

ADMINISTRATIVE SALARY SCHEDULE
EXEMPT POSITIONS
Effective 01/02/11 - 12/31/11
+\$500

Grade	Position	Rate	Step 1 Range									
			Low Step 1		High Step 1		Step 2		Step 3		Step 4	
			Annual	Bi-Weekly	Annual	Bi-Weekly	Annual	Bi-Weekly	Annual	Bi-Weekly	Annual	Bi-Weekly
44	Public Works Director	Base	86,666	3,333.31	91,951	3,536.58	97,241	3,740.04	102,530	3,943.46	107,816	4,146.77
		Beg. 8 yrs	86,812	3,338.91	92,097	3,542.18	97,387	3,745.64	102,676	3,949.06	107,962	4,152.37
		Beg. 12 yrs	86,936	3,343.71	92,221	3,546.98	97,511	3,750.44	102,800	3,953.86	108,086	4,157.17
		Beg. 16 yrs	87,061	3,348.51	92,346	3,551.78	97,636	3,755.24	102,925	3,958.66	108,211	4,161.97
43	City Attorney Human Resources Director Municipal Court Judge* Police Chief	Base	82,471	3,171.96	87,496	3,365.23	92,525	3,558.65	97,548	3,751.85	102,574	3,945.15
		Beg. 8 yrs	82,617	3,177.56	87,642	3,370.83	92,671	3,564.25	97,694	3,757.45	102,720	3,950.75
		Beg. 12 yrs	82,741	3,182.36	87,766	3,375.63	92,795	3,569.05	97,818	3,762.25	102,844	3,955.55
		Beg. 16 yrs	82,866	3,187.16	87,891	3,380.43	92,920	3,573.85	97,943	3,767.05	102,969	3,960.35
42	Finance Director/Comptroller Fire Chief	Base	76,436	2,939.85	81,084	3,118.62	86,057	3,309.88	90,381	3,476.19	95,031	3,655.04
		Beg. 8 yrs	76,582	2,945.45	81,230	3,124.22	86,203	3,315.48	90,527	3,481.79	95,177	3,660.64
		Beg. 12 yrs	76,706	2,950.25	81,354	3,129.02	86,327	3,320.28	90,651	3,486.59	95,301	3,665.44
		Beg. 16 yrs	76,831	2,955.05	81,479	3,133.82	86,452	3,325.08	90,776	3,491.39	95,426	3,670.24
41	Asst. Dir. Public Works (+3%) Assistant Police Chief Community Dev. Director Park Director Transit Director	Base	71,505	2,750.19	75,850	2,917.31	80,189	3,084.19	84,525	3,250.96	88,870	3,418.08
		Beg. 8 yrs	71,651	2,755.79	75,996	2,922.91	80,335	3,089.79	84,671	3,256.56	89,016	3,423.68
		Beg. 12 yrs	71,775	2,760.59	76,120	2,927.71	80,459	3,094.59	84,795	3,261.36	89,140	3,428.48
		Beg. 16 yrs	71,900	2,765.39	76,245	2,932.51	80,584	3,099.39	84,920	3,266.16	89,265	3,433.28
40	Assessor Assistant Fire Chief Dir. of Traffic, Parking & Oper.	Base	66,962	2,575.46	71,017	2,731.42	75,075	2,887.50	79,132	3,043.54	83,187	3,199.50
		Beg. 8 yrs	67,108	2,581.06	71,163	2,737.02	75,221	2,893.10	79,278	3,049.14	83,333	3,205.10
