



## Classification Pay Plan Part A: General Services Bargaining Unit Positions

**Schedule Effective 1/1/24 - 6/30/24 Revised 1/1/24**

Position#	Classification Title	Grade	hourly/monthly							Step G
			Step A	Step B	Step C	Step D	Step E	Step F		
	<b>Grade 2-3</b>	<b>GS2-3</b>	19.25	20.22	21.23	22.29	23.40	24.57	N/A	
100	Office Assistant		<b>3,337</b>	<b>3,504</b>	<b>3,679</b>	<b>3,863</b>	<b>4,056</b>	<b>4,259</b>	N/A	
	<b>Grade 4</b>	<b>GS4</b>	21.02	22.07	23.17	24.33	25.55	26.82	N/A	
101	Account Clerk: Finance/Public Works		<b>3,643</b>	<b>3,825</b>	<b>4,016</b>	<b>4,217</b>	<b>4,428</b>	<b>4,649</b>	N/A	
102	Community Development Specialist									
104	Recreation Specialist									
	<b>Grade 5</b>	<b>GS5</b>	22.48	23.61	24.79	26.03	27.34	28.70	30.14	
106	Assistant Engineering Technician		<b>3,897</b>	<b>4,092</b>	<b>4,297</b>	<b>4,512</b>	<b>4,738</b>	<b>4,975</b>	<b>5,224</b>	
109	Planning Technician									
110	Recreation Programs Coordinator									
	<b>Grade 6</b>	<b>GS6</b>	24.91	26.15	27.46	28.84	30.28	31.79	33.38	
112	Acctg/Business Services Coordinator		<b>4,317</b>	<b>4,533</b>	<b>4,760</b>	<b>4,998</b>	<b>5,248</b>	<b>5,510</b>	<b>5,786</b>	
114	Recreation Coordinator: Special Events/Mktg									
123	Stormwater/Erosion Control Tech									
126	Engineering Tech I									
127	Accountant - Payroll									
	<b>Grade 7</b>	<b>GS7</b>	27.46	28.84	30.28	31.79	33.38	35.05	36.80	
115	Community Planner I		<b>4,760</b>	<b>4,998</b>	<b>5,248</b>	<b>5,510</b>	<b>5,786</b>	<b>6,075</b>	<b>6,379</b>	
117	Park Planner									
124	Facility Management Coordinator									
128	Sr. Accountant									
132	Engineering Tech II									
	<b>Grade 8</b>	<b>GS8</b>	30.72	32.26	33.87	35.57	37.34	39.21	41.18	
118	Community Planner II		<b>5,325</b>	<b>5,591</b>	<b>5,871</b>	<b>6,165</b>	<b>6,473</b>	<b>6,797</b>	<b>7,137</b>	
119	Construction Management Coordinator									
120	Environmental Services/GIS Coordinator									
	<b>Grade 9</b>	<b>GS9</b>	32.26	33.87	35.57	37.34	39.21	41.18	43.24	
129	Community Planner III		<b>5,591</b>	<b>5,871</b>	<b>6,165</b>	<b>6,473</b>	<b>6,797</b>	<b>7,137</b>	<b>7,494</b>	
121	Information Technology Specialist									
	<b>Grade 10</b>	<b>GS10</b>	34.10	35.80	37.59	39.47	41.45	43.52	45.69	
	Vacant		<b>5,910</b>	<b>6,206</b>	<b>6,516</b>	<b>6,842</b>	<b>7,184</b>	<b>7,543</b>	<b>7,920</b>	



