	41.88	43.16	44.43	45.71	46.98	48.26	49.53	50.81	52.06
0182	Public Safety Grant Coordinator	36.85	37.58	38.33	39.08	39.81	40.54	41.29	42.02	42.77	43.51	44.22
0265	Training Specialist - Academy	29.08	30.27	31.49	32.68	33.89	35.08	36.28	37.49	38.69	39.89	41.13
0245	Administrative Information Manager	40.50	42.17	43.85	45.52	47.18	48.85	50.53	52.20	53.87	55.54	57.20
0250	Administrative Information Coordinator	34.04	34.98	35.91	36.84	37.77	38.71	39.63	40.56	41.50	42.43	43.35
2235	Technical Systems Coordinator	32.19	33.48	34.76	36.05	37.33	38.61	39.90	41.19	42.48	43.75	45.08

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
2240	Criminalist	35.86	37.34	38.82	40.29	41.78	43.26	44.73	46.22	47.69	49.17	50.62
2245	Forensic Manager	48.17	49.77	51.37	52.96	54.56	56.16	57.75	59.35	60.95	62.52	64.10
2250	Crime Analyst	31.13	32.55	33.96	35.37	36.78	38.20	39.61	41.02	42.44	43.86	45.29
2280	Evidence Technician Supervisor	35.71	36.86	38.01	39.15	40.29	41.45	42.59	43.73	44.89	46.03	47.12
0200	Impound Lot Manager	36.92	38.09	39.27	40.45	41.62	42.81	43.98	45.17	46.34	47.51	48.66

INFORMATION TECHNOLOGY (02)

0215	Network Specialist	28.50	29.43	30.34	31.27	32.19	33.11	34.03	34.96	35.87	36.79	37.76
0225	Microsystems Support Specialist	28.50	29.43	30.34	31.27	32.19	33.11	34.03	34.96	35.87	36.79	37.76
0235	Applications Analyst	37.66	39.13	40.60	42.08	43.56	45.02	46.50	47.98	49.46	50.92	52.38
0240	Network System Administrator	37.66	39.21	40.78	42.34	43.91	45.47	47.04	48.60	50.16	51.73	53.29
0255	Application Development Manager	51.09	53.54	56.00	58.45	60.91	63.38	65.84	68.29	70.75	73.20	75.69
0270	Senior Application Analyst	45.16	46.94	48.72	50.51	52.29	54.08	55.86	57.64	59.44	61.22	63.02
0080	Information Systems Manager	44.09	45.58	47.07	48.55	50.05	51.53	53.02	54.52	56.00	57.49	58.97

FINANCE (03)

0210	Fiscal Specialist	27.93	28.80	29.62	30.48	31.30	32.16	32.98	33.84	34.66	35.51	36.37
0390	Accountant I	31.23	32.39	33.56	34.73	35.90	37.06	38.23	39.40	40.56	41.74	42.94
0395	Grant Accountant	31.23	32.39	33.56	34.73	35.90	37.06	38.23	39.40	40.56	41.74	42.94
0400	Accountant II	35.49	36.73	37.97	39.20	40.44	41.67	42.91	44.15	45.38	46.62	47.90
0410	Accountant III	40.35	41.79	43.23	44.67	46.11	47.56	49.00	50.44	51.88	53.32	54.82
0420	Payroll Analyst	31.01	31.78	32.53	33.29	34.05	34.81	35.58	36.34	37.10	37.85	38.59
0430	Assistant Payroll Manager	36.92	38.45	39.97	41.51	43.04	44.57	46.10	47.64	49.17	50.70	52.24
0440	Grant Assistant	30.24	31.39	32.57	33.73	34.89	36.05	37.20	38.37	39.53	40.69	41.88
0450	Assistant Grant Manager	36.92	38.08	39.25	40.42	41.58	42.76	43.92	45.08	46.26	47.42	48.63
0455	Grant Manager	46.05	47.17	48.30	49.43	50.56	51.69	52.81	53.93	55.06	56.19	57.32

CONVENTION & VISITOR'S BUREAU (04)

0500	Vice President-Sales and Services	57.75	60.63	63.51	66.40	69.29	72.18	75.06	77.95	80.83	83.72	86.59
0505	Director of Convention Services	38.40	39.62	40.83	42.04	43.27	44.48	45.70	46.91	48.12	49.34	50.51
0510	Director of Sales	42.57	44.53	46.48	48.44	50.39	52.34	54.30	56.26	58.21	60.17	62.08
0515	Director of Visitor Services	38.40	39.62	40.83	42.04	43.27	44.48	45.70	46.91	48.12	49.34	50.51
0517	Visitor Services Manager	25.09	25.72	26.35	27.00	27.65	28.28	28.91	29.54	30.18	30.81	31.42
0520	Social Media Manager	30.21	30.95	31.68	32.42	33.18	33.92	34.65	35.40	36.14	36.89	37.64
0525	Tourism Sales Manager	34.52	35.59	36.65	37.72	38.79	39.86	40.92	41.99	43.06	44.14	45.18

Code												
No.	Class Title	A	B	C	D	E	F	G	H	I	J	K
0530	National Sales Manager	34.52	36.11	37.70	39.29	40.88	42.48	44.07	45.65	47.24	48.83	50.46
0535	Senior Sales Manager	36.85	38.42	39.98	41.56	43.13	44.70	46.27	47.84	49.40	50.96	52.57
0540	Vice President-Marketing	52.08	54.24	56.40	58.57	60.73	62.89	65.04	67.21	69.36	71.52	73.69
0545	Director of Marketing-Content Manager	38.15	39.53	40.89	42.25	43.62	44.98	46.35	47.71	49.07	50.44	51.75
0550	Sales Manager	27.80	28.95	30.11	31.27	32.42	33.58	34.75	35.91	37.07	38.23	39.40
0555	Sales and Marketing Coordinator	25.09	25.89	26.71	27.50	28.33	29.12	29.94	30.74	31.56	32.35	33.20
0560	Retail Office Manager	28.59	29.36	30.09	30.83	31.59	32.33	33.08	33.83	34.57	35.32	36.11
0565	Research Analyst	29.08	29.92	30.76	31.60	32.43	33.28	34.11	34.97	35.81	36.65	37.53
0570	Convention Services & Housing Manager	30.21	30.90	31.60	32.30	32.99	33.69	34.38	35.08	35.78	36.47	37.20
0572	Vice President-Operations	51.13	52.92	54.70	56.50	58.32	60.10	61.89	63.70	65.50	67.28	69.11
0575	Accounting Clerk	25.68	26.48	27.28	28.09	28.89	29.69	30.50	31.30	32.11	32.91	33.73
0580	Executive Assistant	27.49	28.36	29.22	30.09	30.96	31.83	32.69	33.56	34.43	35.30	36.11
0585	Director of Communications	30.84	32.25	33.65	35.05	36.44	37.84	39.24	40.64	42.03	43.44	44.81
0590	Director of Research	32.64	34.00	35.36	36.73	38.09	39.45	40.82	42.19	43.56	44.92	46.29
0592	Regional Director of Accounts	52.82	54.54	56.25	57.96	59.68	61.39	63.12	64.83	66.54	68.27	69.94
0596	Senior Tourism Sales Manager	40.92	42.05	43.20	44.34	45.47	46.61	47.74	48.88	50.03	51.16	52.28
0598	Graphic Designer	25.09	26.14	27.19	28.23	29.28	30.30	31.35	32.40	33.45	34.51	35.56

HUMAN RELATIONS (05)

0610	Human Relations Specialist	27.80	28.63	29.50	30.34	31.21	32.06	32.91	33.76	34.61	35.46	36.37
0620	Human Relations Representative I	31.63	32.62	33.60	34.58	35.57	36.54	37.53	38.52	39.49	40.48	41.49
0625	Education & Community Outreach Coordinator	31.88	32.70	33.53	34.35	35.17	36.00	36.83	37.66	38.48	39.30	40.12
0627	Economic Development Program Administrator	30.21	31.65	33.10	34.55	35.99	37.44	38.88	40.33	41.78	43.22	44.71
0630	Human Relations Representative II	35.57	36.72	37.87	39.04	40.20	41.35	42.52	43.67	44.83	46.00	47.16

LIBRARY (06)