		Beg. 12 yrs	67,232	2,585.86	71,287	2,741.82	75,345	2,897.90	79,402	3,053.94	83,457	3,209.90
		Beg. 16 yrs	67,357	2,590.66	71,412	2,746.62	75,470	2,902.70	79,527	3,058.74	83,582	3,214.70
39	Asst. Finance Director/Treas. Battalion Chief Division Chief - Fire Economic Develop. Director IT Administrator	Base	62,769	2,414.19	66,565	2,560.19	70,364	2,706.31	74,156	2,852.15	77,949	2,998.04
		Beg. 8 yrs	62,915	2,419.79	66,711	2,565.79	70,510	2,711.91	74,302	2,857.75	78,095	3,003.64
		Beg. 12 yrs	63,039	2,424.59	66,835	2,570.59	70,634	2,716.71	74,426	2,862.55	78,219	3,008.44
		Beg. 16 yrs	63,164	2,429.39	66,960	2,575.39	70,759	2,721.51	74,551	2,867.35	78,344	3,013.24
38	Assistant City Attorney II Assistant City Engineer Finance Manager Recreation Superintendent Safety & Health Manager	Base	58,852	2,263.54	62,459	2,402.27	66,012	2,538.92	69,567	2,675.65	73,118	2,812.23
		Beg. 8 yrs	58,998	2,269.14	62,605	2,407.87	66,158	2,544.52	69,713	2,681.25	73,264	2,817.83
		Beg. 12 yrs	59,122	2,273.94	62,729	2,412.67	66,282	2,549.32	69,837	2,686.05	73,388	2,822.63
		Beg. 16 yrs	59,247	2,278.74	62,854	2,417.47	66,407	2,554.12	69,962	2,690.85	73,513	2,827.43
37	Assistant City Attorney I Chief of Staff City Clerk Design & Dev. Superintendent Housing Administrator Neighborhood Dev. Supvr. Park Superintendent Principal Planner Purchasing Agent Support Ser. & Budget Mgr.	Base	55,210	2,123.46	58,608	2,254.15	61,995	2,384.42	65,327	2,512.58	68,655	2,640.58
		Beg. 8 yrs	55,356	2,129.06	58,754	2,259.75	62,141	2,390.02	65,473	2,518.18	68,801	2,646.18
		Beg. 12 yrs	55,480	2,133.86	58,878	2,264.55	62,265	2,394.82	65,597	2,522.98	68,925	2,650.98
		Beg. 16 yrs	55,605	2,138.66	59,003	2,269.35	62,390	2,399.62	65,722	2,527.78	69,050	2,655.78
36	City Forester HR Operations Manager Special Facilities Manager	Base	51,846	1,994.08	55,034	2,116.69	58,220	2,239.23	61,406	2,361.77	64,535	2,482.12
		Beg. 8 yrs	51,992	1,999.68	55,180	2,122.29	58,366	2,244.83	61,552	2,367.37	64,681	2,487.72
		Beg. 12 yrs	52,116	2,004.48	55,304	2,127.09	58,490	2,249.63	61,676	2,372.17	64,805	2,492.52
		Beg. 16 yrs	52,241	2,009.28	55,429	2,131.89	58,615	2,254.43	61,801	2,376.97	64,930	2,497.32