**Classification Pay Plan  
Part A: General Services Bargaining Unit  
Public Works Operations Positions**

**Public Works Operations Positions**

**Schedule Effective 1/1/24 - 6/30/24 Revised 1/1/24**

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
	<b>Grade 2-3P</b>	<b>GS2-3P</b>	19.91	N/A					
122	Utility Laborer		<b>3,451</b>						
	<b>Grade 4P- NC</b>	<b>GS4P-NC</b>	21.73	N/A					
103	Parks Maintenance Worker (PMW) I*		<b>3,767</b>						
105	Utility Worker I*								
	*PMW w/o CIT or UW w/o CDL								
	(*Remain at Step A until they receive the required CIT or CDL, then would be placed at the appropriate step based on experience & pay equity)								
	<b>Grade 4P</b>	<b>GS4P</b>	21.73	22.82	23.96	25.16	26.42	27.74	N/A
103	Parks Maintenance Worker I		<b>3,767</b>	<b>3,955</b>	<b>4,153</b>	<b>4,361</b>	<b>4,579</b>	<b>4,808</b>	
105	Utility Worker I								
	<b>Grade 5P</b>	<b>GS5P</b>	23.25	24.42	25.64	26.92	28.26	29.68	31.16
107	Customer Service Technician		<b>4,030</b>	<b>4,232</b>	<b>4,444</b>	<b>4,666</b>	<b>4,899</b>	<b>5,144</b>	<b>5,401</b>
108	Equipment Maintenance/Fab. Technician								
111	Utility Worker/PMW II								
131	Sweeper/Equipment Operator								
	<b>Grade 6P</b>	<b>GS6P</b>	25.76	27.05	28.40	29.82	31.30	32.87	34.51
113	Utility Worker/PMW III		<b>4,465</b>	<b>4,688</b>	<b>4,922</b>	<b>5,168</b>	<b>5,426</b>	<b>5,697</b>	<b>5,982</b>
125	Arborist								
130	Lead Equipment Mechanic								
	<b>Grade 7P</b>	<b>GS7P</b>	28.40	29.82	31.31	32.87	34.52	36.24	38.05
116	Foreman: Streets, Water		<b>4,923</b>	<b>5,169</b>	<b>5,427</b>	<b>5,698</b>	<b>5,983</b>	<b>6,282</b>	<b>6,596</b>



**Classification Pay Plan**  
**Part B: Police Bargaining Unit Positions**

**Schedule Effective 7/1/23**

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
200	Police Support Specialist	P110	3,829	4,020	4,221	4,432	4,654	4,887	5,131
201	Community Services Officer	P117	4,063	4,266	4,479	4,703	4,938	5,185	5,444
202	Police Officer	P145	5,208	5,468	5,741	6,028	6,329	6,645	6,977
203	Corporal	P150	5,760	6,048	6,350	6,668	7,001	7,351	7,719

**Schedule Effective 7/1/24**

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
200	Police Support Specialist	P110	3,982	4,181	4,390	4,610	4,841	5,083	5,337
201	Community Services Officer	P117	4,226	4,437	4,659	4,892	5,137	5,394	5,664
202	Police Officer	P145	5,416	5,687	5,971	6,270	6,584	6,913	7,259
203	Corporal	P150	5,990	6,290	6,605	6,935	7,282	7,646	8,028

**Schedule Effective 7/1/25**

Position#	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G
200	Police Support Specialist	P110	4,221	4,432	4,654	4,887	5,131	5,388	5,657
201	Community Services Officer	P117	4,480	4,704	4,939	5,186	5,445	5,717	6,003
202	Police Officer	P145	5,741	6,028	6,329	6,645	6,977	7,326	7,692
203	Corporal	P150	6,349	6,666	6,999	7,349	7,716	8,102	8,507



**Classification Pay Plan**  
**Part C: Non-Bargaining Unit, Management Positions**

**Schedule Effective 1/1/24**

Position#	Classification Title	Grade	Minimum	Monthly	Maximum
003	Human Resources Assistant (non-exempt)	C	3,998	-	5,106
501	City Recorder	R	5,757	-	8,117
500	Finance Supervisor	I	6,067	-	8,555
502	Recreation Manager	I	6,067	-	8,555
503	Parks & Public Works Supervisor	I	6,067	-	8,555
507	Police Office Manager	I	6,067	-	8,555
517	Safety & Risk Manager	I	6,067	-	8,555
518	Construction Services Supervisor	I	6,067	-	8,555
504	Parks & Public Works Operations Mgr	II	7,280	-	9,889
506	Principal Planner	II	7,280	-	9,889
511-514 & 520	Department Director (PLAN, FIN, HR, IT, BLDG)	III	8,096	-	11,947
515	Parks & Public Works Director	IV	9,756	-	13,046
519	City Attorney	IV	9,756	-	13,046
521	Special Projects Manager/Rehired Retiree	A	3,998	-	13,046
508	Police Lieutenant (non-exempt)	P-I	7,280	-	9,889
509	Police Captain	P-II	8,096	-	11,947
510	Police Chief	P-III	9,756	-	13,046