



Classification Pay Plan
Part A: General Services Bargaining Unit Positions effective 7/1/24

Schedule Effective 7/1/24

hourly/monthly

Position	Classification Title	Grade	Step A	Step B	Step C	Step D	Step E	Step F	Step G	
	Grade 2-3	GS2-3	19.85	20.84	21.88	22.98	24.13	25.33		
100	Office Assistant		3,440	3,612	3,793	3,983	4,182	4,391		
	Grade 4	GS4	21.67	22.75	23.89	25.09	26.34	27.65		
101	Account Clerk: Finance/Public Works		3,756	3,944	4,141	4,348	4,565	4,793		
102	Community Development Specialist									
104	Recreation Specialist									
	Grade 5	GS5	23.18	24.34	25.56	26.84	28.18	29.59	31.07	
106	Assistant Engineering Technician		4,018	4,219	4,430	4,652	4,885	5,129	5,385	
109	Planning Technician									
110	Recreation Programs Coordinator									
	Grade 6	GS6	25.68	26.97	28.32	29.73	31.22	32.78	34.42	
112	Acctg/Business Services Coordinator		4,451	4,674	4,908	5,153	5,411	5,682	5,966	
114	Recreation Coordinator: Special Events/Mktg									
123	Stormwater/Erosion Control Tech									
126	Engineering Tech I									
127	Accountant - Payroll									
	Grade 7	GS7	28.32	29.73	31.22	32.78	34.42	36.14	37.94	
115	Community Planner I		4,908	5,153	5,411	5,682	5,966	6,264	6,577	
117	Park Planner									
124	Facility Management Coordinator									
128	Sr. Accountant									
132	Engineering Tech II									
	Grade 8	GS8	31.67	33.26	34.92	36.67	38.50	40.43	42.45	
118	Community Planner II		5,490	5,765	6,053	6,356	6,674	7,008	7,358	
119	Construction Management Coordinator									
120	Environmental Services/GIS Coordinator									
	Grade 9	GS9	33.25	34.92	36.66	38.50	40.43	42.45	44.57	
129	Community Planner III		5,764	6,052	6,355	6,673	7,007	7,357	7,725	
121	Information Technology Specialist									
	Grade 10	GS10	35.15	36.91	38.76	40.70	42.73	44.87	47.11	
	Vacant		6,093	6,398	6,718	7,054	7,407	7,777	8,166	
	Grade 2-3P	GS2-3P	20.53							
122	Utility Laborer		3,558							
	Grade 4P- NC	GS4P-NC	22.41							
103	Parks Maintenance Worker (PMW) I*		3,884							
105	Utility Worker I*									
	<i>*PMW w/o CIT or UW w/o CDL</i>									
	<i>(*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)</i>									
	Grade 4P	GS4P	22.41	23.53	24.70	25.94	27.24	28.60		
103	Parks Maintenance Worker I		3,884	4,078	4,282	4,496	4,721	4,957		
105	Utility Worker I									
	Grade 5P	GS5P	23.97	25.17	26.43	27.75	29.14	30.60	32.13	
107	Customer Service Technician		4,155	4,363	4,581	4,810	5,051	5,304	5,569	
108	Equipment Maintenance/Fab. Technician									
111	Utility Worker/PMW II									
131	Sweeper/Equipment Operator									
	Grade 6P	GS6P	26.56	27.88	29.28	30.74	32.28	33.89	35.59	
113	Utility Worker/PMW III		4,603	4,833	5,075	5,329	5,595	5,875	6,169	
125	Arborist									
130	Lead Equipment Mechanic									
	Grade 7P	GS7P	29.29	30.75	32.29	33.91	35.60	37.39	39.25	
116	Foreman: Streets, Water		5,076	5,330	5,597	5,877	6,171	6,480	6,804	



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

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