



City of Omaha
John W. Ewing Jr., Mayor

Human Resources Department

Omaha/Douglas Civic Center
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Deborah K. Sander
Director

Honorable President

NOV 10 '25 PM 3:48

and Members of the City Council,

Attached hereto is an Ordinance to approve the Labor Agreement between the City of Omaha and the Civilian Management Professional and Technical Employees Council (CMPTEC). This Agreement will cover payroll years 2026 through 2029. In order to minimize confusion, provisions that provide benefits to CMPTEC, AEC, and the Functional Employee Group will be made part of this Ordinance as benefit changes are the same.

The major economic changes are:

1. Wages

There is a wage increase of 4% for 2026. This follows the annual increases of 2% for 2023 to 2025. The pay plan for 2026 was modified for some classifications. CMPTEC and the City worked to identify positions that needed to be evaluated. That resulted in adjusting the pay ranges for approximately 30 classifications. For those individuals in those classifications, employees will be placed at a pay step in the new pay range that assures a 4% increase in pay. Employees who have been in their current position for over 10 years will be placed at their current step, or the step that gives them at least a 10% increase, whichever is less. The parties have agreed to each employee's step placement. One classification that is over the market will get half of the pay raises each year over the term of the agreement.

There is a 3% wage increase for 2027, 2028, and 2029.

2. Other Financial Adjustments

Longevity pay will be adjusted at the beginning of the 2027 payroll year:

For those with 7 to 14 years of service increased from \$520 per year to \$780 per year.

For those with 14 to 21 years of service increased from \$1,040 per year to \$1,560 per year.

For those with 21 years or service or more increased from \$2,080 per year to \$3,120 per year.

3. Health Insurance

There is already an agreement in place for contributions to each employee's health savings account for 2026 to 2028. The agreement establishes rates for 2029 which are an increase of \$50 for employee only coverage and \$100 for employee + one and family coverage as follows:

2029

Employee Only: \$2,350 lump sum

Employee + One, and Family: \$4,700 lump sum

4. Paid Holiday

Employees in CMPTEC will get an additional floating holiday.

5. Parental Leave

The City will offer 6 weeks of paid parental leave to CMPTEC employees for qualifying births, adoptions, or fostering of a minor child.

6. Other changes and agreements

- a. CMPTEC employees who are not provided free parking will have an opportunity to receive a \$50 per month contribution to a flexible benefit parking reimbursement account that they establish.
- b. Dental insurance will be modified so that routine cleaning coverage will increase from 90% to 100% and the maximum paid by the City will increase from \$1,000 to \$1,750. The current amounts have been in place for over thirty years.
- c. The City will update its College Tuition Reimbursement Policy to increase the number of credit hours that can be covered and to tie the reimbursement rate to UNO rates. Receiving tuition reimbursement is still contingent on funding and approval by an employee's department.
- d. The amount of sick leave that can be used for the benefit of a family member will increase from 40 hours per year to 56 hours per year.
- e. The payout of sick leave at retirement will be modified so that the maximum number of hours of pay that can be received will increase from 612.5 hours to 800 hours.
- f. CMPTEC officers will receive union representative leave that matches the Functional Employees Group.
- g. The City and CMPTEC will create a working group who will make every reasonable effort to create a wellness plan by July 1, 2026.
- h. A MOU concerning boiler operation in the Papillion Creek WRRF Plant has been incorporated into the Code.

Your favorable consideration of the attached Ordinance is requested. The Personnel Board recommended approval of this Ordinance at its October 30, 2025 meeting.

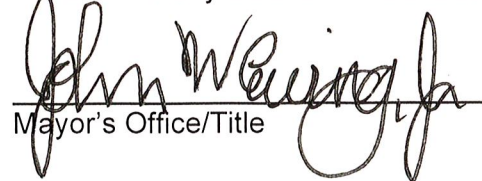
Respectfully submitted,

 11/6/2025

Date

Deborah K. Sander
Human Resources Director

Referred to City Council for Consideration:

 11/7/25

Mayor's Office/Title Date

Approved as to Funding:

 11/7/25

Date

Stephen B. Curtiss
Finance Director

AA

2025\20920sel

Approved as to Form:

 11/6/25

Date

Bernard J. in den Bosch
Deputy City Attorney

ORDINANCE NO. 44504

AN ORDINANCE to amend Sections 23-177, 23-181, 23-182, 23-365, 23-369, 23-403, 23-417, 23-462, 23-463, 23-468, 23-476 and to create Sections 23-374, 23-385, and 23-484 of the Omaha Municipal Code to reflect changes negotiated between the City of Omaha and the Civilian Management Professional and Technical Employees Council (CMPTEC) for the years 2026, 2027, 2028, and 2029; to provide for placement of employees in the new pay plan; to provide that any ordinances of the City of Omaha, and any rules and regulations promulgated thereunder, which are in conflict with this Ordinance shall not be applicable to those employees in CMPTEC; and to provide the effective date hereof.

BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF OMAHA:

Section 1. Due to the length of the effected Ordinances, Omaha City Council Rule VII(B) requiring amending ordinances to recite the entire section is hereby waived solely for the purposes of Section 2 of this Ordinance and only the lined out material to be deleted and the underlined material to be added shall be recited herein.

Section 2. That Section 23-177 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-177. Classifications and pay rates schedule.

The following are the classifications and pay rates for employment with the city.

A. CLASSIFICATIONS—CIVILIAN MANAGEMENT

~~2022 SALARIES. Effective December 26, 2021~~

~~See attached Table identified as "Attachment #1."~~

~~2023 SALARIES. Effective December 25, 2022 (2% increase over 2022 salaries)~~

~~See attached Table identified as "Attachment #2."~~

~~2024 SALARIES. Effective December 24, 2023 (2% increase over 2023 salaries)~~

~~See attached Table identified as "Attachment #3."~~

2025 SALARIES. Effective December 22, 2024 (2% increase over 2024 salaries)

See attached Table identified as "Attachment #4."