0527	Marketing and Communications Specialist	30.21	30.95	31.68	32.42	33.18	33.92	34.65	35.40	36.14	36.89	37.64
0720	Library Specialist	23.64	24.26	24.86	25.47	26.08	26.70	27.31	27.91	28.53	29.14	29.76
0725	Library Technology Specialist	30.21	30.99	31.78	32.56	33.33	34.11	34.90	35.68	36.46	37.24	38.01
0730	Librarian I	30.21	30.99	31.78	32.56	33.33	34.11	34.90	35.68	36.46	37.24	38.01
0740	Librarian II	35.42	36.31	37.20	38.09	38.99	39.88	40.77	41.66	42.55	43.45	44.38
0745	Library Special Projects Manager	34.73	36.14	37.56	38.99	40.41	41.83	43.24	44.67	46.08	47.50	48.97
0750	Librarian III	38.09	39.73	41.36	43.01	44.65	46.29	47.93	49.56	51.20	52.84	54.45
0765	Graphics Specialist	25.60	26.84	28.10	29.39	30.63	31.89	33.17	34.43	35.68	36.95	38.19

LEGAL (07)

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
0810	Legal Investigator	39.34	40.52	41.72	42.90	44.09	45.28	46.47	47.66	48.84	50.04	51.24
	PLANNING (08)											
0910	Planner Specialist	27.11	28.34	29.55	30.78	31.99	33.22	34.44	35.66	36.88	38.10	39.33
0915	Construction Specialist	31.88	32.91	33.94	34.97	35.99	37.02	38.05	39.08	40.11	41.14	42.17
0925	City Planner	35.11	36.61	38.09	39.58	41.07	42.56	44.06	45.54	47.03	48.51	49.98
0940	City Planner III	46.79	48.69	50.59	52.48	54.39	56.28	58.16	60.08	61.96	63.88	65.71
	ENGINEERING (10)											
1310	Drafting Technician III	29.65	30.90	32.16	33.40	34.64	35.90	37.15	38.39	39.64	40.89	42.15
1320	Right of Way Manager	42.57	44.16	45.73	47.32	48.90	50.47	52.05	53.62	55.21	56.79	58.39
1330	Real Estate Specialist II	34.59	36.11	37.62	39.13	40.64	42.15	43.66	45.18	46.68	48.20	49.66
1345	Professional Land Surveyor	39.17	40.17	41.15	42.14	43.13	44.13	45.10	46.09	47.09	48.08	49.10
1350	Engineering Aide III	30.24	31.48	32.71	33.94	35.15	36.39	37.62	38.84	40.08	41.30	42.55
1360	Engineering Technician I	34.04	34.80	35.57	36.33	37.08	37.84	38.60	39.37	40.13	40.89	41.67
1370	Engineering Technician II	36.92	38.34	39.76	41.19	42.61	44.03	45.46	46.89	48.31	49.74	51.13
1375	Engineering Technician III	39.43	41.10	42.78	44.44	46.11	47.78	49.46	51.13	52.80	54.47	56.11
1380	General Services Manager	43.85	44.87	45.87	46.88	47.90	48.91	49.91	50.92	51.93	52.95	54.00
1390	General Services Division Manager	52.82	54.17	55.55	56.90	58.29	59.64	61.00	62.37	63.73	65.10	66.40
1410	Public Works Specialist	25.68	26.51	27.35	28.18	29.02	29.85	30.69	31.53	32.36	33.20	34.06
1420	Public Works Specialist II	30.84	32.36	33.89	35.39	36.90	38.41	39.92	41.44	42.95	44.45	45.13
1450	Vision Zero Coordinator	36.85	37.58	38.33	39.08	39.81	40.54	41.29	42.02	42.77	43.51	44.22
1460	Civil Engineer I	35.49	36.81	38.13	39.45	40.77	42.09	43.40	44.72	46.04	47.36	48.64
1470	Civil Engineer II	39.43	41.10	42.78	44.44	46.11	47.78	49.46	51.13	52.80	54.47	56.11
1480	Civil Engineer III	46.92	48.80	50.69	52.57	54.46	56.34	58.23	60.11	62.00	63.88	65.82
1490	Civil Engineer IV	50.79	53.41	56.02	58.64	61.25	63.87	66.49	69.10	71.72	74.34	76.92
1495	G.I.S. Analyst	36.92	37.68	38.44	39.19	39.95	40.72	41.48	42.24	43.00	43.75	44.51
	SANITATION (11)											
1590	Water Resources Recovery Facility Manager	50.79	53.41	56.02	58.64	61.25	63.87	66.49	69.10	71.72	74.34	76.92
1595	Environmental Quality Control Technician I	31.01	31.82	32.62	33.42	34.23	35.03	35.83	36.64	37.44	38.24	39.00
1600	Environmental Quality Control Technician II	36.92	38.14	39.38	40.61	41.84	43.07	44.30	45.54	46.77	48.00	49.23
1650	Water Resources Recovery Facility Foreman	31.01	32.52	34.03	35.55	37.05	38.56	40.08	41.58	43.10	44.61	46.13
1660	Water Resources Supervisor	39.95	41.72	43.49	45.25	47.01	48.77	50.54	52.29	54.05	55.81	57.53

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
1665	Training Technician Environmental Services	30.34	31.56	32.76	33.98	35.18	36.40	37.61	38.82	40.03	41.24	42.43
1675	Process Control Systems Supervisor	41.14	42.69	44.25	45.81	47.38	48.95	50.50	52.05	53.61	55.18	56.75
1680	Process Control Systems Technician	31.58	32.90	34.23	35.56	36.88	38.21	39.53	40.86	42.19	43.51	44.84
1685	Environmental Quality Control Supervisor	41.96	43.80	45.62	47.45	49.29	51.12	52.95	54.79	56.61	58.44	60.28
1700	Quality Control Manager	50.79	53.41	56.02	58.64	61.25	63.87	66.49	69.10	71.72	74.34	76.92

INSPECTION (12)

1705	Safety Inspector	33.02	34.52	36.00	37.49	38.99	40.47	41.96	43.45	44.94	46.42	47.90
1710	Chief Housing Inspector	39.06	40.93	42.81	44.68	46.56	48.43	50.31	52.18	54.05	55.93	57.80
1730	Chief Building Inspector	38.04	40.02	42.00	43.98	45.97	47.95	49.92	51.91	53.89	55.88	57.83
1750	Chief Electrical Inspector	40.08	41.93	43.78	45.63	47.48	49.34	51.19	53.05	54.90	56.75	58.60
1770	Chief Plumbing Inspector	35.24	37.56	39.90	42.24	44.57	46.91	49.24	51.58	53.91	56.25	58.59
1790	Chief Mechanical Inspector	37.27	39.34	41.41	43.47	45.54	47.61	49.67	51.74	53.81	55.88	57.89
1810	Chief Field Inspector	34.58	36.59	38.59	40.60	42.61	44.62	46.63	48.64	50.65	52.65	54.69
1880	Plan Examiner	36.92	38.31	39.70	41.09	42.49	43.88	45.27	46.66	48.05	49.45	50.87

LABOR SUPERVISION (14)

2050	Contract Admin Manager	50.77	53.03	55.31	57.58	59.86	62.14	64.42	66.68	68.95	71.22	73.50
0175	Fleet & Facilities Coordinator	29.30	30.76	32.23	33.69	35.15	36.63	38.09	39.56	41.02	42.50	43.93
0180	Utility Maintenance Scheduler & Coordinator	32.56	34.19	35.81	37.44	39.07	40.69	42.31	43.94	45.57	47.19	48.81
2100	City Maintenance Foreman I	31.27	32.17	33.06	33.97	34.87	35.77	36.67	37.56	38.47	39.37	40.24
2110	City Maintenance Foreman II	34.37	35.69	37.01	38.33	39.64	40.96	42.28	43.60	44.92	46.24	47.51
2120	City Maintenance Foreman III	38.30	40.08	41.85	43.63	45.41	47.18	48.97	50.74	52.52	54.30	56.12
2130	City Maintenance Supervisor*	41.89	43.99	46.09	48.18	50.28	52.37	54.48	56.58	58.68	60.78	62.83
2140	City Maintenance Superintendent	47.06	49.42	51.77	54.12	56.46	58.84	61.18	63.53	65.89	68.24	70.61
2150	Utility Field Coordinator	30.05	31.02	31.99	32.96	33.94	34.91	35.89	36.85	37.82	38.80	39.72
2160	Senior Utility Field Coordinator	34.49	35.62	36.74	37.86	39.00	40.12	41.24	42.36	43.49	44.62	45.71
2170	Stationary Engineer II	30.83	32.15	33.43	34.73	36.03	37.32	38.61	39.91	41.21	42.51	43.81
2180	Automotive Repair Foreman	32.51	34.12	35.76	37.39	39.02	40.64	42.26	43.89	45.52	47.14	48.77
2190	Fleet Services Manager	48.79	50.29	51.79	53.29	54.80	56.29	57.79	59.29	60.79	62.29	63.82
2255	Quality Assurance Supervisor	43.85	44.81	45.78	46.75	47.71	48.68	49.64	50.61	51.58	52.53	53.51
2260	Traffic Signal Supervisor I	33.56	35.03	36.47	37.93	39.39	40.85	42.29	43.75	45.22	46.66	48.15
2270	Traffic Signal Supervisor II	38.38	40.29	42.22	44.15	46.06	47.98	49.90	51.83	53.75	55.67	57.55
2320	Greenhouse Foreman	32.64	33.64	34.63	35.64	36.65	37.66	38.65	39.66	40.65	41.66	42.63