ADMINISTRATIVE SALARY SCHEDULE - EXEMPT EMPLOYEES

Effective 1/02/11 - 12/31/11

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Grade	Position	Rate	Step 1 Range									
			Low Step 1		High Step 1		Step 2		Step 3		Step 4	
			Annual	Bi-Weekly	Annual	Bi-Weekly	Annual	Bi-Weekly	Annual	Bi-Weekly	Annual	Bi-Weekly
35	ADA Marketing Manager	Base	48,779	1,876.12	51,771	1,991.19	54,765	2,106.35	57,760	2,221.54	60,757	2,336.81
	Civil Engineer II	Beg. 8 yrs	48,925	1,881.72	51,917	1,996.79	54,911	2,111.95	57,906	2,227.14	60,903	2,342.41
	Inspection Service Specialist	Beg. 12 yrs	49,049	1,886.52	52,041	2,001.59	55,035	2,116.75	58,030	2,231.94	61,027	2,347.21
	Payroll Manager	Beg. 16 yrs	49,174	1,891.32	52,166	2,006.39	55,160	2,121.55	58,155	2,236.74	61,152	2,352.01
	Public Works Superintendent											
	Senior Planner											
	Traffic Engineer											
34	Assistant Park Superintendent	Base	45,937	1,766.81	48,755	1,875.19	51,572	1,983.54	54,389	2,091.88	57,205	2,200.19
	Construction Inspection Mgr.	Beg. 8 yrs	46,083	1,772.41	48,901	1,880.79	51,718	1,989.14	54,535	2,097.48	57,351	2,205.79
	Equipment & Shop Supervisor	Beg. 12 yrs	46,207	1,777.21	49,025	1,885.59	51,842	1,993.94	54,659	2,102.28	57,475	2,210.59
	Recreation Supervisor	Beg. 16 yrs	46,332	1,782.01	49,150	1,890.39	51,967	1,998.74	54,784	2,107.08	57,600	2,215.39
	Sr. Landscape Architect											
33	Assistant Forester	Base	43,306	1,665.62	45,960	1,767.69	48,611	1,869.65	51,263	1,971.65	53,919	2,073.81
	Asst. Wildlife Sanctuary Mgr.	Beg. 8 yrs	43,452	1,671.22	46,106	1,773.29	48,757	1,875.25	51,409	1,977.25	54,065	2,079.41
	Business Dev. Plan. Specialist	Beg. 12 yrs	43,576	1,676.02	46,230	1,778.09	48,881	1,880.05	51,533	1,982.05	54,189	2,084.21
	Landscape Architect	Beg. 16 yrs	43,701	1,680.82	46,355	1,782.89	49,006	1,884.85	51,658	1,986.85	54,314	2,089.01
	Municipal Court Clerk											
	Planner II-Zoning Specialist											
	Public Works Supervisor											
32	Civil Engineer I	Base	40,867	1,571.81	43,363	1,667.81	45,866	1,764.08	48,369	1,860.35	50,870	1,956.54
	Community Dev. Specialist	Beg. 8 yrs	41,013	1,577.41	43,509	1,673.41	46,012	1,769.68	48,515	1,865.95	51,016	1,962.14
	HR Generalist II	Beg. 12 yrs	41,137	1,582.21	43,633	1,678.21	46,136	1,774.48	48,639	1,870.75	51,140	1,966.94
	Neighborhood Dev. Specialist	Beg. 16 yrs	41,262	1,587.01	43,758	1,683.01	46,261	1,779.28	48,764	1,875.55	51,265	1,971.74
	Office Manager											
	Sr. Accountant											
31	Admin. Aide to the Mayor	Base	38,601	1,484.65	40,962	1,575.46	43,317	1,666.04	45,677	1,756.81	48,035	1,847.50
	Building Services Supervisor	Beg. 8 yrs	38,747	1,490.25	41,108	1,581.06	43,463	1,671.64	45,823	1,762.41	48,181	1,853.10
	Chief Naturalist	Beg. 12 yrs	38,871	1,495.05	41,232	1,585.86	43,587	1,676.44	45,947	1,767.21	48,305	1,857.90
	Curator of Animals	Beg. 16 yrs	38,996	1,499.85	41,357	1,590.66	43,712	1,681.24	46,072	1,772.01	48,430	1,862.70
	HR Generalist I/II											
	Paralegal											
	Planner I											
30	Property Manager	Base	36,499	1,403.81	38,725	1,489.42	40,952	1,575.08	43,182	1,660.85	45,408	1,746.46
	Route Supervisor	Beg. 8 yrs	36,645	1,409.41	38,871	1,495.02	41,098	1,580.68	43,328	1,666.45	45,554	1,752.06
	Special Facilities Asst. Mgr.	Beg. 12 yrs	36,769	1,414.21	38,995	1,499.82	41,222	1,585.48	43,452	1,671.25	45,678	1,756.86
	Transit Planning Coordinator	Beg. 16 yrs	36,894	1,419.01	39,120	1,504.62	41,347	1,590.28	43,577	1,676.05	45,803	1,761.66
	Naturalist											
29	Sr. Animal Keeper	Base	34,545	1,328.65	36,650	1,409.62	38,756	1,490.62	40,859	1,571.50	42,967	1,652.58
		Beg. 8 yrs	34,691	1,334.25	36,796	1,415.22	38,902	1,496.22	41,005	1,577.10	43,113	1,658.18
		Beg. 12 yrs	34,815	1,339.05	36,920	1,420.02	39,026	1,501.02	41,129	1,581.90	43,237	1,662.98
		Beg. 16 yrs	34,940	1,343.85	37,045	1,424.82	39,151	1,505.82	41,254	1,586.70	43,362	1,667.78