2026 SALARIES. Effective December 21, 2025 (Generally 4% increase over 2025 salaries)

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See attached Table identified as "Attachment #1."

2027 SALARIES. Effective December 20, 2026 (3% increase over 2026 salaries)

See attached Table identified as "Attachment #2."

2028 SALARIES. Effective December 19, 2027 (3% increase over 2027 salaries)

See attached Table identified as "Attachment #3."

2029 SALARIES. Effective December 17, 2028 (3% increase over 2028 salaries)

See attached Table identified as "Attachment #4."

Section 3. Upon the start of the 2026 payroll year, incumbents where the pay in specific classifications was raised to match comparable data in the Civilian Management Professional and Technical Employees Council (CMPTEC), will be placed at the pay step in the new pay plan at the steps agreed to by the City and Civilian Management Professional and Technical Employees Council (CMPTEC). The new step placement is to help ensure that employees are paid at market competitive wages and the step placement was based on ensuring a 4% increase in pay. In addition, those employees in the specific classifications who had been in their current position for over 10 years were placed either at their current step, or the step that gives them at least a 10% increase, whichever is less.

Section 4. The classification of City Maintenance Supervisor was significantly over the comparable data from other cities and as a result, the pay increases for that classification will be one half of the percentage of the pay raises agreed to City and CMPTEC as shown on the attachments #1 through #4.

Section 5. That Section 23-181 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-181. Longevity pay.

Functional. Functional employees shall receive longevity pay in addition to their base pay on the basis of the following schedule:

Seven to 14 years of completed continuous service	\$20.00 per pay period.
14 to 21 years of completed continuous service	\$40.00 per pay period.
21 years and over of completed continuous service	\$80.00 per pay period.

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At the beginning of the 2027 payroll year, Functional employees shall receive longevity pay in addition to their base pay on the basis of the following schedule:

Seven to 14 years of completed continuous service	\$30.00 per pay period.
14 to 21 years of completed continuous service	\$60.00 per pay period.
21 years and over of completed continuous service	\$120.00 per pay period.

Continuous service within the meaning of this section shall be based on continuous length of service without a break or interruption; provided that any suspension for disciplinary purposes, absence on authorized leave with pay, absence on authorized leave without pay, or layoff for 30 calendar days or less shall not constitute a break or interruption of service. Longevity pay shall be earned on the first day of the month following an employee's longevity qualification date.

CMPTEC. Civilian management employees shall receive longevity pay in addition to their base pay on the basis of the following schedule:

Seven to 14 years of completed continuous service	\$20.00 per pay period.
14 to 21 years of completed continuous service	\$40.00 per pay period.
21 years and over of completed continuous service	\$80.00 per pay period.

At the beginning of the 2027 payroll year, Civilian management employees shall receive longevity pay in addition to their base pay on the basis of the following schedule:

Seven to 14 years of completed continuous service	\$30.00 per pay period.
14 to 21 years of completed continuous service	\$60.00 per pay period.
21 years and over of completed continuous service	\$120.00 per pay period.

Continuous service within the meaning of this section shall be based on continuous length of service without a break or interruption; provided that any suspension for disciplinary purposes, absence on authorized leave with pay, absence on authorized leave without pay, or layoff for 30 calendar days or less shall not constitute a break or interruption of service. Longevity pay shall be earned on the first day of the month following an employee's longevity qualification date.

AEC. AEC employees shall receive longevity pay in addition to their base pay on the basis of the following schedule:

Seven to 14 years of completed continuous service	\$20.00 per pay period.
14 to 21 years of completed continuous service	\$40.00 per pay period.
21 years and over of completed continuous service	\$80.00 per pay period.

At the beginning of the 2027 payroll year, AEC employees shall receive longevity pay in addition to their base pay on the basis of the following schedule:

Seven to 14 years of completed continuous service	\$30.00 per pay period.
14 to 21 years of completed continuous service	\$60.00 per pay period.
21 years and over of completed continuous service	\$120.00 per pay period.

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Continuous service within the meaning of this section shall be based on continuous length of service without a break or interruption; provided that any suspension for disciplinary purposes, absence on authorized leave with pay, absence on authorized leave without pay, or layoff for 30 calendar days or less shall not constitute a break or interruption of service. Longevity pay shall be earned on the first day of the month following an employee's longevity qualification date.

Police management. Police management employees shall receive longevity pay in addition to their base pay on the basis of the following schedule, ~~subject to the paragraph immediately thereafter:~~

Seven to 14 years of completed continuous service, 3.25 percent of the employee's actual base pay per pay period.

14 to 21 years of completed continuous service, 3.50 percent of the employee's actual base pay per pay period.

21 years and over of completed continuous service, 3.75 percent of the employee's actual base pay per pay period.

~~Effective upon the adoption of the ordinance making the change to longevity pay for police management, the current flat dollar amount of longevity pay will be converted to a percentage of the actual base pay for 2017 for the employee's actual pay step. The longevity for the 2018 payroll year shall be one-half of one percent higher than the percentage for 2017 and such percentage shall increase one-half of one percent per payroll year until the employee reaches the percentages detailed above.~~

Fire management. Fire management employees shall ~~receive longevity pay in addition to their base pay on the basis of the following schedule:~~

~~Seven to 14 years of completed continuous service, \$56.25 per pay period.~~

~~14 to 21 years of completed continuous service, \$118.75 per pay period.~~

~~21 years and over of completed continuous service, \$150.00 per pay period.~~

~~Effective December 26, 2010, fire management employees shall receive longevity pay in addition to their base pay on the basis of the following schedule:~~

~~Seven to 14 years of completed continuous service, 3.25 percent of the employee's actual base pay per pay period.~~

~~14 to 21 years of completed continuous service, 3.50 percent of the employee's actual base pay per pay period.~~

~~21 years and over of completed continuous service, 3.75 percent of the employee's actual base pay per pay period.~~

Section 6. That Section 23-182 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-182. Shift differential pay—CMPTEC employees.