PARKS & RECREATION (16)

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
2350	Forester	38.48	40.32	42.16	44.00	45.85	47.69	49.53	51.38	53.22	55.06	56.92
2410	Golf Course Superintendent	32.59	33.84	35.08	36.34	37.57	38.83	40.08	41.32	42.57	43.83	45.01
2415	Contractual Services Coordinator	30.34	31.81	33.26	34.72	36.17	37.64	39.09	40.54	42.00	43.46	44.90
0130	Public Events Administrative Assistant	34.04	34.73	35.41	36.10	36.78	37.47	38.15	38.84	39.53	40.21	40.86
0100	Public Events Coordinator	35.13	36.25	37.37	38.48	39.59	40.71	41.82	42.93	44.04	45.17	46.30
2430	Parks & Recreation Planner I	31.88	32.83	33.76	34.71	35.65	36.60	37.53	38.48	39.42	40.37	41.34
2440	Parks & Recreation Planner II	38.09	39.61	41.14	42.65	44.18	45.70	47.22	48.74	50.26	51.78	53.28
2450	Parks & Recreation Planner III	37.58	39.41	41.23	43.06	44.89	46.71	48.53	50.36	52.19	54.01	55.82
2500	Recreation Coordinator	30.34	31.81	33.26	34.72	36.17	37.64	39.09	40.54	42.00	43.46	44.90
2510	Recreation Supervisor	38.40	40.07	41.73	43.38	45.04	46.71	48.38	50.04	51.70	53.35	55.04
2520	Sports Complex Manager	38.40	40.32	42.24	44.16	46.07	47.99	49.90	51.83	53.75	55.66	57.96
2530	Recreation Manager	46.41	49.03	51.64	54.26	56.87	59.48	62.10	64.71	67.32	69.94	72.56
2540	Golf Manager	46.95	49.11	51.27	53.45	55.61	57.77	59.94	62.10	64.26	66.42	68.63
2550	Park Maintenance Manager	48.25	50.53	52.81	55.09	57.37	59.66	61.93	64.22	66.50	68.78	71.06
2560	Golf Professional	25.68	26.63	27.58	28.54	29.49	30.45	31.39	32.35	33.30	34.26	35.26
2565	Senior Golf Professional	31.01	32.23	33.45	34.67	35.90	37.12	38.34	39.56	40.78	42.00	43.26
2575	Project Manager	38.09	39.53	40.96	42.39	43.84	45.27	46.70	48.14	49.57	51.01	52.44

STEP PROGRESSION:

Step	Requirement
"A"	Initial hire
"B"	6 months at "A"
"C"	6 months at "B"
"D"	1 year at "C"
"E"	1 year at "D"
"F"	1 year at "E"
"G"	1 year at "F"
"H"	1 year at "G"
"I"	1 year at "H"
"J"	1 year at "I"
"K"	1 year at "J"

Actual pay for employees in this group is calculated from the hourly rate and rounded to the closest penny.

Attachment #3

A. CLASSIFICATIONS - CIVILIAN MANAGEMENT**2028 SALARIES: 3% increase over 2026 Salaries. (Salaries effective 12/19/2027)**

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
OFFICE ADMINISTRATION & MANAGEMENT (00)												
0030	Executive Secretary	29.45	30.64	31.84	33.04	34.24	35.42	36.63	37.81	39.00	40.20	41.41
0050	Office Supervisor	28.88	30.06	31.24	32.43	33.61	34.78	35.97	37.15	38.33	39.51	40.66
0070	Office Manager	35.06	36.19	37.34	38.47	39.61	40.75	41.88	43.02	44.16	45.29	46.43
0125	Special Projects Coordinator	31.00	32.05	33.10	34.15	35.21	36.23	37.28	38.33	39.38	40.43	41.46
0139	Streetcar Operations Manager	55.43	57.48	59.54	61.59	63.66	65.72	67.78	69.83	71.90	73.95	76.01
0140	Parking & Mobility Manager	55.43	57.48	59.54	61.59	63.66	65.72	67.78	69.83	71.90	73.95	76.01
0141	Assistant Parking & Mobility Manager	44.96	46.19	47.42	48.65	49.88	51.11	52.33	53.55	54.79	56.02	57.27
0170	Coordinator of Volunteers	26.45	27.27	28.10	28.93	29.76	30.58	31.42	32.24	33.07	33.90	34.74
0205	Management Analyst	38.03	39.20	40.38	41.57	42.75	43.92	45.11	46.29	47.46	48.65	49.85
0760	Marketing Manager	37.96	39.27	40.60	41.94	43.25	44.58	45.90	47.23	48.54	49.87	51.14
PUBLIC SAFETY (01)												
0020	Sexual Assault Kit Initiative Site Coordinator	32.84	33.55	34.26	34.96	35.65	36.36	37.06	37.77	38.46	39.17	39.92
0040	Community Safety Education Specialist	26.45	27.01	27.57	28.14	28.70	29.26	29.82	30.39	30.95	31.51	32.09
0060	Threat Assessment Coordinator	41.15	42.00	42.84	43.69	44.53	45.38	46.23	47.06	47.90	48.75	49.62
0135	Mental Health Coordinator	46.78	47.81	48.85	49.90	50.95	51.98	53.02	54.06	55.12	56.17	57.26
0136	Mental Health Crisis Co-Responder Team Lead	35.38	36.94	38.50	40.05	41.61	43.16	44.71	46.28	47.82	49.39	50.88
0137	Mental Health Crisis Co-Responder	31.09	32.38	33.68	34.99	36.30	37.58	38.89	40.20	41.49	42.80	44.10
0147	Crisis Support Specialist	31.09	32.38	33.68	34.99	36.30	37.58	38.89	40.20	41.49	42.80	44.10
0165	Research & Planning Specialist	31.15	32.20	33.25	34.29	35.33	36.37	37.41	38.45	39.49	40.54	41.59
0145	Research & Planning Supervisor	42.05	43.78	45.48	47.18	48.89	50.59	52.31	54.02	55.73	57.43	59.10
0143	Chief Pilot - Air Support Unit	67.40	68.90	70.38	71.87	73.35	74.84	76.33	77.82	79.29	80.79	82.30
0152	Missing Person Research Specialist	26.37	26.91	27.47	28.02	28.57	29.12	29.67	30.22	30.78	31.32	31.90
0155	Crime Prevention Specialist	26.37	27.32	28.24	29.21	30.16	31.10	32.05	32.99	33.94	34.91	35.80
0160	Crime Analysis Manager	40.52	41.83	43.14	44.45	45.76	47.08	48.39	49.71	51.02	52.33	53.62
0182	Public Safety Grant Coordinator	37.96	38.71	39.48	40.25	41.00	41.76	42.53	43.28	44.05	44.82	45.55
0265	Training Specialist - Academy	29.95	31.18	32.43	33.66	34.91	36.13	37.37	38.61	39.85	41.09	42.36
0245	Administrative Information Manager	41.72	43.44	45.17	46.89	48.60	50.32	52.05	53.77	55.49	57.21	58.92
0250	Administrative Information Coordinator	35.06	36.03	36.99	37.95	38.90	39.87	40.82	41.78	42.75	43.70	44.65
2235	Technical Systems Coordinator	33.16	34.48	35.80	37.13	38.45	39.77	41.10	42.43	43.75	45.06	46.43

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
2240	Criminalist	36.94	38.46	39.98	41.50	43.03	44.56	46.07	47.61	49.12	50.65	52.14
2245	Forensic Manager	49.62	51.26	52.91	54.55	56.20	57.84	59.48	61.13	62.78	64.40	66.02
2250	Crime Analyst	32.06	33.53	34.98	36.43	37.88	39.35	40.80	42.25	43.71	45.18	46.65
2280	Evidence Technician Supervisor	36.78	37.97	39.15	40.32	41.50	42.69	43.87	45.04	46.24	47.41	48.53
0200	Impound Lot Manager	38.03	39.23	40.45	41.66	42.87	44.09	45.30	46.53	47.73	48.94	50.12

INFORMATION TECHNOLOGY (02)