*65% of maximum with salary increase to be effective May 2 each year (11/93)

Transition through the steps is at 6 months, 18 months and 30 months from hire date.

9/1/11

ADMINISTRATIVE SALARY SCHEDULE
NON-EXEMPT POSITIONS
Effective 01/02/11 - 12/31/11
+\$500

40 Hour/Week Positions (2080 hours annually)

Grade	Position	Rate	Step 1 Range		Step 2		Step 3		Step 4			
			Low Step 1		High Step 1		Annual	Hourly	Annual	Hourly	Annual	Hourly
			Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
34	Com. & Electronics Tech. Right-of-Way Specialist	Base	45,937	\$22.09	48,755	\$23.44	51,572	\$24.79	54,389	\$26.15	57,205	\$27.50
		Beg. 8 yrs	46,083	\$22.16	48,901	\$23.51	51,718	\$24.86	54,535	\$26.22	57,351	\$27.57
		Beg. 12 yrs	46,207	\$22.22	49,025	\$23.57	51,842	\$24.92	54,659	\$26.28	57,475	\$27.63
		Beg. 16 yrs	46,332	\$22.28	49,150	\$23.63	51,967	\$24.98	54,784	\$26.34	57,600	\$27.69
32	City Sealer Sustainability Coordinator (LTE)	Base	40,867	\$19.65	43,363	\$20.85	45,866	\$22.05	48,369	\$23.25	50,870	\$24.46
		Beg. 8 yrs	41,013	\$19.72	43,509	\$20.92	46,012	\$22.12	48,515	\$23.32	51,016	\$24.53
		Beg. 12 yrs	41,137	\$19.78	43,633	\$20.98	46,136	\$22.18	48,639	\$23.38	51,140	\$24.59
		Beg. 16 yrs	41,262	\$19.84	43,758	\$21.04	46,261	\$22.24	48,764	\$23.44	51,265	\$24.65
31	Executive Assistant - Transit	Base	38,601	\$18.56	40,962	\$19.69	43,317	\$20.83	45,677	\$21.96	48,035	\$23.09
		Beg. 8 yrs	38,747	\$18.63	41,108	\$19.76	43,463	\$20.90	45,823	\$22.03	48,181	\$23.16
		Beg. 12 yrs	38,871	\$18.69	41,232	\$19.82	43,587	\$20.96	45,947	\$22.09	48,305	\$23.22
		Beg. 16 yrs	38,996	\$18.75	41,357	\$19.88	43,712	\$21.02	46,072	\$22.15	48,430	\$23.28
	Fire Mechanic (40 hrs)	Base	47,174	\$22.68								
		Beg. 8 yrs	47,320	\$22.75								
		Beg. 12 yrs	47,445	\$22.81								
		Beg. 16 yrs	47,570	\$22.87								
	Senior Fire Mechanic (40 hrs)	Base	49,317	\$23.71								
		Beg. 8 yrs	49,462	\$23.78								
		Beg. 12 yrs	49,587	\$23.84								
		Beg. 16 yrs	49,712	\$23.90								