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Certain CMPTEC employees shall receive compensation in addition to that provided for in section ~~23-178~~ 23-177 of this Code. Such additional compensation shall be referred to as shift differential pay and shall be paid in the following amounts and in accord with the following schedule. Such CMPTEC employees who are regularly scheduled to work a shift ending on or after 8:01 p.m. but on or before 4:00 a.m. shall be paid shift differential pay in the amount of \$0.75 per hour. For those shifts normally scheduled to end on or after 4:01 a.m. but on or before 12:00 noon, such CMPTEC employees shall receive shift differential pay in the amount of \$1.00 per hour.

For CMPTEC employees holding the rank of Stationary Engineer II assigned and working at the Papillion Creek WRRF Plant who have been assigned to shifts by Plant Management during the time that the Papillion Creek WRRF Plant is operational shall receive shift differential pay in the amount of \$4.00 per hour. This shift differential pay shall not apply to any other employees of the City of Omaha, nor will it apply to any other employees who operate or are assigned to the Papillion WRRF Plant, except those employees who hold the required certifications and are assigned to perform boiler plant operations. Employees who qualify for this shift differential pay will only receive such pay for the hours they are performing boiler plant operations.

An employee shall not receive shift differential pay for paid time if they are not actually working, ie. Annual and Sick leave. If an employee qualifies for shift differential pay based on the hours of their regularly scheduled shift, they shall receive shift differential pay for any additional hours they work, including overtime, call in, etc. If an employee does not qualify for shift differential pay based on the hours of their regularly scheduled shift, they will not receive shift differential pay for any additional hours they work, including overtime, call in, etc.

Section 7. That Section 23-365 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-365. Family sick leave.

As used in this section, "family members" shall be limited to a "parent", "son", "daughter", and/or "spouse." For purposes of this section, a parent is defined to mean the biological parent of an employee or an individual who stood in loco parentis to an employee when the employee was a son or daughter. Son or daughter shall be defined to mean a biological, adopted, or foster child, a step child, a legal ward, or a child of a person standing in loco parentis who is (a) under 18 years of age, or (b) 18 years of age or older and incapable of self care because of a mental or physical disability. A spouse shall be defined to mean a husband or wife, as the case may be.

A. *CMPTEC*. CMPTEC employees may utilize up to 40 56 hours of their sick leave during a payroll year for illness or injury to family members.

B. *AEC*. AEC employees may utilize up to 40 56 hours of their sick leave during a payroll year for illness or injury to family members.

C. *FUNCTIONAL*. FUNCTIONAL employees may utilize up to 40 56 hours of their sick leave during a payroll year for illness or injury to family members,

Section 8. That Section 23-369 of the Omaha Municipal Code is hereby amended as follows:

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Sec. 23-369. Cash payment for unused sick leave on termination of employment.

A. FUNCTIONAL. When a functional employee is terminated from his/her employment, such employee shall be paid at the employee's base pay rate according to the following graduated scale:

- One for eight for first 900 hours
- One for four for 901 hours to 1,700 hours
- One for one for 1,701 hours to 2,000 hours
- No payoff for 2,001 hours to 2,500 hours

Effective December 21, 2025, when a functional employee is terminated from his/her employment, such employee shall be paid at the employee's base pay rate according to the following graduated scale:

- One for four for the first 1,600 hours
- One for one for 1,601 hours to 2,000 hours
- No payoff for 2,001 hours to 2,500 hours

Payment to the employee for accumulated sick leave provided herein shall be based upon and shall not exceed a maximum of 2,000 hours, provided, however, functional employees may accrue a maximum of 2,500 hours of sick leave.

Accumulated sick leave shall not be paid for any employee whose employment ends due to termination for cause.

~~Upon legal execution of Ordinance No. 38401, a~~ Any functional employee seeking a service retirement must give their immediate supervisor or the benefits division of the human resources department written notice of their exact date of retirement/separation at least 15 working days prior to their date of retirement/separation. If an employee fails to give such written notice prior to the required 15 working days, such employee shall forfeit their payout of any sick leave due under this section. The labor relations director shall have the power to waive this notice requirement based upon good cause.

~~B. CMPTEC. When a CMPTEC employee is terminated from his/her employment, such employee shall be paid at the employee's base pay rate according to the following graduated scale:~~

- ~~One for eight for first 1,000 hours~~
- ~~One for four for 1,001 hours to 1,800 hours~~
- ~~One for one for 1,801 to 2,000 hours~~
- ~~No payoff for 2,000 hours to 2,500 hours.~~

~~Effective December 19, 2004, When a CMPTEC employee is terminated from his/her employment, such employee shall be paid at the employee's base pay rate according to the following graduated scale:~~

- ~~One for eight for first 900 hours~~
- ~~One for four for 901 hours to 1,700 hours~~
- ~~One for one for 1,701 hours to 2,000 hours~~
- ~~No payoff for 2,001 hours to 2,500 hours~~

Effective December 21, 2025, when a CMPTEC employee is terminated from his/her employment, such employee shall be paid at the employee's base pay rate according to the following graduated scale:

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One for four for the first 1,600 hours
One for one for 1,601 hours to 2,000 hours
No payoff for 2,001 hours to 2,500 hours

Payment to the employee for accumulated sick leave provided herein shall be based upon and shall not exceed a maximum of 2,000 hours, provided, however, CMPTEC employees may accrue a maximum of 2,500 hours of sick leave.

Accumulated sick leave shall not be paid for any employee whose employment ends due to termination for cause.

C. AEC. When an AEC employee is terminated from his/her employment, such employee shall be paid at the employee's base pay rate according to the following graduated scale:

One for eight for first 900 hours
One for four for 901 hours to 1,700 hours
One for one for 1,701 hours to 2,000 hours
No payoff for 2,001 hours to 2,500 hours

Effective December 21, 2025, when an AEC employee is terminated from his/her employment, such employee shall be paid at the employee's base pay rate according to the following graduated scale:

One for four for the first 1,600 hours
One for one for 1,601 hours to 2,000 hours
No payoff for 2,001 hours to 2,500 hours

Payment to the employee for accumulated sick leave provided herein shall be based upon and shall not exceed a maximum of 2,000 hours, provided, however, AEC employees may accrue a maximum of 2,500 hours of sick leave.