0215	Network Specialist	29.36	30.31	31.25	32.21	33.16	34.10	35.05	36.01	36.95	37.89	38.89
0225	Microsystems Support Specialist	29.36	30.31	31.25	32.21	33.16	34.10	35.05	36.01	36.95	37.89	38.89
0235	Applications Analyst	38.79	40.30	41.82	43.34	44.87	46.37	47.90	49.42	50.94	52.45	53.95
0240	Network System Administrator	38.79	40.39	42.00	43.61	45.23	46.83	48.45	50.06	51.66	53.28	54.89
0255	Application Development Manager	52.62	55.15	57.68	60.20	62.74	65.28	67.82	70.34	72.87	75.40	77.96
0270	Senior Application Analyst	46.51	48.35	50.18	52.03	53.86	55.70	57.54	59.37	61.22	63.06	64.91
0080	Information Systems Manager	45.41	46.95	48.48	50.01	51.55	53.08	54.61	56.16	57.68	59.21	60.74

FINANCE (03)

0210	Fiscal Specialist	28.77	29.66	30.51	31.39	32.24	33.12	33.97	34.86	35.70	36.58	37.46
0390	Accountant I	32.17	33.36	34.57	35.77	36.98	38.17	39.38	40.58	41.78	42.99	44.23
0395	Grant Accountant	32.17	33.36	34.57	35.77	36.98	38.17	39.38	40.58	41.78	42.99	44.23
0400	Accountant II	36.55	37.83	39.11	40.38	41.65	42.92	44.20	45.47	46.74	48.02	49.34
0410	Accountant III	41.56	43.04	44.53	46.01	47.49	48.99	50.47	51.95	53.44	54.92	56.46
0420	Payroll Analyst	31.94	32.73	33.51	34.29	35.07	35.85	36.65	37.43	38.21	38.99	39.75
0430	Assistant Payroll Manager	38.03	39.60	41.17	42.76	44.33	45.91	47.48	49.07	50.65	52.22	53.81
0440	Grant Assistant	31.15	32.33	33.55	34.74	35.94	37.13	38.32	39.52	40.72	41.91	43.14
0450	Assistant Grant Manager	38.03	39.22	40.43	41.63	42.83	44.04	45.24	46.43	47.65	48.84	50.09
0455	Grant Manager	47.43	48.59	49.75	50.91	52.08	53.24	54.39	55.55	56.71	57.88	59.04

CONVENTION & VISITOR'S BUREAU (04)

0500	Vice President-Sales and Services	59.48	62.45	65.42	68.39	71.37	74.35	77.31	80.29	83.25	86.23	89.19
0505	Director of Convention Services	39.55	40.81	42.05	43.30	44.57	45.81	47.07	48.32	49.56	50.82	52.03
0510	Director of Sales	43.85	45.87	47.87	49.89	51.90	53.91	55.93	57.95	59.96	61.98	63.94
0515	Director of Visitor Services	39.55	40.81	42.05	43.30	44.57	45.81	47.07	48.32	49.56	50.82	52.03
0517	Visitor Services Manager	25.84	26.49	27.14	27.81	28.48	29.13	29.78	30.43	31.09	31.73	32.36
0520	Social Media Manager	31.12	31.88	32.63	33.39	34.18	34.94	35.69	36.46	37.22	38.00	38.77
0525	Tourism Sales Manager	35.56	36.66	37.75	38.85	39.95	41.06	42.15	43.25	44.35	45.46	46.54

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
0530	National Sales Manager	35.56	37.19	38.83	40.47	42.11	43.75	45.39	47.02	48.66	50.29	51.97
0535	Senior Sales Manager	37.96	39.57	41.18	42.81	44.42	46.04	47.66	49.28	50.88	52.49	54.15
0540	Vice President-Marketing	53.64	55.87	58.09	60.33	62.55	64.78	66.99	69.23	71.44	73.67	75.90
0545	Director of Marketing-Content Manager	39.29	40.72	42.12	43.52	44.93	46.33	47.74	49.14	50.54	51.95	53.30
0550	Sales Manager	28.63	29.82	31.01	32.21	33.39	34.59	35.79	36.99	38.18	39.38	40.58
0555	Sales and Marketing Coordinator	25.84	26.67	27.51	28.33	29.18	29.99	30.84	31.66	32.51	33.32	34.20
0560	Retail Office Manager	29.45	30.24	30.99	31.75	32.54	33.30	34.07	34.84	35.61	36.38	37.19
0565	Research Analyst	29.95	30.82	31.68	32.55	33.40	34.28	35.13	36.02	36.88	37.75	38.66
0570	Convention Services & Housing Manager	31.12	31.83	32.55	33.27	33.98	34.70	35.41	36.13	36.85	37.56	38.32
0572	Vice President-Operations	52.66	54.51	56.34	58.20	60.07	61.90	63.75	65.61	67.47	69.30	71.18
0575	Accounting Clerk	26.45	27.27	28.10	28.93	29.76	30.58	31.42	32.24	33.07	33.90	34.74
0580	Executive Assistant	28.31	29.21	30.10	30.99	31.89	32.78	33.67	34.57	35.46	36.36	37.19
0585	Director of Communications	31.77	33.22	34.66	36.10	37.53	38.98	40.42	41.86	43.29	44.74	46.15
0590	Director of Research	33.62	35.02	36.42	37.83	39.23	40.63	42.04	43.46	44.87	46.27	47.68
0592	Regional Director of Accounts	54.40	56.18	57.94	59.70	61.47	63.23	65.01	66.77	68.54	70.32	72.04
0596	Senior Tourism Sales Manager	42.15	43.31	44.50	45.67	46.83	48.01	49.17	50.35	51.53	52.69	53.85
0598	Graphic Designer	25.84	26.92	28.01	29.08	30.16	31.21	32.29	33.37	34.45	35.55	36.63

HUMAN RELATIONS (05)

0610	Human Relations Specialist	28.63	29.49	30.39	31.25	32.15	33.02	33.90	34.77	35.65	36.52	37.46
0620	Human Relations Representative I	32.58	33.60	34.61	35.62	36.64	37.64	38.66	39.68	40.67	41.69	42.73
0625	Education & Community Outreach Coordinator	32.84	33.68	34.54	35.38	36.23	37.08	37.93	38.79	39.63	40.48	41.32
0627	Economic Development Program Administrator	31.12	32.60	34.09	35.59	37.07	38.56	40.05	41.54	43.03	44.52	46.05
0630	Human Relations Representative II	36.64	37.82	39.01	40.21	41.41	42.59	43.80	44.98	46.17	47.38	48.57

LIBRARY (06)

0527	Marketing and Communications Specialist	31.12	31.88	32.63	33.39	34.18	34.94	35.69	36.46	37.22	38.00	38.77
0720	Library Specialist	24.35	24.99	25.61	26.23	26.86	27.50	28.13	28.75	29.39	30.01	30.65
0725	Library Technology Specialist	31.12	31.92	32.73	33.54	34.33	35.13	35.95	36.75	37.55	38.36	39.15
0730	Librarian I	31.12	31.92	32.73	33.54	34.33	35.13	35.95	36.75	37.55	38.36	39.15
0740	Librarian II	36.48	37.40	38.32	39.23	40.16	41.08	41.99	42.91	43.83	44.75	45.71
0745	Library Special Projects Manager	35.77	37.22	38.69	40.16	41.62	43.08	44.54	46.01	47.46	48.93	50.44
0750	Librarian III	39.23	40.92	42.60	44.30	45.99	47.68	49.37	51.05	52.74	54.43	56.08
0765	Graphics Specialist	26.37	27.65	28.94	30.27	31.55	32.85	34.17	35.46	36.75	38.06	39.34

LEGAL (07)