37.5 Hour/Week Positions (1950 hours annually)

Grade	Position	Rate	Step 1 Range		Step 2		Step 3		Step 4			
			Low Step 1		High Step 1		Annual	Hourly	Annual	Hourly	Annual	Hourly
			Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly	Annual	Hourly
30	Administrative Assistant	Base	36,499	\$18.72	38,725	\$19.86	40,952	\$21.00	43,182	\$22.14	45,408	\$23.29
		Beg. 8 yrs	36,641	\$18.79	38,864	\$19.93	41,087	\$21.07	43,310	\$22.21	45,552	\$23.36
		Beg. 12 yrs	36,758	\$18.85	38,981	\$19.99	41,204	\$21.13	43,427	\$22.27	45,669	\$23.42
		Beg. 16 yrs	36,875	\$18.91	39,098	\$20.05	41,321	\$21.19	43,544	\$22.33	45,786	\$23.48
29	Executive Secretary Legal Secretary Ranger	Base	34,545	\$17.72	36,650	\$18.79	38,756	\$19.87	40,859	\$20.95	42,967	\$22.03
		Beg. 8 yrs	34,691	\$17.79	36,777	\$18.86	38,883	\$19.94	40,989	\$21.02	43,095	\$22.10
		Beg. 12 yrs	34,808	\$17.85	36,894	\$18.92	39,000	\$20.00	41,106	\$21.08	43,212	\$22.16
		Beg. 16 yrs	34,925	\$17.91	37,011	\$18.98	39,117	\$20.06	41,223	\$21.14	43,329	\$22.22
28	Administrative Specialist Benefits Specialist	Base	32,733	\$16.79	34,723	\$17.81	36,716	\$18.83	38,708	\$19.85	40,697	\$20.87
		Beg. 8 yrs	32,877	\$16.86	34,866	\$17.88	36,855	\$18.90	38,844	\$19.92	40,833	\$20.94
		Beg. 12 yrs	32,994	\$16.92	34,983	\$17.94	36,972	\$18.96	38,961	\$19.98	40,950	\$21.00
		Beg. 16 yrs	33,111	\$16.98	35,100	\$18.00	37,089	\$19.02	39,078	\$20.04	41,067	\$21.06
27		Base	31,042	\$15.92	32,929	\$16.89	34,815	\$17.85	36,699	\$18.82	38,584	\$19.79
		Beg. 8 yrs	31,181	\$15.99	33,072	\$16.96	34,944	\$17.92	36,836	\$18.89	38,727	\$19.86
		Beg. 12 yrs	31,298	\$16.05	33,189	\$17.02	35,061	\$17.98	36,953	\$18.95	38,844	\$19.92
		Beg. 16 yrs	31,415	\$16.11	33,306	\$17.08	35,178	\$18.04	37,070	\$19.01	38,961	\$19.98
26	HR Assistant Receptionist-Confidential	Base	29,469	\$15.11	31,256	\$16.03	33,042	\$16.94	34,833	\$17.86	36,617	\$18.78
		Beg. 8 yrs	29,601	\$15.18	31,395	\$16.10	33,170	\$17.01	34,964	\$17.93	36,758	\$18.85
		Beg. 12 yrs	29,718	\$15.24	31,512	\$16.16	33,287	\$17.07	35,081	\$17.99	36,875	\$18.91
		Beg. 16 yrs	29,835	\$15.30	31,629	\$16.22	33,404	\$17.13	35,198	\$18.05	36,992	\$18.97

Fire Mechanics start at 90% of the base rate and move to 100% of base after six months. An additional \$.50 per hour will be paid upon obtaining Master Medicu/Heavy Truck Technician and Master Automobile Technician certifications. Mechanics will be reimbursed up to \$75.00 for safety shoes and furnished with at least two pairs of coveralls.

Transition through the steps is at 6 months, 18 months and 30 months from date of hire.