Accumulated sick leave shall not be paid for any employee whose employment ends due to termination for cause.

Any AEC employee seeking a service retirement must give their immediate supervisor or the benefits division of the human resources department written notice of their exact date of retirement/separation within 15 working days of their date of retirement/separation. If an employee fails to give such written notice within the required 15 working days, such employee shall forfeit their payout of any due sick leave under this section. The labor relations director shall have the power to waive this notice requirement based upon good cause.

~~D. POLICE MANAGEMENT. When a police management employee is terminated from his/her employment, then the payment for accumulated sick leave shall be in accord with the following schedule:~~

~~Unused sick leave will be paid off on a one hour of pay for one hour of sick leave earned, up to a maximum of 1,200 hours if such employment ends due to death, resignation, retirement or layoff.~~

~~Effective January 1, 2006, w~~ When a police management employee is terminated from his/her employment due to death, resignation, retirement or layoff, then the payment for accumulated sick leave shall be in accord with the following schedule:

One for one for first 1,200 hours

1 One for four for 1,201 hours to 3,200 hours

2
3 Accumulated sick leave shall not be paid for any employee whose employment ends due
4 to termination for cause.

5
6 E. FIRE MANAGEMENT. When a fire management employee's employment ends due
7 to death, resignation, retirement or layoff, then the payment for accumulated sick leave shall be
8 in accord with the following schedule:

9 For 40 hour work week employees, the payment shall be one for one for the first 1,200
10 hours, then one for four for 1,201 to 3,200 hours.

11 For 56 hour work week employees, the payment shall be one for one for the first 1,800
12 hours, then one for four for 1,801 to 4,800 hours.

13
14 Accumulated sick leave shall not be paid for any employee whose employment ends due
15 to termination for cause.

16
17 F. UNCLASSIFIED. Whenever an employee terminates his or her unclassified service
18 and, without a break or interruption in service, obtains classified service status, that employee
19 shall carry over his/her accumulated sick leave hours. Nothing contained herein shall create a
20 right to accumulate sick leave hours on the part of unclassified employees where said right is
21 not elsewhere set forth."

22
23 Section 9. That Division 4. - Section 23-374 of the Omaha Municipal Code is hereby
24 created as follows:

25 **DIVISION 4. – PAID PARENTAL LEAVE**

26
27 **Sec. 23-374. Paid Parental Leave.**

28
29 Employees in CMPTEC, FUNCTIONAL, and AEC shall be provided with up to six weeks
30 (240 hours) of parental leave for a qualifying birth, adoption or fostering of a minor child
31 (Qualifying Event). Parental Leave shall be in addition to any leave that an employee may
32 accrue. In order to qualify for parental leave, an employee must meet the following conditions:

33 A. The employee has to be eligible for FMLA and the birth, adoption, or fostering
34 has to be FMLA qualifying;

35 B. Parental leave shall run concurrently with FMLA leave;

36 C. If FMLA leave has been exhausted for reasons other than the employee's use of
37 parental leave, the employee will remain eligible for up to six (6) weeks paid parental leave
38 within the calendar year;

39 D. An employee is eligible once per calendar year and once per qualifying event; if
40 the qualifying event occurs such that the parental leave continues into the next calendar year,
41 the employee is limited to the six (6) weeks of leave allotted for the attached qualifying event.
42 The employee does not receive an additional 6 weeks of parental leave due to the new calendar
43 year. The employee would still be eligible to receive six (6) weeks of parental leave for any new
44 qualifying event that occurs within the same calendar year. Parental Leave does not restrict or
45 limit an employee's rights to utilize up to 480 hours of FMLA leave at the start of a new calendar
46 year, assuming an employee otherwise qualifies.

47 E. Use must occur within first four (4) months of the qualifying birth, adoption or
48 fostering. At that point, Parental leave is no longer available.

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F. Paid parental leave must be exhausted before an employee may utilize any other type of paid leave for a qualifying event.

G. Multiple births or placements do not increase the amount of parental leave provided for each qualifying event (i.e. twins, adoption/placement of siblings, etc.).

H. Any unused paid parental leave that an employee was eligible to receive but did not utilize may not be rolled over for use in the next calendar year or for a future qualifying event, nor will the employee receive compensation for any such leave.

I. Married City employees: Notwithstanding the availability of FMLA, each spouse shall be permitted to use 6 weeks of parental leave for a Qualifying Event.

Section 10. That Section 23-385 of the Omaha Municipal Code is hereby created as follows:

Sec. 23-385. Parking Reimbursement.

Members of CMPTEC, FUNCTIONAL, and AEC who are not provided the opportunity for free parking at or near their permanent work location, will be provided the opportunity for parking reimbursement as detailed in this section. In order to be eligible for the parking reimbursement, the employee must create a flexible benefit parking reimbursement account through the City's Human Resources Department. During such time as the employee is participating in the flexible benefit parking reimbursement account, the City will deposit \$23.08 per pay period in the employee's account. The employee shall be responsible for paying for any parking that they utilize and for seeking reimbursement from their account.

Section 11. That Section 23-403 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-403. – Health care benefits.

A. *Health care for police management employees.*

(a) Police management employees will have the same high deductible healthcare plan (HDHP) that is being implemented for police bargaining employees effective January 1, 2018. If the city negotiates a new health care plan with the Omaha Police Officers Association during the term of this agreement, then the police management group will have the ability to inform the city that they want to move to the same plan and the city shall do so. The health care plan provided herein shall be set forth in the summary plan description on file with and administered by the city's third party administrator or health insurance provider. The city shall provide employees with a written summary of the health care benefits herein. Such health care coverage shall commence on the first day of employment.

(b) The health care benefits shall include, without limitation:

(1) In-patient hospital precertification: All in-hospital admissions must be certified. Planned admissions must be certified in advance. Emergency admissions must be certified within 24 hours of admission or as soon as medically possible. The

penalty for failure to certify is \$500.00 of the hospital charges. Hospitalizations beyond the certified number of days must be recertified. If the hospitalization is recertified, there is no penalty. The penalty for hospitalization past certified number of days without recertification is a reduction by 50 percent of both physician and hospital charges.