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
0810	Legal Investigator	40.52	41.74	42.97	44.19	45.41	46.64	47.86	49.09	50.31	51.54	52.78
	PLANNING (08)											
0910	Planner Specialist	27.92	29.19	30.44	31.70	32.95	34.22	35.47	36.73	37.99	39.24	40.51
0915	Construction Specialist	32.84	33.90	34.96	36.02	37.07	38.13	39.19	40.25	41.31	42.37	43.44
0925	City Planner	36.16	37.71	39.23	40.77	42.30	43.84	45.38	46.91	48.44	49.97	51.48
0940	City Planner III	48.19	50.15	52.11	54.05	56.02	57.97	59.90	61.88	63.82	65.80	67.68
	ENGINEERING (10)											
1310	Drafting Technician III	30.54	31.83	33.12	34.40	35.68	36.98	38.26	39.54	40.83	42.12	43.41
1320	Right of Way Manager	43.85	45.48	47.10	48.74	50.37	51.98	53.61	55.23	56.87	58.49	60.14
1330	Real Estate Specialist II	35.63	37.19	38.75	40.30	41.86	43.41	44.97	46.54	48.08	49.65	51.15
1345	Professional Land Surveyor	40.35	41.38	42.38	43.40	44.42	45.45	46.45	47.47	48.50	49.52	50.57
1350	Engineering Aide III	31.15	32.42	33.69	34.96	36.20	37.48	38.75	40.01	41.28	42.54	43.83
1360	Engineering Technician I	35.06	35.84	36.64	37.42	38.19	38.98	39.76	40.55	41.33	42.12	42.92
1370	Engineering Technician II	38.03	39.49	40.95	42.43	43.89	45.35	46.82	48.30	49.76	51.23	52.66
1375	Engineering Technician III	40.61	42.33	44.06	45.77	47.49	49.21	50.94	52.66	54.38	56.10	57.79
1380	General Services Manager	45.17	46.22	47.25	48.29	49.34	50.38	51.41	52.45	53.49	54.54	55.62
1390	General Services Division Manager	54.40	55.80	57.22	58.61	60.04	61.43	62.83	64.24	65.64	67.05	68.39
1410	Public Works Specialist	26.45	27.31	28.17	29.03	29.89	30.75	31.61	32.48	33.33	34.20	35.08
1420	Public Works Specialist II	31.77	33.33	34.91	36.45	38.01	39.56	41.12	42.68	44.24	45.78	46.48
1450	Vision Zero Coordinator	37.96	38.71	39.48	40.25	41.00	41.76	42.53	43.28	44.05	44.82	45.55
1460	Civil Engineer I	36.55	37.91	39.27	40.63	41.99	43.35	44.70	46.06	47.42	48.78	50.10
1470	Civil Engineer II	40.61	42.33	44.06	45.77	47.49	49.21	50.94	52.66	54.38	56.10	57.79
1480	Civil Engineer III	48.33	50.26	52.21	54.15	56.09	58.03	59.98	61.91	63.86	65.80	67.79
1490	Civil Engineer IV	52.31	55.01	57.70	60.40	63.09	65.79	68.48	71.17	73.87	76.57	79.23
1495	G.I.S. Analyst	38.03	38.81	39.59	40.37	41.15	41.94	42.72	43.51	44.29	45.06	45.85
	SANITATION (11)											
1590	Water Resources Recovery Facility Manager	52.31	55.01	57.70	60.40	63.09	65.79	68.48	71.17	73.87	76.57	79.23
1595	Environmental Quality Control Technician I	31.94	32.77	33.60	34.42	35.26	36.08	36.90	37.74	38.56	39.39	40.17
1600	Environmental Quality Control Technician II	38.03	39.28	40.56	41.83	43.10	44.36	45.63	46.91	48.17	49.44	50.71
1650	Water Resources Recovery Facility Foreman	31.94	33.50	35.05	36.62	38.16	39.72	41.28	42.83	44.39	45.95	47.51
1660	Water Resources Supervisor	41.15	42.97	44.79	46.61	48.42	50.23	52.06	53.86	55.67	57.48	59.26

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
1665	Training Technician Environmental Services	31.25	32.51	33.74	35.00	36.24	37.49	38.74	39.98	41.23	42.48	43.70
1675	Process Control Systems Supervisor	42.37	43.97	45.58	47.18	48.80	50.42	52.02	53.61	55.22	56.84	58.45
1680	Process Control Systems Technician	32.53	33.89	35.26	36.63	37.99	39.36	40.72	42.09	43.46	44.82	46.19
1685	Environmental Quality Control Supervisor	43.22	45.11	46.99	48.87	50.77	52.65	54.54	56.43	58.31	60.19	62.09
1700	Quality Control Manager	52.31	55.01	57.70	60.40	63.09	65.79	68.48	71.17	73.87	76.57	79.23

INSPECTION (12)

1705	Safety Inspector	34.01	35.56	37.08	38.61	40.16	41.68	43.22	44.75	46.29	47.81	49.34
1710	Chief Housing Inspector	40.23	42.16	44.09	46.02	47.96	49.88	51.82	53.75	55.67	57.61	59.53
1730	Chief Building Inspector	39.18	41.22	43.26	45.30	47.35	49.39	51.42	53.47	55.51	57.56	59.56
1750	Chief Electrical Inspector	41.28	43.19	45.09	47.00	48.90	50.82	52.73	54.64	56.55	58.45	60.36
1770	Chief Plumbing Inspector	36.30	38.69	41.10	43.51	45.91	48.32	50.72	53.13	55.53	57.94	60.35
1790	Chief Mechanical Inspector	38.39	40.52	42.65	44.77	46.91	49.04	51.16	53.29	55.42	57.56	59.63
1810	Chief Field Inspector	35.62	37.69	39.75	41.82	43.89	45.96	48.03	50.10	52.17	54.23	56.33
1880	Plan Examiner	38.03	39.46	40.89	42.32	43.76	45.20	46.63	48.06	49.49	50.93	52.40

LABOR SUPERVISION (14)

2050	Contract Admin Manager	52.29	54.62	56.97	59.31	61.66	64.00	66.35	68.68	71.02	73.36	75.71
0175	Fleet & Facilities Coordinator	30.18	31.68	33.20	34.70	36.20	37.73	39.23	40.75	42.25	43.78	45.25
0180	Utility Maintenance Scheduler & Coordinator	33.54	35.22	36.88	38.56	40.24	41.91	43.58	45.26	46.94	48.61	50.27
2100	City Maintenance Foreman I	32.21	33.14	34.05	34.99	35.92	36.84	37.77	38.69	39.62	40.55	41.45
2110	City Maintenance Foreman II	35.40	36.76	38.12	39.48	40.83	42.19	43.55	44.91	46.27	47.63	48.94
2120	City Maintenance Foreman III	39.45	41.28	43.11	44.94	46.77	48.60	50.44	52.26	54.10	55.93	57.80
2130	City Maintenance Supervisor*	42.52	44.65	46.78	48.90	51.03	53.16	55.30	57.43	59.56	61.69	63.77
2140	City Maintenance Superintendent	48.47	50.90	53.32	55.74	58.15	60.61	63.02	65.44	67.87	70.29	72.73
2150	Utility Field Coordinator	30.95	31.95	32.95	33.95	34.96	35.96	36.97	37.96	38.95	39.96	40.91
2160	Senior Utility Field Coordinator	35.52	36.69	37.84	39.00	40.17	41.32	42.48	43.63	44.79	45.96	47.08
2170	Stationary Engineer II	31.75	33.11	34.43	35.77	37.11	38.44	39.77	41.11	42.45	43.79	45.12
2180	Automotive Repair Foreman	33.49	35.14	36.83	38.51	40.19	41.86	43.53	45.21	46.89	48.55	50.23
2190	Fleet Services Manager	50.25	51.80	53.34	54.89	56.44	57.98	59.52	61.07	62.61	64.16	65.73
2255	Quality Assurance Supervisor	45.17	46.15	47.15	48.15	49.14	50.14	51.13	52.13	53.13	54.11	55.12
2260	Traffic Signal Supervisor I	34.57	36.08	37.56	39.07	40.57	42.08	43.56	45.06	46.58	48.06	49.59
2270	Traffic Signal Supervisor II	39.53	41.50	43.49	45.47	47.44	49.42	51.40	53.38	55.36	57.34	59.28
2320	Greenhouse Foreman	33.62	34.65	35.67	36.71	37.75	38.79	39.81	40.85	41.87	42.91	43.91

PARKS & RECREATION (16)

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
2350	Forester	39.63	41.53	43.42	45.32	47.23	49.12	51.02	52.92	54.82	56.71	58.63
2410	Golf Course Superintendent	33.57	34.86	36.13	37.43	38.70	39.99	41.28	42.56	43.85	45.14	46.36
2415	Contractual Services Coordinator	31.25	32.76	34.26	35.76	37.26	38.77	40.26	41.76	43.26	44.76	46.25
0130	Public Events Administrative Assistant	35.06	35.77	36.47	37.18	37.88	38.59	39.29	40.01	40.72	41.42	42.09
0100	Public Events Coordinator	36.18	37.34	38.49	39.63	40.78	41.93	43.07	44.22	45.36	46.53	47.69
2430	Parks & Recreation Planner I	32.84	33.81	34.77	35.75	36.72	37.70	38.66	39.63	40.60	41.58	42.58
2440	Parks & Recreation Planner II	39.23	40.80	42.37	43.93	45.51	47.07	48.64	50.20	51.77	53.33	54.88
2450	Parks & Recreation Planner III	38.71	40.59	42.47	44.35	46.24	48.11	49.99	51.87	53.76	55.63	57.49
2500	Recreation Coordinator	31.25	32.76	34.26	35.76	37.26	38.77	40.26	41.76	43.26	44.76	46.25
2510	Recreation Supervisor	39.55	41.27	42.98	44.68	46.39	48.11	49.83	51.54	53.25	54.95	56.69
2520	Sports Complex Manager	39.55	41.53	43.51	45.48	47.45	49.43	51.40	53.38	55.36	57.33	59.70
2530	Recreation Manager	47.80	50.50	53.19	55.89	58.58	61.26	63.96	66.65	69.34	72.04	74.74
2540	Golf Manager	48.36	50.58	52.81	55.05	57.28	59.50	61.74	63.96	66.19	68.41	70.69
2550	Park Maintenance Manager	49.70	52.05	54.39	56.74	59.09	61.45	63.79	66.15	68.50	70.84	73.19
2560	Golf Professional	26.45	27.43	28.41	29.40	30.37	31.36	32.33	33.32	34.30	35.29	36.32
2565	Senior Golf Professional	31.94	33.20	34.45	35.71	36.98	38.23	39.49	40.75	42.00	43.26	44.56
2575	Project Manager	39.23	40.72	42.19	43.66	45.16	46.63	48.10	49.58	51.06	52.54	54.01