(2) Hospital certifications (and recertifications) shall be phoned in to a telephone number provided each employee on his/her I.D. card. The employee or any person on his behalf (e.g., spouse, nurse, doctor, hospital personnel) may precertify. Any disputes regarding precertification or recertification in a particular case may be presented to the city's disputes committee.

(3) The health care benefit is a qualified high deductible health plan with a network component. Benefits are available for service from in-or out-of-network providers, a \$2,700.00 deductible applies for single coverage and/or \$5,400.00 embedded deductible for single + 1 and family coverage per calendar year. The deductible for an out-of-network provider will be twice the in-network amount. Should federal regulations require changes to the deductible or any other plan benefits, the plan will comply with said requirements.

(4) The maximum lifetime benefit per plan member is unlimited.

(5) Prescription coverage: A pharmacy benefit manager (PBM) manages administration of the prescription drug benefit. Prescription drug services are available from in- and out-of-network pharmacies. When an in-network pharmacy is utilized both deductible and coinsurance amounts apply to the out-of-pocket maximum. Out of network pharmacies will be handled as shown on the summary plan description on file for police bargaining and administered by the city's third party administrator. The cost will be applied to the deductible and then will be covered at 50 percent. Unless specifically required by the physician, generic drugs will be dispensed whenever possible.

(6) Wellness program: Preventative services as outlined by the Affordable Care Act (ACA) are covered with no member cost sharing when received from an in-network provider. If preventative services are received from an out-of-network provider the benefit is limited to \$175.00 for employee only. Members of the bargaining group who voluntarily participate and follow the rules of the city wellness program will be eligible for city-specified incentives, including but not limited to, reductions in health insurance premiums, waiving of health insurance copays for specified medical facilities, gift cards, gym memberships, etc. No employee is required to participate in the wellness program and the city maintains the absolute right to set forth the terms and conditions surrounding the program.

(7) Vision program: If the Omaha Police Officer Association creates a voluntary vision program for its members that are funded entirely by the employee, the city shall work with police management in order to allow them to participate.

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(8) The above summary only highlights the covered benefits under the qualified high deductible health plan. For a more extensive review, consult the summary plan description provided by the city's third party administrator.

(9) Health savings account (HSA). The city shall make a contribution to a HSA on behalf of the employee in the following amounts:

2020, 2021, and 2023

Single: \$1,300.00 annual contribution then a 50 percent city match up to \$375.00 on the first \$750.00 of employee contributions. The maximum cumulative city lump sum and matching contribution shall be \$1,675.00.

Single + 1 and Family: \$2,600.00 annual contribution then 50 percent city match up to \$750.00 on the first \$1,500.00 of employee contributions. The maximum cumulative city lump sum and matching contribution shall be \$3,350.00.

Payroll year 2022:

Single: \$1,950 annual contribution.

Single + 1 and Family: \$3,900 annual contribution.

Payroll year 2024:

Single: \$2,050 annual contribution.

Single + 1 and Family: \$4,100 annual contribution.

Payroll year 2025:

Single: \$2,100 annual contribution.

Single + 1 and Family: \$4,200 annual contribution.

Other conditions.

The city's annual HSA contribution will be contributed as a lump sum on the first pay period of the calendar year.

For employees hired mid-year, the city's annual contribution will be prorated for the remaining months of the plan year.

B. Health care for CMPTEC, AEC, and Functional employees commencing on January 1, 2020.

(a) CMPTEC, AEC, and Functional employees will have the same high deductible healthcare plan (HDHP) that was implemented for Local 251 employees effective January 1, 2020. The health care plan provided herein shall be set forth in the summary plan description on file with and administered by the city's third party administrator or health insurance provider. The city shall provide employees with a written summary of the health care benefits herein. Such health care coverage shall commence on the first day of the month following employment. The City agrees that the plan design for the City's HDHP as detailed in Section 23-403 B. (b)(1), (2) and (4) through (8) shall remain in effect through the 2028 payroll year. Any changes to plan design thereafter would need to be negotiated between the City and the various employee groups.

(b) The health care benefits shall include, without limitation:

(1) Hospital Precertification - All in-patient admissions must be certified. Planned admission must be certified in advance, or as soon as medically possible. The penalty for failure to certify is \$500 of the in-hospital charges, which will not be paid by the CITY and will be the responsibility of the employee. Hospitalizations beyond the certified number of days must be recertified. If the hospitalization is recertified, there is no penalty. The penalty for hospitalization past the certified number of days a reduction by 50% of both physician and hospital covered charges, which will not be paid by the CITY and will be the responsibility of the employee

(2) Hospital certifications (and recertifications) shall be phoned in to a telephone number provided each employee on his/her I.D. card. The employee or any person on his behalf (e.g., spouse, nurse, doctor, hospital personnel) may precertify. Any disputes regarding precertification or recertification in a particular case may be presented to the City's Disputes Committee.

(3) The health care benefit is a Qualified High Deductible Health Plan with a network component. Benefits are available for service from in-or out-of-network providers. The deductible for an out-of-network provider will be twice the in-network amount. For an in-network provider in the 2020 calendar year, the deductible for single coverage was \$2,800 with an embedded deductible of \$5,600 for Single + 1 and Family coverage. Should Federal regulations require changes to the deductible or any other plan benefits, the plan will comply with said requirements. Unless it is not legally permitted, the embedded deductible for Single + 1 and Family coverage per calendar year will be double the deductible for Single coverage per calendar year and the Single Deductible applicable to covered employees will not exceed the minimum deductible established by the IRS for qualified high deductible health plans.

(4) The maximum lifetime benefit per plan member is unlimited.

(5) Prescription Coverage: A Pharmacy Benefit Manager (PBM) manages administration of the prescription drug benefit. Prescription drug services are available from in- and out-of-network pharmacies. When an in-network pharmacy is utilized both deductible and coinsurance amounts apply to the out-

of-pocket maximum. Out of network pharmacies will be handled as follows - the cost will be applied to the deductible and then will be covered at 50%,

Unless specifically required by the physician, generic drugs will be dispensed whenever possible.

- (6) Preventative Services & CITY Wellness Program: The CITY's health insurance coverage will pay 100% of certain preventive services for adults, women (including women who are pregnant), and children when such services are provided by an in-network provider. For Out of Network providers, the CITY will allow coverage up to \$200 for each covered individual for preventative services of well-baby exams, routine physicals, school physicals, annual well woman examinations, routine colonoscopies, routine mammograms, immunizations, pap smears. Such out of network coverage shall be handled through the CITY's health care administrator in a manner similar to covered benefits under the health care plan, including application of any amounts to be paid against the covered individuals deductibles. After such coverage is met on any of these listed out of network preventive services, any further preventative services are subject to the normal deductible and coinsurance under the health care plan.

Members of the bargaining group who voluntarily participate and follow the rules of the CITY Wellness Program will be eligible for CITY-specified incentives, including but not limited to, reductions in health insurance premiums, waiving of health insurance copays for specified medical facilities, gift cards, gym memberships, etc. No employee is required to participate in the Wellness Program and the CITY maintains the absolute right to set forth the terms and conditions surrounding the program.

- (7) Vision program: The CITY has created a voluntary vision program that is funded entirely by the employee.

- (8) The above summary only highlights the covered benefits under the qualified high deductible health plan. For a more extensive review, consult the summary plan description provided by the city's third party administrator.

- (9) Health savings account (HSA). The CITY shall set up Health Savings Accounts and allow employees to make voluntary contributions to the Accounts as permitted by Federal Law. The CITY shall make a contribution to a HSA on behalf of the employee in the following amounts through the 2021 payroll year:

Single: \$1,750 annual contribution.

Single + 1 and Family: \$3,500 annual contribution.

The City shall make contributions to the HSA on behalf of CMPTEC, AEC and Functional employees in the following amounts:

Payroll year 2022:

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Single: \$1,950 annual contribution.

Single + 1 and Family: \$3,900 annual contribution.

Payroll year 2023:

Single: \$2,000 annual contribution.

Single + 1 and Family: \$4,000 annual contribution.

Payroll year 2024:

Single: \$2,050 annual contribution.

Single + 1 and Family: \$4,100 annual contribution.

Payroll year 2025:

Single: \$2,200 annual contribution.

Single + 1 and Family: \$4,400 annual contribution.

Payroll year 2026 to 2028:

Single: \$2,300 annual contribution.

Single + 1 and Family: \$4,600 annual contribution.

Payroll year 2029:

Single: \$2,350 annual contribution.

Single + 1 and Family: \$4,700 annual contribution.

Other conditions.

The city's annual HSA contribution will be contributed as a lump sum on the first pay period of the calendar year.

For employees hired mid-year, the city's annual contribution will be prorated for the remaining months of the plan year.

- (10) Active Employees who are eligible for Medicare benefits under Title XVIII of the Social Security Act due to age, disability, or end-stage renal disease on January 1 of a plan year and who are enrolled in the City's HDHP Plan, are enrolled in Medicare, and are not eligible to receive the City's contribution to a HSA account, shall receive a lump sum payment in the following amounts, depending on the

coverage they have, at the same time that they receive pay for the first pay period of the calendar year:

Single: \$2,375

Single + 1 and Family: \$4,750.

This lump sum payment shall be treated as taxable income and is subject to all tax withholdings.

C. Health care for fire management employees commencing on January 1, 2020.

(a) Fire management employees will have the same high deductible healthcare plan (HDHP) that was implemented for Local 251 employees effective January 1, 2020. The health care plan provided herein shall be set forth in the summary plan description on file with and administered by the city's third party administrator or health insurance provider. The city shall provide employees with a written summary of the health care benefits herein. Such health care coverage shall commence on the first day of the month following employment.

(b) The health care benefits shall include, without limitation:

(1) Hospital Precertification - All in-patient admissions must be certified. Planned admission must be certified in advance, or as soon as medically possible. The penalty for failure to certify is \$500 of the in-hospital charges, which will not be paid by the CITY and will be the responsibility of the employee. Hospitalizations beyond the certified number of days must be recertified. If the hospitalization is recertified, there is no penalty. The penalty for hospitalization past the certified number of days a reduction by 50% of both physician and hospital covered charges, which will not be paid by the CITY and will be the responsibility of the employee

(2) Hospital certifications (and recertifications) shall be phoned in to a telephone number provided each employee on his/her I.D. card. The employee or any person on his behalf (e.g., spouse, nurse, doctor, hospital personnel) may precertify. Any disputes regarding precertification or recertification in a particular case may be presented to the City's Disputes Committee.

(3) The health care benefit is a Qualified High Deductible Health Plan with a network component. Benefits are available for service from in-or out-of-network providers. The deductible for an out-of-network provider will be twice the in-network amount. For an in-network provider in the 2020 calendar year, the deductible for single coverage was \$2,800 with an embedded deductible of \$5,600 for Single + 1 and Family coverage. Should Federal regulations require changes to the deductible or any other plan benefits, the plan will comply with said requirements. Unless it is not legally permitted, the embedded deductible for Single + 1 and Family coverage per calendar year will be double the deductible for Single coverage per calendar year and the Single Deductible