STEP PROGRESSION:

Step	Requirement
"A"	Initial hire
"B"	6 months at "A"
"C"	6 months at "B"
"D"	1 year at "C"
"E"	1 year at "D"
"F"	1 year at "E"
"G"	1 year at "F"
"H"	1 year at "G"
"I"	1 year at "H"
"J"	1 year at "I"
"K"	1 year at "J"

Actual pay for employees in this group is calculated from the hourly rate and rounded to the closest penny.

Attachment #4

A. CLASSIFICATIONS - CIVILIAN MANAGEMENT**2029 SALARIES: 3% increase over 2028 Salaries. (Salaries effective 12/17/2028)**

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
OFFICE ADMINISTRATION & MANAGEMENT (00)												
0030	Executive Secretary	30.33	31.56	32.80	34.03	35.27	36.48	37.73	38.94	40.17	41.41	42.65
0050	Office Supervisor	29.75	30.96	32.18	33.40	34.62	35.82	37.05	38.26	39.48	40.70	41.88
0070	Office Manager	36.11	37.28	38.46	39.62	40.80	41.97	43.14	44.31	45.48	46.65	47.82
0125	Special Projects Coordinator	31.93	33.01	34.09	35.17	36.27	37.32	38.40	39.48	40.56	41.64	42.70
0139	Streetcar Operations Manager	57.09	59.20	61.33	63.44	65.57	67.69	69.81	71.92	74.06	76.17	78.29
0140	Parking & Mobility Manager	57.09	59.20	61.33	63.44	65.57	67.69	69.81	71.92	74.06	76.17	78.29
0141	Assistant Parking & Mobility Manager	46.31	47.58	48.84	50.11	51.38	52.64	53.90	55.16	56.43	57.70	58.99
0170	Coordinator of Volunteers	27.24	28.09	28.94	29.80	30.65	31.50	32.36	33.21	34.06	34.92	35.78
0205	Management Analyst	39.17	40.38	41.59	42.82	44.03	45.24	46.46	47.68	48.88	50.11	51.35
0760	Marketing Manager	39.10	40.45	41.82	43.20	44.55	45.92	47.28	48.65	50.00	51.37	52.67
PUBLIC SAFETY (01)												
0020	Sexual Assault Kit Initiative Site Coordinator	33.83	34.56	35.29	36.01	36.72	37.45	38.17	38.90	39.61	40.35	41.12
0040	Community Safety Education Specialist	27.24	27.82	28.40	28.98	29.56	30.14	30.71	31.30	31.88	32.46	33.05
0060	Threat Assessment Coordinator	42.38	43.26	44.13	45.00	45.87	46.74	47.62	48.47	49.34	50.21	51.11
0135	Mental Health Coordinator	48.18	49.24	50.32	51.40	52.48	53.54	54.61	55.68	56.77	57.86	58.98
0136	Mental Health Crisis Co-Responder Team Lead	36.44	38.05	39.66	41.25	42.86	44.45	46.05	47.67	49.25	50.87	52.41
0137	Mental Health Crisis Co-Responder	32.02	33.35	34.69	36.04	37.39	38.71	40.06	41.41	42.73	44.08	45.42
0147	Crisis Support Specialist	32.02	33.35	34.69	36.04	37.39	38.71	40.06	41.41	42.73	44.08	45.42
0165	Research & Planning Specialist	32.08	33.17	34.25	35.32	36.39	37.46	38.53	39.60	40.67	41.76	42.84
0145	Research & Planning Supervisor	43.31	45.09	46.84	48.60	50.36	52.11	53.88	55.64	57.40	59.15	60.87
0143	Chief Pilot - Air Support Unit	69.42	70.97	72.49	74.03	75.55	77.09	78.62	80.15	81.67	83.21	84.77
0152	Missing Person Research Specialist	27.16	27.72	28.29	28.86	29.43	29.99	30.56	31.13	31.70	32.26	32.86
0155	Crime Prevention Specialist	27.16	28.14	29.09	30.09	31.06	32.03	33.01	33.98	34.96	35.96	36.87
0160	Crime Analysis Manager	41.74	43.08	44.43	45.78	47.13	48.49	49.84	51.20	52.55	53.90	55.23
0182	Public Safety Grant Coordinator	39.10	39.87	40.66	41.46	42.23	43.01	43.81	44.58	45.37	46.16	46.92
0265	Training Specialist - Academy	30.85	32.12	33.40	34.67	35.96	37.21	38.49	39.77	41.05	42.32	43.63
0245	Administrative Information Manager	42.97	44.74	46.53	48.30	50.06	51.83	53.61	55.38	57.15	58.93	60.69
0250	Administrative Information Coordinator	36.11	37.11	38.10	39.09	40.07	41.07	42.04	43.03	44.03	45.01	45.99
2235	Technical Systems Coordinator	34.15	35.51	36.87	38.24	39.60	40.96	42.33	43.70	45.06	46.41	47.82

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
2240	Criminalist	38.05	39.61	41.18	42.75	44.32	45.90	47.45	49.04	50.59	52.17	53.70
2245	Forensic Manager	51.11	52.80	54.50	56.19	57.89	59.58	61.26	62.96	64.66	66.33	68.00
2250	Crime Analyst	33.02	34.54	36.03	37.52	39.02	40.53	42.02	43.52	45.02	46.54	48.05
2280	Evidence Technician Supervisor	37.88	39.11	40.32	41.53	42.75	43.97	45.19	46.39	47.63	48.83	49.99
0200	Impound Lot Manager	39.17	40.41	41.66	42.91	44.16	45.41	46.66	47.93	49.16	50.41	51.62

INFORMATION TECHNOLOGY (02)

0215	Network Specialist	30.24	31.22	32.19	33.18	34.15	35.12	36.10	37.09	38.06	39.03	40.06
0225	Microsystems Support Specialist	30.24	31.22	32.19	33.18	34.15	35.12	36.10	37.09	38.06	39.03	40.06
0235	Applications Analyst	39.95	41.51	43.07	44.64	46.22	47.76	49.34	50.90	52.47	54.02	55.57
0240	Network System Administrator	39.95	41.60	43.26	44.92	46.59	48.23	49.90	51.56	53.21	54.88	56.54
0255	Application Development Manager	54.20	56.80	59.41	62.01	64.62	67.24	69.85	72.45	75.06	77.66	80.30
0270	Senior Application Analyst	47.91	49.80	51.69	53.59	55.48	57.37	59.27	61.15	63.06	64.95	66.86
0080	Information Systems Manager	46.77	48.36	49.93	51.51	53.10	54.67	56.25	57.84	59.41	60.99	62.56

FINANCE (03)

0210	Fiscal Specialist	29.63	30.55	31.43	32.33	33.21	34.11	34.99	35.91	36.77	37.68	38.58
0390	Accountant I	33.14	34.36	35.61	36.84	38.09	39.32	40.56	41.80	43.03	44.28	45.56
0395	Grant Accountant	33.14	34.36	35.61	36.84	38.09	39.32	40.56	41.80	43.03	44.28	45.56
0400	Accountant II	37.65	38.96	40.28	41.59	42.90	44.21	45.53	46.83	48.14	49.46	50.82
0410	Accountant III	42.81	44.33	45.87	47.39	48.91	50.46	51.98	53.51	55.04	56.57	58.15
0420	Payroll Analyst	32.90	33.71	34.52	35.32	36.12	36.93	37.75	38.55	39.36	40.16	40.94
0430	Assistant Payroll Manager	39.17	40.79	42.41	44.04	45.66	47.29	48.90	50.54	52.17	53.79	55.42
0440	Grant Assistant	32.08	33.30	34.56	35.78	37.02	38.24	39.47	40.71	41.94	43.17	44.43
0450	Assistant Grant Manager	39.17	40.40	41.64	42.88	44.11	45.36	46.60	47.82	49.08	50.31	51.59
0455	Grant Manager	48.85	50.05	51.24	52.44	53.64	54.84	56.02	57.22	58.41	59.62	60.81