- 1 applicable to covered employees will not exceed the minimum deductible
2 established by the IRS for qualified high deductible health plans.
- 3 (4) The maximum lifetime benefit per plan member is unlimited.
- 4 (5) Prescription Coverage: A Pharmacy Benefit Manager (PBM) manages
5 administration of the prescription drug benefit. Prescription drug services are
6 available from in- and out-of-network pharmacies. When an in-network
7 pharmacy is utilized both deductible and coinsurance amounts apply to the out-
8 of-pocket maximum. Out of network pharmacies will be handled as follows - the
9 cost will be applied to the deductible and then will be covered at 50%,
- 10 Unless specifically required by the physician, generic drugs will be dispensed
11 whenever possible.
- 12 (6) Preventative Services & CITY Wellness Program: The CITY's health insurance
13 coverage will pay 100% of certain preventive services for adults, women
14 (including women who are pregnant), and children when such services are
15 provided by an in-network provider. For Out of Network providers, the CITY will
16 allow coverage up to \$200 for each covered individual for preventative services
17 of well-baby exams, routine physicals, school physicals, annual well woman
18 examinations, routine colonoscopies, routine mammograms, immunizations, pap
19 smears. Such out of network coverage shall be handled though the CITY's
20 health care administrator in a manner similar to covered benefits under the health
21 care plan, including application of any amounts to be paid against the covered
22 individuals deductibles. After such coverage is met on any of these listed out of
23 network preventive services, any further preventative services are subject to the
24 normal deductible and coinsurance under the health care plan.
- 25 Members of the bargaining group who voluntarily participate and follow the rules
26 of the CITY Wellness Program will be eligible for CITY-specified incentives,
27 including but not limited to, reductions in health insurance premiums, waiving of
28 health insurance copays for specified medical facilities, gift cards, gym
29 memberships, etc. No employee is required to participate in the Wellness
30 Program and the CITY maintains the absolute right to set forth the terms and
31 conditions surrounding the program.
- 32 (7) Vision program: The CITY has created a voluntary vision program that is funded
33 entirely by the employee.
- 34 (8) The above summary only highlights the covered benefits under the qualified high
35 deductible health plan. For a more extensive review, consult the summary plan
36 description provided by the city's third party administrator.
- 37 (9) Health savings account (HSA). The CITY shall set up Health Savings Accounts
38 and allow employees to make voluntary contributions to the Accounts as
39 permitted by Federal Law.

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The City shall make contributions to the HSA on behalf of Fire Management employees in the following amounts:

Payroll year 2025:

Single: \$2,200 annual contribution.

Single + 1 and Family: \$4,400 annual contribution.

Payroll year 2026 to 2027:

Single: \$2,300 annual contribution.

Single + 1 and Family: \$4,600 annual contribution.

Other conditions.

The city's annual HSA contribution will be contributed as a lump sum on the first pay period of the calendar year.

For employees hired mid-year, the city's annual contribution will be prorated for the remaining months of the plan year.

(10) Active Employees who are eligible for Medicare benefits under Title XVIII of the Social Security Act due to age, disability, or end-stage renal disease on January 1 of a plan year and who are enrolled in the City's HDHP Plan, are enrolled in Medicare, and are not eligible to receive the City's contribution to a HSA account, shall receive a lump sum payment in the following amounts, depending on the coverage they have, at the same time that they receive pay for the first pay period of the calendar year:

Single: \$2,375

Single + 1 and Family: \$4,750.

This lump sum payment shall be treated as taxable income and is subject to all tax withholdings."

Section 12. That Section 23-417 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-417. Dental Care Benefits.

The city's self-insured dental care plan herein shall be set forth in the applicable master contract. The dental care benefits provided under the city's self-insured dental plan for police management and fire management shall include, without limitation, a maximum lifetime orthodontic benefit of \$2,000.00. The dental care benefits provided under the city's self-insured

dental plan for CMPTEC, AEC, and Functional employees shall include, without limitation, a maximum lifetime orthodontic benefit of \$2,500.00. Commencing at the beginning of the 2026 payroll year, the dental care benefits provided under the city's self-insured dental plan for CMPTEC, AEC, and Functional employees shall include, without limitation, an increase of the maximum paid by the city to \$1,750 and Type 1 services shall be covered at 100%.

Section 13. That Section 23-462 of the Omaha Municipal Code is hereby amended as follows:

Sec. 23-462. Pay plan.

The city shall provide base pay to CMPTEC employees as set forth in section 23-177.

~~The city and CMPTEC revised the minimum (A Step) and maximum (K Step) salary for each position in contract year 2022 as a result of a wage survey conducted by the City that looked at comparable cities as well as the overall employment market. Thereafter the wage scale for each position was created reflecting an equal dollar increase between steps. Individual employees were placed as agreed to between the city and CMPTEC.~~

~~For 2023, the pay scales will receive a 2% across the board increase, unless the minimum or the maximum salary for any position in 2022 was seven(7)% above the agreed upon results of the wage survey. In that instance, if the minimum and/or maximum salary is already seven(7)% above the wage survey, then the minimum and/or maximum salary will be frozen for 2023. Each pay step in the pay plan for the position will be readjusted to reflect an equal dollar increase between steps.~~

~~For 2024, the pay scales will receive a 2% across the board increase, unless the minimum or the maximum salary for any position in 2022 was nine(9)% above the agreed upon results of the wage survey. In that instance, if the minimum and/or maximum salary is already nine(9)% above the wage survey, then the minimum and/or maximum salary will be frozen for 2024. Each pay step in the pay plan for the position will be readjusted to reflect an equal dollar increase between steps.~~

~~For 2025, the pay scales will receive a 2% across the board increase, unless the minimum or the maximum salary for any position in 2022 was eleven(11)% above the agreed upon results of the wage survey. In that instance, if the minimum and/or maximum salary is already eleven(11)% above the wage survey, then the minimum and/or maximum salary will be frozen for 2025. Each pay step in the pay plan for the position will be readjusted to reflect an equal dollar increase between steps.~~

For 2026, the pay scales will receive a 4% across the board increase, except that the city and CMPTEC revised the minimum and maximum pay steps for certain classifications that the city and CMPTEC agreed to evaluate. Those positions were evaluated by looking at comparable city data. Since the parties relied on 2025 data, the minimum and maximum pay steps were compiled for 2025. The pay scales for the identified classifications and all those that were not studied, will receive a 4% across the board increase, except for the classification of City Maintenance Supervisor. The City Maintenance Supervisor was being paid significantly higher than the comparable city data and will receive a 2% across the board increase. Each pay step

1 in the pay plan for the position will be readjusted to reflect an equal dollar increase between
2 steps. Individual employees in the classifications that were examined, were placed as agreed to
3 between the city and CMPTEC.

4 For 2027, the pay scales will receive a 3% across the board increase, except for the
5 classification of City Maintenance Supervisor which will receive a 1.5% across the board
6 increase. Each pay step in the pay plan for the position will be readjusted to reflect an equal
7 dollar increase between steps.

8 For 2028, the pay scales will receive a 3% across the board increase, except for the
9 classification of City Maintenance Supervisor which will receive a 1.5% across the board
10 increase. Each pay step in the pay plan for the position will be readjusted to reflect an equal
11 dollar increase between steps.

12 For 2029, the pay scales will receive a 3% across the board increase, except for the
13 classification of City Maintenance Supervisor which will receive a 1.5% across the board
14 increase. Each pay step in the pay plan for the position will be readjusted to reflect an equal
15 dollar increase between steps.

16 Section 14. That Section 23-463 of the Omaha Municipal Code is hereby amended as
17 follows:

18 **Sec. 23-463. Health care coverage.**

19 The city shall provide health care coverage to CMPTEC employees as set forth in sections 23-
20 401 through 23-409. City and CMPTEC will create a committee made of representatives from
21 both entities who will make every reasonable effort to create a Wellness plan with benefits and
22 requirements that the parties hope to agree upon by July 1, 2026.

23 Section 15. That Section 23-468 of the Omaha Municipal Code is hereby amended as
24 follows:

25 **Sec. 23-468. Pension.**

26 The city shall provide pension benefits to CMPTEC employees as set forth in chapter 22. In
27 addition to those benefits, effective December 21, 2003, the 2.1 percent for each year, or
28 portion thereof, of service (section 22-32) shall be increased to 2.25 percent. The cost of this
29 additional percentage benefit has been determined by the actuary firm of Milliman and
30 Robertson, Inc., to be 2.25 percent of total wages. Effective December 21, 2003, the city shall
31 pay an additional 1.125 percent and the employee shall pay an additional 1.125 percent.
32 Notwithstanding the above, CMPTEC employees, who otherwise qualify for a pension, may
33 receive pension benefits of 2.25 percent of total wages between April 1, 2003 and April 30,
34 2003. The city shall pay the system all costs associated with this benefit, as determined by the
35 finance director.

- 1 Effective on March 1, 2015, for payroll year 2013, the city shall retroactively pay an additional
2 2.00 percent of wages into the pension system as shown in the table below. In addition, for
3 payroll year 2014, the city shall retroactively pay an additional 4.00 percent of wages into the
4 pension system as shown in the table below. In addition, for payroll year 2015, the city shall pay
5 an additional 1.00 percent of wages into the pension system as shown in the table below.
6 CMPTEC employees will make its additional contributions to the pension system through benefit
7 cuts.
- 8 Effective December 26, 2021, CMPTEC employees shall pay 10.13 percent of wages into the
9 pension system and the city shall 18.83 percent of wages into the pension system as shown in
10 the table below.
- 11 The following is the required contribution for each CMPTEC employee and the city into the
12 pension system for the respective payroll year:

<i>Payroll Year</i>	<i>City</i>	<i>Employee</i>
2005	8.025%	6.825%
2006	8.525%	7.325%
2007	9.025%	7.825%
2008	9.525%	8.325%
2009	9.525%	8.325%
2010	10.275%	8.575%
2011	11.025%	9.325%
2012	11.775%	10.075%
2013	Additional contribution - 2.00% TOTAL=13.775%	10.075%
2014	Additional contribution - 4.00% TOTAL=17.775%	10.075%
2015	Additional contribution - 1.00% TOTAL=18.775%	10.075%
2016	18.775%	10.075%
2017	18.775%	10.075%
2018	18.775%	10.075%
2019	18.775%	10.075%
2020	18.775%	10.075%
2021	18.775%	10.075%
2022	18.83%	10.13%
2023	18.83%	10.13%
2024	18.83%	10.13%
2025	18.83%	10.13%
2026	18.83%	10.13%
2027	18.83%	10.13%
2028	18.83%	10.13%
2029	18.83%	10.13%

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follows:

Sec. 23-476. Paid Holidays.

The city shall provide paid holidays to CMPTEC employees as set forth in section 23-324. In addition, effective December 22, 2002, employees shall be entitled to a "floating" holiday. Effective December 21, 2025, employees shall be entitled to a second "floating" holiday. An employee's use of this "floating" holidays shall be treated as if the employee was requesting annual leave; therefore, this "floating" holidays shall be governed by the annual leave provisions set forth in section 23-341 through section 23-436.

Section 17. That Section 23-484 of the Omaha Municipal Code is hereby created as

follows:

Sec. 23-484. - Union representatives leave.

A maximum of two CMPTEC representatives will be allowed leave, without deduction from their accumulated balances for the purpose of appearing before the city council and/or the personnel board regarding contract negotiations and/or agreements.

Two CMPTEC representatives shall be allowed leave, without deduction from his/her accumulated balances, for the purposes of attending grievance and/or disciplinary hearings involving CMPTEC employees.

A maximum of three CMPTEC representatives will be allowed leave, without deduction from their accumulated leave balances, for the purposes of discussing and negotiating labor agreements with the City.

CMPTEC executive board members and officers shall be provided up to two hours each quarter to attend union meetings, except that amount shall be increased up to ten (10) hours each quarter while there are ongoing labor negotiations with the City.

Section 18. This Ordinance is legislative in character and shall be in full force and take effect fifteen days from and after its passage.

INTRODUCED BY COUNCILMEMBER

Daniel A. Beyley

APPROVED BY:

John W. Ewing, Jr. 12/10/25
MAYOR OF THE CITY OF OMAHA DATE

PASSED DEC 09 2025 U-D

ATTEST:

[Signature] 12/10/25
CITY CLERK OF THE CITY OF OMAHA DATE

APPROVED AS TO FORM:

[Signature] 11/6/25
DEPUTY CITY ATTORNEY DATE

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

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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

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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>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											
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.