CONVENTION & VISITOR'S BUREAU (04)

0500	Vice President-Sales and Services	61.26	64.32	67.38	70.44	73.51	76.58	79.63	82.70	85.75	88.82	91.87
0505	Director of Convention Services	40.74	42.03	43.31	44.60	45.91	47.18	48.48	49.77	51.05	52.34	53.59
0510	Director of Sales	45.17	47.25	49.31	51.39	53.46	55.53	57.61	59.69	61.76	63.84	65.86
0515	Director of Visitor Services	40.74	42.03	43.31	44.60	45.91	47.18	48.48	49.77	51.05	52.34	53.59
0517	Visitor Services Manager	26.62	27.28	27.95	28.64	29.33	30.00	30.67	31.34	32.02	32.68	33.33
0520	Social Media Manager	32.05	32.84	33.61	34.39	35.21	35.99	36.76	37.55	38.34	39.14	39.93
0525	Tourism Sales Manager	36.63	37.76	38.88	40.02	41.15	42.29	43.41	44.55	45.68	46.82	47.94

Code

<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
0530	National Sales Manager	36.63	38.31	39.99	41.68	43.37	45.06	46.75	48.43	50.12	51.80	53.53
0535	Senior Sales Manager	39.10	40.76	42.42	44.09	45.75	47.42	49.09	50.76	52.41	54.06	55.77
0540	Vice President-Marketing	55.25	57.55	59.83	62.14	64.43	66.72	69.00	71.31	73.58	75.88	78.18
0545	Director of Marketing-Content Manager	40.47	41.94	43.38	44.83	46.28	47.72	49.17	50.61	52.06	53.51	54.90
0550	Sales Manager	29.49	30.71	31.94	33.18	34.39	35.63	36.86	38.10	39.33	40.56	41.80
0555	Sales and Marketing Coordinator	26.62	27.47	28.34	29.18	30.06	30.89	31.77	32.61	33.49	34.32	35.23
0560	Retail Office Manager	30.33	31.15	31.92	32.70	33.52	34.30	35.09	35.89	36.68	37.47	38.31
0565	Research Analyst	30.85	31.74	32.63	33.53	34.40	35.31	36.18	37.10	37.99	38.88	39.82
0570	Convention Services & Housing Manager	32.05	32.78	33.53	34.27	35.00	35.74	36.47	37.21	37.96	38.69	39.47
0572	Vice President-Operations	54.24	56.15	58.03	59.95	61.87	63.76	65.66	67.58	69.49	71.38	73.32
0575	Accounting Clerk	27.24	28.09	28.94	29.80	30.65	31.50	32.36	33.21	34.06	34.92	35.78
0580	Executive Assistant	29.16	30.09	31.00	31.92	32.85	33.76	34.68	35.61	36.52	37.45	38.31
0585	Director of Communications	32.72	34.22	35.70	37.18	38.66	40.15	41.63	43.12	44.59	46.08	47.53
0590	Director of Research	34.63	36.07	37.51	38.96	40.41	41.85	43.30	44.76	46.22	47.66	49.11
0592	Regional Director of Accounts	56.03	57.87	59.68	61.49	63.31	65.13	66.96	68.77	70.60	72.43	74.20
0596	Senior Tourism Sales Manager	43.41	44.61	45.84	47.04	48.23	49.45	50.65	51.86	53.08	54.27	55.47
0598	Graphic Designer	26.62	27.73	28.85	29.95	31.06	32.15	33.26	34.37	35.48	36.62	37.73

HUMAN RELATIONS (05)

0610	Human Relations Specialist	29.49	30.37	31.30	32.19	33.11	34.01	34.92	35.81	36.72	37.62	38.58
0620	Human Relations Representative I	33.56	34.61	35.65	36.69	37.74	38.77	39.82	40.87	41.89	42.94	44.01
0625	Education & Community Outreach Coordinator	33.83	34.69	35.58	36.44	37.32	38.19	39.07	39.95	40.82	41.69	42.56
0627	Economic Development Program Administrator	32.05	33.58	35.11	36.66	38.18	39.72	41.25	42.79	44.32	45.86	47.43
0630	Human Relations Representative II	37.74	38.95	40.18	41.42	42.65	43.87	45.11	46.33	47.56	48.80	50.03

LIBRARY (06)

0527	Marketing and Communications Specialist	32.05	32.84	33.61	34.39	35.21	35.99	36.76	37.55	38.34	39.14	39.93
0720	Library Specialist	25.08	25.74	26.38	27.02	27.67	28.33	28.97	29.61	30.27	30.91	31.57
0725	Library Technology Specialist	32.05	32.88	33.71	34.55	35.36	36.18	37.03	37.85	38.68	39.51	40.32
0730	Librarian I	32.05	32.88	33.71	34.55	35.36	36.18	37.03	37.85	38.68	39.51	40.32
0740	Librarian II	37.57	38.52	39.47	40.41	41.36	42.31	43.25	44.20	45.14	46.09	47.08
0745	Library Special Projects Manager	36.84	38.34	39.85	41.36	42.87	44.37	45.88	47.39	48.88	50.40	51.95
0750	Librarian III	40.41	42.15	43.88	45.63	47.37	49.11	50.85	52.58	54.32	56.06	57.76
0765	Graphics Specialist	27.16	28.48	29.81	31.18	32.50	33.84	35.20	36.52	37.85	39.20	40.52

LEGAL (07)

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
0810	Legal Investigator	41.74	42.99	44.26	45.52	46.77	48.04	49.30	50.56	51.82	53.09	54.36
	PLANNING (08)											
0910	Planner Specialist	28.76	30.07	31.35	32.65	33.94	35.25	36.53	37.83	39.13	40.42	41.73
0915	Construction Specialist	33.83	34.92	36.01	37.10	38.18	39.27	40.37	41.46	42.55	43.64	44.74
0925	City Planner	37.24	38.84	40.41	41.99	43.57	45.16	46.74	48.32	49.89	51.47	53.02
0940	City Planner III	49.64	51.65	53.67	55.67	57.70	59.71	61.70	63.74	65.73	67.77	69.71
	ENGINEERING (10)											
1310	Drafting Technician III	31.46	32.78	34.11	35.43	36.75	38.09	39.41	40.73	42.05	43.38	44.71
1320	Right of Way Manager	45.17	46.84	48.51	50.20	51.88	53.54	55.22	56.89	58.58	60.24	61.94
1330	Real Estate Specialist II	36.70	38.31	39.91	41.51	43.12	44.71	46.32	47.94	49.52	51.14	52.68
1345	Professional Land Surveyor	41.56	42.62	43.65	44.70	45.75	46.81	47.84	48.89	49.96	51.01	52.09
1350	Engineering Aide III	32.08	33.39	34.70	36.01	37.29	38.60	39.91	41.21	42.52	43.82	45.14
1360	Engineering Technician I	36.11	36.92	37.74	38.54	39.34	40.15	40.95	41.77	42.57	43.38	44.21
1370	Engineering Technician II	39.17	40.67	42.18	43.70	45.21	46.71	48.22	49.75	51.25	52.77	54.24
1375	Engineering Technician III	41.83	43.60	45.38	47.14	48.91	50.69	52.47	54.24	56.01	57.78	59.52
1380	General Services Manager	46.53	47.61	48.67	49.74	50.82	51.89	52.95	54.02	55.09	56.18	57.29
1390	General Services Division Manager	56.03	57.47	58.94	60.37	61.84	63.27	64.71	66.17	67.61	69.06	70.44
1410	Public Works Specialist	27.24	28.13	29.02	29.90	30.79	31.67	32.56	33.45	34.33	35.23	36.13
1420	Public Works Specialist II	32.72	34.33	35.96	37.54	39.15	40.75	42.35	43.96	45.57	47.15	47.87
1450	Vision Zero Coordinator	39.10	39.87	40.66	41.46	42.23	43.01	43.81	44.58	45.37	46.16	46.92
1460	Civil Engineer I	37.65	39.05	40.45	41.85	43.25	44.65	46.04	47.44	48.84	50.24	51.60
1470	Civil Engineer II	41.83	43.60	45.38	47.14	48.91	50.69	52.47	54.24	56.01	57.78	59.52
1480	Civil Engineer III	49.78	51.77	53.78	55.77	57.77	59.77	61.78	63.77	65.78	67.77	69.82
1490	Civil Engineer IV	53.88	56.66	59.43	62.21	64.98	67.76	70.53	73.31	76.09	78.87	81.61
1495	G.I.S. Analyst	39.17	39.97	40.78	41.58	42.38	43.20	44.00	44.82	45.62	46.41	47.23
	SANITATION (11)											
1590	Water Resources Recovery Facility Manager	53.88	56.66	59.43	62.21	64.98	67.76	70.53	73.31	76.09	78.87	81.61
1595	Environmental Quality Control Technician I	32.90	33.75	34.61	35.45	36.32	37.16	38.01	38.87	39.72	40.57	41.38
1600	Environmental Quality Control Technician II	39.17	40.46	41.78	43.08	44.39	45.69	47.00	48.32	49.62	50.92	52.23
1650	Water Resources Recovery Facility Foreman	32.90	34.51	36.10	37.72	39.30	40.91	42.52	44.11	45.72	47.33	48.94
1660	Water Resources Supervisor	42.38	44.26	46.13	48.01	49.87	51.74	53.62	55.48	57.34	59.20	61.04

Code												
<u>No.</u>	<u>Class Title</u>	<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
1665	Training Technician Environmental Services	32.19	33.49	34.75	36.05	37.33	38.61	39.90	41.18	42.47	43.75	45.01
1675	Process Control Systems Supervisor	43.64	45.29	46.95	48.60	50.26	51.93	53.58	55.22	56.88	58.55	60.20
1680	Process Control Systems Technician	33.51	34.91	36.32	37.73	39.13	40.54	41.94	43.35	44.76	46.16	47.58
1685	Environmental Quality Control Supervisor	44.52	46.46	48.40	50.34	52.29	54.23	56.18	58.12	60.06	62.00	63.95
1700	Quality Control Manager	53.88	56.66	59.43	62.21	64.98	67.76	70.53	73.31	76.09	78.87	81.61

INSPECTION (12)

1705	Safety Inspector	35.03	36.63	38.19	39.77	41.36	42.93	44.52	46.09	47.68	49.24	50.82
1710	Chief Housing Inspector	41.44	43.42	45.41	47.40	49.40	51.38	53.37	55.36	57.34	59.34	61.32
1730	Chief Building Inspector	40.36	42.46	44.56	46.66	48.77	50.87	52.96	55.07	57.18	59.29	61.35
1750	Chief Electrical Inspector	42.52	44.49	46.44	48.41	50.37	52.34	54.31	56.28	58.25	60.20	62.17
1770	Chief Plumbing Inspector	37.39	39.85	42.33	44.82	47.29	49.77	52.24	54.72	57.20	59.68	62.16
1790	Chief Mechanical Inspector	39.54	41.74	43.93	46.11	48.32	50.51	52.69	54.89	57.08	59.29	61.42
1810	Chief Field Inspector	36.69	38.82	40.94	43.07	45.21	47.34	49.47	51.60	53.74	55.86	58.02
1880	Plan Examiner	39.17	40.64	42.12	43.59	45.07	46.56	48.03	49.50	50.97	52.46	53.97

LABOR SUPERVISION (14)

2050	Contract Admin Manager	53.86	56.26	58.68	61.09	63.51	65.92	68.34	70.74	73.15	75.56	77.98
0175	Fleet & Facilities Coordinator	31.09	32.63	34.20	35.74	37.29	38.86	40.41	41.97	43.52	45.09	46.61
0180	Utility Maintenance Scheduler & Coordinator	34.55	36.28	37.99	39.72	41.45	43.17	44.89	46.62	48.35	50.07	51.78
2100	City Maintenance Foreman I	33.18	34.13	35.07	36.04	37.00	37.95	38.90	39.85	40.81	41.77	42.69
2110	City Maintenance Foreman II	36.46	37.86	39.26	40.66	42.05	43.46	44.86	46.26	47.66	49.06	50.41
2120	City Maintenance Foreman III	40.63	42.52	44.40	46.29	48.17	50.06	51.95	53.83	55.72	57.61	59.53
2130	City Maintenance Supervisor*	43.16	45.32	47.48	49.63	51.80	53.96	56.13	58.29	60.45	62.62	64.73
2140	City Maintenance Superintendent	49.92	52.43	54.92	57.41	59.89	62.43	64.91	67.40	69.91	72.40	74.91
2150	Utility Field Coordinator	31.88	32.91	33.94	34.97	36.01	37.04	38.08	39.10	40.12	41.16	42.14
2160	Senior Utility Field Coordinator	36.59	37.79	38.98	40.17	41.38	42.56	43.75	44.94	46.13	47.34	48.49
2170	Stationary Engineer II	32.70	34.10	35.46	36.84	38.22	39.59	40.96	42.34	43.72	45.10	46.47
2180	Automotive Repair Foreman	34.49	36.19	37.93	39.67	41.40	43.12	44.84	46.57	48.30	50.01	51.74
2190	Fleet Services Manager	51.76	53.35	54.94	56.54	58.13	59.72	61.31	62.90	64.49	66.08	67.70
2255	Quality Assurance Supervisor	46.53	47.53	48.56	49.59	50.61	51.64	52.66	53.69	54.72	55.73	56.77
2260	Traffic Signal Supervisor I	35.61	37.16	38.69	40.24	41.79	43.34	44.87	46.41	47.98	49.50	51.08
2270	Traffic Signal Supervisor II	40.72	42.75	44.79	46.83	48.86	50.90	52.94	54.98	57.02	59.06	61.06
2320	Greenhouse Foreman	34.63	35.69	36.74	37.81	38.88	39.95	41.00	42.08	43.13	44.20	45.23

PARKS & RECREATION (16)

Code		<u>A</u>	<u>B</u>	<u>C</u>	<u>D</u>	<u>E</u>	<u>F</u>	<u>G</u>	<u>H</u>	<u>I</u>	<u>J</u>	<u>K</u>
<u>No.</u>	<u>Class Title</u>											
2350	Forester	40.82	42.78	44.72	46.68	48.65	50.59	52.55	54.51	56.46	58.41	60.39
2410	Golf Course Superintendent	34.58	35.91	37.21	38.55	39.86	41.19	42.52	43.84	45.17	46.49	47.75
2415	Contractual Services Coordinator	32.19	33.74	35.29	36.83	38.38	39.93	41.47	43.01	44.56	46.10	47.64
0130	Public Events Administrative Assistant	36.11	36.84	37.56	38.30	39.02	39.75	40.47	41.21	41.94	42.66	43.35
0100	Public Events Coordinator	37.27	38.46	39.64	40.82	42.00	43.19	44.36	45.55	46.72	47.93	49.12
2430	Parks & Recreation Planner I	33.83	34.82	35.81	36.82	37.82	38.83	39.82	40.82	41.82	42.83	43.86
2440	Parks & Recreation Planner II	40.41	42.02	43.64	45.25	46.88	48.48	50.10	51.71	53.32	54.93	56.53
2450	Parks & Recreation Planner III	39.87	41.81	43.74	45.68	47.63	49.55	51.49	53.43	55.37	57.30	59.21
2500	Recreation Coordinator	32.19	33.74	35.29	36.83	38.38	39.93	41.47	43.01	44.56	46.10	47.64
2510	Recreation Supervisor	40.74	42.51	44.27	46.02	47.78	49.55	51.32	53.09	54.85	56.60	58.39
2520	Sports Complex Manager	40.74	42.78	44.82	46.84	48.87	50.91	52.94	54.98	57.02	59.05	61.49
2530	Recreation Manager	49.23	52.02	54.79	57.57	60.34	63.10	65.88	68.65	71.42	74.20	76.98
2540	Golf Manager	49.81	52.10	54.39	56.70	59.00	61.29	63.59	65.88	68.18	70.46	72.81
2550	Park Maintenance Manager	51.19	53.61	56.02	58.44	60.86	63.29	65.70	68.13	70.56	72.97	75.39
2560	Golf Professional	27.24	28.25	29.26	30.28	31.28	32.30	33.30	34.32	35.33	36.35	37.41
2565	Senior Golf Professional	32.90	34.20	35.48	36.78	38.09	39.38	40.67	41.97	43.26	44.56	45.90
2575	Project Manager	40.41	41.94	43.46	44.97	46.51	48.03	49.54	51.07	52.59	54.12	55.63

STEP PROGRESSION:

Step	Requirement
"A"	Initial hire
"B"	6 months at "A"
"C"	6 months at "B"
"D"	1 year at "C"
"E"	1 year at "D"
"F"	1 year at "E"
"G"	1 year at "F"
"H"	1 year at "G"
"I"	1 year at "H"
"J"	1 year at "I"
"K"	1 year at "J"

Actual pay for employees in this group is calculated from the hourly rate and rounded to the closest penny.